

26 compliance, and more, and given the expected growth, even the region’s deepest
27 wells of talent will be stretched; and

28 **WHEREAS**, to deliver these projects, the region will have to significantly
29 scale, connect, and systematize all recruiting, training, and career placement efforts
30 to meet the region’s infrastructure human capital needs and offer a greater number
31 of career pathways, it will need to train and upskill at least an additional 4,000
32 workers each year; and

33 **WHEREAS**, providing prevailing wage jobs and career pathways for
34 communities that are underrepresented in the infrastructure workforce is essential
35 to meet future human capital demands while also helping individuals take full
36 advantage of the City’s economic opportunities; and

37 **WHEREAS**, for example, women currently hold only 15% of skilled trade
38 roles in the region, and if the representation of women in these roles were
39 increased to match their share in the overall regional economy, it could cover 41%
40 of the total projected demand for new infrastructure workers; and

41 **WHEREAS**, access to childcare is an obstacle for the infrastructure
42 workforce, and ensuring end-to-end workforce development services is crucial to
43 growing our workforce; and

44 **WHEREAS**, the City desires to take proactive steps to capitalize on its
45 once-in-a-generation infrastructure investment, ensure its large capital project
46 needs are met, and provide more opportunities for career pathways, small business
47 creation, and long-term community wealth generation for Austinites; and

48 **WHEREAS**, the City has entered into a joint powers agreement with the
49 Austin Transit Partnership and Capital Metro in support of Project Connect, and
50 that agreement contemplates the development and implementation of a

51 construction careers program that meets the requirements of federal law and
52 regulations, includes the City’s hiring goals to hire workers from apprenticeship
53 and craft training programs, and promotes the hiring of local workers; and

54 **WHEREAS**, the Austin Transit Partnership and Capital Metro contracted
55 with Workforce Solutions Capital Area (“WFS”) to support development of the
56 region’s first Workforce Mobility Industry Sector Partnership that includes the
57 development and implementation of a construction workforce plan for the
58 construction of Project Connect; and

59 **WHEREAS**, WFS is the City’s designated intergovernmental partner
60 providing required and critical job seeker supports through subsidized child care,
61 youth services, career counseling and matching, and career training services as
62 well as the grant recipient, fiscal agent, and administrative entity for purposes of
63 the Austin-Travis County Local Workforce Development Area as designated by
64 the Governor of the State of Texas; and

65 **WHEREAS**, WFS established a Mobility and Infrastructure Partnership in
66 2023, composed of policymakers, capital project sponsors, job creators, and
67 training and community partners including representatives from local unions,
68 community colleges, high schools, and other training initiatives; and

69 **WHEREAS**, the purpose of the Austin Infrastructure Academy is to launch
70 a one-of-a-kind public-private infrastructure network that integrates recruitment, a
71 comprehensive training hub, childcare support, and placement services to connect
72 local people to career pathways in infrastructure development; and

73 **WHEREAS**, as a comprehensive, one-of-a-kind initiative, the Austin
74 Infrastructure Academy will: (1) align training programs with in-demand skills
75 and job sequencing, based on real-time needs identified by both job creators and

76 job seekers; (2) offer childcare and other wraparound services to eliminate
77 participation barriers; (3) facilitate the matching of trained job seekers with job
78 creators, improving navigation from training to job placement; (4) develop a
79 robust, diverse talent pipeline with a recruitment focus on underserved Austinites;
80 (5) set up a governance and evaluation structure that reflects stakeholder input and
81 ensures accountability to funders; and (6) establish a brand that fosters increased
82 participation and funding while instilling a sense of belonging and pride; **NOW,**
83 **THEREFORE,**

84 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

85 The City Manager is directed to develop and implement a program to fund
86 and support workforce development, similar to the structure of the City’s existing
87 Art in Public Places program, to support the completion of the City’s generational
88 investment of the capital improvement program, and the proposed program should
89 address, but not limited to, the following:

- 90 • Training alignment: align training programs with in-demand skills and
91 job sequencing, based on real time needs identified by both job creators
92 and job seekers.
- 93 • Wraparound services: offer childcare and other wraparound services to
94 eliminate participation barriers.
- 95 • Placement and navigation: facilitate the matching of trained job seekers
96 with job creators, improving navigation from training to job placement.
- 97 • Comprehensive recruitment: develop a robust, diverse talent pipeline
98 with a recruitment focus on underserved Austinites.
- 99 • Governance: set up a governance structure that reflects stakeholder input
100 and ensures accountability to funders.

- Impact and evaluation: create an evaluation framework to assess the impact and outcomes of the Infrastructure Academy.
- Sense of belonging: establish a brand that fosters increased participation and funding while instilling a sense of belonging and pride.

BE IT FURTHER RESOLVED:

The City Manager is directed to maximize the City’s ability to receive federal funding for workforce development. The City Manager will ensure that this program aligns with the federal vision for workforce development and pursue opportunities including but not limited to the Infrastructure Investment and Jobs Act and the Inflation Reduction Act.

BE IT FURTHER RESOLVED:

As funding may apply to childcare and early childhood development, the City Manager is directed to work with other entities in the childcare field in Austin to assure not only that funding is complementary but also addressing specific needs of childcare and early childhood education.

ADOPTED: _____, 2024 **ATTEST:** _____

Myrna Rios
City Clerk