

**RESOLUTION NO. 20240307-021**

**WHEREAS**, the United States, through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act, will invest over a trillion dollars to address climate needs and enhance infrastructure systems nationwide, and it has been recognized that investments in workforce development are a critical component to ensure communities can effectively execute infrastructure projects and capitalize on federal investments; and

**WHEREAS**, the City is undertaking historic generational investments in infrastructure, major capital projects, and private-sector initiatives, such as Project Connect, the Austin Airport Expansion, and others, totaling over \$25 billion in regional investments; and

**WHEREAS**, through investments in transformative regional construction infrastructure, the City and its regional partners can address affordability challenges and equity by creating family-supporting jobs and sustainable career pathways, all while enhancing regional mobility and connectivity; and

**WHEREAS**, the City's infrastructure workforce employs more than 222,000 residents, ranking it among the region's largest employers (larger than manufacturing and healthcare combined), signifying its importance to the economic development future for the City; and

**WHEREAS**, the City's large capital projects will require skilled infrastructure workers, significantly expanding the region's infrastructure sector by more than 81% by 2040; and this expansion necessitates the addition of 10,000 new workers every year for the next 17 years; and

**WHEREAS**, these opportunities will span skilled trades, general construction, project management, supervision operations, environmental compliance, and more, and given the expected growth, even the region's deepest wells of talent will be stretched; and

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

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

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

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

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

**WHEREAS**, the City has entered into a joint powers agreement with the Austin Transit Partnership and Capital Metro in support of Project Connect, and that agreement contemplates the development and implementation of a construction careers program that meets the requirements of federal law and regulations, includes the City's hiring goals to hire workers from apprenticeship and craft training programs, and promotes the hiring of local workers; and

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

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

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

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

**WHEREAS**, as a comprehensive, one-of-a-kind initiative, the Austin Infrastructure Academy will: (1) align training programs with in-demand skills and job sequencing, based on real-time needs identified by both job creators and job seekers; (2) offer childcare and other wraparound services to eliminate participation barriers; (3) facilitate the matching of trained job seekers with job creators, improving navigation from training to job placement; (4) develop a robust, diverse talent pipeline with a recruitment focus on underserved Austinites;



(5) set up a governance and evaluation structure that reflects stakeholder input and ensures accountability to funders; and (6) establish a brand that fosters increased participation and funding while instilling a sense of belonging and pride; **NOW, THEREFORE,**

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

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

- Training alignment: align training programs with in-demand skills and job sequencing, based on real time needs identified by both job creators and job seekers.
- Wraparound services: offer childcare and other wraparound services to eliminate participation barriers.
- Placement and navigation: facilitate the matching of trained job seekers with job creators, improving navigation from training to job placement.
- Comprehensive recruitment: develop a robust, diverse talent pipeline with a recruitment focus on underserved Austinites.
- Governance: set up a governance structure that reflects stakeholder input 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:** March 7, 2024

**ATTEST:**

*Stephanie Hall for*  
Myrna Rios  
City Clerk