How to use Local and Economically-Targeted Hire to Promote Good Jobs through the Infrastructure Investment and Jobs Act

SUCCESS STORIES

LOS ANGELES POLICY ELEMENTS

- Implemented through Project labor agreement and agency
- Applies to all >$2.5 MILLION PROJECTS
- Monthly reports on benchmarks

REQUIRED BENCHMARKS:
- 40% Hires from economically disadvantaged zip codes
- 20% From apprenticeship programs
- 10% Hires with barriers to employment

RESULTS:
- 58.21% Workers in economically distressed zip codes consistently met and exceeded, including 58.21% of hires from economically disadvantaged zip codes
- Workers in economically distressed zip codes earned an additional $36.7 million in wages by participating in the Priority Hire program
- Higher wages for apprentices of color
- Apprenticeship-to-hire pipeline

SEATTLE POLICY ELEMENTS

- Implemented through City-wide ordinance and CWA
- Applies to all >$5.0 MILLION PROJECTS

CHANGE YOUR COMMUNITY

Take the next steps to bring these opportunities to your local communities:

RESEARCH
Scan the QR code to access resources from the U.S. Department of Transportation and more.

READ
our full Local Hire Guide for more details by scanning the QR code.

REACH OUT
Several community groups are here to help you learn more and discuss next steps.

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THE OPPORTUNITY

IIJA will bring $1.2 trillion to states and cities over the next 5 years for new and existing infrastructure—a once in a generation opportunity.

For the first time, local and economically targeted hire on transportation projects is allowed without prior approval.

SETTING HIRING GOALS

Contracting agencies have two opportunities to define and set hiring goals for workers in their communities: local hire and economically targeted hire

LOCAL HIRE
Hiring workers to work on projects in their communities. Agencies can additionally target based on zip codes that:
- are economically distressed
- have a high unemployment rate
- have concentration of households below federal poverty level rate

ECONOMICALLY TARGETED HIRE
Prioritizing workers with certain criteria:

- Good Local Jobs
- More Money Spent Locally

ECONOMIC CONDITIONS
e.g. people who earn under a certain income threshold or participate in a public assistance program like SNAP

BARRIERS TO EMPLOYMENT
e.g. people with no more than a high school education, people returning to their communities after incarceration

HISTORICALLY UNDERREPRESENTED
in the locality’s industry workforce, e.g. women, people of color. Contact us to learn more about what is allowed under the law.

HOW TO IMPLEMENT LOCAL HIRE

Depending on state and local contract law, local hire programs can be implemented through various mechanisms:

- City-wide ordinances
- Agency policies
- Project labor agreements (PLAs)
- Community benefits agreements (CBAs) or Community Workforce Agreements (CWAs)
- Individual contracts between contracting agencies and prime contractors

These can be done in conjunction or separately. They MUST be done in partnership with community stakeholders.