

# 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%**

All benchmarks consistently met and exceeded, including **58.21%** of hires from economically disadvantaged zip codes

## SEATTLE POLICY ELEMENTS



Implemented through City-wide ordinance and CWA



Applies to all **>\$5.0 MILLION PROJECTS**

### RESULTS:



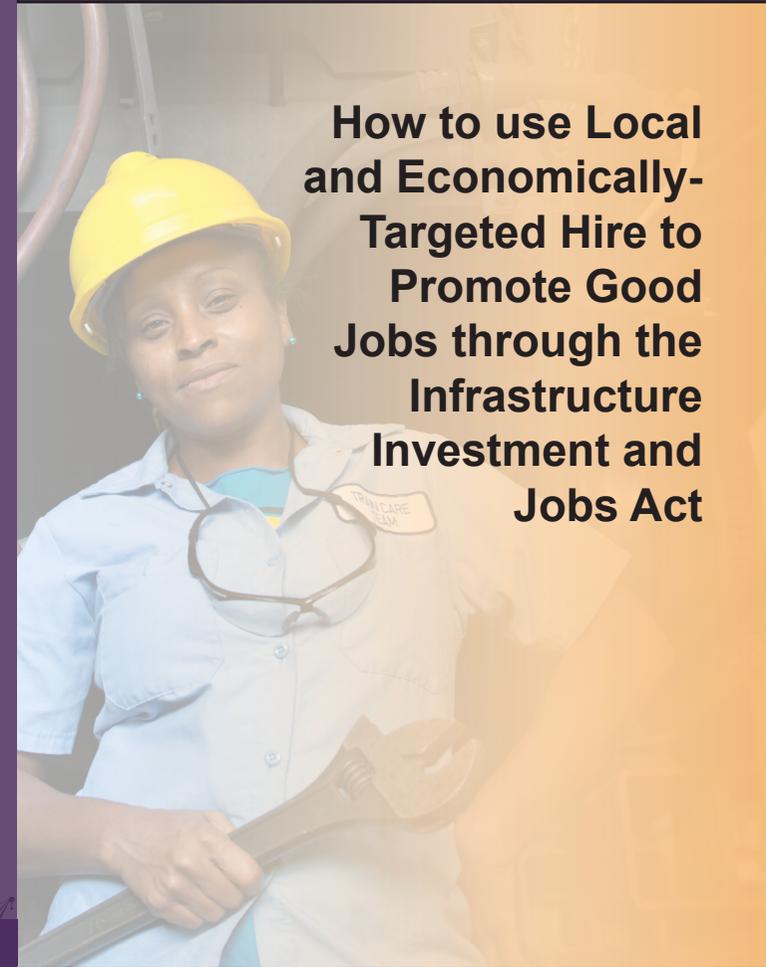
Workers in economically distressed zip codes earned an additional \$36.7 million in wages by participating in the Priority Hire program



Higher wages for apprentices of color



Apprenticeship-to-hire pipeline



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

# 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.

#### Michael Lawliss

Jobs to Move America  
mlawliss@jobstomoveamerica.org

#### Jennifer Sherer

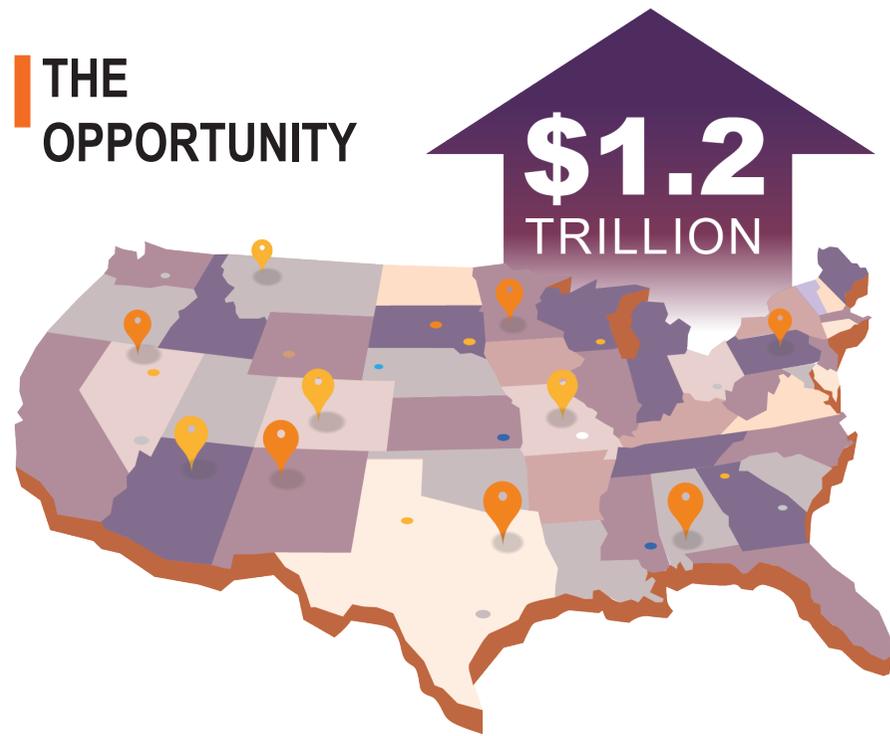
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# THE OPPORTUNITY



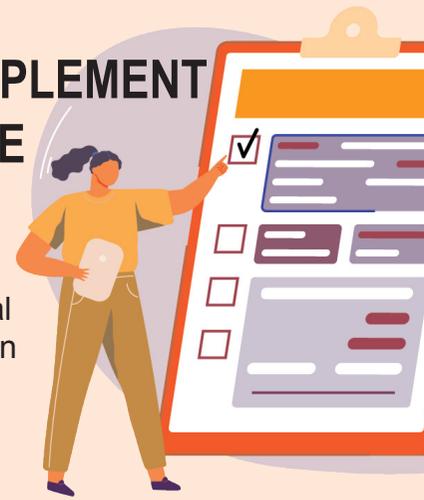
IIJA will bring \$1.2 trillion to states and cities over the **next 5 years** for new and existing infrastructure—a once in a generation opportunity.

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



# 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

# 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:



**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.



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