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TALENT PIPELINE CHALLENGE PLEDGE

The Talent Pipeline Challenge will activate a wide range of critical stakeholders to promote concrete actions in support of these goals.

The Talent Pipeline Challenge will encourage employers to commit to:

- Partner with and hire skilled workers from at least one training provider in each region in which the employer has operations, such as a registered apprenticeship program or a community college with a diverse student population. As part of this pledge, employers can partner with national or regional intermediaries or training providers to build, scale, or support local training models to recruit, train, or hire workers in their sector. Training partnerships will build on pathways to quality jobs for women, people of color, and underserved workers—including those from rural and Tribal communities and communities with persistent poverty. As part of this goal:
 - Employers and training providers are encouraged to include a community-based organization working with women and under-represented groups in the training partnership.
 - Employers already partnered with a registered apprenticeship program may consider investing in a quality pre-apprenticeship program that sends its graduates directly into a registered apprenticeship program.
 - Employers are encouraged to invest in the resources and supports like tuition assistance, child care, transportation costs, and emergency aid that are often barriers for workers to participate in training.
 - Use Section 127 of the Internal Revenue Code (IRC) to provide up to \$5,250 of tax-free tuition assistance to current employees to provide high-quality training through community colleges, pre-apprenticeships, registered apprenticeships, quality training models, or to cover certain training-related costs like books, supplies, and necessary equipment to meet demand for skilled workers.

The Talent Pipeline Challenge will encourage training providers, unions, and other stakeholders, including labor-management skills programs, community colleges, industry associations, philanthropic organizations, and worker centers, to commit to:

- Partner with employers to create or bring to scale training programs, coupled with wraparound services like transportation assistance and child care, aligned with in-demand jobs.
- Help recruit regional and local employers from the three infrastructure sectors into this Challenge—including through regional convenings.



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- Work with employer partners to identify, recruit, and support local women and workers of color into infrastructure jobs (including for Bipartisan Infrastructure Law funded projects), as well as jobs in communities with persistent poverty, rural, and Tribal communities.
- Provide grant funding for employer-training provider partnerships and to defer costs of advanced skills training, particularly for disadvantaged and under-represented workers.

The Talent Pipeline Challenge is calling on state, local, Tribal and territorial governments to commit to:

- Use federal funding to invest in workforce development efforts in these critical sectors, including:
 - American Rescue Plan (ARP) State and Local Fiscal Recovery Funds toward job training and other assistance to workers negatively affected by the pandemic.
 - Bipartisan Infrastructure Law grant funding, where possible and legally permissible, to support workforce development aligned to project labor needs.
 - State Workforce Innovation and Opportunity Act (WIOA) Reserve dollars to fund place-based labor-management partnerships in infrastructure sectors, with registered apprenticeships and pre-apprenticeship opportunities.
- Serve as a regional convenor of employers, training, and community partners to identify workforce needs and develop a regional workforce training plan.
- Make a model employer commitment, prioritizing hiring of workers and small businesses in their community for state and local projects and developing diverse hiring goals.
- Encourage contractors, where permissible under applicable law, to use local/economic hiring preferences to expand the diversity of the talent pool and build local talent.
- Adapt career and technical education plans (i.e., Perkins State Plan) to meet new workforce needs created by the Bipartisan Infrastructure Law.