



VCBB Broadband Equity Access Deployment (BEAD) Program Sub-Grantee Workforce Workshop

Funded by the Bipartisan Infrastructure Law (BIL)

*Administered by the Department of Commerce's National Telecommunications and
Information Administration (NTIA)*



The Bipartisan Infrastructure Law invests ~\$65B to ensure everyone in America has access to high-speed Internet



Goal is to build infrastructure that provides reliable high-speed Internet **access** to all Americans **for today and tomorrow...**

...with a focus on making high-speed Internet **affordable** and **reliable** so **everyone** can participate in the economy...

... and providing the resources needed to **equitably** expand the adoption and use of the Internet so **everyone** can experience the benefits.



Bipartisan Infrastructure Act invests roughly \$65B into high-speed Internet efforts through 7 federal programs:

Administered by NTIA

- Broadband Equity, Access, and Deployment (BEAD) Program (\$42.45B)
- Digital Equity Planning, Capacity and Competitive Grants (\$2.75B)
- Tribal Broadband Connectivity Program (\$2.00B)
- Middle Mile Broadband Infrastructure Program (\$1.0B)

Administered by other federal agencies

- Affordable Connectivity Program (\$14.2B)
- Rural Broadband Programs at the Department of Agriculture (\$2.0B)
- Private Activity Bonds (\$0.6B)

BEAD program will provide ~\$42.45B for infrastructure planning and implementation

Funding pool
\$42.45B

A program to get all Americans online by funding partnerships between states or territories, communities, and stakeholders to build infrastructure where we need it to and increase adoption of high-speed Internet.

PROGRAM HIGHLIGHTS

Entities eligible to apply for this program include:

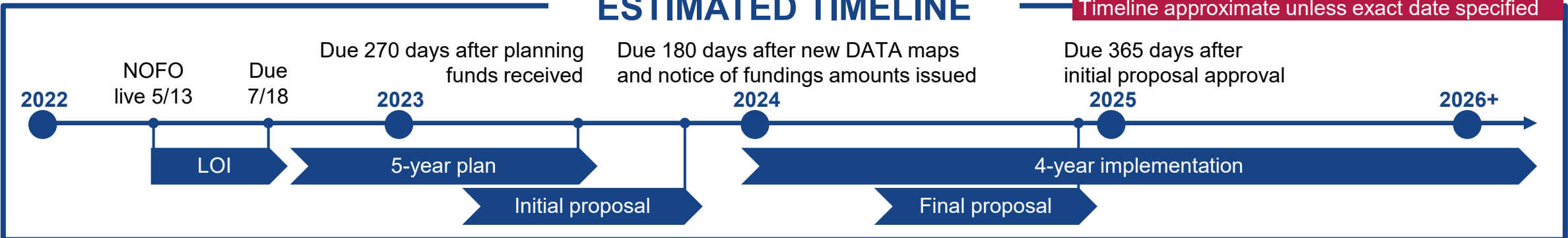
- All 50 States
- The District of Columbia and Puerto Rico
- Other Territories: U.S. Virgin Islands, Guam, American Samoa, and the Commonwealth of the Northern Mariana Islands

Example eligible uses of funds include:

- ☆ Planning for deployment of Internet
- ☆ Deploying or upgrading Internet
- ☆ Installing Internet in multi-tenant buildings
- ☆ Implementing adoption and digital equity programs
- ☆ Workforce and job training

ESTIMATED TIMELINE

Timeline approximate unless exact date specified



FEDERAL LABOR AND EMPLOYMENT LAWS



Eligible Entities will be held to the federal labor and employment laws that apply to all employers in the United States, such as those listed below.



Federal Labor and Employment Laws

- Fair Labor Standards Act
- Occupational Safety and Health Act
- Service Contract Act
- Title IV of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- The Americans with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973
- The Age of Discrimination Act of 1975
- Parts II and II of Executive Order 11246, Equal Employment Opportunity
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency
- Executive Order 13798, Promoting Free Speech and Religious Liberty

SKILLED WORKFORCE



A highly skilled workforce will help ensure job applicants have the skills and training they need to be competitive in the telecommunications labor market.



- **Eligible Entities will each define skilled workforce requirements and guidance for their subgrantees** that will shape the experiences of the workers on-site who will build and service high-speed Internet infrastructure.
- **These requirements may vary by state**, and each Eligible Entity can set requirements for subgrantee participation and evaluation for BEAD funding that will be approved by NTIA throughout the BEAD submission process.
- **Setting strong requirements** for a skilled workforce in areas such as pay and credentialing will ensure that Internet For All projects balance worker competence, training, and certifications with a competitive and attractive environment for workers in local and regional markets.

EQUITABLE TRAINING & WORKFORCE DEVELOPMENT



The BEAD NOFO includes requirements and guidance on equitable training and workforce development across four subsections.



Workforce Readiness

How to create an active and competitive telecommunications workforce prepared to meet the challenges of high-speed Internet implementation



Supporting a Diverse Workforce

How to attract, recruit, and retain historically underrepresented groups into the telecommunications workforce



Outreach & Engagement

How to engage local workforce partners in the planning and execution process for BEAD projects



Worker Protections

How to protect the individual worker and broader workforce to create a safe but competitive job environment

CONTRACTING



NTIA encourages contracting with small and Minority Business Enterprises (MBE), Women's Business Enterprises (WBE) and Labor Surplus Area (LSA) firms. Working with contractors and subcontractors does not excuse Eligible Entities from complying with workforce requirements of the BEAD NOFO.



Contractor Considerations

Eligible Entities must consider not only directly employed workers but also **contractors and subcontractors** in their workforce development standards and activities.



Equity in Contracting

Contracting with MBEs, WBEs, and LSAs offer opportunities for economic growth, job creation, and to improve equity in the telecommunications workforce.

IDENTIFICATION OF WORKFORCE ROLES

NTIA identified roles likely to be needed for BEAD deployment and categorized them into BEAD occupation groups to facilitate more robust workforce data analysis.

BEAD Occupation Groups

- **Equipment operators** (including construction equipment, crane, and industrial equipment operators)
- **Fiber and wireless technicians** (including industrial aerial installers and repairers, radio and base station installers / fiber technicians, splicing and wireless technicians and foremen supervisors)
- **Inspectors** (including health and safety and permit inspectors)
- **Laborers and material movers**
- **Master and stage electricians**
- **Network architects and coordinators**
- **RF & field engineers** (including telecommunications hardware designers)
- **Software Engineers**
- **Structural engineers** (including civil and structural engineers, tower engineering technicians)
- **Surveyors and drafters** (including construction drafters, land surveyors and map makers, and surveying and map technicians)
- **Trenchers**
- **Trucking Crew** (including supervisors of crane and trucking crews)

Other Variables

In addition to occupation group, roles can also be characterized by variables like those listed below:



Role Type: *Is the nature of the work more supervisory, specialized, or manual?*



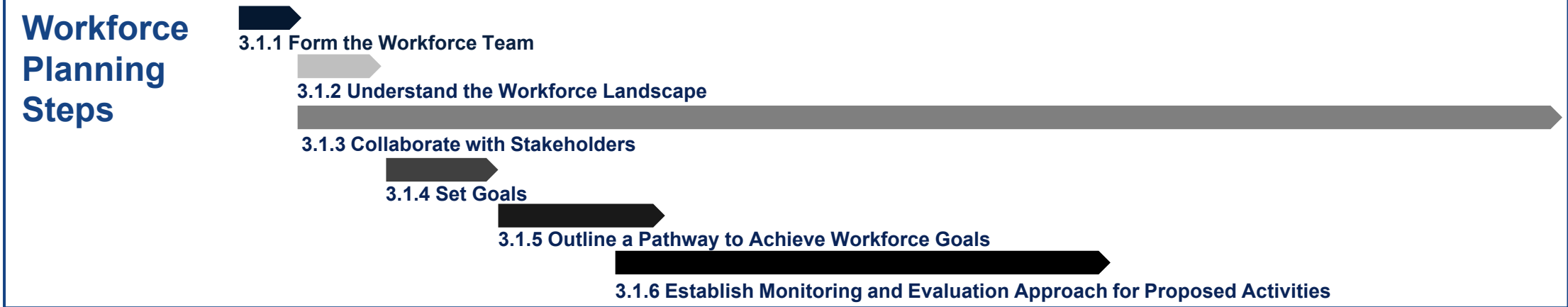
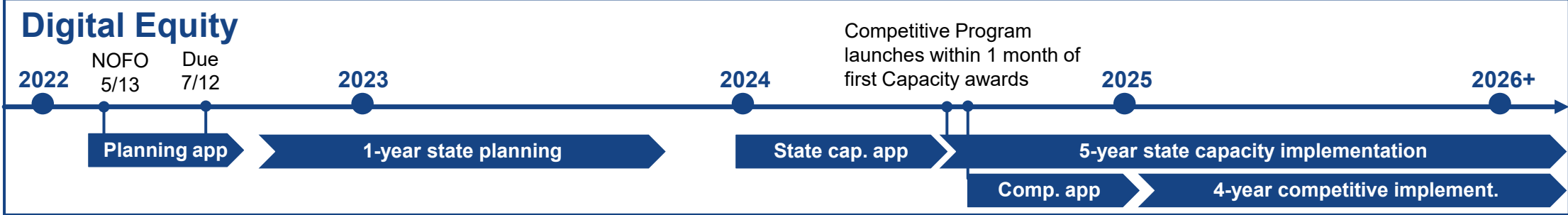
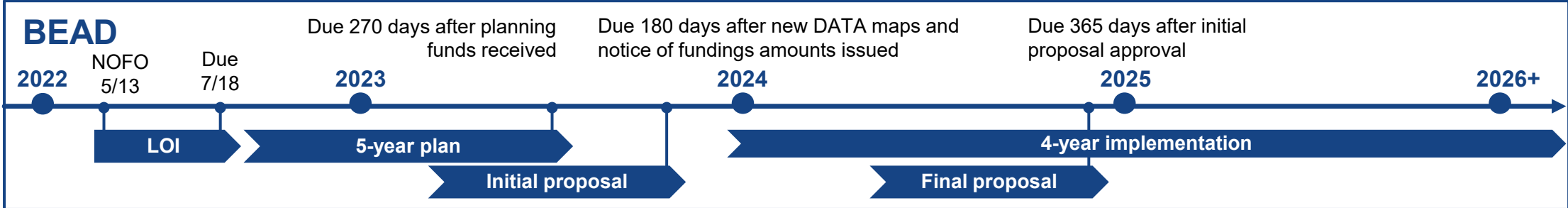
Degree of Mobility: *Can this job work easily be performed across different states?*



Ability to be performed remotely: *Does the job need to be performed on-site?*

[Appendix B](#) includes role descriptions as well as breakdowns by occupation group, role type, degree of mobility, and ability to be performed remotely.

PROGRAM SUBMISSION TIMELINES



Timelines are approximate unless exact date specified





THANK YOU

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