



Leveraging Federal Resources: Building Equity While Building Communities

November 19th, 2024

Who We Are



JustUScc.org

The JCC is a national federal policy table led by and created for individuals who are directly impacted. The JCC forms the connective tissue needed to catalyze full participation in policy practices and changes for formerly incarcerated people and directly impacted individuals and their communities.

Our Why



The voices of those most impacted by the criminal legal system have been missing and/or excluded from decision-making tables.

Priorities



Employment Equity: One of Several Federal Priorities



Employment and Training — concepts essential to economic mobility — are often limited both by fair chance landscapes as well as inadequate funding for community development. Both of these realities perpetuate cycles of racism and poverty:

Skilled trades training providers may have carve outs in place for certain conviction histories

County and City funding often is heavily skewed toward law enforcement versus community development

Funding from the Federal government may not impact ALL communities as it was designed

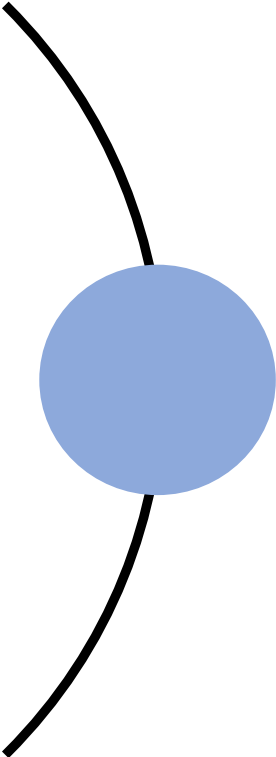
Centered back to people





Department of Transportation
Office of the Secretary

Leveraging Federal Resources – Building Equity While Building Communities

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Paige Shevlin
Strategic Advisor, Infrastructure
Workforce Development
Department of Transportation

Nov 18, 2024

Items in this webinar do not substitute for official guidance or NOFO contents.



BIL Workforce Funding Highlights—Competitive Grants

Competitive Grants

- About \$124.4B available in competitive funding
- Asking transportation applicants—states, cities, transit agencies, ports, etc—to prioritize workforce development
- For most grants, project funding can be spent on workforce development if needed to support jobs on the project
- Biggest competitive grants
 - RAISE--\$7.5B (awards just released; next NOFO expected in January)
 - Nationally Significant Freight and Highway Projects (INFRA)-\$7.25B
 - Mega projects-\$5B
 - Port Infrastructure Development Program-\$2.25B

We have developed [examples of how all of these grants are being used for workforce.](#)



Leveraging DOT Competitive Grants for Workforce

Selection Criteria

Most DOT competitive grant programs have a selection criteria or priority consideration for job quality and workforce development. Specifically, applicants are asked to address:

1. Creating good-paying jobs with free and fair choice to join a union.
2. Expanding high-quality training and education programs to help train and place people in good-paying jobs, with a focus on women, people of color, and other populations facing systemic barriers to employment.
3. Implementing policies both during procurement and during project implementation that will promote the hiring and retention of underrepresented workers.

Look at our [Checklist for a Strong Workforce and Labor Plan](#)

Use of grants for workforce

- Most competitive DOT grants can be used on workforce development if related to jobs on the project.

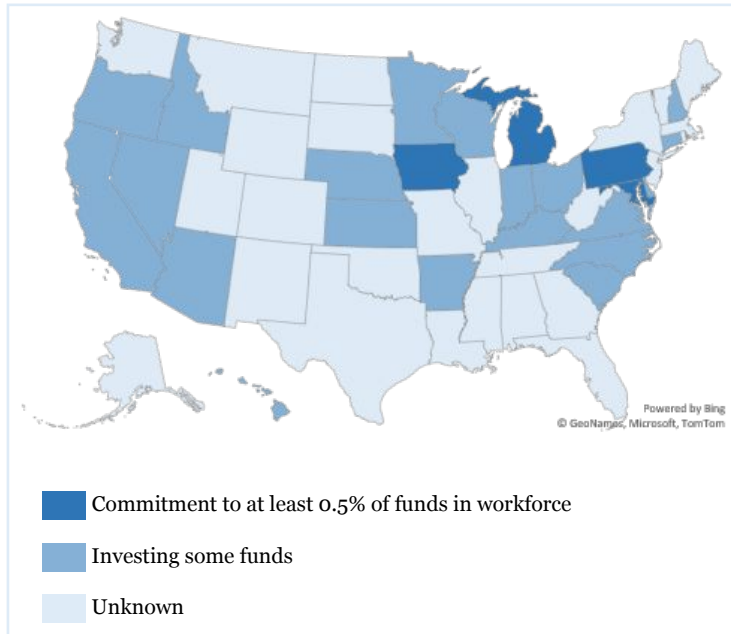


According to [formal guidance from the Federal Highway Administration](#), examples of expenses could include the following, subject to approval by the relevant FHWA division office:

- Supportive services programs in connection with workforce development, training, and education activities, such as recruiting, counseling, transportation, physical examinations, remedial training, personal protective equipment, tools, childcare, and temporary lodging.
- Career pathways outreach programs for middle- and high-school students focused on surface transportation.
- Surface transportation-related curriculum, teacher education and training, cooperative education programs, work-study programs scholarships, internships, and skills development training programs.
- Participant support costs, such as stipends.
- Short-term work details or “rotational” assignments for employee development.

FHWA Formula Funds Available for Workforce Development

\$256 million in eligible funds out of \$51+ billion in highway apportionments nationally



\$- millions			\$- millions			\$- millions		
State	FY2024 Total	0.5% Target for Workforce Development	State	FY2024 Total	0.5% Target for Workforce Development	State	FY2024 Total	0.5% Target for Workforce Development
Alabama	980	4.9	Kentucky	860	4.3	North Dakota	320	1.6
Alaska	650	3.3	Louisiana	910	4.5	Ohio	1,730	8.7
Arizona	950	4.7	Maine	240	1.2	Oklahoma	820	4.1
Arkansas	670	3.3	Maryland	780	3.9	Oregon	650	3.2
California	4,740	23.7	Massachusetts	780	3.9	Pennsylvania	2,120	10.6
Colorado	700	3.5	Michigan	1,360	6.8	Rhode Island	280	1.4
Connecticut	650	3.3	Minnesota	840	4.2	South Carolina	870	4.3
Delaware	220	1.1	Mississippi	630	3.1	South Dakota	360	1.8
Dist. of Col.	210	1.0	Missouri	1,220	6.1	Tennessee	1,090	5.5
Florida	2,440	12.2	Montana	530	2.7	Texas	5,050	25.2
Georgia	1,670	8.4	Nebraska	370	1.9	Utah	450	2.2
Hawaii	220	1.1	Nevada	470	2.4	Vermont	260	1.3
Idaho	370	1.8	New Hampshire	210	1.1	Virginia	1,320	6.6
Illinois	1,830	9.1	New Jersey	1,290	6.4	Washington	870	4.4
Indiana	1,230	6.2	New Mexico	480	2.4	West Virginia	570	2.8
Iowa	630	3.2	New York	2,160	10.8	Wisconsin	970	4.9
Kansas	480	2.4	North Carolina	1,350	6.7	Wyoming	330	1.7

Source: [FHWA](#). Available funds include the National Highway Performance, Surface Transportation Block Grant, Highway Safety Improvement, and Congestion Mitigation and Air Quality grants.





State DOT Investments in Workforce Development

Existing with FHWA funds

- California is investing in the [High Road Construction Careers program](#).
- Idaho is investing in its [Idaho Career Opportunities – Next in Construction \(ICONIC\)](#) training program.
- Maryland DOT is launching Roads to Careers, with investments in pre-apprenticeship, apprenticeship, and integrated education.
- Oregon DOT invests in the [Highway Construction Development Program](#) that is administered by the Oregon Bureau of Labor and Industries
- Wisconsin funds the [Highway Construction Skills Training](#) program.

Planned with FHWA funds

- Michigan is implementing a [Directive from Governor Whitmer](#) through which Michigan DOT will increase investments in workforce development
- Pennsylvania is implementing an [Executive Order from Governor Shapiro](#) dedicating up to \$400 million workforce funding from infrastructure funding. This will include significant funding from PennDOT.

State –funded:

- [Illinois Works](#) Pre-Apprenticeship funding
- Washington [Pre-Apprenticeship Supportive Services](#) (PASS)



Cities/Projects with Potential for Transformational Change

Project State	ProjectTitle	RecipientName	Program	FundingAmount
PA	The Chinatown Stitch: Reconnecting Philadelphia's Chinatown	City of Philadelphia	Reconnecting Communities	\$ 158,911,664
KY	Reconnecting Knoxville	Knoxville's Community Development Corporation (KCDC)	Reconnecting Communities	\$ 42,600,320
IL	Blue Line - Forest Park Branch – Kedzie Avenue to Pulaski Station Track Improvements	Chicago Transit Authority (CTA)	Reconnecting Communities	\$ 111,000,000
OR	Broadway Main Street and Supporting Connections	City of Portland	Reconnecting Communities	\$ 38,394,000
WI	Connecting North to South: A Complete 6th Street	City of Milwaukee	Reconnecting Communities	\$ 36,560,000
OH	LinkUS West Broad Street Bus Rapid Transit Corridor	Central Ohio Transit Authority	Reconnecting Communities	\$ 41,900,000
NY	Bailey Avenue Corridor Improvements - Bus Rapid Transit Construction and Context-Sensitive Roadway Retrofit	Niagara Frontier Transportation Authority (NFTA)	Reconnecting Communities	\$ 102,692,562
CA	Removing Barriers and Creating Legacy - A Multimodal Approach for Los Angeles County	Los Angeles, California	Reconnecting Communities	\$ 139,000,000
GA	Reconnecting Atlanta's Southside Communities: Atlanta BeltLine to Flint River Trail	Atlanta, Georgia	Reconnecting Communities	\$ 50,000,000
LA	Connecting New Orleans East for Pedestrian and Bicyclist Safety and Mobility	City of New Orleans	Reconnecting Communities	\$ 61,544,718
MA	I-90 Allston Multimodal Project	Massachusetts Department of Transportation	Reconnecting Communities	\$ 335,374,775
NY	I-81 Connecting Syracuse Project	New York State Department of Transportation	Reconnecting Communities	\$ 180,010,000
NY	NYC Parks QueensWay: Forest Park Pass	New York City Department of Parks and Recreation	Reconnecting Communities	\$ 117,696,000
TX	Bridging Highway Divides for DFW Communities	North Central Texas Council of Governments	Reconnecting Communities	\$ 80,000,000
NY	NYS Route 33 (Kensington Expressway) Project	NYSDOT	Reconnecting Communities	\$ 55,597,500
CA	Otay Mesa East Port of Entry Project	San Diego Association of Governments	INFRA	\$ 150,000,000
CA	Watsonville-Santa Cruz Multimodal Corridor Program		Mega	\$ 30,000,000
NY	Hunts Point Terminal Produce Market		INFRA	\$ 110,000,000
PA	Roosevelt Boulevard Multimodal Project	City of Philadelphia	Mega	\$ 78,000,000
CA	Humboldt Bay Offshore Wind MVP (Minimum Viable Port)		INFRA	\$ 426,719,810
DC	East Capitol Street Safety and Mobility Improvements		INFRA	\$ 34,038,000
MD	I-895 Baltimore Harbor Tunnel at Frankfort Avenue Interchange Improvements Project	Massachusetts Department of Transportation	Mega	\$ 80,000,000
WA	Interstate Bridge Replacement Program	Washington State Department of Transportation/Oregon Department of Transportation	Mega	\$ 600,000,000
CA	Innovate 680 Program		Mega	\$ 166,088,235



- [Guidance](#) on how FHWA formula funds can be used on workforce development
- Detailed [fact sheet](#) on how highway funds can be spent on youth
- White House [fact sheet](#) from May 3 State Workforce Day Convening (includes how Oregon, Maryland, and Washington DOTs are supporting child care for construction workers)
- Baltimore Workforce Hub [deliverables](#)
- Milwaukee Workforce Hub [deliverables](#)
- Philadelphia Workforce Hub [deliverables](#)
- Nov 13th Workforce Summit [Fact Sheet](#) with Updated Workforce Hub Deliverables



Section 3: ***Economic Opportunities for HUD-assisted Communities***

*Jasmy Methipara
Section 3 Program Manager
Office of Field Policy and Management
Department of Housing and Urban Development*



Purpose:



Organizations

Residents

Self-Sufficiency

To ensure that the employment and other economic opportunities generated by Federal financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low- and very low-income persons, particularly those who are recipients of government assistance for housing.

Section 3 of the Housing and Urban Development Act of 1968

Section 3 is not just a
grantee requirement.

**It's a path toward
self-sufficiency.**

Section 3 is not an
initiative.

**It's a provision of
HUD's law.**



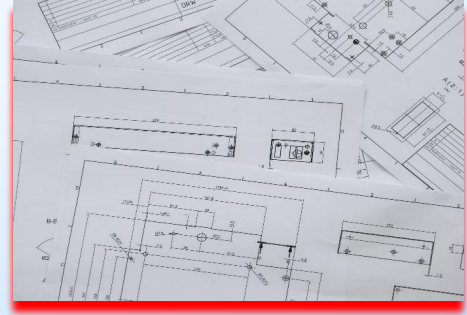
To ensure that the employment and other economic opportunities generated by Federal financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low- and very low-income persons



JOBS



TRAINING



CONTRACTS

administration,
management,
clerical support,
construction:
accounting,
architecture,
appliance
repair,
bookkeeping,
bricklaying,
carpentry,
carpet
installation,
catering,
cement/
masonry,
computer/
information,
demolition,
drywall,
electrical,
elevator
construction,
engineering,
fencing,
florists,
Heating/HVAC,
iron works,
janitorial,
landscaping,
lawncare,
legal,
machine
operation,
maintenance,
manufacturing,
marketing,
painting,
payroll,
photography,
plastering,
plumbing,
printing,
purchasing,
research,
surveying,
tile
setting,
transportation,
welding,
word
processing

“To ensure that the employment and other economic opportunities generated by Federal financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low- and very low-income persons”

Section 3 of the Housing and Urban Development Act of 1968

provided under section 8 of the 1937 Act (42 U.S.C. 1437f) pursuant to 24 CFR part 882, subpart G.

Service area means the geographical area in which the persons benefitting from the section 3 covered project reside. The service area shall not extend beyond the unit of general local government in which the section 3 covered assistance is expended. In HUD's Indian housing programs, the service area for IHAs established by an Indian tribe as a result of the exercise of the tribe's sovereign power, is limited to the area of tribal jurisdiction.

Subcontractor means any entity (other than a person who is an employee of the contractor) which has a contract with a contractor to undertake a portion of the contractor's obligation for the performance of work generated by the expenditure of section 3 covered assistance, or arising in connection with a section 3 covered

the statement of funding covered by section 3 shall include a provision in the NOFA that notifies applicants that section 3 and the regulations in part 135 are applicable to funding awards made under the NOFA. Additionally the NOFA shall require as an application submission requirement (which may be specified in the NOFA or application kit) a certification by the applicant that the project will comply with the regulations in part 135. (For PHAs, this requirement will be met where a PHA Resolution in Support of the Application is submitted.) With respect to application evaluation, HUD will accept an applicant's certification unless there is evidence substantially challenging the certification.

(b) *Statement of purpose in NOFAs.* (1) For competitively awarded assistance in which the grants are for activities administered by an HA, and those activities are anticipated to generate sig-

Law is supported by regulation.

Applicability

Determined by the Source of HUD Funding

Housing & Community Development:

Project based – applies to only those activities that meet the funding threshold (Section 3 Projects):

- CPD Formula Grants
- CPD Competitive Grants
- Lead Grants



Public Housing:

Grant based – applies to all activities funded with the following funds regardless of amount funded:

- Operating Funds
- Capital Funds
- Development/
Modernization Funds
- RAD

Definitions

Redefining Section 3 workers & businesses



A Section 3 worker is:



A low- or very low-income individual

O
R



A Youthbuild participant

O
R



Employed by a Section 3 business concern



A Section 3 business is:



51% or more owned by low- or very low-income persons

O
R



75% or more labor hours are performed by Section 3 workers.

O
R



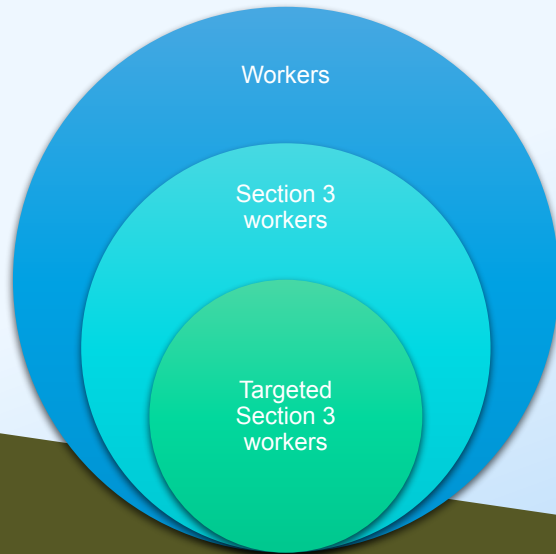
51% or more owned by current residents of public housing or Section 8-assisted housing

PHA Benchmark Goals

Labor Hour Benchmarks for Public Housing Financial Assistance

Section 3 labor hours
Total labor hours = 25% AND

Targeted Section 3 labor hours
Total labor hours = 5%



A labor hour is:



Hours worked by all worked employed with public housing financial assistance in a PHA's fiscal year



A targeted Section 3 worker is a Section 3 worker who is:



A resident of public housing or Section 8 assisted housing
OR
A resident of another project managed by the PHA
OR
A current YouthBuild participant

HCD Section 3 Thresholds

Thresholds for Housing and Community Development Section 3 projects (covers housing rehabilitation, housing construction, and other public construction projects assisted under HUD programs that provide housing and community development financial assistance where the amount of assistance to the project exceeds *a threshold of \$200,000*. Note: This threshold will not apply to HUD's Lead Hazard Control and Healthy Homes programs; that threshold is \$100,000)

Section 3 labor hours

Total labor hours

=25% AND

Targeted Section 3 labor hours

Total labor hours

= 5%



A labor hour is:



Hours worked by all worker employed on a Section 3 project



A targeted Section 3 worker is Section 3 worker who is:



Employed by a Section 3 business concern
OR

A Section 3 worker living in the project's service area or neighborhood of the project
OR

OR

A current YouthBuild participant

Qualitative Reporting

- If the grantee's reporting indicates that the grantee has not met the Section 3 benchmark, the grantee **must** report on the qualitative nature of its Section 3 compliance activities and those of its contractors and subcontractors.
 1. Engaged in outreach efforts to generate job applicants who are Targeted Section 3 workers.
 2. Provided training or apprenticeship opportunities.
 3. Provided technical assistance to help Section 3 workers compete for jobs (e.g., resume assistance, coaching).
 4. Provided or connected Section 3 workers with assistance in seeking employment including: drafting resumes, preparing for interviews, and finding job opportunities connecting residents to job placement services.
 5. Held one or more job fairs.
 6. Provided or referred Section 3 workers to services supporting work readiness and retention (e.g., work readiness activities, interview clothing, test fees, transportation, childcare).
 7. Provided assistance to apply for/or attend community college, a four-year educational institution, or vocational/technical training.
 8. Assisted Section 3 workers to obtain financial literacy training and/or coaching.
 9. Engaged in outreach efforts to identify and secure bids from Section 3 business concerns.
 10. Provided technical assistance to help Section 3 business concerns understand and bid on contracts.
 11. Divided contracts into smaller jobs to facilitate participation by Section 3 business concerns.
 12. Provided bonding assistance, guaranties, or other efforts to support viable bids from Section 3 business concerns.
 13. Promoted use of business registries designed to create opportunities for disadvantaged and small businesses.
 14. Outreach, engagement, or referrals with the state one-stop system as defined in Section 121(e)(2) of the Workforce Innovation and Opportunity Act.

Partnerships

How to identify and approach partnerships



- For housing and public infrastructure projects, HUD grant recipients can be found on the following website:
<https://www.hudexchange.info/grantees/find-a-grantee/>
- Additionally, a list of Lead Hazard Control and Healthy Home grantees can be found here:
https://www.hud.gov/program_offices/healthy_homes/lbp/lhc
-
- To contact your local Public Housing Authority, please visit:
https://www.hud.gov/program_offices/public_indian_housing/pha/contacts
- If your city or county is not a direct recipient of HUD funds, reach out to your state to determine if your local government has received assistance from the state.

HUD Exchange & HUD.gov Resources

Job Aids and Sample Forms



- Section 3 Job Aid for Contractors and Subcontractors – PH Financial Assistance (hudexchange.info)
- Section 3 Sample Certification Forms
- Technical Assistance Request Form

Key Takeaways

- **Section 3 prioritizes the hiring of HUD assisted housing recipients and low-income individuals**
- **HUDx serves as a Resource HUB for all Section 3 stakeholders (trainings, job aids, sample forms, local resources, etc)**
- **Identify local apprenticeship programs (JobCorps, YouthBuild, Minority Serving Institutions, Community Action Partnerships, community colleges, etc.)**
- **Connect workers with HUD grantees, developers, contractors, Section 3 businesses (SBA), etc.**

Model Practices



© Chicago Housing Authority Workforce Opportunity Resource Center

- identifies training and opportunities
- provides resources and tools to support independence
- connects residents with pre-apprenticeship programs
- provides career coaching
- partnered with Chicago Transit Authority and local Unions



© CityBuild Academy, San Francisco's Office of Economic and Workforce Development

- pre-apprenticeship training program
- Provide job referrals, tools & uniforms, industry certifications
- relies on partnerships with local trades council, labor unions, Community-based organizations and other industry partners



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Opportunities for Justice Involved Individuals in Energy

Shalaya T. Morissette
Chief, *Minority Business
& Workforce Division*
Office of Energy Justice and Equity

19th November 2024



SHALAYA T. MORISSETTE (SHE/HER)



Is Chief of the Minority Business and Workforce Division at the U.S. Department of Energy (DOE), located within the Office of Energy Justice and Equity. She is a highly sought-after collaborator and co- conspirator in the clean technology space. Most recently she hails from the utility sector in safety and compliance.

Previously she held various roles in higher education, including enrollment services project manager and in global transportation as the Director of Affiliate Relations.

U.S. DEPARTMENT OF ENERGY

A Brief History

- Established in 1977 in response to the 1970s energy crisis
- Unified energy-related programs and national defense in one agency
- Evolved to balance energy research, environmental stewardship, and national security



MINORITY BUSINESS AND WORKFORCE DIVISION

Key Functions:

- Assessing disparities within clean energy funding and workforce opportunities for disadvantaged communities
- Centering disadvantaged communities, small and minority-owned businesses
- Remediating energy injustices and disparities through equitable policy implementation

2024

- The Minority Business & Workforce Division held its 2nd annual Minority Business Economic Connect Summit. In Downey, California. Over 700+ Minority Businesses in attendance.
- 1,900 Minority Business Matchmaking Sessions





ENERGY WORKFORCE CRISIS

Key Challenges:

- Retirement Wave:** Nearly 25% of energy workers are nearing retirement age. A significant loss of experienced talent and institutional knowledge.
- Infrastructure:** Massive investments in clean energy and grid modernization. Urgent need to fill these roles quickly.
- Skills Gap:** Over 70% of energy sector employers struggle to find skilled workers. .

U.S. Department of Energy, Investments in Clean Energy



- Solar
- Nuclear
- Batteries
- Offshore Wind
- Electric Vehicles
- Land-Based Wind
- Heat Pumps & Clean HVAC
- Hydrogen: Electrolyzers/ Fuel Cells



GOALS OF THIS INITIATIVE

- **To promote blue-collar job opportunities within the energy sector** that are accessible and viable for individuals with justice involvement.
- **To raise awareness of funding opportunities within DOE** that support employer, Non-profits, and training programs for the second chance community.
- **To engage both internal and external stakeholders** to build a network of resources that support workforce development in energy, ensuring maximum impact across communities.
- **Bridging the Gap in Energy Jobs**

WHAT ARE THE JOBS IN

Title	Avg Salary	Entry Level Edu.	Training
Electricians	\$60,000–\$75,000/year	High School Diploma	Apprenticeships & State Licensing
Wind Turbine Tech.	\$56,000–\$70,000/year	Technical School	On-the-Job Training
Solar (PV) Installer	\$50,000–\$65,000/year	High School Diploma	Technical Certifications & OJT
Power Plant Oper.	\$80,000–\$95,000/year	High School Diploma	Technical Certifications & OJT
Power-Line Worker	\$65,000–\$80,000/year	High School Diploma	Apprenticeships & Technical School
Commercial HVAC	\$50,000–\$70,000/year	High School Diploma	Apprenticeships & Technical School
Welder	\$45,000–\$70,000/year	High School Diploma	Vocational Training
Plumbers & Pipefitters	\$61,550 - \$80,000/year	High School Diploma	Apprenticeships
Energy Auditor	\$50,000–\$70,000/year	High School Diploma	Cert. in in Energy Auditing
Oil and Gas Transportation	\$60,723 - \$80,000/year	High School Diploma	Commercial Driver's License

MORE RESOURCES FOR JOBS IN ENERGY

Minority Business and Workforce Division

- [Second Chance Toolbox | Department of Energy](#)

Clean Energy Career Maps:

Manufacturing/Hydrogen Green Buildings
/Hydropower/Marine Energy Solar/Wind/ Bioenergy/
HVAC

- [Wind Career Map](#)
- [Solar Career Map](#)
- [HVAC Career Map](#)
- [Bioenergy Career Grid](#)
- [Hydropower Career Map](#)
- [Marine Energy Career Map](#)
- [Green Buildings Career Map](#)
- [Hydrogen and Fuel Cells Career Map](#)
- [Advanced Manufacturing Career Map](#)



SECOND CHANCE FUNDING, TRAINING & TAX PROGRAMS

Existing Resources

- **Career Skills Training Grant Program - \$40 million** Non-profit-led partnerships with industry and labor unions to create programs where students concurrently receive classroom instruction and on-the job training to obtain an industry-related certifications
- **Energy Auditor Training Grant Program - \$40 million** Provides grants to enhance or establish commercial and residential energy auditing training and certification programs



SECOND CHANCE FUNDING, TRAINING & TAX PROGRAMS

Existing Resources

- **American-Made” Good Jobs in Clean Energy Prize - \$3.38 Million**

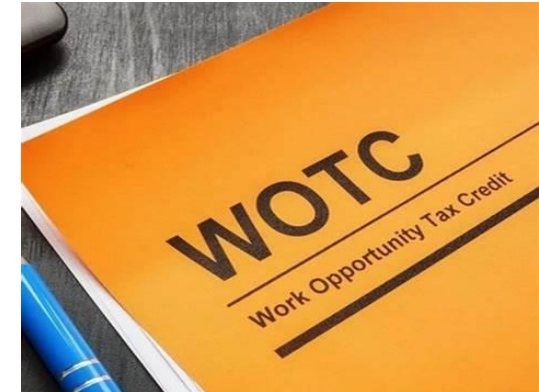
A coalition of competition structured for success.

This prize encourages expanding opportunities for accessible, good jobs in clean energy and increasing diversity in the workforce.

- **Work Opportunity Tax Credit (WOTC)**

A federal tax credit available to employers for hiring and employing individuals from certain targeted groups who have faced significant barriers to employment.

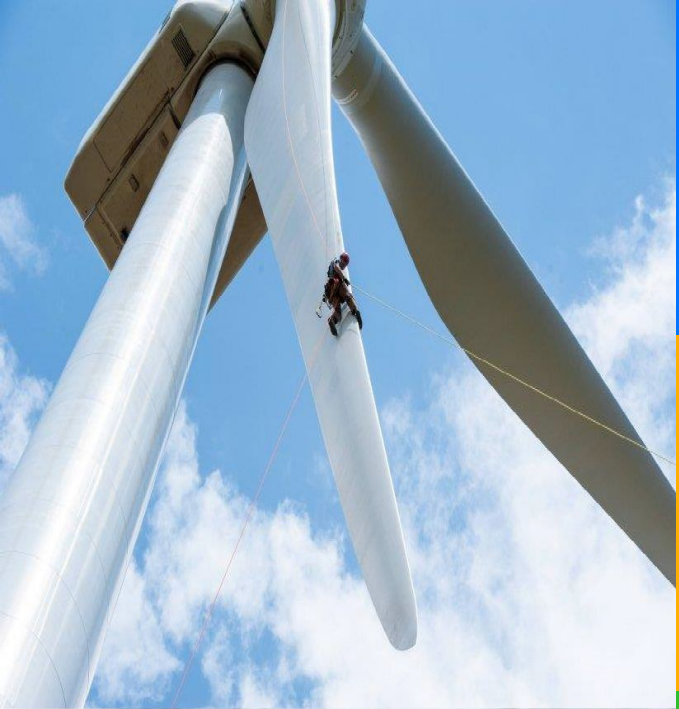
(IRS Form 5884, Work Opportunity Credit)





INTERNAL STAKEHOLDERS AT DOE

- **Office of Energy Jobs**
- **Office of Energy Efficiency and Renewable Energy (EERE)**
- **Office of Fossil Energy and Carbon Management (FECM)**
- **Office of Manufacturing and Energy Supply (MESG)**



EXTERNAL STAKEHOLDERS WORKING WITH DOE

- **JLUSA**
- **Dannon Project**
- **Cornbread Hustle**
- **National Non-Profits**
- **State and Federal Agencies**
- **National Utilities Diversity Council**
- **Minority Business Development Agency**



Thank You!

More Information about the second chance program

James Mosely

Minority Business & Workforce Div.

Office of Energy Justice and Equity

U.S. Department of Energy

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JOIN THE TABLE TODAY!
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TAKE OUR SURVEY!!