



Education  
Strategy  
Group



# MAXIMIZING FEDERAL FUNDING IMPACT ON WORKFORCE DEVELOPMENT

IN WASHINGTON STATE



# TABLE OF CONTENTS

<b>02</b>	<b>Executive Summary</b>
<b>04</b>	<b>The Federal Funding Opportunity for Education and Workforce</b>
<b>08</b>	<b>Assets and Opportunities to Strengthen Deployment of Federal Funding in Washington State</b>
<b>13</b>	<b>Recommendations</b>
<b>24</b>	<b>APPENDIX A</b> Roadmap and Workforce Investment Crosswalk
<b>28</b>	<b>APPENDIX B</b> Local Investments in Washington's 2024 Supplemental Budget for Awareness
<b>31</b>	<b>APPENDIX C</b> High-Demand Occupations Anticipated to support IIJA, CHIPS, and IRA Implementation
<b>32</b>	<b>APPENDIX D</b> Technical Assistance Resources Available to State and Local Leaders
<b>33</b>	<b>Notes</b>
<b>34</b>	<b>References</b>

# EXECUTIVE SUMMARY

The Infrastructure Investment and Jobs Act (IIJA), also commonly referred to as the Bipartisan Infrastructure Law (BIL), the CHIPS and Science Act (CHIPS), and the Inflation Reduction Act (IRA) represent unprecedented federal investments in American infrastructure, innovation, and climate resilience. These sweeping laws hold immense potential to transform Washington State's economy, workforce, and educational landscape.

However, the potential impact of these investments is threatened by the lack of a sufficiently skilled workforce able to meet the anticipated demand required to build and operate the projects to be funded through these programs. Acute labor shortages in industries poised for significant growth, including the infrastructure, skilled trades, clean energy, and advanced manufacturing sectors, will require the development of innovative solutions at the state and community levels to meet the required scale and pace of change.

Washington State leads the nation in expanding access to postsecondary education and training opportunities for its residents, and over the years has developed numerous programs to build pathways to prosperity. However, given the scale and complexity of the resource deployment across IIJA, CHIPS, and IRA programs, it is imperative that the many boards, councils, and governing bodies—and the public, private, and non-profit sector leaders overseeing and delivering these programs—strategically organize, collaborate, and pursue innovative approaches to training, upskilling, and reskilling Washington residents.

***It is not about the work of a single state agency or limited to institutions, nor is it only about state legislation and budgets. All sectors of society have a role to play at the state and community level.”***

**- WSAC 2024 STRATEGIC ACTION PLAN**







Drawing upon insights from local leaders and practices from across the country, the following report and recommendations explore approaches to support immediate- and near-term opportunities through IIJA, CHIPS, and IRA programs, while also considering strategies that will lead to medium- and long-term capacity throughout the state to meet future demands and needs that we do not yet know.

- 1** Strengthen and deploy technical expertise related to workforce development funding and training. IIJA, CHIPS, and IRA funding, and integrate that expertise into existing and new state- and community-level coordination.
- 2** Develop and support a cohesive workforce development investment strategy across IIJA, CHIPS, and IRA programs, and consider pooling allowable workforce resources or developing centralized approaches to workforce funding deployment.
- 3** Expand state-level convening and regional capacity-building related to not only the availability and use of IIJA, CHIPS, and IRA funding but also towards aligning education, workforce, and economic development priorities at the regional and community levels.
- 4** Leverage and scale existing investments in apprenticeship, workforce training, and higher education, and pilot and evaluate new programs.
- 5** Ensure equity and diversity priorities are maintained in the delivery of IIJA, CHIPS, and IRA workforce investments through coordination with relevant agencies, including but not limited to the [Education and Research Data Center](#) and [Washington State Office of Equity](#).
- 6** Establish an inclusive talent pipeline vision for youth and adults, including common goals and clear governance across talent pipeline organizations and partners in education, workforce, economic development, and industry.

This report was prepared for the Bill and Melinda Gates Foundation by Education Strategy Group. Education Strategy Group was asked to investigate opportunities to complement, strengthen, and accelerate existing activities to support greater coordination and implementation of federal IIJA, IRA, and CHIPS and Science Act funds.



# THE FEDERAL FUNDING OPPORTUNITY FOR EDUCATION AND WORKFORCE

The IIJA, CHIPS, and IRA will contribute to substantial investments and economic impacts in Washington State, positioning the region as a hub for emerging industries and infrastructure development.

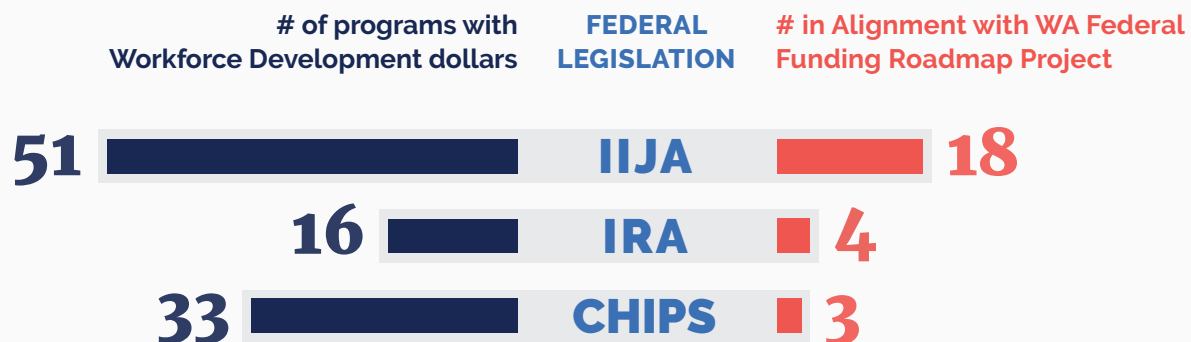
Combined, the IIJA, CHIPS, and IRA will unlock or direct roughly \$2 Trillion in federal funding to communities nationwide, with billions more expected to be leveraged from matching contributions and private investment.

The White House maintains a [fact sheet](#) on Washington State—and investments in [each state](#)—under its Investing in America agenda. According to [Invest.gov](#), over \$9.2 billion in public investment has been or will be allocated to support infrastructure and clean energy projects in Washington State, including \$5.7 billion for transportation improvements like electrification infrastructure and high-speed rail, \$594.5 million for clean energy deployment, including hydrogen, \$590.4 million for climate resilience initiatives, and \$492.2 million for water infrastructure upgrades. An additional \$1.2 billion [has been allocated to the state](#) to provide affordable, reliable, high-speed internet access to all Washington residents to connect underserved households and ensure equitable internet availability statewide.

While most funds under IIJA, CHIPS, and IRA will support the development and improvement of physical infrastructure, many of the programs created or expanded under these laws specifically require or allow formula and competitive grant funding to be used to support workforce development efforts to ensure local industry has the required talent needed to build, operate, and maintain the physical projects being developed. Most of these programs are within the IIJA, though CHIPS and, to a lesser extent, IRA are also expected to contribute to the development of the future workforce needed to build and deliver on the vision of expanding America’s domestic semiconductor manufacturing capabilities and the green transition.

Research from the UC Berkeley Labor Center estimate that, “the combined public and private investments generated by the IRA will create an average of about 912,000 jobs per year across the supply chain in the U.S. over the next decade.”<sup>1</sup>

## PROGRAMS THAT REQUIRE, ALLOW, OR SUPPORT WORKFORCE DEVELOPMENT INVESTMENT



SOURCE: [Advancing Equitable Workforce Development for Infrastructure](#)

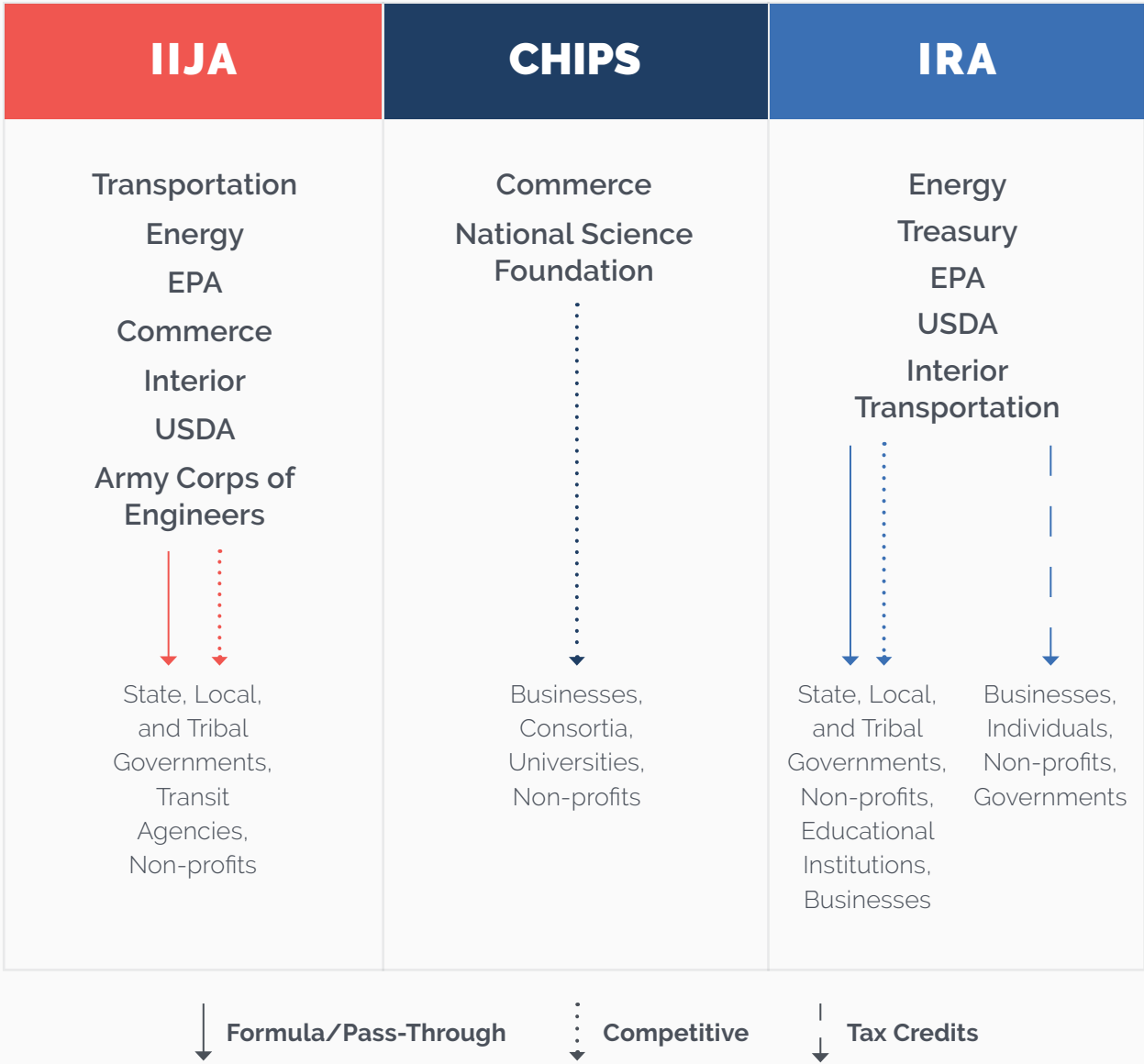
Maximizing Federal Funding Impact on Workforce Development in Washington State

# Flow of Funding

While each program under IIJA, CHIPS, and IRA has unique requirements regarding eligible entities and allowable uses of funding, below are some general guidelines for state and local leaders to consider when considering what funding may be available to support education and workforce development priorities in the state.

Tracking and identifying funding is made complex not only due to the sheer size of the investment but also because of the differences between approved and appropriated resources and the disbursement of funds and programs across several federal agencies, including but not limited to the US Department of Commerce, the US Department of Energy, the US Department of Transportation, the Environmental Protection Agency, and the National Science Foundation.

## FLOW OF FEDERAL FUNDING



## IIJA and Infrastructure Jobs

According to the Brookings Institution, "In 2021, 16.6 million workers were employed in infrastructure jobs across the country, accounting for 11.8% of national employment. Infrastructure workers are primarily concentrated in 95 occupations"<sup>ii</sup> Over 90% of the IIJA funding be deployed by nonfederal partners.<sup>iii</sup> Much of the funding flows through existing programs made available via formula or competitive funding to state and local governments.

Funding will be deployed to the businesses that will build and develop transportation and infrastructure projects, with allowable or required activities for workforce development, including:

### **Future Workforce Development:**

- Student internships and pre-apprenticeships
- Activities to build interest and promote pursuit of surface transportation careers
- Investments to strengthen and expand career and technical education programs aligned with infrastructure-related occupations.

**Immediate Workforce Development** in the areas of energy infrastructure and resilience, transportation and water infrastructure, resilience and environmental remediation:

- Apprenticeships and on-the-job training for transportation, construction, energy, and other infrastructure-related sectors
- Workforce training activities such as employment services and support for partnerships with economic development organizations, workforce development boards, and labor organizations

## IRA and Green Economy Jobs

Much of the funding will be deployed through tax credits to individuals and businesses as they support the green transition. Some funding will be deployed to the businesses that will build and deploy clean energy, environmental remediation and resilience, agriculture and forestry, and clean transportation and electrification projects, with allowable or required activities for workforce development, including:

### **Future Workforce Development:**

- Student internships and pre-apprenticeships
- Support for curriculum development and educational programs focused on clean energy technologies, climate change mitigation, and environmental sustainability
- Investments in career and technical education programs aligned with infrastructure-related occupations

**Immediate Workforce Development** includes energy infrastructure and resilience, transportation and water infrastructure, clean transportation technologies, resilience and environmental remediation, environmental monitoring, and climate change mitigation and adaptation.

- Apprenticeships and job training programs in clean energy sectors such as renewable energy, energy efficiency, carbon capture and storage, and clean manufacturing
- Workforce development initiatives aimed at building the capacity of disadvantaged or overburdened communities as part of environmental justice programming



## Semiconductors and Advanced Industries

In addition to growing the domestic production of semiconductors, the CHIPS and Science Act seeks to further America's ability to lay the foundation for future industries, sparking innovation and advancement in the development of everything from advanced manufacturing to cybersecurity and biotechnology.

Much of the CHIPS Act funding will flow from the Department of Commerce through competitive and targeted funding to industry and the National Science Foundation as it works "at speed and scale to accelerate technology, safeguard U.S. investments through enhanced research security, strengthen the discovery ecosystem, and invest in the U.S. STEM (Science, Technology, Engineering, and Mathematics) research and development and workforce enterprise to unleash opportunities for everyone and innovation everywhere."<sup>iv</sup> Workforce investment activities include:

### **Future workforce development:**

- Curriculum development and educational programs focused on semiconductor technology, engineering, and advanced manufacturing
- Funding for programs that promote STEM education and training, with a focus on fields relevant to semiconductor and critical technology industries
- Support for educational programs and activities that encourage underrepresented groups to pursue STEM careers
- Investments in partnerships between educational institutions, industry, and workforce development organizations to align STEM education with industry needs

**Immediate workforce development** related to semiconductor production, STEM field education and workforce development, microelectronics and advanced manufacturing, cybersecurity, artificial intelligence, and research and innovation.

- Investments in workforce development initiatives to increase diversity and inclusion in the semiconductor industry, including those targeting underrepresented groups and communities
- Workforce development and talent pipeline development in critical research and development and innovation areas, such as semiconductor materials and equipment

# ASSETS AND OPPORTUNITIES TO STRENGTHEN DEPLOYMENT OF FEDERAL FUNDING IN WASHINGTON STATE

Washington State prides itself on its innovative industries, from technology and aerospace to advanced manufacturing and clean energy. To sustain its economic growth, these sectors require a highly skilled workforce. While the state boasts strong educational institutions, a talented labor pool, and significant local investment in education and training, the historic federal investments through IIJA, CHIPS, and IRA require an expansive, innovative, and whole-of-government approach to preparing Washington residents for the jobs of today and in the future. The following details strengths to build upon and challenges that may hinder the state in maximizing the potential impact of these resources.

## Key Strengths of Washington's Education and Training Landscape

Washington has a track record of investment in its education and workforce development systems to provide residents with relevant skills for high-demand sectors. Many of these existing assets can strengthen the state's competitiveness and ability to deliver projects under IIJA, CHIPS, and IRA, including work done in recent years to develop apprenticeship programs, expand career and technical education (CTE), and grow sector partnerships. It will be critical for state and local leaders to build upon existing assets and strengths, including but not limited to:

### Significant Investment in Postsecondary Educational Attainment:

- The Washington College Grant (WCG), which covers tuition and fees for two- and four-year degrees and registered apprenticeships, is a substantial support mechanism. Nearly half of all Washington residents meet income eligibility for this program, which significantly broadens access to higher education and vocational training, including apprenticeship. For the 2023-24 academic year, WCG was funded at approximately \$400 million, benefiting over 93,000 students, including many apprentices.<sup>v</sup>
  - » The program also specifically includes provisions for income-eligible apprentices, helping them cover costs related to tuition, fees, and materials necessary for their training.
  - » The WCG forecast "assumes a 36 percent increase in enrollment for registered apprenticeships. The February 2024 forecast for WCG apprenticeships is 750 for 2023-24 and 1,500 for 2024-25, an increase from November which had assumed 600 for 2023-24 and 1,050 for 2024-25. WSAC has partnered with a third-party servicer to increase participation in the WCG apprenticeship program."<sup>vi</sup>
- Washington's 34 community and technical colleges serve about 273,000 students each year, "29% of whom are enrolled in workforce education programs to learn skills for careers in high-demand fields such as cybersecurity, manufacturing, health care and green energy."<sup>vii</sup> This is a prime group to target for training and upskilling opportunities for near-term infrastructure, energy, and technology workforce needs.

### **Cross-Sector Collaboration and Leadership:**

- Washington State continues to mobilize across sectors towards a 70% postsecondary credential attainment goal and has shown growth. Education and business leaders continue to be activated towards making progress in this area, and in its 2024 strategic plan WSAC identified the need for an even more aggressive agenda and financial investment to "maximize opportunities for all state residents."<sup>viii</sup>
- The [Washington Jobs Initiative \(WJI\)](#), under the leadership of WSAC and Career Connect Washington (CCW) has invested \$17 million to help residents access industry-driven training in ten high-demand sectors, many of which overlap with the sectors funded through IJJA, CHIPS, and IRA. This work builds upon and strengthens infrastructure developed by CCW, including nine regional networks through which employers, educators, and nonprofit partners collaborate and Sector Leaders grants to build capacity among employers in those ten high-demand industries.
- Regional Challenge Grants
  - » With a biennial budget of \$16 million, the regional partnerships funded through this program out of WSAC could be leveraged and even grown to support the development of postsecondary pathways opportunities tailored to regional IJJA and IRA-funded projects.
- [Job Skills Program and Customized Training Program](#)
  - » These programs can offer employers the opportunity to develop targeted training programs, unlocking the scale and expertise of community and technical colleges in support of training and upskilling the workforce needed to deliver projects funded by IJJA and IRA.

### **Relevant Industry Plans and Programs:**

- Washington's [Priority Climate Action Plan](#)
  - » The Clean Energy Technology Workforce Advisory Committee (CETWAC) can serve as an important advising body to guide strategic investments in workforce development.
- The Workforce Board's climate and clean energy workforce planning process and Career Connect Washington's pathways into the clean energy and technology sectors are important resources that should be brought to bear as state leaders consider opportunities to ground IJJA, CHIPS, and IRA funding in existing talent and workforce development efforts.
- Washington State's recently approved [Digital Equity Plan](#)
  - » The Plan includes mapping to identify state- and regional training and workforce development assets that should be considered, engaged, and leveraged.



## Existing Activities and Investments

In 2023, Governor Inslee commissioned the [Washington Federal Funding Roadmap Project](#) to identify and prioritize federal funding opportunities across the landmark IIJA, CHIPS, and IRA legislation. This report details the competitive and formula grants, loans, and tax incentives available or directed to Washington State over the next several years. While many of the loans and incentives will be available to individuals and businesses for up to the next 10 years, the grant opportunities have been. They will be made available and provide funding to states through roughly 2026.

Many of the programs identified as high priority by state officials include required or allowable investments in workforce development. See APPENDIX A for a crosswalk of those programs that could be areas of greatest focus for state-level support.

State leaders within the Governor's office and state agencies are meeting regularly to coordinate and align their efforts regarding IIJA, CHIPS, and IRA funding, and additional staffing capacity has been added within the Governor's office and the Department of Commerce.

The state has also made investments in its local budget to prepare state and community leaders to apply for funding under IIJA, CHIPS, and IRA, and investments in developing the workforce needed to build and operate these future infrastructure, manufacturing, and green economy projects. While significant steps and coordination are taking place, there is an opportunity for greater capacity to support these efforts to ensure alignment of this work across agencies, industries, and federal and local investments. Additional information can be found in the APPENDIX B, but some of these investments included in the recent FY24 Supplemental Budget include:

### Technical Assistance

- The Department of Commerce received \$12 million to support grant writing and other technical assistance to support organizations, Tribes, and local governments seeking to apply for or maximize the impact of federal funding opportunities.
- The Department of Commerce also received \$4 million to develop a web portal to "help grant seekers find state and federal grant and incentive opportunities in the energy, climate, and clean technology sectors."

### Electrical Apprenticeship Funding

- One-time funding to the Department of Labor and Industries to cover "supplemental instruction costs for programs providing apprenticeship education and job training for general journey electricians."

### Incarceration to Apprentice Study

- Funding to the Department of Labor and Industries to "evaluate, strengthen, and expand the state-recognized pre-apprenticeship options in construction in Washington correctional facilities and support toward enrollment in state-registered apprenticeship programs."

## Challenges to Maximizing the Workforce Investment Opportunity

While Washington has many assets and committed leadership across sectors and at the state and community levels, the sheer number of councils, boards, and programs that operate to support the state's education and workforce development systems operate highly decentralized, with overlapping programs and unclear lines of accountability. This leads to inefficiencies in resource allocation and missed opportunities for collaboration that will become further exacerbated by the significant influx of potential federal workforce investments in infrastructure, technology, and clean energy without strategic and deliberate action to align their work.

## The Roles of Industry, Education, and Workforce Development

Since most of this federal funding will flow through state and local governments to industry—or to organizations and institutions that apply directly for federal competitive funding opportunities—there must be coordination among those agencies that will solicit and seek to build the funded infrastructure, energy, and technology projects and the organizations that can support the education, training, and workforce development needs in those industries.

## Industry and Labor

Employers and industry will play an outsized role in supporting the development of the future workforce in the infrastructure, energy, and advanced industries sectors, as they will be required to or able to direct project funding to support training and development of their near-term and future workforce needs. Those state and local agencies that will manage and deliver funds for these projects will play an important role in developing solicitations encouraging partnership and coordination with those organizations that can provide workforce training and certification.

- Washington Department of Commerce
- Washington Department of Ecology
- Washington State Department of Agriculture
- Washington State Department of Health
- Washington State Department of Transportation

In addition to the necessary capacity to secure and deploy infrastructure, energy, and advanced industries projects, these agencies will require additional technical assistance and support from education, training, and labor partners to advise on effective ways to integrate and support workforce training in the projects they fund and oversee. Among the many organizations and resources to consider are:

- Association of Washington Business
  - » In partnership with community organizations, they're developing [Washington In the Making 2040](#)
- Washington Jobs Initiative, Sectoral Partnerships
- The Washington Roundtable
- The Washington Technology Industry Association
- Washington State Labor Council and other Organized Labor Unions

## Workforce Development and Education

Washington State's workforce development landscape is characterized by fragmentation across its K-12, workforce, and higher education systems. These systems operate largely in silos, resulting in a disjointed approach that limits alignment and efficiency. This is particularly relevant given the structure of funding and priorities of the IIJA, CHIPS, and IRA funds—the vast majority of investments and need will be in developing the near-term workforce needed to complete the massive projects funded by their programs, though it will be imperative that educational leaders and those developing the longer-term and future workforce, including K-12 educational organizations and their partners, are at the table and aligning career and technical and career-connected learning opportunities aligned with those also being made to train and upskill the adult workforce in the near-term. The significant federal funding streams present a unique opportunity to bridge these systems and create cohesive talent pathways and pipelines for students and workers.

Among the state agencies that can play an important role in advising and developing solutions to support the near-term and future workforce needs arising in infrastructure, technology, and the green transition are:

- The Council of Presidents (Public Four-Year Institutions)
- Department of Social and Health Services (TANF, SNAP E&T training resources)
- Employment Security Department
- Independent Colleges of Washington
- Office of Superintendent of Public Instruction
- State Board for Community and Technical Colleges
- Workforce Training and Education Coordinating Board (Workforce Board) and 12 Local Workforce Boards
- Washington State Board of Education
- Washington State Department of Commerce
- Washington STEM
- Washington Student Achievement Council
- Workforce Education and Investment Oversight Accountability Board

Given the importance of collaboration between education, workforce, and industry to develop and deliver training in the sectors targeted through IIJA, CHIPS, and IRA, it is more critical than ever that there is infrastructure that regularly connects and convenes these entities at the state and community levels. While the Career Connect Washington initiative has built infrastructure for industry engagement, it lacks the resources and engagement capacity to support adult-centered workforce development needs. Further, many local workforce boards, community and technical colleges, local school districts, and industry associations, too, set tables to convene and develop partnerships and solutions designed to open opportunities into high-demand occupations and industries. Fragmentation between K-12 and adult engagement in education and workforce hinders the ability to effectively align youth- and adult-centered training programs with the evolving demands of the labor market.



# RECOMMENDATIONS

The [Washington Federal Funding Roadmap Project](#) identified several recommendations related to maximizing federal funds that are also true for unlocking the potential workforce development opportunities within these funds, including:

- Building internal agency coordination and capacity;
- Developing communications and disseminating information; and
- Providing support for external stakeholders.

These recommendations are true, too, regarding the development of technical expertise in the areas of education and workforce development within IJJA, CHIPS, and IRA, and at the state- and community-levels.

By building greater capacity to bridge the gaps in the state's industry, economic development, education, and workforce systems and fostering meaningful employer partnerships at the state and community levels, Washington can effectively leverage federal resources to open more career pathways for residents and build the skilled talent pipeline that will be required to deliver these projects.

The following recommendations do not suggest that some of these activities aren't already happening or being developed—as evidenced by recent capacity added to state-level coordination efforts and state investments identified earlier in this report that will support implementation of IJJA, IRA, and CHIPS funds. The recommendations and examples are offered to provide state, regional, and local leaders—in and outside of government—a greater understanding of strategies other communities have pursued and where it may be necessary to scale or combine efforts.



## NEAR-TERM STRATEGIES FOR CONSIDERATION

### 1 Expand and deploy technical expertise related to education and workforce development into existing and new state-level coordination.

- Expand the capacity and expertise within the Governor's Office and the Office of Financial Management to ensure allowable workforce resources are distinctly tracked and leveraged, particularly since investments in training and education are in most instances not required. Centralize a team of workforce development expertise with the capacity to advise and guide other state agencies applying for or deploying IIJA, CHIPS, and IRA funds. This includes but is not limited to the Department of Commerce and Department of Transportation. Coordination should also include other agencies delivering education, workforce, and training initiatives to ensure proposed federal training investments complement and are aligned with locally funded initiatives.

Added capacity and expertise is particularly critical given the capacity-related challenges state agencies communicated as part of the Roadmap Project. To contextualize this, in the FY24 Supplemental budget it highlights that, "The transportation budget for 2023-25 includes as large a capital program as WSDOT has ever delivered, at an amount of \$8.58 billion, which is \$3.88 billion more than 21-23"<sup>ix</sup> The time necessary to staff up and deploy this significant increase in resources is not to be underestimated; developing workforce strategies, facilitating partnerships with education and workforce organizations, and providing guidance regarding allowable and recommended uses of funds will encourage and enable prioritization of these activities in state-led or state-deployed funds.

#### *Examples:*

#### NORTH CAROLINA

North Carolina established [TechHubsfor NC](#) and [CHIPSfor NC](#) out of the North Carolina Department of Commerce. Working with the Office of the North Carolina Governor, the NC Office of State Budget and Management, the NC Board of Science, Technology & Innovation, the NC Community College System, NCWorks (workforce body), the North Carolina Business Committee for Education, and other executive branch organizations. Their focus is to:

- Strategize, coordinate, and facilitate consortia and companies that seek to submit applications for Tech Hubs designation and other CHIPS Act funding.

## CONNECTICUT

Connecticut established the [Bipartisan Infrastructure Law Team](#) within the Governor's Office to coordinate across the Office of the Governor, Office of Policy Management, Department of Administrative Services, Department of Transportation, Department of Energy and Environmental Protection, Department of Public Health, Department of Community and Economic Development, and the Office of Workforce Strategy to ensure effective communication and implementation of federal resources. To accomplish these goals, this team has:

- Established a hub with centralized funding opportunities and information about current investments and implementation progress
- Developed playbooks for target communities including Tribal and rural communities
- Provides technical assistance to organizations and local governments applying for funding
- Hosted a [CONNstruct Infrastructure Summit](#) to bring together stakeholders from across the state

## **2** **Develop a comprehensive workforce development investment strategy across IIJA, CHIPS, and IRA programs, and consider pooling allowable workforce resources or developing centralized approaches to workforce funding deployment.**

- Establishing a comprehensive set of principles for training and workforce investment opportunities across IIJA, CHIPS, and IRA, in context of existing investments, gaps, and opportunities in the current education and training system would enable targeting of resources across programs and funding streams and maximize the impact of the federal funds. For example, the Workforce Board notes in its most recent [strategic plan](#) that, "We have a growing number of Washingtonians struggling with issues such as childcare, affordable housing, and transportation who are in need of comprehensive support to fully participate in the workforce." Many of the allowable IIJA, CHIPS, and IRA funds may not be able to address these barriers, but when stacked with local or other federal funding sources, IIJA or IRA project-specific resources could be deployed in ways that increase the likelihood of success of the individuals engaging in training or upskilling.
- Since most of the allowable workforce funds in IIJA and IRA programs will not become available until those projects are delivered, considering actions to pool, or set aside a portion of funding to be deployed centrally or not based on individual projects, could allow for more extensive planning for workforce investments and potentially even for training to begin prior to the start of specific infrastructure or energy projects. This would require close monitoring and management of these pooled resources to ensure eligible use, reporting, and deployment, however it would reduce the burden on individual employers that receive contracts for projects and provide them and potential education or training partners greater time to plan for and deliver workforce programs.



**Example:**

 **PENNSYLVANIA**

In July 2023, Governor Shapiro of Pennsylvania signed an [executive order](#) establishing the Commonwealth Workforce Transformation Program, which established grants to employers, contractors, unions, and others to support workforce development and on-the-job training. The executive order requires that the Commonwealth reserves at least 3% of all funding received from the IJJA and IRA to fund this centralized approach to workforce development.

**3 Leverage and scale existing investments in apprenticeship, workforce training, and higher education, and pilot and evaluate new programs.**

- Washington State is already taking steps to increase local investment in its robust postsecondary education and training opportunities. Additional areas for consideration include investments in capacity required to continue to grow and scale programs, including institutional and agency capacity to develop and approve apprenticeship programs and new training programs, within employers or with industry associations, as well as within the education and training organizations. Significant capacity is required to develop new programs and/or replicate or expand programs, and there is often limited capacity to simultaneously build and implement.

**Examples:**

 **COLORADO**

In 2022, Colorado launched the [Colorado Opportunity Now](#) grant in partnership with external stakeholders, to foster and develop new education and training partnerships. The program aims to help “connect more Coloradans with in-demand, high-skill, high-wage occupations and help workers train for and transition into new fields.” So far, the state has held 3 rounds of funding that have provided \$85 million to initiatives that help close regional workforce shortages and support sustained collaboration between industry, education, and workforce providers.

 **INDIANA**

[Indiana Next Level Jobs](#) is a program to “help employers fill in-demand positions in six high-demand sectors.” This grant reimburses employers up to \$5,000 per employee who is trained, hired, and retained for six months.

## CALIFORNIA

Since its launch in 2022, California's [High Road Training Partnership](#) program has awarded more than \$100 million in grants to support employer-led training programs built upon three core components:

- Grounded in Equity, Job Quality, and Climate Resilience Principles
- Industry-Driven
- Worker-Centered

### **4 Expand state-level convening and regional capacity-building related to not only the availability and use of IIJA, CHIPS, and IRA funding but also towards aligning education, workforce, and economic development partners at the regional and community levels.**

- In addition to technical assistance for grant writing that is being funded at the state level, the Department of Commerce could deploy capacity to enable sustainable coordination at the regional and local levels; it could consider leveraging the [34 partners](#) across the state that Washington Commerce engages to support economic development.

As the WSAC Strategic Plan notes, “regional and local leaders are experts on their communities’ assets and needs,” and building capacity for these groups to convene education, workforce, industry, and community partners will help build collaboration and readiness for applying for or implementing federal funding opportunities.

- » Additional funding could be made available to fund convening activities to ensure education, workforce, and training organizations are able to be responsive and nimble to meet the needs of employers as projects are developed and delivered. Critical organizations to engage at the regional and local levels include county and city officials, economic development organizations, local workforce boards, educational institutions, and community partners. Organizations and communities with infrastructure to regularly convene and align on work and priorities, are well-positioned to be responsive to funding opportunities.
- State and local leaders could partner with philanthropic and community organizations to ensure information is disseminated across relevant industry, education, and workforce, and community groups.
  - » Host webinars and workshops to educate stakeholders about funding opportunities, eligibility, and application processes. The target audiences are state and local energy, transportation, and economic development officials, higher education and workforce development partners, and business leaders in these sectors.

## Examples:

### WASHINGTON, DC

In October 2023, The Kresge Foundation and Brookings Metro **convened** local, regional, and state leaders in Washington, DC to facilitate the sharing of promising practices to navigating the federal IIJA, IRA, and CHIPS funding and implementing innovative programs in communities throughout the country. This partnership and event is an example of how non-governmental partners can create space and opportunity to foster collaboration and catalyze the work of local and regional organizations.

### OHIO

Created prior to the establishment of IIJA, CHIPS, and IRA, the **Fund For Economic Opportunity** has played an important role in supporting regional coordination and alignment in support of applications for recent federal funding opportunities. This organization supports regional innovation not only through funding, but research, convening, and incubating innovative approaches, which has helped advantageously position Northeast Ohio as part of a successful **NSF Regional Innovation Engine award** that could unlock \$160 million in investment over the next ten years.

### OHIO

Launched in 2018, the **Ohio Innovation Exchange** is a platform and initiative established by the Ohio Department of Higher Education to facilitate connection between employers, industry, experts, and higher education institutions to support collaboration, research, and innovation throughout the state. This resource creates transparency about available resources and industry-specific expertise available across 10 higher education institutions, supporting navigation, collaboration, and networking opportunities.

### CALIFORNIA

"The **California Community & Place-Based Solutions (CPBS) Team** within the Governor's Office of Business and Economic Development (GO-Biz) provides key technical assistance for community and economic development planning. The regionally based team consists of 13 Regional Economic Recovery Coordinators and 3 Regional Managers for Northern, Central and Southern California who work alongside our many regional partners to aid a regions-up approach towards building equitable and sustainable economic futures."

## 5 Ensure equity and diversity priorities are maintained in the delivery of IIJA, CHIPS, and IRA workforce investments through coordination with relevant agencies, including but not limited to the [Education and Research Data Center](#) and [Washington State Office of Equity](#).

While [US News and World Report](#) in 2023 ranked Washington State #2 Overall across all measures, the state ranked #13 for its Economy and #31 for Opportunity (affordability, economic opportunity, and equality). The funding made available through the IIJA, CHIPS, and IRA presents a catalyzing opportunity to grow the state and regional economies and develop a more inclusive and diverse talent pipeline that provides more Washington residents a pathway to prosperity.

- Encourage the adoption of data-driven approaches and fund the collection and analysis of disaggregated workforce intelligence data by stakeholders at the regional and state levels to inform the development of targeted programs, particularly for those that have been historically underrepresented in the infrastructure, advanced industries, and energy sectors.

### *Example:*

#### CALIFORNIA

In 2023, [California's Senate Bill 150](#) took a multi-pronged approach to support quality job creation and training pipelines through the IIJA and IRA funding the state would receive. The bill set aside \$50 million over four years from IIJA funds to support California's [high road construction careers program](#), and sought to strengthen community benefits requirements in project labor agreements. The bill also required extensive community engagement be undertaken to develop recommendations for requirements for projects funded through federal infrastructure funds, "to be included as a material part of a contract, including measurable results to ensure that investments maximize benefits to marginalized and disadvantaged communities." Specific recommendations to center equity and a focus on quality job creation can be found in this [report](#) to the governor.

## MEDIUM- TO LONG-TERM STRATEGIES FOR CONSIDERATION

### **6 Establish an inclusive talent pipeline vision for youth and adults, including common goals and clear governance across talent pipeline organizations in education, workforce, economic development, and industry.**

- With an emphasis on innovative approaches to developing the near-term and future workforce needed for the IIJA, CHIPS, and IRA investments, it is even more important that states consider how all actors in the education, workforce, and talent development ecosystem work together to meet their state and local workforce needs. This requires a vision that includes K-12, postsecondary, apprenticeship, workforce training, and upskilling partners and that considers how young people and adults in and out of the current labor market can connect with the skills and training that will prepare them for these opportunities. This may require building upon or strengthening the state's current 70% postsecondary education attainment goal to include measures of economic prosperity and in which employers, workforce development and other non-education partner and institutions can see their work aligned to.

A strong, unifying vision from state leaders can mobilize leadership and action at the regional and local levels to ensure local talent pipelines are developed to meet communities' labor market needs. State leaders can empower and incentivize partnership and action among local education, workforce, business, labor, and community-based organization leaders to ensure resources are used in the most strategic and targeted ways to strengthen pathways into careers for residents and provide employers the workforce needed to develop and build these critical sectors.

- With the many agencies, boards, councils, task forces, and other organizations overseeing and delivering education, workforce, and economic development activities throughout the state, stronger leadership is required to ensure state-level entities are working towards and accountable for collaboration and progress towards shared or aligned goals, setting an example, or creating infrastructure in which local actors can operate in similarly aligned and impactful ways.

#### **Resource**

The 2018 National Governor's Association report, "[Aligning State Systems for a Talent-Driven Economy](#)" identifies strategies from governance structures to developing and implementing sector partnerships, that could be useful for Washington State to revisit. While the state participated in this policy academy, there may be an opportunity to revisit the recommendations and assess current implementation against them.



**Examples:**

 **COLORADO**

One initiative of the Colorado Chamber of Commerce's [Vision 2033](#), Blueprint for Colorado's Future, is the Education to Employment Alliance, an example of how leaders from business groups and nonprofit organizations collaborated to develop, inform, and partner with government to expand economic opportunity throughout the state. In 2023, the Alliance released a report titled, "[Maximizing Human Potential and Economic Mobility for Coloradans](#)" that outlines recommendations to strengthen the state's talent pipeline, and identifies ways the business community, learning providers, and government entities can come together in support of those recommendations.

 **CONNECTICUT**

Launched in 2022, Connecticut established the [Office of Workforce Strategy](#) to serve as the primary advisor to the Governor on workforce policy, strategy, and coordination. The non-programmatic, non-regulatory office works between and across labor and economic development agencies and is responsible for convening agencies to better coordinate workforce programs across state government.

 **ALABAMA**

Alabama's governor created the [Governor's Office of Education and Workforce Transformation](#) in 2019 and charged it with the following:

- Increasing the labor force participation and decreasing the unemployment and underemployment rates
- To support the state in surpassing its postsecondary attainment goal
- To create career pathways in 16 career clusters for in-school youth, out-of-school youth, adults, and disconnected populations.

## COLORADO

In 2019, Governor Polis established the [Office of the Future of Work](#), to “understand, prepare for, and develop policy and programmatic solutions to foster an economy that works for everyone in Colorado.” This office provides partnership and guidance across other state departments, convenes summits, and leads implementation of innovative programs like apprenticeship expansion. It is a 25-person office that is overseen by the Executive Director of the Colorado Department of Labor and Employment.

## TEXAS

In 2016, Governor Abbott established the [TX Tri-Agency Workforce Initiative](#) to coordinate with industry and education to improve workforce efforts throughout the state. Consisting of the Commissioners of the Texas Education Agency (TEA), the Texas Higher Education Coordinating Board (THECB), and the Texas Workforce Commission (TWC), this body identifies strategies to address long-term workforce development needs across the state.

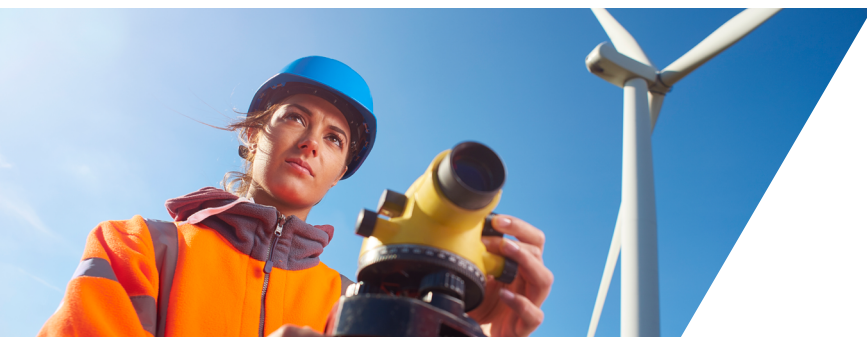
## RHODE ISLAND

Rhode Island's Skills Cabinet established by Governor Raimondo in 2015 to address the state's workforce development needs and align them with economic growth opportunities. This body included leaders from the governor's office, Department of Labor and Training, Rhode Island Commerce Corporation, Rhode Island Department of Education, Office of the Postsecondary Commissioner, and other key stakeholders from industry, labor, and community organizations. Through the governor's leadership, this body supported strategic alignment, program development, funding, and resource allocation, and conducted monitoring and evaluation of performance metrics across agencies.

# CONCLUSION

The IIJA, CHIPS, and IRA represent a generational opportunity for Washington State to invest in its future and bridge the disconnect between skills development and labor market needs. The strategic support leaders in the public, private, and nonprofit sectors can bolster these efforts, accelerating education, workforce, and economic revitalization. With thoughtful, targeted action, Washington State can maximize the impact of federal funding and secure a brighter future for its communities.

Implementing these recommendations will require a coordinated effort and a shared commitment from state and local officials, educational institutions, workforce partners, community-based organizations, and industry leaders. The time for action is now, as the state's economic competitiveness and resilience depend on its ability to cultivate a skilled and adaptable workforce. With strong leadership, strategic investments, and a collaborative approach, Washington can take dramatic steps to realize its full economic potential.



# APPENDIX A

## Roadmap Workforce Funding Crosswalk

Allowable Workforce Funding	Law	Program Name	Funding Mechanism	Total Value (\$M)	Agency Prioritization	Prioritization Input from
	CHIPS	Asset Concessions Innovative Financing Technical Assistance	Competitive Grant	Other	High	DOT
	CHIPS	Reduce, Reuse, Recycling Education and Outreach Grants	Competitive Grant	Other	High	ECY
	CHIPS	Brownfields State & Tribal Response Programs	Cooperative Agreement	Other	High	ECY
YES	IIJA	State Energy Program	Formula Grant	\$500	High	ComED
	IIJA	Active Transportation Infrastructure Investment Program	Competitive Grant	TBC	High	DOT
	IIJA	Assisting Federal Facilities with Energy Conservation Technologies Grant Program	Direct Federal Spending	\$250	Medium	ComED
YES	IIJA	Brownfields Projects	Cooperative Agreement	Other	Medium	ECY
	IIJA	Building Resilient Infrastructure and Communities (Robert T Stafford Act Section 203(i))	Competitive Grant	\$1,000	High	ECY
YES	IIJA	Building, Training, And Assessment Centers	Competitive Grant	\$10	High	ComED
YES	IIJA	Bus and Bus Facilities Competitive Grants	Competitive Grant	\$1,966	High	DOT
	IIJA	Capital Investment Grants	Competitive Grant	\$8,000	High	DOT
YES	IIJA	Career Skills Training	Competitive Grant	\$10	Medium	ComED
	IIJA	Charging and Fueling Infrastructure Grants (Community Charging)	Competitive Grant	\$1,250	High	ComED
	IIJA	Charging and Fueling Infrastructure Grants (Corridor Charging)	Competitive Grant	\$1,250	High	DOT, ComED
	IIJA	Clean Energy Demonstrations on Current and Former Mine Land	Competitive Grant	\$500	Medium	ComED
	IIJA	Clean Hydrogen Electrolysis Program	Multiple	\$1,000	Medium	ComED
	IIJA	Clean Hydrogen Manufacturing Recycling Research, Development, and Demonstration Program	Competitive Grant	\$500	Medium	ComED
YES	IIJA	Clean School Bus Program	Competitive Grant	\$5,000	Medium	ComED
	IIJA	Clean Water Act 604(b) Water Quality Management Planning Grant	Formula Grant	\$2	High	ECY
YES	IIJA	Clean Water State Revolving Fund	Loan Program	\$11,713	High	ECY
	IIJA	Clean Water State Revolving Fund-Emerging Contaminants	Multiple	\$1,000	High	ECY
	IIJA	Coastal Zone Management	Competitive Grant	\$207	High	ECY, DOT
	IIJA	Columbia River Basin Toxic Reduction Lead	Competitive Grant	\$40	High	ECY
YES	IIJA	Consolidated Rail Infrastructure and Safety Improvement Grants	Competitive Grant	\$5,000	High	DOT
	IIJA	Cost-effective Codes Implementation for Efficiency and Resilience	Competitive Grant	\$225	High	ComED
	IIJA	Develop And Publish Every 5 Years A Map Depicting At-Risk Communities, Including Tribal Communities	Direct Federal Spending	\$1	Medium	ComED, DOH
YES	CHIPS	Distressed Area Pilot Program (Recompete Pilot Program)	Competitive Grant	\$200	High	ComOEDC
YES	IIJA	Drinking Water State Revolving Fund	Loan Program	\$11,713	High	DOH, ComED
	IIJA	Drinking Water State Revolving Fund Emerging Contaminants (incl. PFAS)	Multiple	\$4,000	High	DOH, ComED
	IIJA	Electric Drive Vehicle Battery Recycling And 2nd Life Apps	Cooperative Agreement	\$200	Medium	ComED
	IIJA	Emergency Watershed Protection Program	Multiple	\$300	Medium	ECY
YES	IIJA	Energy Auditor Training Grant Program	Competitive Grant	\$40	Medium	ComED
	IIJA	Energy Efficiency and Conservation Block Grant Program	Block Grant	\$550	High	ComED
	IIJA	Energy Efficiency Revolving Loan Fund Capitalization Grant Program	Formula Grant	\$250	High	ComED
	IIJA	Energy Efficient Transformer Rebates	Competitive Grant	\$10	Medium	ComED
	IIJA	Energy Improvement in Rural or Remote Areas	Competitive Grant	\$1,000	Medium	ComED
	IIJA	Federal-State Partnership for Intercity Passenger Rail Grants	Competitive Grant	\$36,000	High	DOT
	IIJA	Flood Control and Coastal Emergencies	Direct Federal Spending	\$251	High	ECY

Allowable Workforce Funding	Law	Program Name	Funding Mechanism	Total Value (\$M)	Agency Prioritization	Prioritization Input from
	IIJA	Flood Mitigation Assistance Grants (National Flood Insurance Act Sec 1366)	Competitive Grant	\$3,500	High	ECY
	IIJA	Flood Plain Management Services	Direct Federal Spending	\$45	High	ECY
	IIJA	Funding to Support Orphan Well Plugging	Direct Federal Spending	Other	TBD	ECY
	IIJA	Geographic Programs - Columbia River Basin Restoration Program	Competitive Grant	\$79	High	ECY
YES	IIJA	Grants for Energy Efficiency and Renewable Energy Improvements at Public School Facilities	Competitive Grant	\$500	Medium	ComED
	IIJA	Grants for Planning, Feasibility Analysis, and Revenue Forecasting (Bridge Investment Program Set-aside)	Competitive Grant	\$100	High	DOT
	IIJA	Habitat Restoration	Competitive Grant	\$491	High	ECY
	IIJA	Hazard Mitigation Revolving Loan Funds/Safeguarding Tomorrow through Ongoing Risk Mitigation (STORM) Act (Robert T Stafford Act, Sec 205)	Competitive Grant	\$500	High	ECY
	IIJA	Hydroelectric Production Incentives	Competitive Grant	\$125	Medium	ComED
	IIJA	Industrial Research and Assessment Center Implementation Grants	Competitive Grant	\$400	Medium	ComED
YES	IIJA	Industrial Research and Assessment Centers	Competitive Grant	\$150	Medium	ComED
	IIJA	Local and Regional Project Assistance Grants (RAISE)	Competitive Grant	\$7,500	High	DOT
	IIJA	Long-Duration Energy Storage Demonstration Initiative and Joint Program	Competitive Grant	\$150	Medium	ComED
	IIJA	Low Income Home Energy Assistance Program	Incentive Program	\$500	Medium	ComED
YES	IIJA	Low or No Emission (Bus) Grants	Competitive Grant	\$5,625	High	DOT, ComED
	IIJA	Maintaining and Enhancing Hydroelectricity Incentives	Competitive Grant	\$554	Medium	ComED
	IIJA	Methane Emissions Reduction Program	Multiple	Industry	TBD	ECY
	IIJA	National Culvert Removal, Replacement, & Restoration Grant	Competitive Grant	\$1,000	High	DOT
	IIJA	National Dam Safety Program	Multiple	\$215	Medium	ComED
YES	IIJA	National Electric Vehicle Infrastructure Formula Program	Formula Grant	\$5,000	High	DOT, ComED
	IIJA	National Estuarine Research Reserve System	Competitive Grant	\$77	High	ECY
	IIJA	National Fish & Wildlife Foundation (NFWF) National Coastal Resilience Fund (NCRF)	Competitive Grant		High	ECY
	IIJA	National Infrastructure Project Assistance (Megaprojects)	Competitive Grant	\$5,000	High	DOT
	IIJA	National Oceans and Coastal Security Fund	Competitive Grant	\$492	High	ECY
	IIJA	Nationally Significant Freight and Highway Projects (INFRA)	Competitive Grant	\$7,250	High	DOT
	IIJA	Natural Gas Distribution Infrastructure Safety and Modernization Grants	Competitive Grant	\$1,000	Medium	ComED
	IIJA	Orphaned Well Site Plugging, Remediation, And Restoration	Multiple	Other	TBD	ECY
	IIJA	Pilot Program for Transit Oriented Development	Competitive Grant	\$69	Medium	DOT
	IIJA	Pollution Prevention Grants	Competitive Grant	\$100	High	ECY
	IIJA	Power Marketing Administration Transmission Borrowing Authority	Direct Federal Spending	\$10,000	Medium	ComED
	IIJA	Preventing Outages and Enhancing the Resilience of the Electric Grid / Hazard Hardening	Multiple	\$5,000	High	ComED
	IIJA	Program Upgrading Our Electric Grid and Ensuring Reliability and Resiliency	Competitive Grant	\$5,000	High	ComED
	IIJA	Promoting Resilient Operations for Transformative, Efficient, and Cost-Saving Transportation (PROTECT) - Discretionary	Competitive Grant	\$1,400	High	DOT
	IIJA	Puget Sound Climate Resilience Riparian Systems Lead	Competitive Grant	\$30	High	ECY
	IIJA	Railroad Crossing Elimination Grants	Competitive Grant	\$3,000	Medium	DOT
YES	IIJA	Regional Clean Hydrogen Hubs	Competitive Grant	\$8,000	High	ComED
	IIJA	Regional Ocean Partnerships	Cooperative Agreement	\$56	Medium	ECY
YES	CHIPS	Regional Technology and Innovation Hub Program	Competitive Grant	\$500	High	ComOEDC
	IIJA	Section 243 Hydroelectric Efficiency Improvement Incentives (Sec 40332)	Competitive Grant	\$75	Medium	ComED
	IIJA	Smart Grid Investment Matching Grant Program	Competitive Grant	\$3,000	Medium	ComED
YES	IIJA	Solar Energy Research and Development	Cooperative Agreement	\$40	Medium	ComED
	IIJA	Solid Waste Infrastructure for Recycling Infrastructure Grants	Competitive Grant	Other	High	ECY
	IIJA	STORM Act	Competitive Grant	\$500	High	ECY
	IIJA	Superfund	Cooperative Agreement	Other	High	ECY
	IIJA	Transformational Habitat Restoration and Coastal Resilience Grant	Competitive Grant	\$240	High	ECY
	IIJA	Transmission Facilitation Program	Loan Program	\$2,500	Medium	ComED
	IIJA	Tribal Climate Resilience - Adaptation Planning	Other	\$86	Medium	ECY, ComED, DOH



Allowable Workforce Funding	Law	Program Name	Funding Mechanism	Total Value (\$M)	Agency Prioritization	Prioritization Input from
	IIJA	Tribal Climate Resilience - Community Relocation	Other	\$130	Medium	ECY, ComED, DOH
YES	IIJA	Urbanized Area Passenger Ferry Program	Competitive Grant	\$150	High	DOT
	IIJA	Water & Groundwater Storage, And Conveyance	Multiple	\$1,150	High	ECY, DOH
	IIJA	Water Infrastructure Improvements for the Nation, Small and Underserved Communities Emerging Contaminants Grant Program	Formula Grant	\$5,000	High	DOH, ComED
	IIJA	Water Recycling	Competitive Grant	\$1,000	High	ECY, WSDA, DOH
	IIJA	Watershed Management Projects	Competitive Grant	\$100	High	ECY
	IIJA	WaterSMART Grants	Competitive Grant	\$400	High	ECY
YES	IIJA	Weatherization Assistance Program	Formula Grant	\$3,500	High	ComED
	IIJA	Wildfire	Multiple	\$50	Medium	ComED, DOH
	IIJA	Wildfire	Multiple	\$50	Medium	ComED, DOH
	IIJA	Wildlife Crossings Pilot Program	Competitive Grant	\$350	Medium	DOT
YES	CHIPS	Wireless Supply Chain Innovation (multiple funding opportunities)	Competitive Grant	\$1500	TBD	ComED, WSDA
	IIJA	Bioproduct Pilot Program			High	
	IIJA	National Seed Strategy			High	
	IRA	Regional Conservation Partnership Program (RCPPI)			High	
	IRA	Conservation Technical Assistance			High	
	IRA	Conservation Technical Assistance - Greenhouse Gas Emission Quantification Program			High	
	IRA	Environmental Quality Incentives Program (EQIP)			High	
	IRA	Increasing Land, Capital, and Market Access (Increasing Land Access) Program				
	IRA	USDA Assistance and Support for Underserved Farmers, Ranchers, Foresters: Technical and Other Assistance				
	IRA	Manufacturing Leadership (Sec 40534)	Competitive Grant	Industry	High	ComED
	IRA	Solar for All Competition	Competitive Grant	\$7,000	High	ComED
	IRA	Grants to Facilitate the Siting of Interstate Electricity Transmission Lines	Competitive Grant	\$760	High	ComED
	IRA	Rural Energy for America Program (REAP)	Competitive Grant	\$1,722	High	WSDA
	IRA	Rural Energy for America Program (REAP) - Underutilized Renewable Energy Technologies	Competitive Grant	\$304	High	WSDA
	IRA	Funding for Department of Energy Loan Programs Office	Loan Program	\$3,600	High	ComED
	IRA	Solar for All Competition	Competitive Grant	\$7,000	High	ComED
	IRA	Grants to Facilitate the Siting of Interstate Electricity Transmission Lines	Competitive Grant	\$760	High	ComED
	IRA	Rural Energy for America Program (REAP)	Competitive Grant	\$1,722	High	WSDA
	IRA	Home Efficiency Rebates	Formula Grant	\$4,300	High	ComED, ECY
	IRA	Home Electrification and Appliance Rebates	Formula Grant	\$4,500	High	ComED, ECY
YES	IRA	State-Based Home Efficiency Contractor Training Grants	Formula Grant	\$200	High	ComED
	IRA	Neighborhood Access and Equity Grant Program	Competitive Grant	\$3,205	High	DOT
YES	IRA	Clean Heavy-Duty Vehicles	Competitive Grant	\$1,000	High	ComED
YES	IRA	Investing in Coastal Communities and Climate Resilience	Multiple	\$2,600	High	ECY, WSDA
	IRA	NOAA Climate Resilience Regional Challenge.	Competitive Grant	\$575	High	ECY
	IRA	National Clean Investment Fund	Competitive Grant	\$14,000	High	ComED
	IRA	Clean Communities Investment Accelerator	Competitive Grant	\$6,000	High	ComED
	IRA	Climate Pollution Reduction Grants	Competitive Grant	\$5,000	High	ComED, ECY
YES	IRA	Environmental and Climate Justice Block Grants	Block Grant	\$3,000	High	DOH, ECY
	IRA	Funding to Address Air Pollution: Fenceline Air Monitoring	Competitive Grant	\$118	High	ECY, DOH
	IRA	Funding to Address Air Pollution: Multipollutant Monitoring	Competitive Grant	\$50	High	ECY, DOH
	IRA	Funding to Address Air Pollution: Air Quality Sensors in Low-Income and Disadvantaged Communities	Competitive Grant	\$3	High	ECY, DOH
	IRA	Funding to Address Air Pollution: Clean Air Act Grants	Competitive Grant	\$25	High	ECY, DOH
	IRA	Empowering Rural America (New ERA) (formerly USDA Assistance for Rural Electric Cooperatives)	Loan Program	\$9,700	Medium	ComED
	IRA	Electric Loans for Renewable Energy	Loan Program	\$1,000	Medium	ComED
	IRA	Transmission Facility Financing	Loan Program	\$2,000	Medium	ComED

Allowable Workforce Funding	Law	Program Name	Funding Mechanism	Total Value (\$M)	Agency Prioritization	Prioritization Input from
	IRA	Interregional and Offshore Wind Electricity Transmission Planning, Modeling and Analysis	Direct Federal Spending	\$100	Medium	ComED
	IRA	Tribal Electrification Program	Block Grant	\$150	Medium	ComED
	IRA	Energy Infrastructure Reinvestment Financing	Loan Program	\$5,000	Medium	ComED
	IRA	Tribal Energy Loan Guarantee Program	Loan Program	\$75	Medium	ComED
	IRA	Assistance for Latest and Zero Building Energy Code Adoption	Formula Grant	\$1,000	Medium	ComED
	IRA	Use of Low-Carbon Materials	Direct Federal Spending	\$2.150	Medium	ComED
	IRA	Tribal Climate Resilience	Competitive Grant	\$225	Medium	ECY, ComED
	IRA	Domestic Water Supply Projects	Multiple	\$550	Medium	ComED, ECY, DOH
	IRA	Funding to Address Air Pollution at Schools	Competitive Grant	\$50	Medium	ECY, DOH
	IRA	Funding to Address Air Pollution: Emissions from Wood Heaters	Competitive Grant	\$15	Medium	ECY, DOH
	IRA	Funding to Address Air Pollution: Methane Monitoring	Competitive Grant	\$20	Medium	ECY, DOH
	IRA	Biofuel Infrastructure and Agriculture Product Market Expansion (Higher Blend Infrastructure Incentive Program)	Competitive Grant	\$500	TBD	ComED, WSDA
	IRA	Funding to Address Air Pollution: Mobile Source Grants	Competitive Grant	\$5	TBD	ECY
	IRA	48: Investment Tax Credit for Energy Property	Tax Credit	\$13,962	TBD	WSDA

# APPENDIX B

## **FY2024 Supplemental Budget Investments for Awareness**

In addition to coordination and technical assistance across federal infrastructure, emerging technologies, and clean energy investments, state leaders must consider how best to align local investments to support federal investments. The following are select investments included in the **FY2024 Supplemental Budget** that should be considered in these efforts.

- \$18.3 million in state funding was allocated to support federal funding coordination
  - » \$12 million to the Department of Commerce staff and third-party contractors to support grant writing and reporting, as well as tax advice and assistance, to organizations, Tribes, and local governments across the state.
  - » \$4 million to the Department of Commerce to build a web portal that helps grant seekers find all state and federal grant and incentive opportunities in the energy, climate, and clean technology sectors. The funding will also support a marketing and outreach campaign.
  - » \$2 million in state funding was provided to the Office of Financial Management for a database that allows state agencies to track federal funding opportunities.
  - » \$300,000 in state funding was provided in the Office of the Governor to staff a coordinator who would maximize the benefits of federal funding to Washington, both among state agencies and with external partners.

## **Department of Commerce Workforce Investments**

- Apprenticeship/Pre-Apprenticeship Funding
  - » \$475,000 of the general fund—state appropriation for fiscal year 2025 is provided solely for a grant to a nonprofit organization located in King County that develops training and support for low-income individuals, with a focus on women and people of color, to move into the construction industry for living wage jobs.
  - » \$1 million—state appropriation for fiscal year 2025 is provided solely for a grant to a nonprofit social service organization located in King County's Rainier Valley neighborhood with an innovative learning center. Funding must be used to support an electrification pre-apprenticeship program for formerly incarcerated individuals and community members who are low-income or homeless that offers hands-on technical training targeting clean energy methods that will align the participant's qualifications with solar technician apprenticeships and employment opportunities.

- Electrical Transmission Industry Study
  - » The Department of Commerce must conduct a study of the employment and workforce education needs of the electrical transmission industry of the state. The work group must assist the department in developing the scope of the study; review the preliminary and final reports of the study; and, if appropriate, recommend any legislative changes needed to address issues raised as a result of the study. The study must focus on the following job classifications in the electrical transmission industry: Line workers, line clearance tree trimmers, and substation technicians. The department may contract with a third party to complete the study.
- \$600,000 over 2 years to pilot childcare site for construction workers
- \$2,000,000—state appropriation for fiscal year 2024 and \$2,000,000 of the general fund—state appropriation for fiscal year 2025 are provided solely for grants to promote workforce development in aerospace and aerospace-related supply chain industries by:
  - » Expanding the number of registered apprenticeships, pre-apprenticeships, and aerospace-related programs and providing support for registered apprenticeships or programs in aerospace and aerospace-related supply chain industries.

Grants awarded under this section may be used for:

  - i. Equipment upgrades or new equipment purchases for training purposes.
  - ii. New training space and lab locations to support capacity needs and expansion of training to veterans and veteran spouses, and underserved populations.
  - iii. Curriculum development and instructor training for industry experts.
  - iv. Tuition assistance for degrees in engineering and high-demand degrees that support the aerospace industry; and
  - v. Funding to increase capacity and availability of childcare options for shift work schedules.

## **Department of Labor and Industries Investments**

- Electrical Apprenticeship Funding
  - » \$6 million in one-time funding to the Department of Labor and Industries to cover supplemental instruction costs for programs providing apprenticeship education and job training for general journey electricians
- Incarceration to Apprentice Study
  - » \$470,000 in one-time funding to the Department of Labor and Industries to evaluate, strengthen, and expand the state-recognized pre-apprenticeship options in construction in Washington correctional facilities and support toward enrollment in state-registered apprenticeship programs.

## WSAC Investments

- \$500,000 of the workforce education investment account—state appropriation is provided solely for the behavioral health apprenticeship stipend pilot program, with stipends of \$3,000 available to students. The pilot program is intended to provide a stipend to assist students in high-demand programs for costs associated with completing a program, including childcare, housing, transportation, and food.
- \$10,000,000 of the health professionals loan repayment and scholarship program account—state appropriation is provided solely to increase loans within the Washington Health Corps.

## Workforce Training and Education Coordination Board

- \$240,000 of the general fund—state appropriation for fiscal year 2025 are provided solely for the health workforce council of the state workforce training and education coordinating board. In partnership with the office of the governor, the health workforce council shall continue to assess workforce shortages across behavioral health disciplines and incorporate the recommended action plan completed in 2020.
- \$1,200,000 of the general fund—state appropriation for fiscal year 2024 and \$1,100,000 of the general fund—state appropriation for fiscal year 2025 are provided solely for apprenticeship grants in collaboration with the Nursing Care Quality Assurance Commission and the Department of Labor and Industries, to address the long-term care workforce.
- \$2,000,000 of the workforce education investment account—state appropriation is provided solely for the workforce board to award grants for the purposes of providing apprenticeships, industry certifications, and wraparound student supports to workers pursuing job advancement and enhancement through college readiness, apprenticeship, degree, certification, or professional development opportunities in the health care field.
- \$92,000 of the general fund—state appropriation for fiscal year 2024 and \$92,000 of the general fund—state appropriation for fiscal year 2025 are provided solely for a full-time information technology position to collaborate with other state workforce agencies to establish and support a governance structure that provides strategic direction on cross-organizational information technology projects. The board must submit a report to the governor's office and the appropriate committees of the legislature, pursuant to RCW 43.01.036, with a progress update and recommendations on a coalition model that will result in better service coordination and public stewardship that enables the efficient delivery of workforce development services by September 1, 2023, and September 1, 2024.
- \$904,000 of the climate commitment account—state appropriation is provided solely for the implementation of Second Substitute House Bill No. 1176 (climate-ready communities), which creates a clean energy technology workforce advisory committee
- \$425,000 of the workforce education investment account—state appropriation is provided solely for the board to contract with Washington State University to provide preliminary work to inform the design and development of a Washington digital literacy credential program. The institution shall research the landscape of digital literacy programs from providers across the state; create a comprehensive database of available programs; research and identify gaps in the needed skills training currently available; research and identify potential subject matter experts; and identify digital badging opportunities in accordance with state guidelines and needs. A report shall be submitted to the appropriate committees of the legislature, pursuant to RCW 43.01.036, by June 1, 2025.



# APPENDIX C

## Anticipated High-Demand Occupations

The following identifies some of the expected high-demand occupations that may require additional education and training pathways to be developed to meet expected demand in the coming years. This list aims to provide general direction; local industry and workforce leaders will be the best data source for specific in-demand occupations within local communities.

Sector	Selection of Expected High-Demand Occupations
Infrastructure/ Construction	<ul style="list-style-type: none"> <li>• Construction Laborers</li> <li>• Electricians</li> <li>• Plumbers, Pipefitters, and Steamfitters</li> <li>• Heavy Equipment Operators</li> <li>• Construction Managers</li> </ul>
Renewable Energy/ Clean Power	<ul style="list-style-type: none"> <li>• Solar Photovoltaic Installers</li> <li>• Wind Turbine Service Technicians</li> <li>• Energy Auditors</li> <li>• Power Plant Operators</li> <li>• Electrical Engineers</li> </ul>
Electric Vehicles/ Advanced Manufacturing	<ul style="list-style-type: none"> <li>• Electrical and Electronics Engineering Technicians</li> <li>• Industrial Machinery Mechanics</li> <li>• Computer-Controlled Machine Tool Operators</li> <li>• Automotive Service Technicians</li> <li>• Robotics Technicians</li> </ul>
Semiconductor/ Microelectronics	<ul style="list-style-type: none"> <li>• Semiconductor Processors</li> <li>• Semiconductor Technicians</li> <li>• Electronics Engineering Technicians</li> <li>• Computer-Controlled Machine Tool Operators</li> <li>• Materials Engineers</li> </ul>
Cybersecurity/IT	<ul style="list-style-type: none"> <li>• Information Security Analysts</li> <li>• Computer Systems Analysts</li> <li>• Software Developers</li> <li>• Network Administrators</li> <li>• Computer User Support Specialists</li> </ul>
Climate Resilience/ Green Transition	<ul style="list-style-type: none"> <li>• Environmental Science and Protection Technicians</li> <li>• Forest and Conservation Technicians</li> <li>• Hazardous Materials Removal Workers</li> <li>• Recycling Coordinators</li> <li>• Environmental Engineering Technicians</li> </ul>

### Data Sources

- U.S. Department of Energy. "U.S. Energy Employment Report 2022." [www.energy.gov/downloads/us-energy-employment-report-2022](http://www.energy.gov/downloads/us-energy-employment-report-2022). (March 2024)
- Bureau of Labor Statistics. "Occupational Outlook Handbook." [www.bls.gov/ooh/](http://www.bls.gov/ooh/). (March 2024)
- Semiconductor Industry Association. "Semiconductor Workforce Development: A Policy Blueprint 2024." April 2024, [www.semiconductors.org/wp-content/uploads/2024/04/SIA-Workforce-Policy-Blueprint-4\\_8\\_24.pdf](http://www.semiconductors.org/wp-content/uploads/2024/04/SIA-Workforce-Policy-Blueprint-4_8_24.pdf).

## APPENDIX D

### Technical Assistance Resources

The following is a selection of technical assistance resources available to state and local leaders. These resources support various stages of applications and implementation of federal grant programs.

#### Local

- **The University of Washington Center for Environmental Health Equity** was selected as a Thriving Communities Technical Assistance Center
  - » "The mission of the UW Center for Environmental Health Equity is to provide technical assistance to tribal and community organizations in EPA Region 10 states (Alaska, Idaho, Oregon, and Washington) to strengthen their capacity and effectiveness in applying to and successfully managing environmental and energy justice grants and programs."
- **Environmental Justice Thriving Communities Grantmakers**
  - » Funded by the EPA, this network of 11 regional grant makers has been selected to issue subgrants in priority regions to ensure the accessibility and equitable distribution of EPA's Environmental Justice Thriving Communities resources and improve environmental and community health and wellbeing.
    - i. Philanthropy Northwest Hub in Seattle, WA, was awarded \$50 million to provide grantmaking support to Alaska, Idaho, Oregon, Washington, and 271 Tribal Nations

#### National

- **Investing in America Technical Assistance Guide**
  - » Published by the White House, this comprehensive resource is designed to aid community leaders in navigating and leveraging federal funding opportunities to promote local development and infrastructure projects.

- **Reconnecting Communities Institute (RCI)**

- » The RCI at the US Department of Transportation will "provide training and technical assistance to build organizational or community capacity in transportation planning and identify innovative strategies and solutions for reconnecting communities that are bifurcated by transportation infrastructure that create barriers."

- **Community Funding Accelerator (CFA)**

- » With a focus on K-12 education and workforce pathways, CFA identifies relevant grant opportunities, builds coalitions, and provides deep technical assistance to submit winning applications. CFA also supports implementing innovative education and workforce solutions in communities across the U.S.

## NOTES

- i. Center for Labor Research and Education, University of California, Berkeley. "IRA Charts a Path That Is Both Pro-Climate and Pro-Worker." Labor Center, August 18, 2022. [laborcenter.berkeley.edu/ira-charts-a-path-that-is-both-pro-climate-and-pro-worker/](https://laborcenter.berkeley.edu/ira-charts-a-path-that-is-both-pro-climate-and-pro-worker/).
- ii. The Brookings Institution. "Seizing the U.S. Infrastructure Opportunity: Investing in Current and Future Workers." Brookings Metro. [www.brookings.edu/wp-content/uploads/2022/12/InfraJobsUpdate\\_final.pdf](https://www.brookings.edu/wp-content/uploads/2022/12/InfraJobsUpdate_final.pdf). (January 2024).
- iii. The White House. IIA Technical Assistance Guide. Sep. 2023, [www.whitehouse.gov/wp-content/uploads/2023/09/IIA-Technical-Assistance-Guide-September-2023-v091223.pdf](https://www.whitehouse.gov/wp-content/uploads/2023/09/IIA-Technical-Assistance-Guide-September-2023-v091223.pdf).
- iv. National Science Foundation. NSF CHIPS and Science Act One Year Fact Sheet. Aug. 2023, [nsf.gov-resources.nsf.gov/2023-08/NSF%20CHIPS\\_and\\_Science\\_1\\_year\\_fact\\_sheet.pdf?VersionId=cFibe4.5jMLK11\\_4yOuCYRspomfsYsqw](https://www.nsf.gov/resources/nsf.gov/2023-08/NSF%20CHIPS_and_Science_1_year_fact_sheet.pdf?VersionId=cFibe4.5jMLK11_4yOuCYRspomfsYsqw).
- v. Washington State Caseload Forecast Council. "Washington College Grant." Washington State Caseload Forecast Council, [cfc.wa.gov/education/higher-education-financial-aid/washington-college-grant](https://cfc.wa.gov/education/higher-education-financial-aid/washington-college-grant).
- vi. Washington State Caseload Forecast Council. "Washington College Grant Handout." 16 February 2024, [cfc.wa.gov/sites/default/files/Handouts/WSAC\\_WCG.pdf](https://cfc.wa.gov/sites/default/files/Handouts/WSAC_WCG.pdf).
- vii. Washington State Board for Community and Technical Colleges. "Workforce Education Investment Act; Update on Community and Technical College Investments in Fiscal Year 2023." January 2024, [www.sbctc.edu/resources/documents/colleges-staff/programs-services/legislative-outreach/weia-report.pdf](https://www.sbctc.edu/resources/documents/colleges-staff/programs-services/legislative-outreach/weia-report.pdf).
- viii. Washington Student Achievement Council. "2024 Strategic Action Plan." [wsac.wa.gov/sites/default/files/2024.Strategic-Action-Plan.pdf](https://wsac.wa.gov/sites/default/files/2024.Strategic-Action-Plan.pdf). (May 2024).
- ix. Washington State Department of Transportation. 2024 Supplemental Capital Improvement and Preservation Program. <https://wsdot.wa.gov/sites/default/files/2023-09/2024SupplementalCIPP.pdf>.

# REFERENCES

- Kane, Joseph W. "Seizing the U.S. Infrastructure Opportunity: Investing in Current and Future Workers." The Brookings Institution, [www.brookings.edu/wp-content/uploads/2022/12/InfraJobsUpdate\\_final.pdf](http://www.brookings.edu/wp-content/uploads/2022/12/InfraJobsUpdate_final.pdf). (March 2024).
- National Governors Association. "IJA Implementation Resources." [www.nga.org/ija-implementation-resources/](http://www.nga.org/ija-implementation-resources/). (March 2024).
- National Skills Coalition. "A Bold Vision for Digital Access Equity in the Rocky Mountain State." [nationalskillscoalition.org/blog/news/a-bold-vision-for-digital-access-equity-in-the-rocky-mountain-state/](http://nationalskillscoalition.org/blog/news/a-bold-vision-for-digital-access-equity-in-the-rocky-mountain-state/). (April 2024).
- Ross, Martha, Joseph Kane, Felix Laniyan, and Annelies Goger. "How State and Local Leaders Can Harness New Infrastructure Funding to Build a Stronger, More Inclusive Workforce." Brookings Metro, 19 January 2023, [www.brookings.edu/articles/how-state-and-local-leaders-can-harness-new-infrastructure-funding-to-build-a-stronger-more-inclusive-workforce/](http://www.brookings.edu/articles/how-state-and-local-leaders-can-harness-new-infrastructure-funding-to-build-a-stronger-more-inclusive-workforce/).
- The White House. "Advancing Equitable Workforce Development for Infrastructure Jobs." Nov. 2022, [www.whitehouse.gov/wp-content/uploads/2022/11/Advancing-Equitable-Workforce-Development-for-Infrastructure-Jobs\\_110122.pdf](http://www.whitehouse.gov/wp-content/uploads/2022/11/Advancing-Equitable-Workforce-Development-for-Infrastructure-Jobs_110122.pdf). (January 2024).
- The White House. "Building a Better America." May 2022, [www.whitehouse.gov/wp-content/uploads/2022/05/BUILDING-A-BETTER-AMERICA-V2.pdf](http://www.whitehouse.gov/wp-content/uploads/2022/05/BUILDING-A-BETTER-AMERICA-V2.pdf). (February 2024).
- The White House. "Inflation Reduction Act Guidebook." [www.whitehouse.gov/wp-content/uploads/2022/12/Inflation-Reduction-Act-Guidebook.pdf](http://www.whitehouse.gov/wp-content/uploads/2022/12/Inflation-Reduction-Act-Guidebook.pdf). (February 2024).
- The White House. "Inflation Reduction Act: Open Funding Opportunities." 24 Jan. 2024, [www.whitehouse.gov/wp-content/uploads/2024/01/Open-NOFOs-1-24-2024.pdf](http://www.whitehouse.gov/wp-content/uploads/2024/01/Open-NOFOs-1-24-2024.pdf).
- The White House. "Open and Upcoming Infrastructure Funding Opportunities." 10 May 2024, [www.whitehouse.gov/wp-content/uploads/2024/05/Open-and-Upcoming-Infrastructure-Funding-Opportunities-May-10-2024-FINAL.pdf](http://www.whitehouse.gov/wp-content/uploads/2024/05/Open-and-Upcoming-Infrastructure-Funding-Opportunities-May-10-2024-FINAL.pdf).
- Kane, Joseph W. "Seizing the U.S. Infrastructure Opportunity: Investing in Current and Future Workers." The Brookings Institution, [www.brookings.edu/wp-content/uploads/2022/12/InfraJobsUpdate\\_final.pdf](http://www.brookings.edu/wp-content/uploads/2022/12/InfraJobsUpdate_final.pdf). (March 2024).
- National Governors Association. "IJA Implementation Resources." [www.nga.org/ija-implementation-resources/](http://www.nga.org/ija-implementation-resources/). (March 2024).
- National Skills Coalition. "A Bold Vision for Digital Access Equity in the Rocky Mountain State." [nationalskillscoalition.org/blog/news/a-bold-vision-for-digital-access-equity-in-the-rocky-mountain-state/](http://nationalskillscoalition.org/blog/news/a-bold-vision-for-digital-access-equity-in-the-rocky-mountain-state/). (April 2024).
- Ross, Martha, Joseph Kane, Felix Laniyan, and Annelies Goger. "How State and Local Leaders Can Harness New Infrastructure Funding to Build a Stronger, More Inclusive Workforce." Brookings Metro, 19 January 2023, [www.brookings.edu/articles/how-state-and-local-leaders-can-harness-new-infrastructure-funding-to-build-a-stronger-more-inclusive-workforce/](http://www.brookings.edu/articles/how-state-and-local-leaders-can-harness-new-infrastructure-funding-to-build-a-stronger-more-inclusive-workforce/).
- The White House. "Advancing Equitable Workforce Development for Infrastructure Jobs." Nov. 2022, [www.whitehouse.gov/wp-content/uploads/2022/11/Advancing-Equitable-Workforce-Development-for-Infrastructure-Jobs\\_110122.pdf](http://www.whitehouse.gov/wp-content/uploads/2022/11/Advancing-Equitable-Workforce-Development-for-Infrastructure-Jobs_110122.pdf). (January 2024).

The White House. "Building a Better America." May 2022, [www.whitehouse.gov/wp-content/uploads/2022/05/BUILDING-A-BETTER-AMERICA-V2.pdf](https://www.whitehouse.gov/wp-content/uploads/2022/05/BUILDING-A-BETTER-AMERICA-V2.pdf). (February 2024).

The White House. "Inflation Reduction Act Guidebook." [www.whitehouse.gov/wp-content/uploads/2022/12/Inflation-Reduction-Act-Guidebook.pdf](https://www.whitehouse.gov/wp-content/uploads/2022/12/Inflation-Reduction-Act-Guidebook.pdf). (February 2024).

The White House. "Inflation Reduction Act: Open Funding Opportunities." 24 Jan. 2024, [www.whitehouse.gov/wp-content/uploads/2024/01/Open-NOFOs-1-24-2024.pdf](https://www.whitehouse.gov/wp-content/uploads/2024/01/Open-NOFOs-1-24-2024.pdf).

The White House. "Open and Upcoming Infrastructure Funding Opportunities." 10 May 2024, [www.whitehouse.gov/wp-content/uploads/2024/05/Open-and-Upcoming-Infrastructure-Funding-Opportunities-May-10-2024-FINAL.pdf](https://www.whitehouse.gov/wp-content/uploads/2024/05/Open-and-Upcoming-Infrastructure-Funding-Opportunities-May-10-2024-FINAL.pdf).

U.S. Congress, Joint Economic Committee. "Growing the Economy of the Future: Job Training for the Clean Energy Transition." 19 September 2023, [www.jec.senate.gov/public/index.cfm/2023/9/growing-the-economy-of-the-future-job-training-for-the-clean-energy-transition](https://www.jec.senate.gov/public/index.cfm/2023/9/growing-the-economy-of-the-future-job-training-for-the-clean-energy-transition). (April 2024).

U.S. Department of Energy. "About the Training for Residential Energy Contractors Formula Program." State & Community Energy Programs, [www.energy.gov/sites/default/files/2024-03/TREC\\_FactSheet\\_Formula.pdf](https://www.energy.gov/sites/default/files/2024-03/TREC_FactSheet_Formula.pdf). (April 2024).

U.S. Department of Energy. "U.S. Energy and Employment Report 2022." [www.energy.gov/downloads/us-energy-employment-report-2022](https://www.energy.gov/downloads/us-energy-employment-report-2022). (March 2024).

U.S. Department of Energy. "U.S. Energy Employment Jobs Report (USEER)." U.S. Department of Energy Office of Energy Jobs, [www.energy.gov/policy/us-energy-employment-jobs-report-useer](https://www.energy.gov/policy/us-energy-employment-jobs-report-useer). (April 2024).

U.S. Department of Labor. DOL Building Pathways to Infrastructure Jobs Grant Program. [www.dol.gov/sites/dolgov/files/general/grants/InfrastructureFOAOutreachFactSheet.pdf](https://www.dol.gov/sites/dolgov/files/general/grants/InfrastructureFOAOutreachFactSheet.pdf). (March 2024).

U.S. Department of Labor. "Notice of Availability of Funds and Funding Opportunity Announcement for: DOL Building Pathways to Infrastructure Jobs Grant Program." [www.dol.gov/sites/dolgov/files/ETA/grants/Building%20Pathways%20to%20Infrastructure%20Jobs\\_FOA-ETA-23-31.pdf/](https://www.dol.gov/sites/dolgov/files/ETA/grants/Building%20Pathways%20to%20Infrastructure%20Jobs_FOA-ETA-23-31.pdf/). (March 2024).

U.S. Environmental Protection Agency. Inflation Reduction Act: Environmental and Climate Justice Program. [www.epa.gov/inflation-reduction-act/inflation-reduction-act-environmental-and-climate-justice-program](https://www.epa.gov/inflation-reduction-act/inflation-reduction-act-environmental-and-climate-justice-program). (May 2024).

United States, Congress, Senate, Committee on Commerce, Science, and Transportation. "USICA Division B Summary for NSF, DOC, NISG, and NASA." [www.commerce.senate.gov/services/files/6E687DDA-7AA6-4EA8-B9C8-F25E3A0254ED](https://www.commerce.senate.gov/services/files/6E687DDA-7AA6-4EA8-B9C8-F25E3A0254ED). (February 2024).

Walter, Karla. "Proven State and Local Strategies to Create Good Jobs with IJIA Infrastructure Funds." Center for American Progress, 31 May 2022, [www.americanprogress.org/article/proven-state-and-local-strategies-to-create-good-jobs-with-iija-infrastructure-funds/](https://www.americanprogress.org/article/proven-state-and-local-strategies-to-create-good-jobs-with-iija-infrastructure-funds/).

Washington State Board for Community and Technical Colleges. "Workforce Education Investment Act: Update on Community and Technical College Investments in Fiscal Year 2023." January 2024, [www.sbctc.edu/resources/documents/colleges-staff/programs-services/legislative-outreach/weia-report.pdf](https://www.sbctc.edu/resources/documents/colleges-staff/programs-services/legislative-outreach/weia-report.pdf).

Washington Student Achievement Council. "2023 WSAC HELM Report." [wsac.wa.gov/sites/default/files/2023.WSAC\\_HELM\\_Report.pdf](https://wsac.wa.gov/sites/default/files/2023.WSAC_HELM_Report.pdf). (April 2024).



Washington Student Achievement Council. "2024 Strategic Action Plan." [wsac.wa.gov/sites/default/files/2024.Strategic-Action-Plan.pdf](https://wsac.wa.gov/sites/default/files/2024.Strategic-Action-Plan.pdf). (May 2024).

Washington Workforce Training and Education Coordinating Board. "Clean Energy Technology Workforce Advisory Committee Report." 29 November 2023, [wtb.wa.gov/wp-content/uploads/2023/11/CETWAC-Report.pdf](https://wtb.wa.gov/wp-content/uploads/2023/11/CETWAC-Report.pdf).

Washington Workforce Training and Education Coordinating Board. "Narrative Summary Talent and Prosperity For All." 25 April 2024, [wtb.wa.gov/wp-content/uploads/2024/04/Narrative-Summary-Talent-and-Prosperity-For-All-4.25.2024.pdf](https://wtb.wa.gov/wp-content/uploads/2024/04/Narrative-Summary-Talent-and-Prosperity-For-All-4.25.2024.pdf).

Williams, Mike, Marina Zhavoronkova, and David Madland. "The Inflation Reduction Act Provides Pathways to High Quality Jobs." Center for American Progress, 14 September 2022, [www.americanprogress.org/article/the-inflation-reduction-act-provides-pathways-to-high-quality-jobs/](https://www.americanprogress.org/article/the-inflation-reduction-act-provides-pathways-to-high-quality-jobs/).