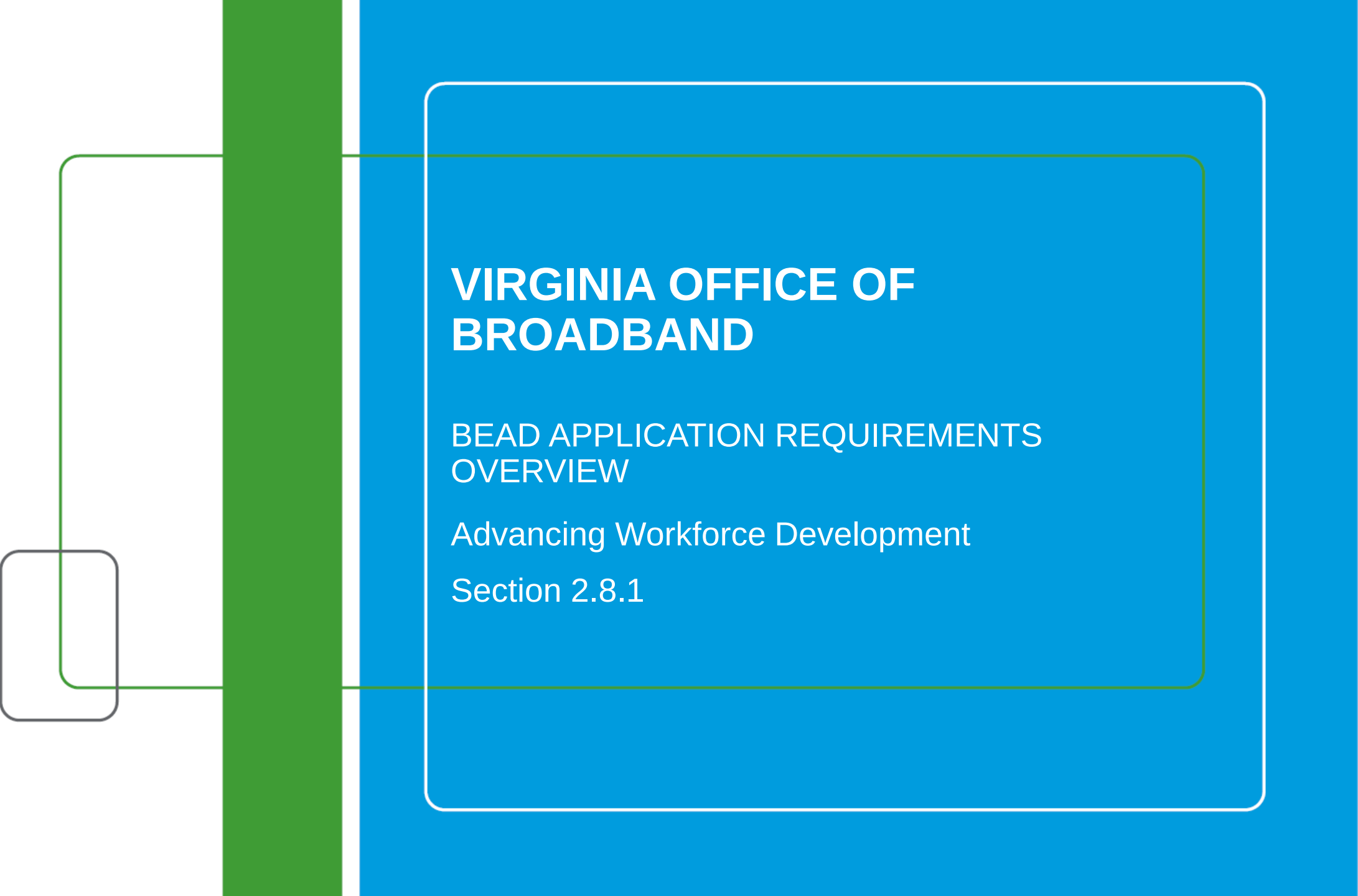




VIRGINIA OFFICE OF BROADBAND

BEAD APPLICATION REQUIREMENTS OVERVIEW

Advancing Workforce Development

Section 2.8.1

Section 2.8.1 Advancing Workforce Development Summary

1 DESCRIPTION: WHAT?

- Section 2.8.1 relates to how the Office of Broadband will communicate workforce expectations to subgrantees and how subgrantees must demonstrate actions taken to advance their workforce

2 RATIONALE: WHY?

- To develop a skilled, diverse workforce

3 ROLES AND RESPONSIBILITIES: WHO?

Applicant: Demonstrate and certify understanding and compliance with workforce requirements

DHCD Office of Broadband: Evaluate applications

4 DESCRIPTION: HOW?

The Office of Broadband has adopted NTIA's guidelines and expanded on them in IPv2. Applicants should include demonstrations of their compliance in the application.

5 QUESTIONS?

Contact: broadband@dhcd.virginia.gov

Additional Resources: <https://www.dhcd.virginia.gov/bead>

6 ROADMAP: WHEN?

Milestone	Phase
Applicant to include all required information on workforce credentials, unionization, subcontracting, etc.	Application
Applicant to provide plans for future development of a skilled, diverse workforce	Application
Applicant to certify understanding of and compliance with workforce requirements	Application

Section 2.8.1 Advancing Workforce Development Breakdown

1. Advancing Workforce Development

The Office of Broadband is committed to ensuring that subgrantees have a history of utilizing a skilled, diverse workforce and have strong future plans to continue leveraging such workforce for BEAD activities, as outlined in the BEAD NOFO*.



The Office of Broadband will require all applicants (including contractors and subcontractors) submit credentials such as all certifications, licenses, and any other relevant credentials for the members outlined within the staffing plan.

Each applicant must also provide plans to acquire and/or utilize an appropriately credentialed and skilled workforce. The plan for a highly skilled workforce should include the following information:

- The ways in which the applicant will ensure the use of an appropriately skilled workforce, e.g., through Registered Apprenticeships or other joint labor-management training programs that serve all workers;
- The steps that will be taken to ensure that all members of the project workforce will have appropriate credentials, e.g., appropriate and relevant pre-existing occupational training, certification, and licensure;
- Whether the workforce is unionized;
- Whether the workforce will be directly employed or whether work will be performed by a subcontracted workforce;
- The entities that the applicant plans to contract and subcontract with in carrying out the proposed work.
- Plans for targeted outreach to underrepresented populations
- Plans considering providing wrap-around services for their workforce, and plans for analyzing support provided to their workforce



- **Certify that the applicant is committed to utilizing a credentialed and skilled, diverse workforce for BEAD projects**
- **Certify that the applicant has included all necessary information required by the Office of Broadband and/or NTIA**



*requirements are subject to change as the NTIA continues to issue further guidance.

Section 2.8.1 Advancing Workforce Development Actions

The applicant is expected to complete the following task(s) to satisfy the requirements for Section 2.8.1 which are laid out on Page 59 [BEAD NOFO](#) and adopted by the Office of Broadband on Page 39 – 43 of their Initial Proposal Volume 2.

REQUIREMENTS

The Office of Broadband posted the requirement specifics in IPv2

Fall 2023



APPLICATION

Applicant to include all documentation, narratives, and certifications in the application

During
Application



PRE-CONTRACT

In the Post-Award but Pre-Contract phase, awardees will be asked to provide additional

2024



SUBGRANTEE MONITORING

The Office of Broadband will monitor subgrantees to ensure compliance with ongoing requirements for this

Ongoing

