

BEAD PROGRAM | PREVAILING WAGE OVERVIEW



BEAD Eligible Entities must submit an effective plan for compliance with federal labor standards, which can include, but is not required to include, a subgrantee's commitment to **pay prevailing wages and benefits to workers.** (*BEAD NOFO Sec. IV.C.1.e*)



NTIA encourages BEAD Eligible Entities to consider workforce development goals when selecting subgrantees, which may include ensuring that subgrantees offer and increase access to **good jobs that exceed the local prevailing wage.** (*BEAD NOFO Sec. III.C.1.f.ii*)



For projects over \$5,000,000, subgrantees may certify that all workers are paid at or above prevailing wage rates under federal law through the **Davis-Bacon Act** or under State law (commonly known as “**baby Davis-Bacon Acts**”). If the certification is not provided, subgrantees must provide a project employment and local impact report. (*BEAD NOFO Sec. VII.E.2*)

U.S. DEPARTMENT OF LABOR RESOURCES

BEAD Eligible Entities can reference resources from the Department of Labor to understand and comply with federal labor and employment laws, including:

- [The Davis-Bacon Act and Related Acts Fact Sheet](#): Overview of the Davis-Bacon Act and related acts, including **basic provisions and requirements, prevailing wage determinations, penalties, typical problems** regarding implementation, and **relation to state, local, and other federal laws.**
- [Davis-Bacon and Related Acts FAQ](#): Frequently asked questions (FAQs) on the Davis-Bacon Act and related acts, including on how to **obtain wage determination and prevailing wage information.**
- [Davis-Bacon Wage Determination Conformance Guidance](#): Information on how to understand and read prevailing wage determinations.
- [Worker Protections under BIL](#): Overview of **protections for workers in construction** for projects funded or assisted through the Bipartisan Infrastructure Law (BIL).
- [FAQs on Worker Protections under BIL](#): FAQs around **protections for workers in construction** for projects funded or assisted through BIL.



Reference the [NTIA Workforce Planning Guide](#) for additional workforce requirements and guidance outlined in the [BEAD NOFO](#).