



BEAD Workforce Requirements Checklist

October 2022



This guide does not and is not intended to supersede, modify, or otherwise alter applicable statutory or regulatory requirements, or the specific applications requirements set forth in the NOFO. In all cases, statutory and regulatory mandates, and the requirements set forth in the NOFO, shall prevail over any inconsistencies contained herein

BEAD Workforce Requirements Checklist

The checklist below outlines the workforce requirements Eligible Entities must include for successful Five-Year Action Plans, Initial Proposals, and Final Proposals.

BEAD APPLICATION SUBMISSION WORKFORCE REQUIREMENTS

FIVE-YEAR ACTION PLAN	<ul style="list-style-type: none"> <input type="checkbox"/> Identification and plans to address known or potential obstacles to successful project implementation, which may involve challenges related to workforce <input type="checkbox"/> A description of external engagement, including to underrepresented communities, unions, and worker organizations <input type="checkbox"/> Strategies to ensure an available and highly skilled workforce to complete BEAD projects, including through partnerships and training programs (See BEAD NOFO Section IV.B.3.b.f for additional details) <input type="checkbox"/> Alignment of the Five-Year Action Plan with other existing and planned workforce development efforts and priorities
INITIAL PROPOSAL	<ul style="list-style-type: none"> <input type="checkbox"/> Long-term objectives for enhancing economic growth and job creation, including any information from the Five-Year Action Plan and other related strategic plans developed by the Eligible Entities <input type="checkbox"/> Certification that the Eligible Entity has coordinated with unions and worker organizations (See BEAD NOFO Section IV.B.5.b for additional details) <input type="checkbox"/> A description of how the Eligible Entity will ensure that subgrantees, contractors, and subcontractors use strong labor standards and protections and how they will use the labor-related subgrantee selection criteria <input type="checkbox"/> The process, strategy, and data tracking methods that will be used to ensure minority businesses, women-owned business enterprises, and labor surplus area firms are being recruited, used, and retained throughout the project <input type="checkbox"/> Selection process requirements for subgrantees related to workforce, including any approach to encourage participation by minority-owned businesses and other socially or economically disadvantaged individual-owned businesses and standards for equitable workforce development and job quality <input type="checkbox"/> A description of how the Eligible Entity will ensure and support the development of an available, diverse, and highly skilled workforce (See BEAD NOFO Section IV.C.1.f for additional details)
FINAL PROPOSAL	<ul style="list-style-type: none"> <input type="checkbox"/> Updates on the status of plans from the Initial Proposal on the use and incorporation of minority businesses, women-owned business enterprises, and labor surplus area firms <input type="checkbox"/> How the Eligible Entity has coordinated with Tribal Governments, local community organizations, and unions and worker organizations, including a description of coordination activities, and a summary of the impacts this coordination had on the content of the Final Proposal <input type="checkbox"/> Updates on the status of labor and workforce readiness plans, including plans for equitable workforce development, job quality, and the development of an available, diverse, and highly skilled workforce, from the Initial Proposal, including how the Eligible Entity implemented and applied all the labor-related subgrantee selection criteria <input type="checkbox"/> For all projects over \$5,000,000, subgrantee reports must include either certification that all workers are paid at or above prevailing wage rates (as per the Davis-Bacon Act and State prevailing-wage-in-construction laws) or must provide a project employment and local impact report (see BEAD NOFO Section VII.E.2 for additional details)

For more information on requirement details and additional guidance, please reference the [Workforce Planning Guide](#) and the [BEAD NOFO](#).

