

# Good Jobs In Federal Investments: Data and Reporting Appendix

To ensure that Bipartisan Infrastructure Law (BIL), CHIPS and Science Act, and Inflation Reduction Act (IRA) investments equitably support high-quality jobs, it is critical that funding agencies and recipients of federal funds carefully consider how to best collect and leverage job quality and workforce equity data. This information should be used to improve program and project administration, monitor performance, target technical assistance, hold grantees and sub-recipients accountable, and inform subsequent funding opportunities. When made public, workforce data facilitates community monitoring and signals labor market needs and job quality to stakeholders. In other words, data enables agencies to improve job quality and equity in the projects they fund.

At a minimum, agencies and funding recipients should collect sufficient information from grantees, contractors, and sub-contractors to answer the following types of questions:

- Which high labor standards are incorporated into BIL, CHIPS, and IRA programs and projects?<sup>1</sup>
- How many workers are on, and how many job hours are created by BIL, CHIPS, and IRA -funded projects covered by high labor standards? What are the demographics of these workers (such as race, ethnicity, age, gender, occupation, veteran status, and disability status)?
- What is the volume of project funds subject to high labor standards?

To assess how federal dollars support equity and job quality, it may be necessary to collect information from infrastructure Funding Opportunity Announcements (FOAs), project agreements, employers, workers, and payroll records. Whenever possible, all worker data should be disaggregated by demographic, occupational, and other relevant worker characteristics to enable intersectional equity analyses, including by race, gender, ethnicity, veteran status, and disability status. Under the Paperwork Reduction Act, federal agencies that submit Information Collection Requests (ICRs) – even when specified in funding opportunity announcements - require Office of Management and Budget [approval](#). Agencies and recipients of federal funding should plan to ensure that they have adequate time to develop, clear, and implement new data collections that maximize information value while minimizing reporting burden.

Program and project decision-makers will best be able to determine whether the burdens imposed by additional data collection and reporting requirements are offset by the benefits they provide. However, much of the data that is needed to analyze the quality of jobs created through BIL, CHIPS, and IRA investments may already be available to agencies or their federal partners. For example, due to Davis-Bacon and Related Acts (DBRA) [payroll reporting requirements](#), most BIL contractors and sub-contractors are already required to report weekly wages and hours worked for their employees. Many employers are also already required to report aggregate demographic information about their workforce to the [Equal Employment Opportunity Commission \(EEOC\)](#). Furthermore, many relevant grant programs or project level data elements can be collected by [parsing FOAs](#) and project agreements. Agencies and funding recipients can also leverage technology, such as electronic payroll services, to reduce reporting burdens for project sponsors, prime contractors, and sub-contractors while facilitating the collection of granular workforce data.



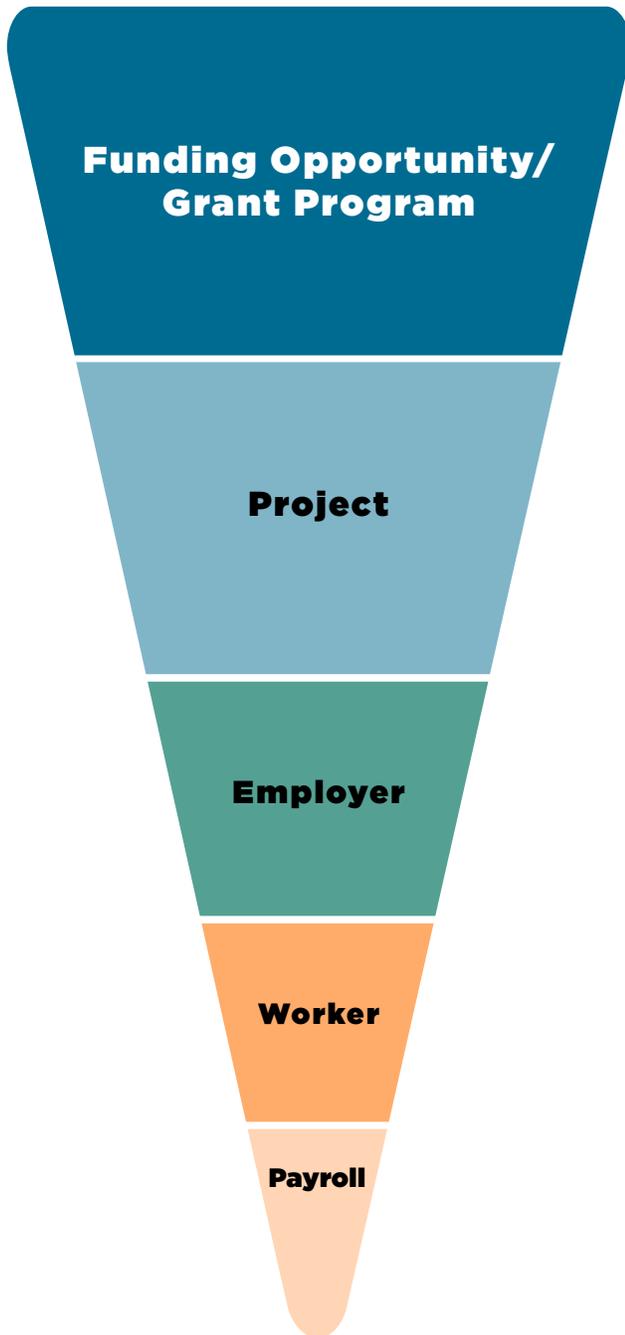
In certain cases, it may be necessary to require funding recipients or employers to report additional data. Depending on the program, some agencies may have authority to require data collections beyond what was specified in the funding announcement or project agreement. In other cases, the data may already be collected by another organization. In any case, the Department of Labor's (DOL's) Good Job initiative may be able to assist by providing technical assistance and facilitating data linkages. We encourage federal agencies and funding recipients to reach out with any data questions they may have (at [GoodJobsInitiative@dol.gov](mailto:GoodJobsInitiative@dol.gov)).

Although it is beyond the focus of this toolkit, it is also important for funding agencies, project sponsors, and employers to share information about their labor force needs with stakeholders dedicated to workforce preparation such as the public workforce system, tribal and competitive workforce development grantees, community colleges, and other education partners to ensure that they can train and prepare workers for high-quality infrastructure jobs. Funding agencies should require grantees, contractors, and subcontractors to report any information, analyses, or data that can help estimate existing and emerging workforce and skills needs. This could include information on the estimated number of jobs by occupation; the geographic locations of such jobs; existing quantitative analysis or narrative reports for specific sectors or projects; information on specific skills and credentials associated with projected or actual jobs connected to the project; statute-mandated research studies, data releases or analyses; plans to conduct outreach and recruitment in underserved communities and among traditionally underrepresented groups such as women and people of color; and other sources that inform labor market preparation. Whenever possible, this information should be shared with DOL and made public or provided to key workforce system stakeholders. Doing so will enable workers to be prepared for new job opportunities and for training partnerships to be developed that can provide skilled workers from communities that may otherwise be left out.

This guide is intended to assist agencies and federal funding recipients as they consider what information to collect and how to use it to ensure federal investments support high quality jobs and equitable pathways into these jobs. Although some sections of this resource may only be relevant to federal agencies, most of it is applicable to states, tribes, local governments, and even employers who receive federal funding. Recipients of infrastructure funding can and should collect and leverage workforce data beyond that which is required by the funding agency to ensure the success of their projects. This data appendix builds on and advances the recommendations of the Families and Workers Fund's "[Reimagining Job Quality Measurement](#)" report, which was developed as part of a collaboration including DOL. The remainder of this appendix provides details on the kinds of data, research questions, and specific data elements that will allow federal agencies and funding recipients to improve the administration of their programs and projects and communicate how they are creating equitable and high-quality jobs.



# Types of Data



## Which high labor standards<sup>2</sup> does the funding announcement support through requirements, preference points, or encouragements?

- Enables agencies to evaluate how successfully job quality priorities are translated into funding opportunities.
- When combined with project, worker, or payroll data, this information can be used to assess the effectiveness of job quality and equity FOA language in producing desired workforce outcomes

## Which high labor standards<sup>3</sup> does the grantee agree to?

- Provides signaling information on job quality and workforce needs to the public workforce system and community stakeholders.
- Provides high-level information on outcomes. However, scale and distributional effects cannot be measured without employee and payroll data.

## What type of employers are receiving federal infrastructure funding?

- Enables analyses into the types of employers receiving funds, and their employment and labor law violation history.
- Facilitates technical assistance and implementation of job quality priorities.

## What workers are employed by federally funded infrastructure projects and what are their characteristics?

- Provides actual data on how priority high labor standards deliver quality jobs and enables distributional and equity analyses.

## How many hours do workers on these projects work and how much are they paid for their efforts?

- Enables granular analysis of actual results and facilitates evaluation on the scale of outcomes created by high labor standards.



# Job Quality Research Questions and Metrics

When evaluating the labor market impact of federal infrastructure investments, agencies should consider the quality and equity of jobs created through their funding. Job quality cannot be measured by a single metric — it is the sum of what matters to workers. The Department of Commerce and DOL's [Good Jobs Principles](#) provide a starting point for agencies to use when evaluating what types of data to collect and metrics to report and analyze. This guide is intended to complement these principles by outlining the types of questions government agencies may consider as they develop their good jobs data strategy.

Many of the questions listed below may be applied to entire grant programs, specific projects, or even individual contractors or sub-contractors. Data should be collected in such a way to facilitate aggregation and analysis at different levels. It is also important to recognize that aggregates can hide inequities. Whenever possible, job quality data should be disaggregated by race, ethnicity, age, gender, disability status, occupation, union membership status, veteran status, and other demographic characteristics to support equity analyses. Collecting and reporting the data necessary to answer these questions, to the extent permitted by law, will enable government agencies to tell their job quality and equity story and make continuous improvements in the infrastructure programs they administer.

## 1. Employment

- a. How many workers are employed by federally funded infrastructure projects? What is the demographic and occupational breakdown for workers employed on these projects?
- b. How many job hours are worked on federally funded infrastructure projects? What is the demographic and occupational breakdown for hours worked on these projects?
- c. How many workers employed by federally funded infrastructure projects are union members? What is the demographic and occupational breakdown of union and non-union members employed on these projects?
- d. How many job hours are supplied by union workers on federally funded infrastructure projects? What is the demographic and occupational breakdown of job hours supplied by union and non-union members working on federally funded infrastructure projects?

## 2. Wages

- a. What are the average and median hourly wages for workers employed on federally funded infrastructure projects? How do wages differ across demographic and occupational groups?
- b. What are the total wages paid to workers employed on federally funded infrastructure projects? What is the demographic and occupational breakdown of total wages paid to workers?

## 3. Prevailing Wages

- a. How many funding opportunity announcements require, preference, or encourage grantees to pay a prevailing wage and what is the total funding amount of these programs? Consider reporting separately for requirements, preferences, or encouragements.



- b. How many grantees agree to pay prevailing wages and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects (e.g., are they located in rural areas, areas of persistent poverty, or in historically disadvantaged communities)?
- c. How many workers are being paid prevailing wages on federally funded infrastructure projects? What is the demographic and occupational breakdown of workers that are being paid prevailing wages?
- d. How many total labor hours worked are subject to prevailing wage rates? What is the demographic breakdown and occupational of labor hours subject to prevailing wage rates?

#### **4. Project Labor Agreements (PLAs)**

- a. How many funding opportunity announcements require, preference, or encourage grantees to adopt or implement a PLA or pre-hire agreement and what is the total funding amount of these programs? Consider reporting separately for requirements, preferences, or encouragements.
- b. How many grantees agree to adopt or implement a PLA or pre-hire agreement and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many workers are employed under PLAs? What is the demographic and occupational breakdown of workers employed under PLAs?
- d. How many total job hours are worked on projects covered by PLAs? What is the demographic and occupational breakdown of job hours on projects covered by PLAs?

#### **5. Local and Economic Hire**

- a. How many funding opportunity announcements require, preference, or encourage grantees to adopt local or economic hiring agreements and what is their total funding amount? Consider reporting separately for requirements, preferences, or encouragements.
- b. How many grantees agree to implement local or economic hiring agreements and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many workers are hired through local or economic hiring agreements? What is the demographic and occupational breakdown of workers hired through local or economic hiring agreements?
- d. How many total job hours are supplied by workers hired through local or economic hiring agreements? What is the demographic and occupational breakdown of job hours supplied by workers hired through local or economic hiring agreement?

#### **6. Registered Apprenticeship**

- a. How many funding opportunity announcements require, preference, or encourage grantees to partner with registered apprenticeship sponsors and/or commit to hire registered apprentices and what is their total funding amount? Consider reporting separately for requirements, preferences, or encouragements.



- b. How many grantees agree to partner with registered apprenticeship sponsors and/or commit to hire registered apprentices and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many registered apprentices work on federally funded infrastructure projects? What is the demographic and occupational breakdown of registered apprentices working on federally funded infrastructure projects?
- d. How many total job hours are supplied by registered apprentices on federally funded infrastructure projects? What is the demographic and occupational breakdown of job hours supplied by registered apprentices?
- e. How many individuals are enrolled in pre-apprenticeships with formal ties to registered apprenticeship programs on federally funded infrastructure projects? What is the demographic and occupational breakdown of pre-apprentices?
- f. What percentage of pre-apprentices complete their pre-apprenticeship and enter a registered apprenticeship program? What is their demographic and occupational breakdown?

## **7. Use of an Appropriately Trained or Credentialed Workforce**

- a. How many funding opportunity announcements require, preference, or encourage grantees to support or sponsor training programs and what is their total funding amount? Consider reporting separately for requirements, preferences, or encouragements.
- b. How many grantees agree to support or sponsor training programs and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many current or former training program participants are employed on federally funded infrastructure projects? What is the demographic and occupational breakdown of these workers?
- d. How many total job hours are supplied by current or former training program participants on federally funded infrastructure projects? What is the demographic and occupational breakdown of job hours worked by these individuals?

## **8. Neutrality With Respect to Union Organizing**

- a. How many funding opportunity announcements require, preference, or encourage grantees to pledge neutrality with respect to union organizing and what is their total funding amount? Consider reporting separately for requirements, preferences, or encouragements.
- b. How many grantees pledge neutrality with respect to union organizing and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many workers are employed on the projects where the grantee has pledged neutrality with respect to union organizing? What is the demographic and occupational breakdown of these workers?
- d. How many total job hours are supplied on federally funded infrastructure projects where the grantee has pledged neutrality with respect to union organizing? What is the demographic and occupational breakdown of job hours on these projects?



## 9. Diversity, Equity, Inclusion, and Accessibility (DEIA) programs or plans

- a. How many funding opportunity announcements require, preference, or encourage grantees to implement a DEIA program/plan and what is their total funding amount? Consider reporting separately for requirements, preferences, or encouragements.
- b. How many grantees agree to implement a DEIA program/plan and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many workers are employed on the projects where the grantee has agreed to implement DEIA programs or plans? What is the demographic and occupational breakdown of these workers?
- d. How many total job hours are supplied on projects where the grantee has agreed to implement DEIA programs or plans? What is the demographic and occupational breakdown of job hours on these projects

## 10. Anti-discrimination and/or anti-harassment programs or plans

- a. How many funding opportunity announcements require, preference, or encourage grantees to implement an anti-discrimination and/or anti-harassment program/plan and what is their total funding amount? Consider reporting separately for requirements, preferences, or encouragements.
- b. How many grantees agree to implement an anti-discrimination and/or anti-harassment program/plan and what is the total amount of funding awarded to them? What are the geographic characteristics of these projects?
- c. How many workers are employed on projects where the grantee has agreed to implement an anti-discrimination and/or anti-harassment programs or plans? What is the demographic and occupational breakdown of these workers?
- d. How many total job hours are supplied on projects where the grantee has agreed to implement anti-discrimination and/or anti-harassment programs or plans? What is the demographic and occupational breakdown of job hours on these projects.

## 11. Participation in Office of Federal Contract Compliance Program (OFCCP) MEGA Construction Program

- a. How many funding opportunity announcements require grantees to agree to participate in the OFCCP Mega Construction Program and what is their total funding?
- b. How many employers are participating in OFCCP Mega Construction Program?
- c. How many workers are employed on projects that are participating in the OFCCP Mega Construction Program? What is the demographic and occupational breakdown of these workers?
- d. How many total job hours are supplied by workers on projects that are participating in the OFCCP Mega Construction Program? What is the demographic and occupational breakdown of job hours on these projects?



## 12. Benefits and supportive services

- a. For each type of benefit (e.g., paid medical and sick leave, paid family leave, paid vacation, employer sponsored health insurance, employer sponsored retirement savings opportunity, employer sponsored disability and accident insurance), how many workers receive this benefit? What is the dollar value of the benefits they receive? What are the demographic and occupational characteristics of workers receiving these benefits?
- b. For each type of supportive service (e.g., transportation, childcare, dependent care, housing, counseling, and other needs-related payments that are necessary to enable an individual to participate in education and training activities), how many workers receive this service? What is the dollar value of the services they receive? What are the demographic and occupational characteristics of workers receiving these services?

## 13. Employment and Labor Law violations

- a. How many contractors or subcontractors have committed a Wage and Hour Division (WHD), Occupational Safety and Health Administration (OSHA), Mine Safety and Health Administration (MSHA), Office of Federal Contract Compliance Program (OFCCP) or National Labor Relations Act (NLRA) violation since the project began? How many of each type of violation have they committed?
  - i. How many workers are employed by these contractors or subcontractors? What is the demographic and occupational breakdown of these workers?
  - ii. How many job hours are supplied by workers employed by these contractors or subcontractors? What is the demographic and occupational breakdown of these job hours?
  - iii. How much total funding has gone to these contractors or subcontractors?
- b. How many contractors or subcontractors have committed an WHD, OSHA, MSHA, OFCCP, or NLRA violation in the last three years? How many of each type of violation have they committed?
  - i. How many workers are employed by these contractors or subcontractors? What is the demographic and occupational breakdown of these workers?
  - ii. How many job hours are supplied by workers employed by these contractors or subcontractors? What is the demographic and occupational breakdown of these job hours?
  - iii. How much total funding has gone to these contractors or subcontractors?



## Example Data Elements

The following tables provide examples of the types of data elements that could be collected from funding announcements, project agreements, employers, workers, and certified payrolls to answer the questions listed above. The “Potential Data Source” column provides additional detail on where agencies may be able to find this data or whether it may require new data collections. We recommend collecting individual record level data instead of aggregates whenever possible. In the examples below, the funding announcement dataset would contain rows or records for each funding opportunity administered by the agency while the payroll level dataset would contain rows or records for each employee and pay period associated with a project. Collecting individual record level data provides agencies with maximum analytical flexibility and facilitates data interoperability. Electronic payroll services can facilitate the collection of granular workforce data while reducing reporting burdens for project sponsors, prime contractors, and sub-contractors. If agencies are unable to collect individual record level data, they should carefully consider aggregations that will enable demographic analyses and allow for the maximum level of interoperability with other data collections.

These tables are intended for illustrative purposes only; the exact data elements and structure will likely vary by agency. DOL’s Good Jobs Initiative is here to help, please reach out if you have any questions or require technical assistance (at [GoodJobsInitiative@dol.gov](mailto:GoodJobsInitiative@dol.gov)).

### Funding Announcement Data

**Why collect this data?** Data on FOAs allows agencies to evaluate how successfully job quality priorities are translated into funding opportunities. When combined with project, worker, or payroll data, it can be used to assess how effective FOA language is in producing desired workforce outcomes. For example, agencies can analyze project agreements to see whether preferences or encouragements result in the adoption of PLAs. Or, after a project has begun, agencies can analyze employee and payroll data to assess the effectiveness of FOA language in prioritizing local or economic hiring. By itself, however, this data provides limited information on actual outcomes.

| Data Element                          | Description  | Potential Data Source      |
|---------------------------------------|--|----------------------------|
| Funding Announcement ID               | Unique identifier for the funding announcement.  | Defined by Agency          |
| Program Name                          | Name of the infrastructure program that the funding announcement is associated with.   | Grant Funding Announcement |
| Funding Opportunity Announcement Date | Date on which the funding opportunity announcement was issued.   | Grant Funding Announcement |
| Funding Agency                        | The name of the funding agency.  | Grant Funding Announcement |
| Project Labor Agreement               | Whether the funding announcement contains requirements, preference points or merit criteria, or encouragements for projects that will utilize project labor agreements. Indicate whether the provision is a requirement, encouragement, preference, or does not exist. | Grant Funding Announcement |



Continued

| Data Element   | Description   | Potential Data Source      |
|--|---|----------------------------|
| Local or Economic Hire   | Whether the funding announcement contains requirements, preference points or merit criteria, or encouragements for projects that will utilize local or economic hire agreements. Indicate whether the provision is a requirement, encouragement, preference, or does not exist.   | Grant Funding Announcement |
| Use of Appropriately Trained and Credentialed Workforce                | Whether the funding announcement contains requirements, preference points or merit criteria, or encouragements for projects that sponsor training programs such as pre-apprenticeship programs tied to registered apprenticeship, in-house training programs, registered apprenticeship programs, or labor-management training programs. Indicate whether the provision is a requirement, encouragement, preference, or does not exist. | Grant Funding Announcement |
| Neutrality with Respect to Union Organizing                            | Whether the funding announcement contains requirements, preference points or merit criteria, or encouragements for projects that agree to neutrality with respect to union organizing. Indicate whether the provision is a requirement, encouragement, preference, or does not exist.   | Grant Funding Announcement |
| Diversity, Equity, Inclusion, and Accessibility (DEIA) Program or Plan | Whether the funding announcement contains requirements, preference points or merit criteria, or encouragements for projects that will develop and implement a DEIA Program or plan. Indicate whether the provision is a requirement, encouragement, preference, or does not exist.  | Grant Funding Announcement |
| Anti-discrimination and Anti-harassment plans                          | Whether the funding announcement contains requirements, preference points or merit criteria, or encouragements for projects that will develop and implement anti-discrimination or anti-harassment plans. Indicate whether the provision is a requirement, encouragement, preference, or does not exist.  | Grant Funding Announcement |
| Participation in OFCCP MEGA Construction Program                       | Whether the funding announcement requires applicants to commit to participate in the OFCCP Mega Construction Project program (T/F).   | Grant Funding Announcement |



## Project Data

**Why collect this information?** Project data, or information sourced from project agreements, enables agencies to evaluate their success in driving the adoption of high labor standards. When made public, this data can signal to workforce system stakeholders and potential workers that certain projects will offer high quality employment opportunities. Furthermore, it can provide insight into actual outcomes, such as the number of infrastructure projects that have prevailing wage agreements, or the percentage of infrastructure projects that have local or economic hiring agreements. However, without employee and payroll data it may be difficult to assess the impacts of these labor standards on actual workers.

| Data Element                                   | Description  | Potential Data Source  |
|--|--|--|
| Project / Activity ID                          | Unique identifier for the project or grant award.  | <a href="#">WH Data Collection (OMB Memo M22)</a>  |
| Funding Announcement ID                        | Unique identifier for the funding announcement.  | Defined by Agency  |
| Grant Awardee Name                             | Name of the grant or funding recipient.  | Project Agreement  |
| Program Name                                   | Name of funding announcement grant program.  | Grant Funding Announcement   |
| Project/Activity Title                         | Name of the project.   | <a href="#">WH Data Collection (OMB Memo M22)</a>  |
| Project/Activity Description                   | Brief description of the project.  | <a href="#">WH Data Collection (OMB Memo M22)</a>  |
| Project/Activity Status                        | Status of the project.   | <a href="#">WH Data Collection (OMB Memo M22)</a>  |
| Project Location                               | Zip code of area(s) where project performance will take place.   | <a href="#">WH Data Collection (OMB Memo M22)</a>  |
| Geographic Characteristics of Project Location | Indicate the geographic characteristics of the project's location. Options could include: Areas of persistent poverty; historically disadvantaged communities; and, rural areas. | USDOT Areas of Persistent Poverty Project (APP) and Historically Disadvantaged Community (HDC) Datasets; Census Bureau Urban-Rural Classification Data |
| Prevailing Wage, DBRA, and SCA Compliance      | Indicate whether the project sponsor is required to pay prevailing wages and complies with relevant DBRA and SCA requirements (including reporting requirements) (T/F).          | Project Agreement  |
| Project Labor Agreement (PLA)                  | Indicate whether the project sponsor uses a PLA (or other pre-hire collective bargaining agreement consistent with section 8(f) of the National Labor Relations Act) (T/F).      | Project Agreement  |
| PLA Narrative                                  | A brief description of how the PLA supports job quality principles and builds equitable pathways to quality jobs.  | Project Agreement  |



Continued

| Data Element   | Description   | Potential Data Source     |
|--|---|---------------------------|
| Local or Economic Hire Agreement                                       | Indicate whether the project sponsor implements a local or economic hiring agreement. Options could include: economic hiring agreement; local hiring agreement; local and economic hiring agreement; or, neither local nor economic hiring agreement.   | Project Agreement         |
| Local or Economic Hire Target  | Target for the percentage of work hours to be performed by local or economic hires (0 if none).   | Project Agreement         |
| Appropriately Skilled and Credentialed Workforce                       | Indicate whether the project sponsor support any of the following training programs: pre-apprenticeship programs tied to registered apprenticeship, in-house training programs, registered apprenticeship programs, labor-management training programs, training partnerships with entities like unions, community colleges, or community-based groups.     | Project Agreement         |
| Appropriately Skilled or Credentialed Workforce Narrative              | A brief description of all training programs or other programs that support the use of an appropriately credentialed workforce.   | Project Agreement         |
| Supportive Services  | Indicate whether the project sponsor provides supportive services to individuals in training programs or employed by project funds. Options could include: transportation, childcare, dependent care, housing, counseling, and other needs-related payments that are necessary to enable an individual to participate in education and training activities. | Project Agreement         |
| Supportive Services Narrative  | A brief description of all supportive services offered to training participants or workers employed by project funds.   | Project Agreement         |
| Union Neutrality   | Indicate whether the project sponsor has agreed to remain neutral with respect to union organizing (T/F).   | Project Agreement         |
| Diversity, Equity, Inclusion, and Accessibility (DEIA) Program or Plan | Indicate whether the project sponsor has a DEIA program or plan associated with the project (T/F).  | Project Agreement         |
| DEIA Program or Plan Narrative   | A brief description of the DEIA program or plan and steps taken to implement it.  | Project Agreement         |
| Anti-Discrimination and Anti-Harassment Program or Plan                | Indicate whether the project sponsor has an anti-discrimination or anti-harassment program, or plan associated with the project (T/F).  | Project Agreement         |
| Anti-Discrimination and Anti-Harassment Program or Plan Narrative      | A brief description of the anti-discrimination or anti-harassment program or plan and steps taken to implement it.  | Project Agreement         |
| OFCCP MEGA Agreement   | Indicate whether the project sponsor commits to participate in the OFCCP MEGA construction program (T/F).   | OFCCP Administrative Data |



## Employer Data

**Why collect this information?** Employer data allows agencies to analyze the types of employers receiving funds, including whether they are a small or disadvantaged business. It can also provide insight on employers' employment and labor law violation history. When combined with worker and payroll data, this information may be used to identify employers that could benefit from technical assistance or flag projects that may be at risk of failing to meet labor standards. Agencies may also use this information to conduct convenings or connect employers with resources and the public workforce system.

| Data Element                         | Description  | Potential Data Source                             |
|--------------------------------------|--|---|
| Employer Identification Number (EIN) | The unique IRS provided EIN for the business entity.   | IRS Tax Filings (may require new data collection) |
| Funding Announcement ID              | Unique identifier for the funding announcement.  | Defined by Agency                                 |
| Project / Activity ID                | Unique identifier for the project or grant award.  | <a href="#">WH Data Collection (OMB Memo M22)</a> |
| Employer Name                        | The name of the business organization.   | <a href="#">DBRA WH-347</a>                       |
| Employer Address                     | Primary address of the business organization.  | <a href="#">DBRA WH-347</a>                       |
| Small Disadvantaged Business         | Indicate whether the business organization is registered as a Small Disadvantaged Business with the US Small Business Administration.    | <a href="#">SBSS Database</a>                     |
| NAICS                                | The six-digit North American Industry Classification System (NAICS) code that best represents the industry of the business organization. | May Require ICR                                   |
| FTEs                                 | Number of Full-Time Equivalent Employees (FTEs) that have been employed at any point during the project.                                 | May Require ICR                                   |
| OFCCP MEGA Participant               | Indicate whether the employer participating in the OFCCP MEGA construction program (T/F).  | OFCCP Administrative Data                         |
| WHD Violations                       | Number of WHD violations committed during the period of performance (0 if none).   | WHD Administrative Enforcement Data               |
| WHD Violation History                | Number of WHD violations committed during the three years prior to the period of performance (0 if none).                                | WHD Administrative Enforcement Data               |
| WHD Complaints                       | Number of WHD complaints or referrals during the period of performance (0 if none).  | WHD Administrative Enforcement Data               |
| OSHA Violations                      | Number of OSHA violations committed during the period of performance (0 if none).  | OSHA Administrative Enforcement Data              |
| OSHA Violation History               | Number of OSHA violations committed during the three years prior to the period of performance (0 if none).                               | OSHA Administrative Enforcement Data              |
| OSHA Complaints                      | Number of OSHA complaints or referrals during the period of performance (0 if none).   | OSHA Administrative Enforcement Data              |
| NLRA Violations                      | Number of NLRA violations committed during the period of performance (0 if none).  | NLRA Administrative Data                          |
| NLRA Violation History               | Number of NLRA violations committed during the three years prior to the period of performance (0 if none).                               | NLRA Administrative Data                          |



Continued

| Data Element            | Description   | Potential Data Source                 |
|-------------------------|---|---------------------------------------|
| NLRB Complaints         | Number of NLRB complaints or referrals during the period of performance (0 if none).                        | NLRA Administrative Data              |
| MSHA Violations         | Number of MSHA violations committed during the period of performance (0 if none).                           | MSHA Administrative Enforcement Data  |
| MSHA Violation History  | Number of MSHA violations committed during the three years prior to the period of performance (0 if none).  | MSHA Administrative Enforcement Data  |
| OFCCP Violations        | Number of OFCCP violations committed during the period of performance (0 if none).                          | OFCCP Administrative Enforcement Data |
| OFCCP Violation History | Number of OFCCP violations committed during the three years prior to the period of performance (0 if none). | OFCCP Administrative Enforcement Data |

## Worker Data

**Why collect this information?** Worker data provides valuable insights on the workforce outcomes of infrastructure projects. It can be used to assess how effective FOA language and project agreement provisions are in delivering job quality outcomes and enables distributional and equity analyses. It also enables agencies to report and analyze the number of workers employed on infrastructure programs as well as their demographic and occupational breakdown. Without payroll data, however, it may be difficult to assess the scale of these impacts (i.e., the amount of job hours and how those were distributed by demographic groups).

| Data Element   | Description   | Potential Data Source   |
|--|---|---|
| Worker Name and Last Four Digits of Social Security Number | The full name and last four digits of the social security number for the worker.  | <a href="#">DBRA WH-347</a>   |
| Funding Announcement ID                                    | Unique identifier for the funding announcement.   | Defined by Agency   |
| Project / Activity ID                                      | Unique identifier for the project or grant award.   | <a href="#">WH Data Collection (OMB Memo M22)</a>   |
| Employer EIN   | EIN of the business organization employing the worker.  | IRS Tax Filings   |
| Race   | Self-reported race of worker. Options could include: White; Black or African American; Native Hawaiian or Pacific Islander; Asian; Native American or Alaska Native; Two or More Races; or, not identified. | May Require ICR (although some employers collect this data and report it in aggregate to satisfy <a href="#">EEO1</a> requirements) |
| Ethnicity  | Self-reported Hispanic origin of worker. Options could include: Hispanic; non-Hispanic; or, not identified.   | May Require ICR (although some employers collect this data and report it in aggregate to satisfy <a href="#">EEO1</a> requirements) |



Continued

| Data Element                | Description   | Potential Data Source   |
|-----------------------------|---|---|
| Gender                      | Self-reported gender of worker. Options could include: male; female; X; or, not identified.   | May Require ICR (although some employers collect this data and report it in aggregate to satisfy <a href="#">EEO1</a> requirements) |
| Age                         | Self-reported age (in years) of worker.   | May Require ICR   |
| Disability status           | Self-reported disability status of worker. Options could include: Has disability; Does not have disability; Does not wish to answer / Disability status unknown.  | May Require ICR   |
| Veteran Status              | Self-reported veteran status. Options could include: veteran; or not a veteran.   | May Require ICR   |
| ZIP                         | Zip code of primary residence for worker.   | May Require ICR   |
| SOC                         | The six-digit Standard Occupational Classification (SOC) code that best represents the occupation of the worker.  | May Require ICR   |
| NAICS                       | The six-digit NAICS code that best represents the industry of worker.   | May Require ICR   |
| Supportive Services         | Indicate all supportive services that the worker has received while employed on the project or in associated training programs. Options could include: transportation, childcare, dependent care, housing, counseling, and other needs-related payments that are necessary to enable an individual to participate in education and training activities. | May Require ICR   |
| Employer Insurance          | Indicate all insurance programs provided by the employer. Options could include: health; dental; vision; and, disability and accident insurance.  | May Require ICR   |
| Retirement Benefits         | Indicate retirement programs provided by the employer. Options could include: defined benefit; defined contribution; or, none.  | May Require ICR   |
| Family Leave                | Number of days of paid family sick leave eligible per month (0 if none).  | May Require ICR   |
| Medical or Sick Leave       | Number of days of paid medical / sick leave received per month (0 if none).   | May Require ICR   |
| Holidays and Vacation Days  | Number of annual paid holidays and vacation days (0 if none).   | May Require ICR   |
| Local or Economic Hire      | Indicate whether the worker qualifies as a local or economic hire as defined in the project agreement (T/F).  | May Require ICR   |
| Former Training Participant | Indicate whether the worker has participated in a training program associated with the project. Options could include: pre-apprenticeship; in-house training; registered apprenticeship; labor-management training program; training partnerships with entities like unions, community colleges, or community-based groups; or, not applicable.         | May Require ICR   |



Continued

| Data Element            | Description   | Potential Data Source |
|-------------------------|---|-----------------------|
| Apprenticeship Status   | Indicate the worker's apprenticeship status. Options could include: apprentice; journey person; or, not applicable. | May Require ICR       |
| Credentials             | Indicate any professional credentials obtained by the worker or leave blank if worker has none.                     | May Require ICR       |
| Union Membership Status | Indicate whether the worker is a member of a labor union (T/F).   | May Require ICR       |
| Union Affiliation       | If a union member, provide name of union local, otherwise indicate not a union member.                              | May Require ICR       |

## Payroll Data

**Why collect this information?** Payroll data enables granular analysis of actual outcomes and is especially important in construction related projects where work schedules are often highly volatile. For example, it can allow agencies to report and analyze the total number of hours worked on federal infrastructure projects or the hourly wage rate. When linked to worker level information, it can enable distributional or equity analysis such as whether wage rates differed for workers based on race or if workers with disabilities received less work on average.

| Data Element  | Description   | Potential Data Source                             |
|---|---|---|
| Worker Name and Last Four Digits of Social Security Number + Payroll Week | Worker's full name and an individual identifying number (e.g., last four digits of worker's social security number) concatenated with payroll week. | <a href="#">DBRA WH-347</a>                       |
| Name and Last Four Digits of Social Security Number of Worker             | Worker's full name and an individual identifying number (e.g., last four digits of worker's social security number).                                | <a href="#">DBRA WH-347</a>                       |
| Funding Announcement ID   | Unique identifier for the funding announcement.   | Defined by Agency                                 |
| Project / Activity ID   | Unique identifier for the project or grant award.   | <a href="#">WH Data Collection (OMB Memo M22)</a> |
| Employer EIN  | EIN of the business organization employing the worker.  | IRS Tax Filings                                   |
| Payroll Week  | List the workweek ending date.  | <a href="#">DBRA WH-347</a>                       |
| Work Classification   | List classification descriptive of work actually performed by each laborer or mechanic.   | <a href="#">DBRA WH-347</a>                       |
| Standard Hours  | Enter hours worked in payroll period at or below 40 hours as standard hours.  | <a href="#">DBRA WH-347</a>                       |
| Overtime Hours  | Enter hours worked in excess of 40 hours a week as overtime.  | <a href="#">DBRA WH-347</a>                       |
| Total Hours   | Total hours worked in payroll week. Should equal to the sum of standard hours worked and overtime hours worked.                                     | <a href="#">DBRA WH-347</a>                       |



Continued

| Data Element                                 | Description   | Potential Data Source       |
|--|---|-----------------------------|
| Standard Pay Rate                            | The actual hourly rate paid for standard hours worked, plus cash paid in lieu of fringe benefits paid.  | <a href="#">DBRA WH-347</a> |
| Overtime Pay Rate                            | When overtime is worked, show the overtime hourly rate paid plus any cash in lieu of fringe benefits paid.  | <a href="#">DBRA WH-347</a> |
| Standard Pay                                 | Total standard pay for payroll week. Should be equal to the product of the standard pay rate and standard hours worked.   | <a href="#">DBRA WH-347</a> |
| Overtime Pay                                 | When overtime is worked enter total overtime pay for payroll period. Should be equal to the product of the overtime pay rate and overtime hours worked.   | <a href="#">DBRA WH-347</a> |
| Gross Amount Earned                          | Enter gross amount earned on this project. If part of a worker's weekly wage was earned on projects other than the project described on this payroll, enter first the amount earned on the Federal or Federally assisted project and then the gross amount earned during the week on all projects. <sup>4</sup> | <a href="#">DBRA WH-347</a> |
| Total Deductions                             | Enter the total amount of deductions made for the payroll week.   | <a href="#">DBRA WH-347</a> |
| Net Wages                                    | Gross amount earned less total deductions for the payroll week.   | <a href="#">DBRA WH-347</a> |
| Fringe Benefits Paid to Appropriate Programs | If paying all fringe benefits to approved plans, funds, or programs in amounts not less than were determined in the applicable wage decision of the Secretary of Labor, show the basic cash hourly rate and overtime rate paid to each worker.  | <a href="#">DBRA WH-347</a> |
| Fringe Benefits Paid in Cash                 | If not paying all fringe benefits to approved plans, funds, or programs in amounts of at least those that were determined in the applicable wage decision of the Secretary of Labor, indicate that remaining fringe benefit amount was paid in cash to the worker (T/F).  | <a href="#">DBRA WH-347</a> |

**Note:** When collecting data on multiple entities (i.e., workers, employers, funding announcements, etc.), agencies should consider how the information will be linked to support analysis. The tables above show one potential method to ensure that data at different levels of analysis can be connected.

Rows highlighted in blue represent the unique identifier for each table or data type. In relational database terms these are referred to as **primary keys**.

Rows highlighted in green represent data elements that allow one table or data type (i.e., worker data) to link to other tables or data types (i.e., BIL programs or specific projects). In relational database terms, these are referred to as **foreign keys**.



## Endnotes

- 1 The Biden-Harris administration [has directed all BIL implementing agencies](#), as appropriate and to the extent consistent with law, to prioritize projects that include high labor standards such as prevailing wages and the free and fair chance to join a union. Other high labor standards may include: project labor agreements (i.e., pre-hire collective bargaining agreements between unions and contractors that govern terms and conditions of employment for all workers on a construction project); community benefit agreements (i.e., project-specific agreements that include provisions on how a project will help the community, such as by paying wages and benefits at or above the prevailing rate and committing to hire local or economically disadvantaged workers); use of an appropriately trained and credentialed workforce (i.e., through registered apprenticeships, pre-apprenticeships connected to registered apprenticeships, and other joint labor-management training programs); implementation of a workforce diversity, equity, inclusion, and accessibility (DEIA) and anti-discrimination or harassment programs or plans; participation in the Office of Federal Contract Compliance Programs Mega Construction Project Program; the provision of supportive services to workers or training participants (e.g., childcare, housing, or transportation assistance or other services aimed at helping to retain underrepresented groups); and, the payment or provision of benefits (e.g., paid medical and sick leave, paid family leave, paid vacation, employer sponsored health insurance, employer sponsored retirement savings opportunity, and employer sponsored disability and accident insurance). More information on high labor standards can be found in the Job Quality Research Questions and Metrics section.
- 2 Ibid
- 3 Ibid
- 4 Thus “\$163.00/\$420.00” would reflect the earnings of a worker who earned \$163.00 on a Federally assisted construction project during a week in which \$420.00 was earned on all work.

