



VIRGINIA OFFICE OF BROADBAND

BEAD APPLICATION REQUIREMENTS OVERVIEW

Skilled and Credentialed Workforce

Section 2.8.2

Section 2.8.2 Skilled and Credentialed Workforce Summary

1 DESCRIPTION: WHAT?

- Section 2.8.2 relates to how applicants should demonstrate their utilization of a skilled, credentialed workforce

2 RATIONALE: WHY?

- To ensure BEAD deployment is performed by a skilled, credentialed workforce

3 ROLES AND RESPONSIBILITIES: WHO?

Applicant: Demonstrate and certify understanding of with applicable requirements

DHCD Office of Broadband: Evaluate applications

Subgrantee: Comply with applicable requirements

4 DESCRIPTION: HOW?

The Office of Broadband has adopted BEAD's guidelines and has provided examples on how applicants should provide proof of compliance with the requirements

5 QUESTIONS?

Contact: broadband@dhcd.virginia.gov

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

6 ROADMAP: WHEN?

Milestone	Phase
Applicant to include information on workforce credentials, registered apprenticeships, unionization, etc.	Application
Applicant to certify understanding of and compliance with workforce requirements	Application
Subgrantee to comply with labor reporting requirements	Ongoing

Section 2.8.2 Skilled and Credentialed Workforce Breakdown

1. Skilled and Credentialed Workforce

The Office of Broadband is committed to ensuring that subgrantees utilize an appropriately skilled and credentialed workforce. The Office of Broadband will also require ongoing labor reporting throughout the BEAD process to ensure compliance with all applicable state and federal employment, labor, and workforce laws. This reporting process is described on Page 43 of the [Initial Proposal Volume 2](#) and outlined in the BEAD NOFO.

The Office of Broadband will require the following information from applicants in the application process, which will be evaluated for completeness:

- 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; and
- The entities that the applicant plans to contract and subcontract with in carrying out the proposed work.

For workforces that are not unionized, the Office of Broadband will require the following information from applicants:

- The job titles and size of the workforce (FTE positions, including for contractors and subcontractors) necessary to carry out the proposed activities over the course of the project and the entity(ies) that will employ each portion of the workforce;
- For each job title required to carry out the proposed work (including contractors and subcontractors), a description of:
 - Safety training, certification, and/or licensure requirements (e.g., OSHA 10, OSHA 30, confined space, traffic control, or other training as relevant depending on title and work), including whether there is a robust in-house training program with established requirements tied to certifications, titles; and
 - Information on the professional certifications and/or in-house training in place to ensure that deployment is done at a high standard.
- **Certify that the applicant is committed to utilizing a skilled, credentialed 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 2.8.2 Skilled and Credentialed Workforce Actions

The applicant is expected to complete the following task(s) to satisfy the requirements for Section 2.8.2 which are laid out on Page 58 BEAD NOFO and adopted by the Office of Broadband on Page 43 – 44 of their Initial Proposal Volume 2.

REQUIREMENTS

The Office of Broadband posted the requirement specifics in IPv2

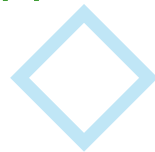
Fall 2023



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 required to provide additional information

2024



SUBGRANTEE MONITORING

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

Ongoing

