

## Use of FHWA Formula Funding for Workforce Development: State Case Studies

The Bipartisan Infrastructure Law (BIL) is the largest investment in infrastructure in recent history and is expected to create millions of jobs across the transportation industry including jobs in construction. Already, three years into its implementation, the economy has added 947,000 construction jobs with the sub-sectors that are heavily impacted by BIL funding, like heavy and civil engineering, showing fast growth.

As implementation of BIL projects ramp up and more construction workers are needed, investments in workforce development programs can help ensure that the lack of a skilled workforce does not delay project delivery. The growth of construction jobs and infrastructure jobs more broadly is an important opportunity to increase access to good-paying jobs that do not require a college degree. The median annual wage of construction and extraction occupations is \$55,680 with more information on wages by trade available [here](#). This is substantially more than the median earnings for other jobs that require a high school diploma but no further education. [Median weekly earnings for full-time workers in this group are \\$734](#) or \$36,700 on an annualized basis.

State Departments of Transportation (DOTs) have expanded eligibility to address these workforce challenges and opportunities under BIL, including changes to Section 504(e) of Title 23 U.S.C. that impact how State DOTs can use their formula funding from FHWA to fund workforce development. These changes mean that states have greater flexibility in how they can fund training and construction workforce development than they could previously. According to [FHWA guidance](#), examples of expenses could include the following, subject to approval by the relevant FHWA division office:

- Supportive services programs in connection with workforce development, training, and education activities, such as recruiting, counseling, transportation, physical examinations, remedial training, personal protective equipment, tools, childcare, and temporary lodging.
- Career pathways outreach programs for middle- and high-school students focused on surface transportation.
- Surface transportation-related curriculum, teacher education and training, cooperative education programs, work-study programs, scholarships, internships, and skills development training programs.
- Participant support costs, such as stipends.
- Short-term work details or “rotational” assignments for employee development.

Now that wider flexibility has been put in place, more states are spending these highway funds on workforce development. As of November 2024, a total of 27 states are now using FHWA formula funding for workforce development or planning to.

On May 3<sup>rd</sup> 2024, the White House held a [State Workforce Day convening](#) and called on states to invest highway funds into workforce development.

“Administration officials called on states to invest at least 0.5% of their eligible [federal highway formula funds](#), which total nearly \$50 billion per year, to expand and diversify their construction workforces. States can follow the examples of Maryland and Pennsylvania by investing highway funds in [high-quality workforce approaches](#) such as registered apprenticeship and pre-apprenticeship programs and supportive services like child care and transportation assistance for workers.”

This document provides in-depth case studies of states that are making significant investments of highway dollars into registered apprenticeship, pre-apprenticeship, and supportive services in alignment with this call to action. Although the White House call to action set a goal of one half of one percent, case studies are provided here of states spending at least 0.25 percent of eligible funding on workforce development that supports the construction trades. To the extent that states have planned investments, the Federal Highway Administration may not be aware of these plans. To the extent that states have planned investments, the Federal Highway Administration may not be aware of these plans. Full case studies are provided below for California and Oregon. There is preliminary information provided for Maryland. A full description of the program will be added when the first call for applications is released.

The table below summarizes investments and planned investments in three categories of workforce development.

1. **Pre-Apprenticeship:** [According to the U.S. Department of Labor](#) “Pre-apprenticeship is a program or set of strategies designed to prepare individuals for entry into Registered Apprenticeship Programs (RAP) or other job opportunities. Pre-apprenticeships may last from a few weeks to a few months and may or may not include wages or stipend. Pre-apprenticeship programs have varied program elements; however, at the core, places an individual on a pathway to employability through a RAP.”
2. **Registered Apprenticeship:** Registered apprenticeship programs are training programs developed in partnership with industry and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency. Registered apprenticeship programs have required core components including: apprentices earn wages and earnings increase over the apprenticeship, training is provided on the job from an experienced worker, supplemental classroom education is provided, and portable, nationally-recognized credentials for their industry. More about registered apprenticeship can be found [here](#).
3. **Supportive Services:** Supportive services help individuals, especially those from underrepresented and underserved groups, successfully enter into and complete a training program. According to [FHWA guidance](#) mentioned above supportive services include but are not limited to: “recruiting, counseling, transportation, physical examinations, remedial training, personal protective equipment, tools, childcare, and temporary lodging.” A fuller definition of what qualifies as supportive services under the Workforce Innovation and Opportunity Act is available here to be illustrative but other services may be approved by FHWA division offices.

**State Spending on Highway Formula Funding to Support Workforce Development in Construction Trades**

	Total highway funding annually	% of eligible highway funds spent on workforce <sup>1</sup>	Pre-Apprenticeship programs	Supportive Services Included in Pre-Apprenticeship Funding	Support for Apprentices	Other Programs	Department Administering
California	\$15M annually (planned for FY2026)	0.32%	X	X	Optional if pre-apprenticeship program chooses to continue supports		California Workforce Development Board
Maryland	\$4M (beginning 2025)	0.52%	X	X	X		Maryland Department of Labor
Oregon	\$2.5M (planned beginning with 2027 biennium)	0.39%	X	X	X	Second Chance Pilot at Women's Correctional Facility	Bureau of Labor & Industries/ODOT

1. Eligible funds available for workforce development include the National Highway Performance, Surface Transportation Block Grant, Highway Safety Improvement, and CMAQ. FY2025 allocations by state are available [here](#).

## California

In 2022 after BIL passed, California leadership began to have conversations about how they could address the need for skilled construction workers on federal transportation projects. Senate Bill 150 (Durazo, Chapter 61, Statutes of 2023) directed the California Department of Transportation (Caltrans) to work collaboratively with the California Workforce Development Board (CWDB) to support California's High Road Construction Careers (HRCC) program and to set aside a minimum aggregate total of \$50 million from the federal Infrastructure Investment and Jobs Act. Caltrans plans to invest \$50 million of federal highway formula funding over four years into the [High Road Construction Careers \(HRCC\)](#) program, which funds pre-apprenticeship training. HRCC is an existing state level competitive grant program that is funded with state general revenues and managed by the CWDB. Funding was first allocated for this program in 2017. CWDB is the state workforce board that also distributes funding provided by the U.S. Department of Labor and authorized by the [Workforce Innovation and Opportunity Act](#).

The HRCC grant program prioritizes regional partnerships that link local building and construction trades councils to workforce boards, community colleges, and community-based organizations to support high-quality workforce development in California's construction industry. The regional HRCC partnerships are meant to: develop a steady supply of skilled construction workers; increase access and equity in registered apprenticeship programs, and state-approved apprenticeship in the building and construction trades; serve underrepresented and disadvantaged workers; and establish models of worker, management, government collaboration that jointly anticipates, plans for, and addresses the future of work in the region. There are currently 13 existing regional partnerships. Caltrans funding will be used to provide additional grants to existing HRCC partnerships. Caltrans will provide the CWDB with a calendar of planned infrastructure projects so that investments into regional partnerships can be targeted to the needs of infrastructure projects.

FHWA, Caltrans, and the CWDB worked collaboratively to draft a Statement of Work to help ensure streamlined and compliant use of federal highway funding per the *Guidance for Use of Federal-aid State Core Program Funds for Training, Education and Workforce Development*, Title 23, United States Code, Section 504(e).

Given that the investments from Caltrans are new, the information below is about the HRCC program overall and not about the impact of Caltrans funding which will begin in 2025.

### *Program Details*

Which organizations can provide training? To incentivize regional partnership, the HRCC program the CWDB divides the state of California into 14 distinct regions, aligning with the State Building & Construction Trade Council jurisdictions. In addition to these regions, correctional facilities and tribal governments would be eligible if they meet grant criteria.

All of the following types of entities are eligible to apply as fiscal agents:

- Building Trades Councils, Central Labor Councils, and other labor organizations
- Workforce Development Boards
- Public education entities
- Non-profits and community-based organizations
- Organizations that represent multiple joint apprenticeship training committees

All recipients must have memorandums of understanding in place to clearly define partners and must include some required partners.

- Required partners are: at least one Workforce Development Board, Building Trades Council, Joint Apprenticeship Training Committees, a provider of the [Multi-Craft Core Curriculum](#) (MC3), at least one Community Benefits Organization—a local non-profit that is partnered to reach and provide supportive services to participants.
  - Encouraged partners are: Community Colleges, School Districts, County Social Services, County Corrections entities including Probation or Parole Offices, and local public works agencies.

Required connection to registered apprenticeship? HRCC partnerships must demonstrate that a pipeline into registered apprenticeships and/or permanent, sustainable employment exists in their project's framework. Fiscal Agents are required to build and/or expand on systems that increase skills, opportunity, and access for disadvantaged and underrepresented populations, specifically for careers in the building and construction trades which includes establishing a structured multi-craft career pathways starting with jobs that center on labor market supply and demand, and that lead to long-term careers. To this end, each HRCC partnership is required to include at least one apprenticeship program registered with the California Division of Apprenticeship Standards.

HRCC partnerships are required to implement agreements such as Community Workforce Agreements (CWAs), local hire ordinances, and other relevant policies to ensure robust demand for apprentices and foster linkages between pre-apprenticeship and apprenticeship programs. The [San Diego Community Benefits Agreement](#) is an example of these types of agreements that set apprenticeship goals and target hiring of disadvantaged workers and workers participating in pre-apprenticeship programs funded by HRCC.

It is also worth noting that California has [a law in place](#) requiring that there is one hour of apprentice work for every five hours of work performed by journeypersons. This requirement ensures that there will be demand for apprentices on projects.

Services provided to pre-apprentices? HRCC partnerships are required to provide supportive services. For HRCC, supportive services have three purposes: to help participants complete their training and earn the MC3 certificate (e.g., stipends, counseling, peer support, transportation); to prepare participants for apprenticeship requirements (e.g., driver license, drug testing, algebra); and to deliver employability skills and support systems for the long haul (e.g., anger management, financial literacy, childcare). CWDB views access to these supportive services as crucial for individuals with significant barriers to employment, such as formerly incarcerated individuals and women, both priority populations under HRCC. Additionally, this investment will ensure that the entities with verified experience serving disenfranchised communities can properly administer their programs within their communities and unique individual needs (e.g., coordinate partners, provide case management, mentoring, trauma-informed counseling, math and language remediation, and other assistance to participants) to ensure successful participation and placement.

Due to extensive provision of supportive services, the average cost per participant is expected to be \$15,000. Based on past HRCC partnerships, about 25 percent of this cost would be supportive services

and another 25 percent is case management. Training has made up about 40 percent of the costs of HRCC partnerships.

### *Results*

HRCC Fiscal Agents are required to track individual participant outcomes for the duration of the grant program and for a minimum of six months post-graduation from MC3 training for retention purposes. Moreover, Fiscal Agents are encouraged to provide follow up services after completion of MC3 program for the duration deemed necessary, and to the extent feasible with goal of continuing to support participants into registered apprenticeship and/or permanent employment.

Overall numbers of people served: Given the outcomes of past HRCC grant programs administered by the CWDB, the projected goals for this investment are to enroll 3,646 individuals and train and place a total of 2,801 participants. Training goal accounts for an average of 75 percent MC3 training completion rate and 75 percent placement rate.

Placement into registered apprenticeship: Trainees will be provided with various opportunities to further their career goals within the construction sector, including but not limited to MC3 training (minimum of 120 hours of instruction), access to State-approved joint-apprenticeship programs in the trades, and placements on Caltrans projects.

Not all new apprentices trained through this program will work directly or immediately on BIL-funded transportation. Due to how the dispatch system operates in the building trades and the time required to ramp up BIL-funded construction, apprentices are placed on available construction work in their chosen crafts. The intent is to put participants to work as apprentices as soon as possible to earn income and apprenticeship hours.

### *Contact Information:*

If you are interested in learning more about this program, please contact Joelle Ball at the California Workforce Development Board ([Joelle.Ball@cwdb.ca.gov](mailto:Joelle.Ball@cwdb.ca.gov))

## Oregon

Oregon has been using FHWA formula funding for workforce development under an interagency agreement between the Oregon Department of Transportation (ODOT) and the Oregon Bureau of Labor and Industries (BOLI) since January 2010 but with new flexibility in the Bipartisan Infrastructure Law has expanded its programming. Oregon's workforce development program falls into four categories/projects:

1. Providing supportive services, including childcare and hardship assistance for apprentices, with about \$1.48 million in funding between July 2022 and June 2024
2. Providing services to apprenticeship seekers including the support of pre-apprenticeship programs, totaling \$397,000 in funding between July 2022 and June 2024
3. Conducting a pilot second chance training program through which individuals who are incarcerated in a women's correctional facility receive training (\$1 million over the biennium)
4. Developing a respectful workplace climate scale and incorporating use of the scale into a respectful workplace initiative which will cost \$305,000 for the period of July 2022 to June 2024

Oregon set up the first two projects prior to the passage of the Bipartisan Infrastructure Law. Under BIL, there is expanded flexibility in how State DOTs can fund training and construction workforce development. Oregon has since added the two new projects. Each project is explained in greater depth below.

### 1. Apprenticeship Supportive Services

#### *Short program description:*

Oregon makes supportive services available to apprentices who are active in the most common trades supporting highway construction. Services include childcare subsidies and financial payments for hardship situations, among others. Between July 2022 to June 2024 services were made available to 9,000 apprentices.

#### *Program Details:*

Who provides services? These services are offered by a 3<sup>rd</sup> party entity that Oregon's BOLI procures through a competitive process. The provider does outreach on ODOT job sites. Referrals can also be made from apprenticeship program directors, apprenticeship instructors, community-based organizations, and others.

Who is eligible? Apprentices in the seven most common highway and bridge trades are eligible regardless of whether or not the apprentice is working on a highway project. The trades included are: carpenter, cement mason, inside electricians ironworker, laborer, operating engineer and painter programs. That service continues to be provided. Also, apprentices in other construction trades are eligible if they are actively working on a highway project when offered the service. It is important to note that registered apprenticeship is the principal way through which ODOT meets its requirements for On-the-Job Training. Contractors are encouraged to become registered apprenticeship trainers. More information is available [here](#). The limited number of individuals that are trainees with non-registered contractors would receive some supportive services through the federal OJT/SS program.

What services are offered? The full set of services offered are listed below. Of the close to 9,000 apprentices offered services between July 2022 and June 2024, 462 took up services, a take up rate of only 5 percent. In the list below of services offered, in parentheses is the share of the 462 apprentices accepting services that took up each service:

- childcare subsidies (73%)
- hardship payments for car repair or housing costs following a destabilizing event or circumstances related to a state of emergency declared by the Governor (19%)
- job readiness supplies, including personal protective equipment, work tools, and work clothes (6%)
- transportation assistance, including lodging, meals and fuel assistance (2%)

How are childcare costs covered? Childcare is available to all apprentices whose are spending more than 7 percent of their household income on childcare. The amount of the subsidy available to an apprentice is the difference between the cost of the care and the amount that the apprentice is expected to pay, which will not be more than 7 percent of the apprentice's household income. The average childcare subsidy (during the past year of July 2023 to June 2024) to someone who qualifies has been \$1,350 per month with an average of 24 apprentices receiving subsidies each month. There was, however, a lot of variation. Out of 288 childcare payments over this 12-month period, there were 45 payments (16% of the total) of less than \$500 and 30 payments (10% of the total) of more than \$3,000. This demonstrates the variation in need depending on geography, number of kids, household composition, local costs of childcare, etc.

The Oregon BOLI works through a contracted firm to help the apprentice to find an approved provider or to get a family, friend, or neighbor approved by the Oregon Department of Early Learning and Care to receive the subsidy for providing care.

Who is receiving services? Services are available to all apprentices but those utilizing services of any kind are disproportionately women and people of color, and those utilizing childcare are disproportionately women relative to their share of apprentices overall. For services of any kind, 24.7 percent of those receiving services are women, compared to the 10.2 percent share of women among apprentices overall in highway trades. Also, 49.1 percent of those receiving services were apprentices of color, compared with the 29.4 percent share of apprentices of color overall. For childcare in particular, 38.3 percent of those receiving services are women, compared to the 10.2 percent share of women among apprentices overall in highway trades. Also, 31.9 percent of those receiving services were apprentices of color, compared with the 29.4 percent share of apprentices of color overall.

White men made up 168 of the 462 apprentices (36.4 percent) who received any service and 20 of the 47 apprentices (42.6 percent) who received childcare. However, this compared to their 89.5 percent share of apprentices overall in highway trades.

Cost per participant for all services combined? Of the 8,883 apprentices for whom services over the 2-year time period of July 2022 to June 2024, 462 took up services. There was a cost of \$103 for direct payments per apprentice for whom services was available and \$1986 per apprentice served. When adding in the contractor's labor costs (for information and referral services, case management, service delivery, and program administration) and the cost of program evaluation by Portland State University, the average cost of the program per person for whom services were available was \$167 and the average cost per apprentice served was approximately \$3,203. As noted above, costs per person are highest for those that take up the childcare component.



Administration of the program? ODOT's Office of Equity and Civil Rights provides oversight to the program and reports to the Federal Highway Administration. Under the interagency agreement, ODOT is paying BOLI \$638,003 for the current biennium (approximately \$319K per year) to administer the program, including managing subcontractors and providing invoices and reports to ODOT regarding program performance.

*Results:*

Evaluation is part of program expenses and evaluations have been used to collect data on performance improve the program. Oregon's services to apprentices are meant to increase retention of apprentices, especially women and people of color who traditionally have lower apprenticeship completion rates. Oregon has seen a growth in retention rates as this program has been implemented. The share of women as completers of apprenticeship increased from 5 percent in 2000-2011 to 7 percent from 2012-2023. Over the same time period the share of Hispanic workers increased from 6 percent to 13 percent and the share of Black workers increased from 2 percent to 3 percent.

Evaluations have consistently found that individuals who receive services under this program have higher completion rates. These positive effects of receiving services remain after accounting for factors associated with both receiving services and completion, such as race/ethnicity, gender, age, trade and union status, prior credit, and region. Due to strong evaluations of this program, overall funding has been increased relative to pre-apprenticeship funding. As noted below, pre-apprenticeship funding increases diversity of apprenticeship cohorts but with the exception of women, those who go through a pre-apprenticeship program are not more likely to complete. Investments in apprenticeship supports have been a better way to increase the number of journey workers, especially underrepresented groups. The [program evaluation in 2022](#)<sup>1</sup> also recommended increasing support for child care subsidies and hardship assistance. As a result of this evaluation, child care subsidies and hardship assistance were increased. The program has removed individual limits on child care subsidies and in March 2021. This has resulted in a growth of the share of the program dollars going to this service which evaluations suggest is particularly important for completion.

## **2. Providing services to apprenticeship seekers including the support of pre-apprenticeship programs**

Through the ODOT program, Oregon devotes \$150,000 to \$300,000 per year to support pre-apprenticeship programs. The BOLI runs this program and a separate program called "Future Ready Oregon," which currently funds a mix of trade-specific pre-apprenticeship programs and multi-craft pre-apprenticeship programs include training for carpenters and cement masons. Future Ready does not receive ODOT funding. Examples of multi-craft programs include Oregon Tradeswomen, Constructing Hope, and Portland Youthbuilders (hereafter: "the three legacy programs" that have been the most often funded by the ODOT program).

### *Program Details*

Which organizations can provide training? Oregon puts out an RFP every 2 to 4 years to provide pre-apprenticeship services. Organizations that can apply include any entity (including workforce boards, community based organizations, and schools) that works with a pre-apprenticeship program approved by the Oregon State Apprenticeship and Training Council (OSATC).

Required connection to registered apprenticeship? Oregon has a system for registering pre-apprenticeship programs and only entities working with a registered programs may apply. Under that

system, a program must have a letter from registered apprenticeship program sponsor stating that participants will meet or exceed the requirements to enter into their apprenticeship program and must be approved by OSATC.

Services provided to pre-apprentices? Oregon's program allows for funding to be spent on supportive services as well as classroom training and case management. A significant portion of pre-apprentices are receiving supportive services.

### *Results*

From January 2022 to September 2024, a combined 2,195 pre-apprentices graduated from pre-apprenticeship programs funded by a combination of ODOT and Future Ready Oregon. Of these, 319 have been verified to be registered into an apprenticeship program (for a 14.5% placement rate). However, if focus is limited to the three legacy programs, the apprenticeship placement rate is 22.6 percent.

BOLI only tracks apprenticeship outcomes for their pre-apprenticeship programs and participants may have other successful outcomes like placement in another industry.

In addition to looking at the rate of movement into registered apprenticeship it's also important to look at the value of pre-apprenticeship programs in bringing in underrepresented populations especially women. Among women who were served in some way by the ODOT apprenticeship program and completed their apprenticeship, 44 percent of them completed a pre-apprenticeship program. This shows that pre-apprenticeship remains an important pathway into the trades for women.

### **3. ODOT Second Chance Citizens Project**

Since the passage of BIL and the new flexibilities in that legislation, ODOT has started a partnership with the Department of Corrections (DOC) and is using \$1 million per biennium of highway formula funds for this partnership. ODOT is currently in their third cohort of apprenticeship training at the Coffee Creek Women's Correctional Facility. The purpose of this initiative is to work with women who are two to three years from their release date to be equipped with training certification hours through a registered training agent to obtain a level 1 certification as an equipment operator or laborer through each cohort.

Training at Coffee Creek Correctional Institute started in February 2024. Training is provided by Baker Technical Institute (BTI) under contract with ODOT. This five-week academy included typical construction themed courses: Excavation Safety, Forklift Operator certification, First-aid/CPR/AED, Stop-the-Bleed, Traffic-control Flagger certification, and Career Skills (resume building, mock interviews, etc). In addition to those certifications, students also spent about 60 hours on our Heavy Equipment Simulators learning safety and maintenance walk-around tasks, basic operator controls, and finally learning to perform construction tasks specific to the following machines: bulldozer, front-end loader, excavator, skid-steer, and backhoe. During "land lab" week students were able to perform on the actual equipment during our "land lab" week. Our contractor BTI provided 9 pieces of heavy equipment for the students to apply their skills and perform under very difficult weather conditions.

This is a new pilot program so limited data are available. Initial performance information for the first two cohorts is promising. Of the 24 participants in those two cohorts, all were able to complete the program and all have been put in touch with the local workforce development system to get placements into jobs

upon release. There has also been a fair amount of interest in the program with five times the number of applications as slots available.

#### 4. **Respectful Workplaces**

Evaluations of apprenticeship services have shown that retention rates have improved but are still significantly lower for women and Black apprentices. This is in part because of harassment and discrimination that these individuals face while apprentices. To increase retention more, investments in improving the workforce culture are needed. Oregon is investing an average of \$325,000 annually to develop a Respectful Workplace Climate Scale and to incorporate the use of the scale into a Respectful Workplace Initiative that will curate available resources for training and intervention. A long version of the Respectful Workplace Climate Scale is complete and ready for use. A short version of the Scale is currently under development. More information about the Initiative can be found here:

<https://www.ohsu.edu/oregon-institute-occupational-health-sciences/respectful-workplace-initiative-workplace-climate>.

#### *Contact Information:*

If you are interested in learning more about these programs, please contact Larry Williams at the Bureau of Labor and Industries ([Larry.WILLIAMS@boli.oregon.gov](mailto:Larry.WILLIAMS@boli.oregon.gov)) or Cye Fink ([Cye.FINK@odot.oregon.gov](mailto:Cye.FINK@odot.oregon.gov)) at Oregon Department of Transportation

## Maryland

The Maryland Department of Labor and Maryland Department of Transportation are partnering to develop the Road to Careers program, with funds from the Federal Highway Administration, in direct response to Maryland's growing infrastructure needs in the transportation sector.

Launching soon, the Road to Careers program is a \$24 million commitment to increase the number of workers prepared and available for careers in the transportation construction industry in Maryland.

Grantees will provide local jobseekers with contextualized learning opportunities, training, and supportive services. The program, which will invest \$4 million annually for six years, is aligned with Governor Wes Moore's commitment to leave no one behind. It will be focused on serving Maryland women and other jobseekers who face barriers to employment, including young people, those experiencing housing insecurity, and individuals with disabilities.

Organizations funded under this program will use Registered Apprenticeship, Pre-Apprenticeship, or Integrated Education and Training — all proven service delivery models that provide comprehensive education and job training — to fully prepare participants for careers in the skilled trades.

To ensure participants successfully complete the program and secure employment, grantees will be required to develop comprehensive, individualized support that helps reduce barriers to employment. Grantees can use portions of their awards to support their participants' transportation, childcare, mental health, or work equipment costs.

A wide array of organization types will be eligible to apply for funding, including:

- Local Workforce Development Areas;
- Community-based organizations;
- Workforce development training providers, including Employment Advancement Right Now (EARN) Maryland grantees;
- Labor unions;
- Adult education providers;
- Community colleges;
- Organizations serving immigrants, refugees, and New Americans; and
- Other entities as deemed allowable by Maryland Labor.

As the State's primary recipients of public workforce funds, Maryland's Local Workforce Development Areas will receive preference during the review process. In addition, preference will be given to proposals that demonstrate attachment to an active Project Labor Agreement (PLA) or for entities that have a Memorandum of Understanding (MOU) between a labor union and the managing entity of a transportation construction project.

Information about applying for this program and policies governing this program can be found on the [Road to Careers website](#).

If you are interested in learning more, please contact Mary C. Keller, Maryland Department of Labor, ([mary.keller@maryland.gov](mailto:mary.keller@maryland.gov)) or Drew Morrison, Maryland Department of Transportation ([dmorrison5@mdot.maryland.gov](mailto:dmorrison5@mdot.maryland.gov)).