

THE
**FAMILIES &
WORKERS**
FUND

TALENT PIPELINE CHALLENGE PHILANTHROPIC ANNOUNCEMENTS

BACKGROUND

November 2, 2022 - Today, the Families and Workers Fund participated in a White House event in which President Biden announced the results of the Talent Pipeline Challenge, a call to action for philanthropy, employers, unions, workforce development providers, and state and local governments to help grow the infrastructure workforce and ensure all infrastructure jobs are good jobs.

The Families and Workers Fund, along with partners at the What Works Plus Collaborative and America Achieves, has been proud to collaborate with the White House on mobilizing philanthropy in response to the Challenge, and we are thrilled to together announce aligned grants totaling more than \$50 million as well as new initiatives that will mobilize an additional \$20 million.

This document provides an in-depth look at each of the grant commitments and new initiatives.

SELECTED LIST OF PARTICIPATING FUNDERS

- [Amalgamated Charitable Foundation](#)
- [Ascendium Education Group](#)
- [Autodesk Foundation](#)
- [The Families & Workers Fund](#)
- [The James Irvine Foundation](#)
- [Local Infrastructure Hub](#)
- [Lumina Foundation](#)
- [Robin Hood Foundation](#)
- [Strada Education Network](#)
- [Siegel Family Endowment](#)
- [William and Flora Hewlett Foundation](#)

TALENT PIPELINE CHALLENGE

SELECTED LIST OF INVESTMENTS

- Aspen Institute
- Better Builder (Workers Defense Project)
- Bipartisan Policy Center
- BlueGreen Alliance Foundation
- Building Skills
- California Community Foundation
- California Forward
- Carbon Capture Coalition
- Carbon180
- Center for American Progress
- Clean Air Task Force
- Climate Jobs National Resource Center
- Coalfield Development
- Community Foundation of San Joaquin
- Community Economic Mobilization Initiative (CEMI) at Sierra Health Foundation
- Data for Progress
- Education Design Lab
- Electric Vehicle Infrastructure Training Program
- Evergreen
- Foundation for California Community Colleges
- FreeWorld
- What Works Plus/Freedman Consulting
- Great Plains Institute
- High Road Construction Careers (HRCC)
- The Industrial Commons
- Jane Addams Resource Corporation
- Jobs for the Future
- Jobs to Move America
- Jobs with Justice
- Just Transition Fund
- The Manufacturing Institute - FAME USA Program
- National Broadband Resource Hub
- National Council for Workforce Education
- National Fund for Workforce Solutions
- National Wildlife Federation
- Neighborhood Funder's Group
- New Energy Nexus
- Nontraditional Employment for Women (NEW)
- NYCMesh
- PolicyLink
- Princeton University
- Red Hook Initiative (Red Hook Wifi)
- Regional Plan Association
- Resilience Force
- Results for America
- Revolution Workshop
- Roosevelt Institute
- SFMade
- Sierra Health Foundation
- Solar One
- Stacks & Joules
- State of New Jersey Pilot to Fuel Equitable Career Progression
- The Century Foundation
- Third Way Institute
- Tools of Trade Scholarship
- University Corporation at Monterey Bay
- University of California, Santa Cruz
- US Energy Foundation
- Virginia Infrastructure Academy at the Virginia Community College System
- Wisconsin Technical College System
- Worker Financial Wellness Initiative
- Workers Defense Project
- Youth Action Project

TALENT PIPELINE CHALLENGE

NOTABLE MODELS & COMMITMENTS UNDERWAY

Better Builder

- Funder Partner: The Families and Workers Fund
- Goal: Deliver quality, mobility boosting jobs, with a focus on low-income, immigrants in the construction industry throughout the State of Texas.
- Approach: Better Builder advocates for voluntary workplace standards through public-private partnership, policy change, and community education. The program has successfully leveraged government incentives, training for workers, and certification for companies to guarantee safe working conditions and increase the availability of quality construction jobs.
- Impact: \$1.6 million grant investment → \$10.3 billion IJA-funded project + up to 100,000 workers impacted

NEW (Nontraditional Employment for Women)

- Funder Partner: Robin Hood Foundation
- Goal: NEW prepares women for nontraditional careers that provide structured career pathways to the middle class and economic independence. NEW graduates successfully compete for skilled trades careers that enable women to achieve economic self-sufficiency.
- Approach: NEW trains women for high-paying jobs and union membership in the construction trades and other skilled blue-collar occupations in utilities and transportation industries.

TALENT PIPELINE CHALLENGE

NOTABLE MODELS & COMMITMENTS UNDERWAY

High Road Construction Construction Careers

- Funder Partners: State of California and Lumina Foundation
- Goal: Provide pre-apprenticeship training and wraparound support and connect communities that have historically been locked out with apprenticeships that lead to quality construction jobs.
- Approach: The HRCC initiative supports 11 regional partnerships covering every county in CA. Each regional partnership includes CBOs, colleges, workforce boards, joint apprenticeship programs, and all local building trades councils with jurisdiction in the region. HRCCs also use Project Labor Agreements and Community Benefits Agreements to set and achieve good jobs and equity goals.
- Impact: \$37 million invested to date on the 11 HRCCs that trained 3,000 people. Over the next 3 to 4 years, an additional \$45 million will train another 4,500 new tradespeople, with a focus on meeting the increased workforce demand created by IIJA.

High Road Training Fund

- Funder Partner: The James Irvine Foundation
- Goal: The Fund will test and expand promising models like the High Road Construction Careers program, which partners with the building trades unions and community-rooted organizations like the Anti-Recidivism Coalition.
- Approach: The James Irvine Foundation supported the creation of the High Road Training Fund, a public-private partnership with the California Workforce Development Board that supports equity, job quality, and climate resilience by augmenting public workforce development funds and supporting community-based organizations.

TALENT PIPELINE CHALLENGE

NOTABLE MODELS & COMMITMENTS UNDERWAY

The Local Infrastructure Hub

- Funder Partners: Bloomberg Philanthropies, Emerson Collective, the Ballmer Group, Ford Foundation, and the Kresge Foundation
- Goal: A national program to ensure that all U.S. cities and towns can access federal infrastructure funding to drive local recovery, improve communities, and deliver results for residents
- Approach: Through programming led by the U.S. Conference of Mayors, National League of Cities, Delivery Associates, and Results for America, the Hub is lifting up climate, racial wealth equity, and workforce solutions that cities can implement.

Building Skills

- Funder Partner: Robin Hood Foundation
- Goal: Building Skills New York is a not-for-profit organization committed to provide New York residents with good paying jobs at local construction sites in underserved communities. Building Skills connects workers with historically high rates of unemployment and poverty with access to quality training and expanded career opportunities. They are dedicated to developing a skilled workforce, while also helping residents revitalize their neighborhoods.
- Approach: Building Skills trains and places low-income New Yorkers into construction jobs on affordable housing and commercial construction sites. They also operate the Construction Career Accelerator (C.C.A.) program, which provides technical skills training that leads to stackable industry-recognized credentials in either electrical, carpentry, plumbing or HVAC.

TALENT PIPELINE CHALLENGE

NOTABLE MODELS & COMMITMENTS UNDERWAY

Virginia Infrastructure Academy

- Funder Partner: Lumina Foundation
- Goal: Virginia formally launched their infrastructure academy on August 11, a statewide initiative to support increased attainment of infrastructure credentials with a particular focus on communities of color.
- Approach: This public-private partnership of Virginia community colleges, businesses, and trade associations ensure community college training programs produce graduates to address the needs of transportation, wind and solar, and high-speed broadband industries.
- Dollars leveraged: \$400,000 grant investment → 35,000 credentialed Virginians

BlueGreen Alliance Foundation

- Funder Partner: The William and Flora Hewlett Foundation
- Goal: The BlueGreen Alliance Foundation used a portion of Hewlett's general operating support grant to support state transportation departments in their deployment of NEVI Formula Program funds in ways that both contribute to a robust and reliable nationwide network of EV charging infrastructure and maximize benefits for impacted workers and disadvantaged communities.
- Approach: Through deployment of NEVI Formula Program funds, states can support workers with good wages and benefits, safe and equitable work environments, and access to the training they need—from the manufacturing workers building the EV chargers, to the licensed electricians who will install, maintain, and operate them. By prioritizing disadvantaged communities, states can promote the benefits of federal dollars reaching those historically underserved and meet Justice40 equity goals.

TALENT PIPELINE CHALLENGE

NOTABLE MODELS & COMMITMENTS UNDERWAY

Broadband Jobs Board

- Funder Partners: Heartland Forward, Schmidt Futures, and Ford Foundation
- Goal: Close the gap within three states among broadband job seekers, the public workforce system, and employers.
- Approach: The Broadband Jobs Board, led by Heartland Forward, will provide up-to-date information on workforce training and job opportunities made available through investments in broadband expansion. Heartland Forward will also publish a resource guide summarizing the workforce development initiatives that will be posted on the Hub. Pew Charitable Trust will lead at least one working group of up to five state broadband offices interested in pursuing broadband and workforce development goals, following the lead of active initiatives in Vermont, Louisiana, and Ohio. The Hub and partners will add workforce-specific resources to the Resource Library and host relevant trainings and virtual events on the platform.

Appalachian Climate Technology Coalition

- Goal: Spur job growth in 21 economically distressed and coal-impacted counties in southern West Virginia by creating a hub of clean energy and green economy jobs by modeling multiple strategies for a just transition from the legacy energy industry to a modern, clean regional economy.
- Approach: The Appalachian Climate Technology Coalition (ACT Now) will address this legacy by supporting the transition from coal to solar power; implementing sustainable reuse projects on abandoned mine sites; rejuvenating brownfield sites with new facilities equipped to train a diversified, skilled workforce and provide advanced manufacturing capacity; and developing entrepreneurial programs to support employment in environmental sustainability.

TALENT PIPELINE CHALLENGE

NOTABLE MODELS & COMMITMENTS UNDERWAY

National Broadband Resource Hub

- Funder Partners: Schmidt Futures and Ford Foundation
- Goal: Provide technical assistance to every US state and territory for leveraging the \$65B in federal funds for broadband and related workforce development.
- Approach: To date, the Hub has delivered free technical assistance to 32 state broadband offices (and growing) through one-on-one support, virtual training, and expert-facilitated working groups on a range of subjects related to federal funding requirements. In partnership with America Achieves, the Hub also released the BEAD Program Workforce Playbook for Eligible Entities. More recently, Pew Charitable Trusts joined the Hub to direct its activities on a day-to-day basis alongside Next Century Cities and the Center on Rural Innovation, ensuring that state and local governments receive support during this critical period. The Hub also partnered with Tribal Resource Center and Tribal Broadband Bootcamps, which provide native-led support for Tribal broadband.
- Impact: The Hub is on track to support state broadband plans that will connect 60M+ unserved people to high-quality, affordable broadband by 2027.