



Total Points Available Future Labor Practices and Workforce Plan: Up to 9 points

| Criteria | Points |
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| A Workforce Plan: Applicants that provide a comprehensive plan which demonstrates future compliance with Federal labor and employment law, includes strong labor and employment standards, documents plans for an appropriately skilled workforce, and shows that the jobs created through investments in high-speed Internet will be good jobs that offer fair compensation, a safe workplace, and opportunities for advancement will receive up to 5 points. | up to 5 |
| Directly employed workforce: Applicants with a higher percentage of directly employed workforce will receive a higher score than applicants with a lower percentage of directly employed workforce. | up to 2 |
| Locally hired workforce: Applicants that demonstrate plans, requirements and contract provisions that will increase the locally hired workforce will receive a higher score than applicants without well documented plans and requirements. | up to 2 |

1. Provide a workforce plan for future labor practices by the applicant and as applicable, their contractors for all BEAD projects in Wisconsin. The plan should A) demonstrate plans to comply with Federal labor and employment laws, including standards and protections. B) Explain in detail how the applicant will recruit and retain an appropriately skilled and credentialed workforce for any BEAD projects in Wisconsin. C) Include information about efforts to include or inclusion of woman-owned business enterprises (WBEs), minority-owned businesses and use of labor surplus firms for contracts and businesses agreements. D) Information about the types of positions, pay, benefits, compensation, job security, working conditions and opportunities for growth for workforce working on BEAD projects in Wisconsin.[10,000 character limit]



2. What is the applicant's minimum committed (this number will be included in the grant agreement) percentage of the workforce working on BEAD projects in Wisconsin that will be directly employed by the applicant (i.e. a full-time employee with the applicant)? [% numerical entry]

3. What is the maximum percentage of the workforce working on BEAD projects in Wisconsin that will be contracted or subcontracted? [% numerical entry]

4. If applicable, provide documentation of any local hire provisions that will be utilized for the proposed project. Include any provisions that are required of contractors or subcontractors. Indicate if local hire provisions are preferred but not required. If local hire provisions are not applicable to this project enter NA and explain as needed. [3000 character limit]



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5. If applicable, provide additional documentation of any efforts or recruitment plans to directly employ Wisconsin residents on the project. [3000 character limit]

6. Describe planned efforts to recruit and train direct hire workforce / local hire workforce, including the applicant local hire provisions and any local hire provisions the applicant will require of its subcontractors. [3000 character limit]

