



Pennsylvania

**Broadband Development Authority**

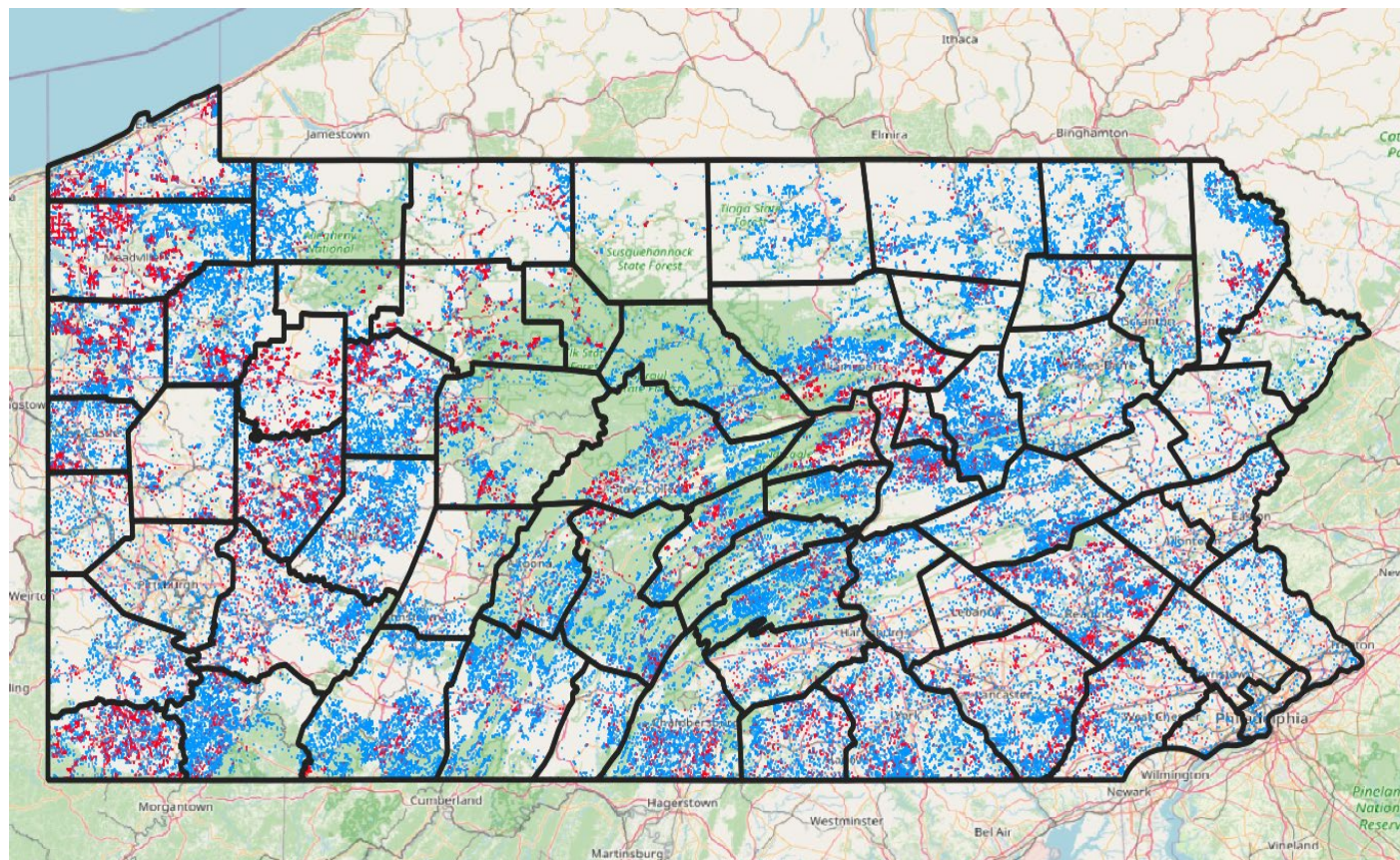
# **Broadband Equity, Access, and Deployment (BEAD) Program Overview Session #2**



# Webinar Series

## Presentation #2:

- Workforce Development
- Affordability Requirements
- Application Evaluation and Scoring





# Workforce Development



- A comprehensive workforce plan that includes a framework with objectives and goals to develop a diverse workforce. Some elements will include:
  - A recruitment plan that focuses on building a diverse and sustainable workforce
  - A description of how applicants will prioritize hiring local workers, specifically historically underrepresented populations.
- PBDA strongly encourages that at least 15% of workforce is comprised of one or more of the following:
  - A directly employed workforce from local or regional areas of Pennsylvania.
  - Employees who have completed registered apprenticeships or pre-apprenticeships.
  - Employees are hired because of joint labor-management partnerships with a Pennsylvania local union or industry group.
  - On-the-job training opportunities to recruit new employees.



# Commonwealth Workforce Transformation Program



- Also known as “CWTP”
- Introduced by Governor Shapiro’s Administration in 2023
- To amplify project funding provided to Pennsylvania through IIJA
- Will train new workers, promote prevailing wages, and encourage local hiring preferences.
- Specific program details for CWTP are still being developed by the Office of the Governor and are not included in BEAD guidelines.
- Applicants will indicate interest in the program application.





# Pennsylvania Prevailing Wage Act

- Coming soon: PBDA Prevailing Wage webpage, including:
  - Details about Prevailing Wage laws in Pennsylvania, specifically as they apply to BEAD projects.
  - The page will also include resources from the Pennsylvania Department of labor & Industry.
- **The Pennsylvania Department of Labor & Industry, through the Bureau of Labor Law Compliances, determines prevailing wage coverage and issues rates. PBDA does not determine Prevailing Wage rates.**
- Prevailing Wage Act laws will apply to grant projects when projects:
  - Are publicly funded;
  - Involve construction, demolition, reconstruction, alteration, repair work, renovations, build-out, and installation of machinery and equipment;
  - Costs are more than \$25,000 and less than \$5 million;
  - Activity is performed under a contract.



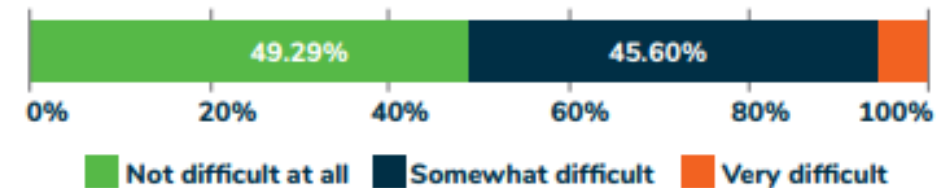


# Affordability

## Grantees must offer affordable broadband service options to all subscribers, which should include the following:

- An affordable price point that is inclusive of all taxes, fees, equipment, and charges billed to the customer.
- Consistent and reliable speeds of at least 100/20 Mbps.
- No data caps, surcharges, or usage-based throttling may be applied. The affordable service options must be made available to all locations within a grantee's proposed project area. Options should be available across an entire project service area.
- Applicants must submit a description of the approved plan to advertise the affordable service option to customers.

### DIFFICULTY PAYING MONTHLY INTERNET BILL





# Required Affordable Service Options

## 1. Low-Income Service Plan:

- To be offered to low-income households
- Costs equal to or less than 2% of the maximum eligible annual income, divided by 12.
- Currently, costs of \$583.20 annually or \$48.60 per month.

## 2. Middle Class Affordability Plan:

- Recommended Middle Class Affordability Plan is an affordable annual or monthly rate, inclusive of all taxes, fees, equipment, and charges billed to the customer.
- PBDA has determined that an affordable baseline for costs is \$643 annually or \$54 per month or less.

## 3. Administering Affordability Plans:

- Subscriber cost administration and compliance must be monitored and maintained by the grantee.
- For Low-Income Service Plans, applicants should include an explanation for how subscribers meet income eligibility requirements.



# Application Evaluation and Scoring

**The evaluation will be objective in nature, to include:**

- Completeness of proposed services by the proposed project area.
- Proposed broadband speeds
- Reliability and technology preference
- Technological scalability to meet a minimum of 100/100 Mbps (where 100/20 Mbps is proposed)
- Detailed cost estimates
- Workforce development program investments
- Project cost match







# Scoring for Priority Broadband Projects

| Criteria   | Weight                     |
|--|----------------------------|
| 1. Minimal BEAD Program Outlay                     | 0-40 points, or 40% of 100 |
| 2. Affordability                                   | 0-25 points, or 25% of 100 |
| 3. Fair Labor Practices                            | 0-15 points, or 15% of 100 |
| 4. Speed of Deployment                             | 0-1 point, or 1% of 100    |
| 5. Equitable Workforce Development and Job Quality | 0-10 points, or 10% of 100 |
| 6. Local Government Coordination                   | 0-4 points, or 4% of 100   |
| 7. Open Access                                     | 0-5 points, or 5% of 100   |





# Scoring for Other Last-Mile Broadband Projects

| Criteria   | Weight                     |
|--|----------------------------|
| 1. Minimal BEAD Program Outlay                       | 0-40 points, or 40% of 100 |
| 2. Affordability                                     | 0-20 points, or 20% of 100 |
| 3. Fair Labor Practices                              | 0-15 points, or 15% of 100 |
| 4. Speed to Deployment                               | 0-1 point, or 1% of 100    |
| 5. Speed of Network and Other Technical Capabilities | 0-5 points, or 5% of 100   |
| 6. Equitable Workforce Development and Job Quality   | 0-10 points, or 10% of 100 |
| 7. Local Government Coordination                     | 0-4 points, or 4% of 100   |
| 7. Open Access                                       | 0-5 points, or 5% of 100   |





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Please email [RA-DCPBDA\\_BEAD@pa.gov](mailto:RA-DCPBDA_BEAD@pa.gov) with questions.

Thank you!

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