

Workforce Development: Facilitated Session



Agenda

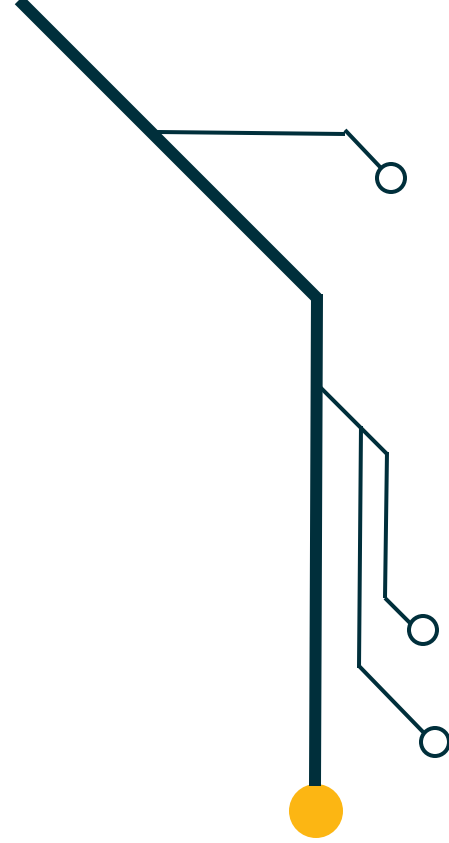
1. Welcome and Introductions
2. Broadband Program Overview
3. Workforce Development Considerations
4. Next Steps and Questions

Introductions

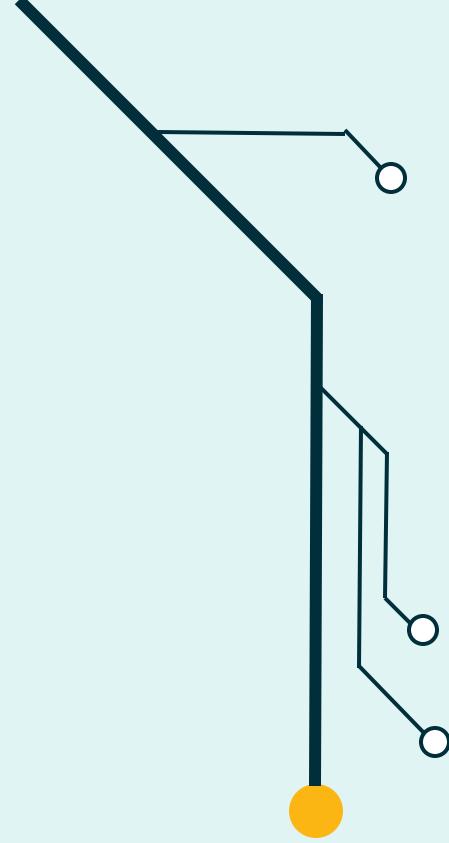
- *Kelly Schlegel - Director of the Office of Broadband Access and Expansion*
- *Joaquin Alvarado – Community Engagement Facilitator*

Mission and Vision of Office of Broadband

- **Mission:** Passionate leadership to drive bold, equitable, and inclusive broadband solutions
- **Vision:** Achieve bold, affordable broadband solutions for New Mexicans that honor the state's rich heritage and elevate quality of life for all
- **Values:** Seven values defining OBAE's people, processes, planning, and programs: 1) bold; 2) honest; 3) curious; 4) innovative; 5) respectful; 6) collaborative; 7) analytically rigorous
- **Four major goals**
 - Universal Broadband Availability
 - Broadband Adoption and Meaningful Usage
 - Statewide Next Generation Networks
 - Program Stewardship
- **These goals are foundation of the 3-yr Plan submitted Jan 01, 2023 that describe strategic priorities, initiatives and actions to accomplish each goal**



Broadband Infrastructure and Digital Connectivity Program Overviews



Federal and State Broadband Thresholds

25/3
Mbps

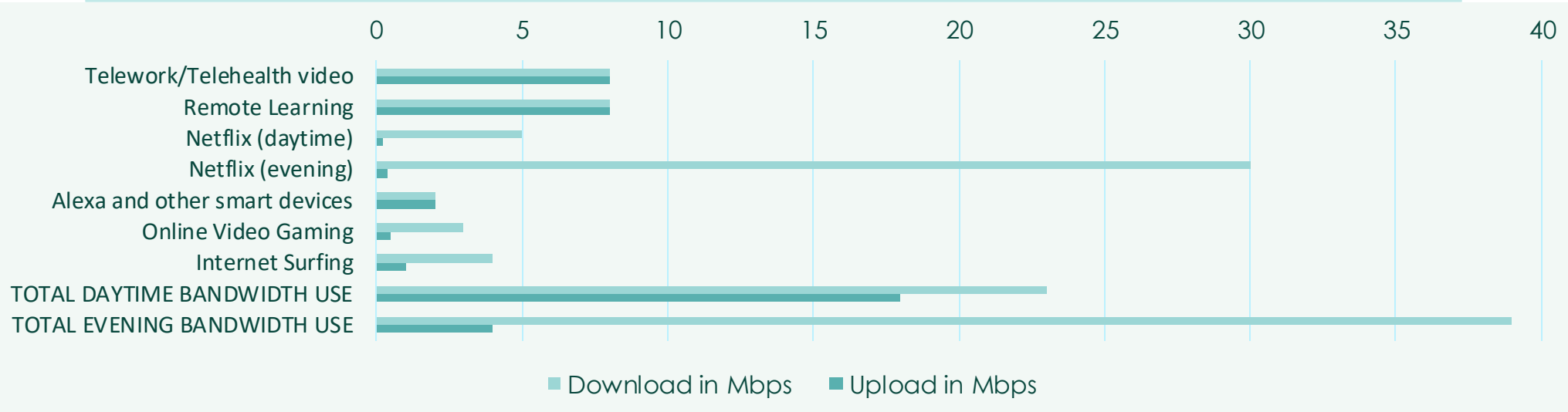
The FCC's definition is 25 megabits per second down and 3 megabits per second up (25/3 Mbps)

100/20
Mbps

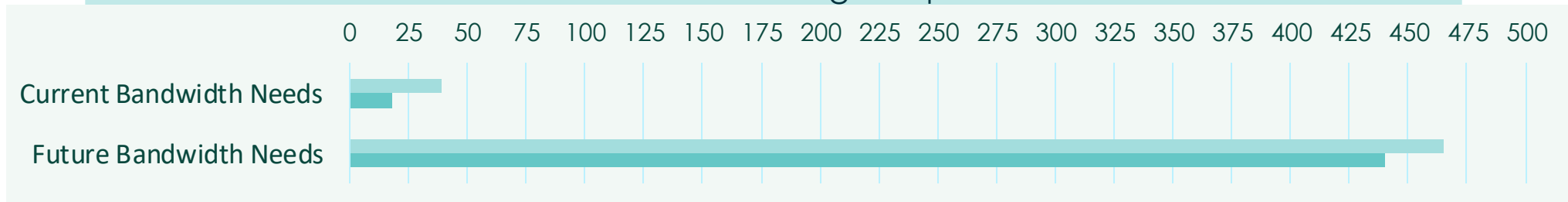
Congress set a new 100/20 Mbps standard in the American Rescue Plan Act and Infrastructure Investment & Jobs Act

How much bandwidth do we need?

Today we need more bandwidth than minimum 25/3 Mbps broadband speeds defined by the FCC

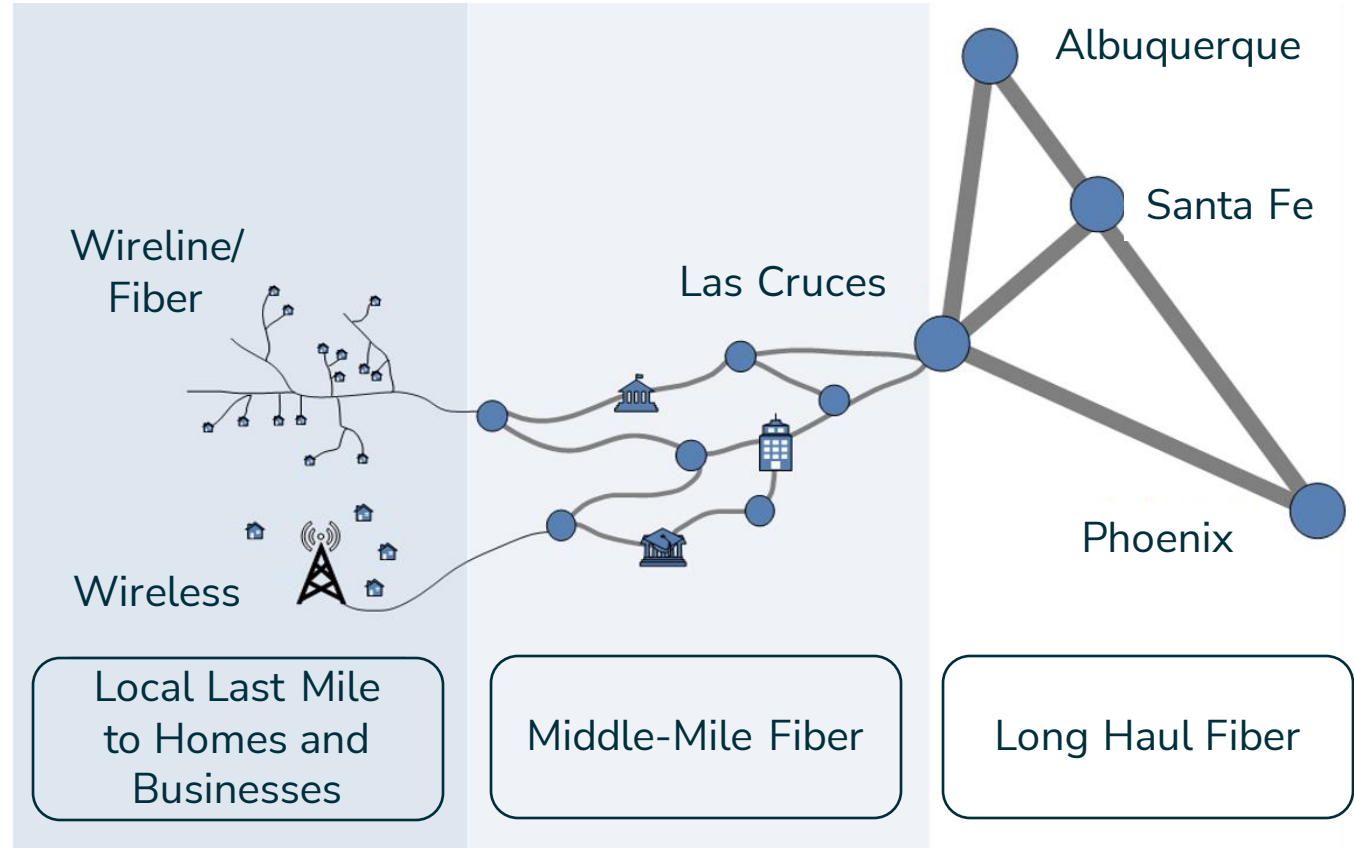


With augmented reality, other anticipated applications, and increased usage, we will soon need much higher speeds



THE ELEMENTS OF A BROADBAND NETWORK

- Long haul fiber
- Middle mile fiber
- Last mile (wireline or wireless)



Broadband Planning Overview

New Mexico will develop a statewide plan for expanding broadband to all in-state addresses

Funds to be expended in order

1. Unserved locations: those that cannot get internet service of at least 25/3 Mbps
2. Underserved locations: those that can get internet service between 25/3 and 100/20 Mbps only
3. Community Anchor Institutions (schools, libraries, hospitals) – locations that cannot get 1 Gbps internet
4. Low-income and affordable housing

Planning

2023

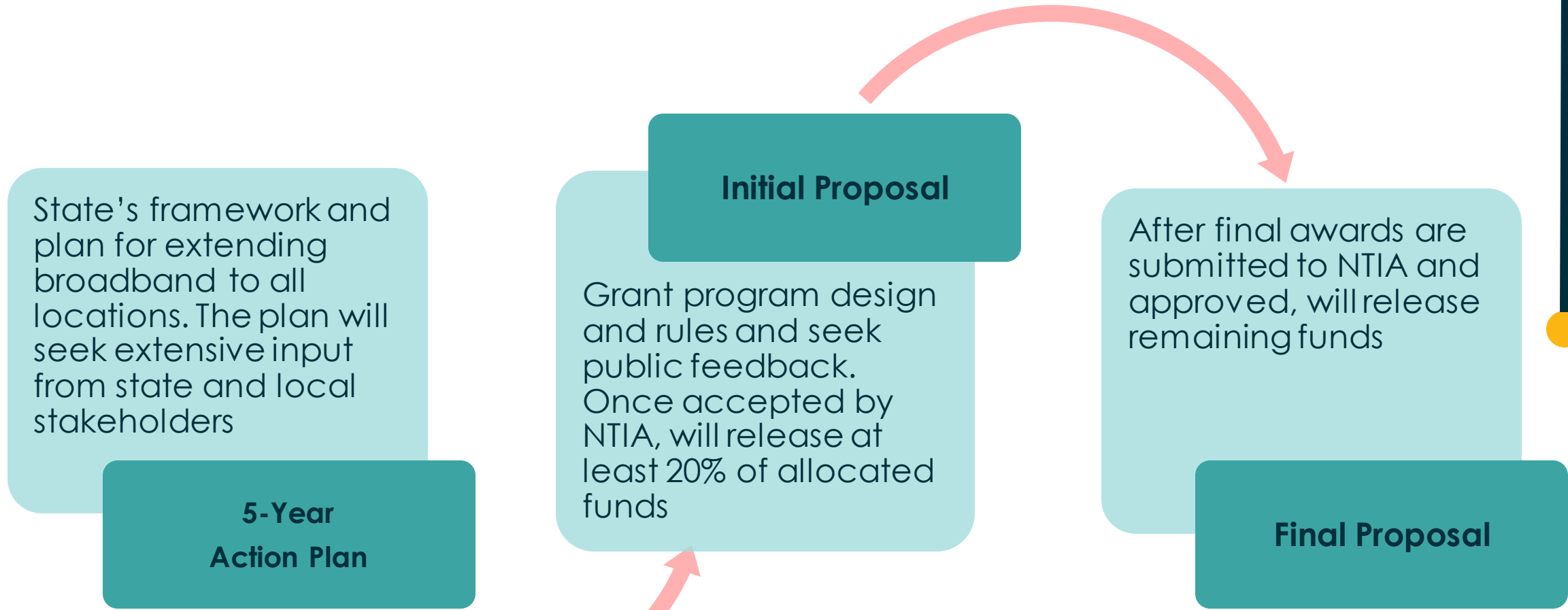
Provisional grant program

2024

Deployment

2025

Required Planning Will Result in Release of Funds



Massive Construction Could Entail Bottlenecks

Physical Assets

Fiber optic cable, Splitters, Cabinets, Handholes, Conduits, Multiport terminals, Network Equipment

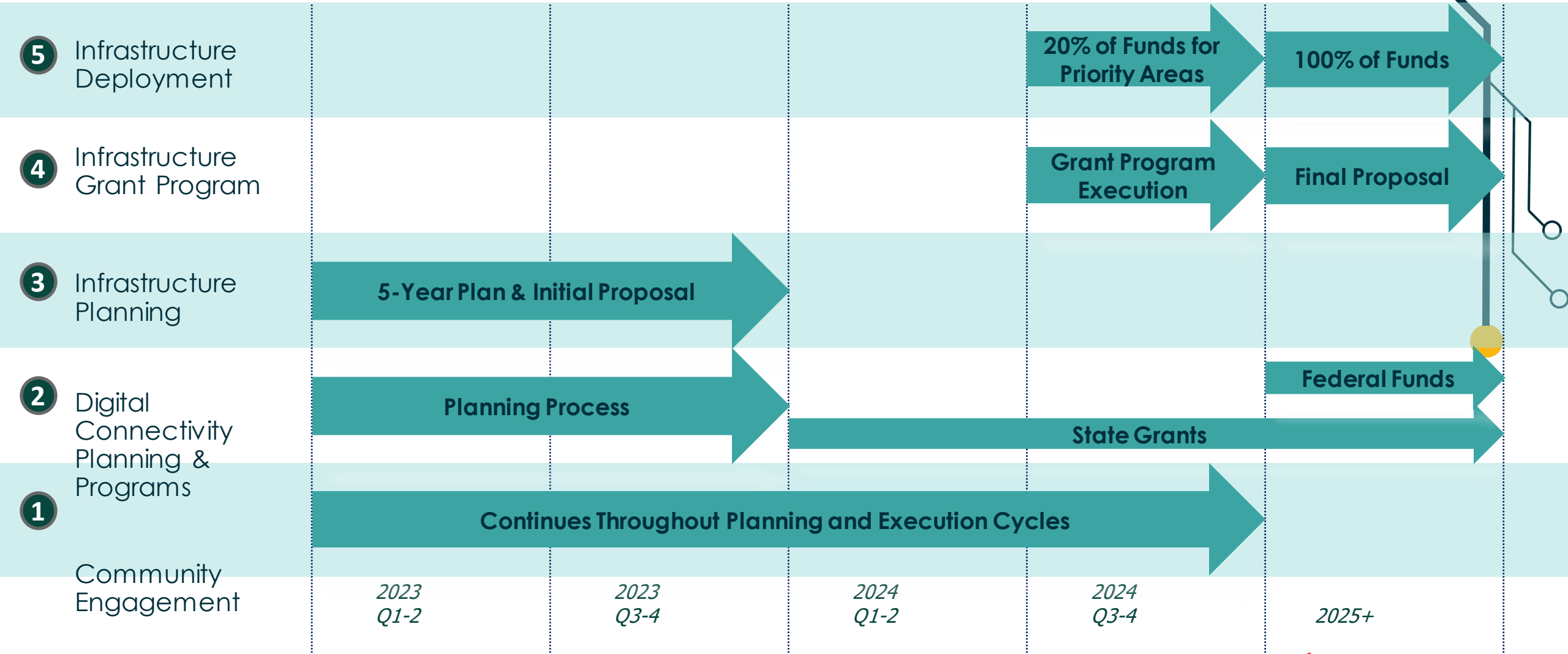
Distribution and Logistics

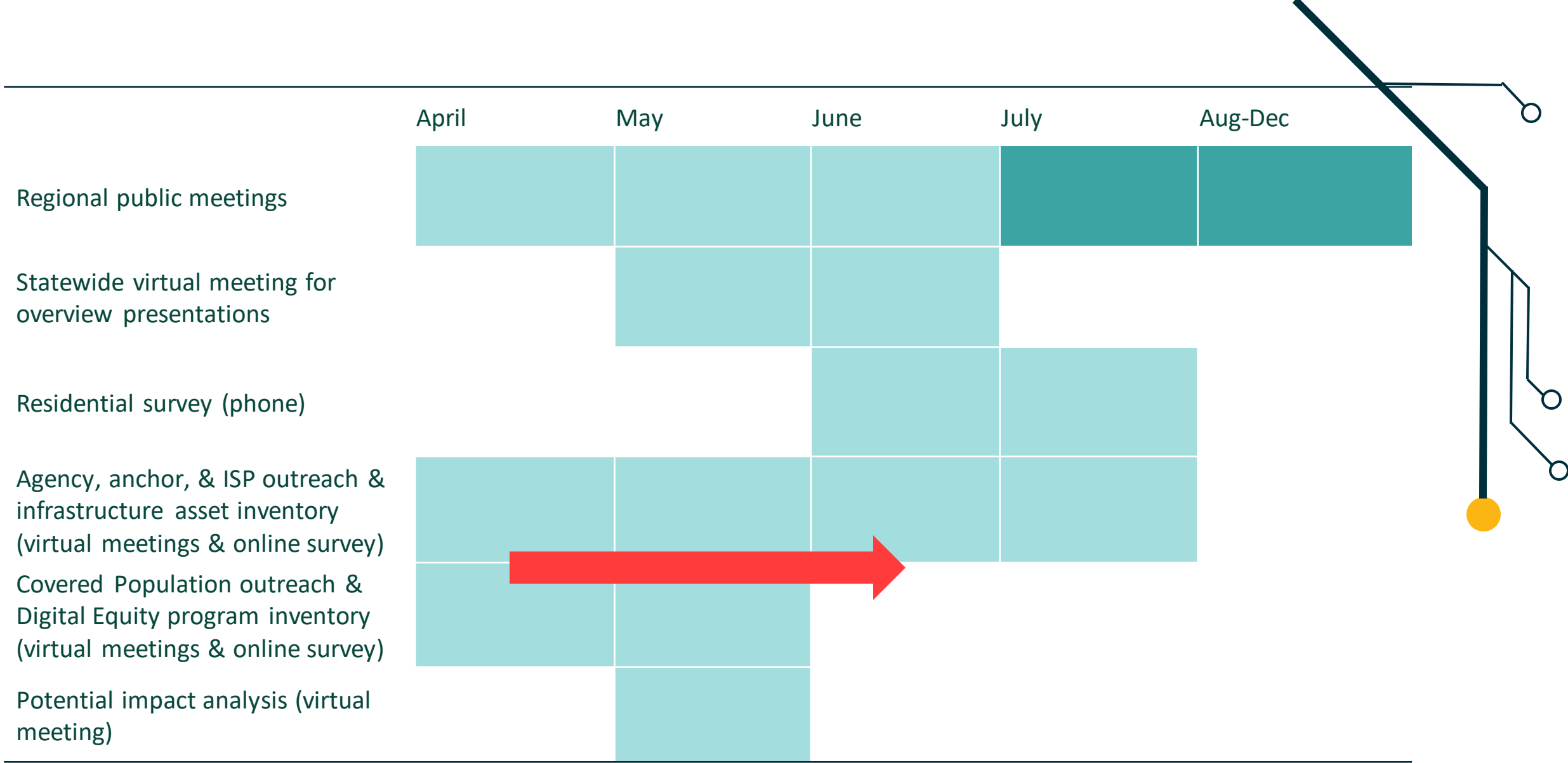
Supplier stocks, warehousing and storage

Workforce

Design, Field, Construction, Project Management, Quality Assurance

Program Timelines





- Initial Engagement
- Ongoing Engagement
- Stakeholder Facilitation Sessions Sprint

Opportunities to Provide Input



The state is conducting a series of virtual facilitated sessions with stakeholders including:

- county and local government
- community anchor institutions
- workforce development
- covered populations
- internet service providers.

Please plan to join one or more facilitated sessions and complete a short follow-up survey.



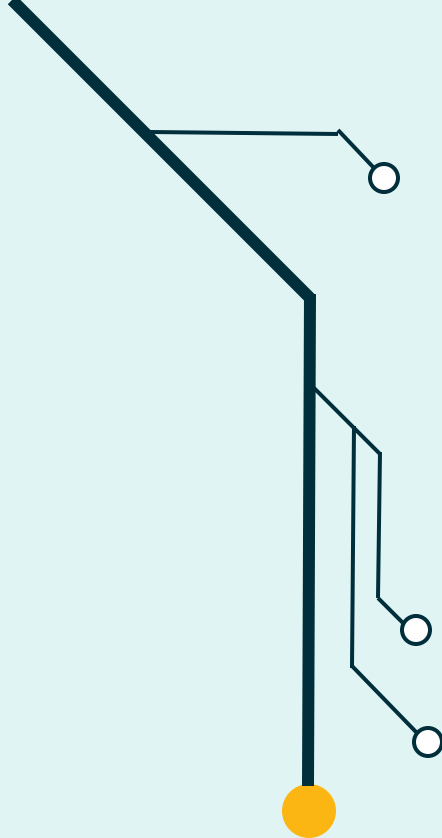
The state is conducting inventories of broadband infrastructure assets and digital connectivity programs. *Please fill out the questionnaires and help us by sending them to additional people and organizations that you know have relevant information.*

Question:

What are the most realistic and sustainable career paths for fiber optic technicians?

- Electrical Line Work
- Smart grid technology
- Information technology
- Cyber-Security
- Fiber network design
- Supervisory and Management
- Customer support
- GIS services
- Project Management
- Electrical engineering.

Workforce Development Considerations



Broadband Service Deployment Under BEAD

State issues subgrants to deploy broadband infrastructure and deliver service

Projects comply with fair labor standards

State workforce development plan ensures readiness and new jobs to underrepresented groups

Low-cost service options available to eligible subscribers – any household qualifying for the Affordable Connectivity Program (ACP)

Low-cost service parameters based on provider participation in ACP or other subsidies, cost to subscribers after subsidies, and plan speed

**Broadband service project areas
prioritize unserved address locations**



Workforce Development Stakeholders



State Workforce Plan

Plan to achieve a diverse, skilled, and sufficient workforce for building and maintaining high-speed Internet infrastructure, including specialized telecommunications and construction jobs

Must address:

- Compliance with federal labor and employment laws – i.e., fair labor practices, civil rights and nondiscrimination
- Skilled workforce activities – developing a highly skilled workforce and ensuring state subgrantees do the same
- Equitable training and workforce development activities – ensuring fairness and diversity
- Contracting requirements



Incorporation of the Plan

Workforce Development Mitigation can be incorporated into the state plan in multiple ways

Strategies for Intervention

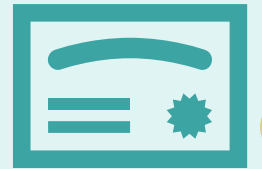
Requirements for workforce labor standards and activities in grant eligibility

Additional points in grant proposal scoring for compliance with pay and labor standards, apprenticeship programs and other workforce development priorities

State, industry, education, non-profit and other develop, engage in, and promote activities to mitigate bottlenecks

Workforce Development Survey

- Profile of workforce development programs your organization provides or uses, including:
 - Programs for job placement in the communications industry or transferable skill sets
 - Programs addressing any specific populations or communities (such as rural)
 - Current capacity for developing and offering trainings to meet workforce demands in the communications industry
 - Plans for developing and offering additional programs to meet future demands
 - Funding sources for training programs
- Barriers and obstacles to developing a diverse, skilled workforce and how these can be mitigated
- ISP workforce related questions




Potential Initiatives



Develop core curriculum



Define and adopt unified fiber optic technician certification




Develop incentives for train-the-trainer opportunities



Develop career path partnerships and apprenticeship best practices with industry partners



Develop prison technical program



Publicize training opportunities to diverse populations and connect them to apprenticeship programs



Establish career technical education programs

Questions:

What programs are currently underway to increase Telecom training?

Are there any plans for additional training programs?

Has there been any plans to collaborate with local community colleges to create training and degree curriculum?



Questions?

