

Way and Take Adaptation and Accreditation

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The recent [Inflation Reduction Act \(IRA\)](#) offers asset owners and contractors considerable financial incentives for building qualified clean-energy projects. There are two main components to the IRA: apprenticeship utilization and the prevailing wage requirement. If these project requirements are met, the base credit increases from 6% to 30% for each project- and it brings more skilled workers into the industry at a time when they are desperately needed. This is outstanding motivation to get things right!

To be successful, it is critical to understand upfront what workforce data needs to be collected to stay within guidelines of the IRA. Also key is the ability to ease the reporting burden on construction teams by loading data into a central database.



relevant on-the-job knowledge with it.

But meeting the apprenticeship requirement also poses some challenges. It begs the question: How do we collect and report on that that crosses multiple trades and organizations? These are some important factors to consider:

- » **Centralized Database:** In order to gain a complete picture of who is on your project, it starts with a centralized database of workforce data. Having a centralized database avoids the challenges associated with fragmented data coming from multiple trade partners; such data places an unnecessary burden on the project administration team

that would have to manually aggregate and normalize the



include fatigue or turnover reports, which are both leading indicators of potential safety risks. Another example is tracking equipment certifications to ensure that only trained and certified workers can operate certain types of equipment. A centralized database also affords reactive benefits, including mass text messaging or automated mustering check-ins in the case of a safety event.

- » **P d c** : Connecting workforce data to either a CPM or Lean schedule automates the process of comparing projected vs. actual hours. This greatly reduces the reporting burden on project teams and provides key insights into which projects are at risk of schedule delays.
- » **C a c a d c c a a c** : IRA and Davis-Bacon are just two examples of workforce reporting requirements that project teams must manage. OSHA has other requirements, and having a centralized database allows for project teams to quickly report on which workers are OSHA 10/30 certified and when their respective certifications expire. Certification tracking makes reporting remarkably simple.

CLOSING THOUGHTS

The IRA is an outstanding piece of legislation for construction companies. Its financial incentives will push organizations to automate and refine their processes in ways that will benefit them for decades to come. It will also ensure that we bring in



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