## LOCAL HIRING POLICY SPECTRUM (Private & Public Development)



3

Local Resources/Referrals:

- NOVA Programs
- CDD Referrals
- Econ Dev Referrals
- Community Outreach

Local Hiring Targets/Goals:

- Non-binding employment plans
- No enforcement or penalties; Good faith efforts
- Council local hiring policy/ordinance

Land Use Requirements:

- Defined program-Council local hiring policy/ordinance
- Construction jobs requirement/negotiated agreements
- Incorporate into Development Agreements
- Funding for local hiring programs

Local Hiring Ordinances/Agreements:

- Community workforce Agreements with local hire % requirement
- City to create/operate local hiring apprenticeship, training, and placements program
- Local hiring requirements in precise and specific plans
- Requirement for City capital projects
- Permanent jobs requirements
- Project Labor Agreements (PLAs)



LOW

## CITY RESOURCE NEEDS (OPERATIONAL, REGULATORY, LEGAL, ETC)\*

\*Each policy requires a different level of resources. This spectrum is an example of local hiring programs, but is not inclusive of all policy options available to Council. The diagram is to illustrate the various policy options and each column beginning from #1 is illustrated assuming that the next column is cumulative.