

Federal Workforce Legislation for the Glass & Glazing Industry

The request:

Advance the **Employer-Directed Skills Act (H.R. 4049 / S. 3846)** to give employers direct access to federal training reimbursement for new hires. **Support inclusion** of the Employer-Directed Skills Act in **WIOA reauthorization legislation**.

The issue:

The glass industry has thousands of good-paying jobs waiting to be filled.

The glass and glazing industry supplies and installs the glass in every home and commercial building in America. The **National Glass Association represents 1,900 member companies across all 50 states, employing 71,000 Americans who generate more than \$10.3 billion in annual revenue.**



A lack of skilled workers continues to be among glass installers' and glass fabricators' top challenges, with **86% of glass fabricators saying it was as, or more, difficult to hire in 2025 than previous years. 52% of glass installers rank recruitment as their top labor challenge**, and both segments report entry-level positions as the most difficult to fill.

Federal workforce programs are underutilized.

Federal training dollars exist but the workforce system is too complex for small specialty contractors to navigate. **43% of NGA members have annual revenue under \$1 million** and no dedicated HR staff to engage with workforce boards. They need a simpler pathway to access training support. Large glass manufacturers find a system that doesn't meet their training needs. The Employer-Directed Skills Act gives employers a direct pathway to access funding to train new hires. **Statistics show that employees are 2.7 times less likely to leave within the next 12 months if they feel they can acquire skills***, making training a critical factor in addressing the glass and glazing industry's labor shortage.

* 2024 Deloitte and The Manufacturing Institute Talent Study

The solution:

Provide employers direct access to training reimbursement.

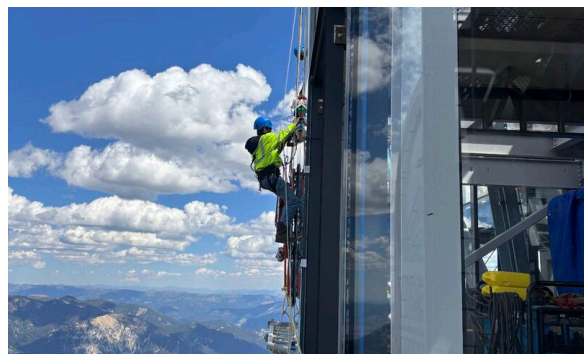
The **Employer-Directed Skills Act (H.R. 4049 / S. 3846)** lets employers pick the job candidate, pick the training program, and get reimbursed without having to navigate complex workforce board requirements. Two pathways:

- OJT pathway: Hire first, train on the job, get 50–75% of wages reimbursed during training
- Skills development pathway: Train first in a structured program, get 50–90% of program costs reimbursed (90% for companies with 50 or fewer employees).

NGA has training programs to meet industry needs.

The National Glass Association offers training to meet the needs of its members that would qualify for EDSA funding:

- **Registered Apprenticeship Programs**—NGA has partnered with the National Center for Construction Education & Research (NCCER) to provide community colleges, other industry associations, and individual companies with DOL-registered glazier apprenticeship programs combining on-the-job training with related technical instruction.



- **MyGlassClass.com and MyGlassFAB**—NGA's online training platforms offer 100+ courses for glass installers and fabricators in English and Spanish. Courses train new and existing employees in job responsibilities, safety, products, glass installation techniques, and fabrication processes.

Representing 1,900 company members, the National Glass Association (NGA) is the largest trade association serving the glazing and glass building products industry. We develop standards, create technical resources, promote and advocate for glass in the built environment, and advance the industry as a viable, thriving and exciting career path. Learn more at glass.org/advocacy. For further information on NGA's workforce development, apprenticeship, and education & training products & services, contact Jenni Chase, VP of Workforce Development, at jchase@glass.org, 703/442-4890, ext. 164.