



Policy Brief: A Lawful Workforce Pathway for U.S. Builders

America's ability to rebuild its infrastructure, expand affordable housing, and modernize its energy grid is being undermined by the chronic shortage of skilled construction labor. The challenge is not new, but its scale now threatens the nation's economic competitiveness and project delivery timelines.

To address this challenge, the National Construction Policy Institute (NCPI) has developed a pragmatic, security-first immigration framework tailored exclusively to the construction industry. This is not an amnesty or legalization proposal. Instead, it creates a narrow, tightly controlled entry pathway for vetted, qualified workers to fill specific construction roles when verified shortages exist.

The proposed Construction Workforce Visa (CW-V) is grounded in three principles:

1. Security and enforcement first through biometric identity verification, real-time exit tracking, and strict employer accountability.
2. Protection of U.S. workers including prevailing wage requirements, U.S. recruitment priority, and transparency in all job allocations.
3. Data-driven oversight via annual and regional caps based on Bureau of Labor Statistics, Census, and Department of Labor metrics, ensuring the program adjusts automatically to real workforce conditions.

CW-V would authorize only project-based, time-limited employment with each worker tied to a verified project schedule, with mandatory exit and re-entry controls that reinforce circular migration and minimize overstays. Employers must cover all fees, maintain safety and wage compliance, and face swift penalties for abuse.

This framework creates a lawful, enforceable, and scalable way to supply the skilled labor essential for national construction demands while protecting American jobs, securing the border, and strengthening economic resilience.

The forthcoming NCPI white paper, "Constructing the Future: A Lawful Workforce Pathway for U.S. Builders," provides the full policy design, metrics, and implementation roadmap for lawmakers, regulators, and industry stakeholders.