

ODOT Workforce Programs

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Office of Equity and Civil Rights

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Program History

- Legislation – In 2009, the Oregon Legislature passed a bill (now ORS 184.866) that directs ODOT to expend a portion of our federal funds “pursuant to 23 U.S.C. 140(b)” on activities “to increase diversity in the highway construction workforce and prepare individuals interested in entering the highway construction workforce.”

Oregon Department of Transportation



Legislation

In 2009, the Oregon legislature passed a bill creating the supportive services program.

Funding Streams

$\frac{1}{2}$ of 1% of federal highway funds up to \$2.1 million.

Sustainable Program

Achieving long-term results requires that there be continuous funding for a sustainable program.

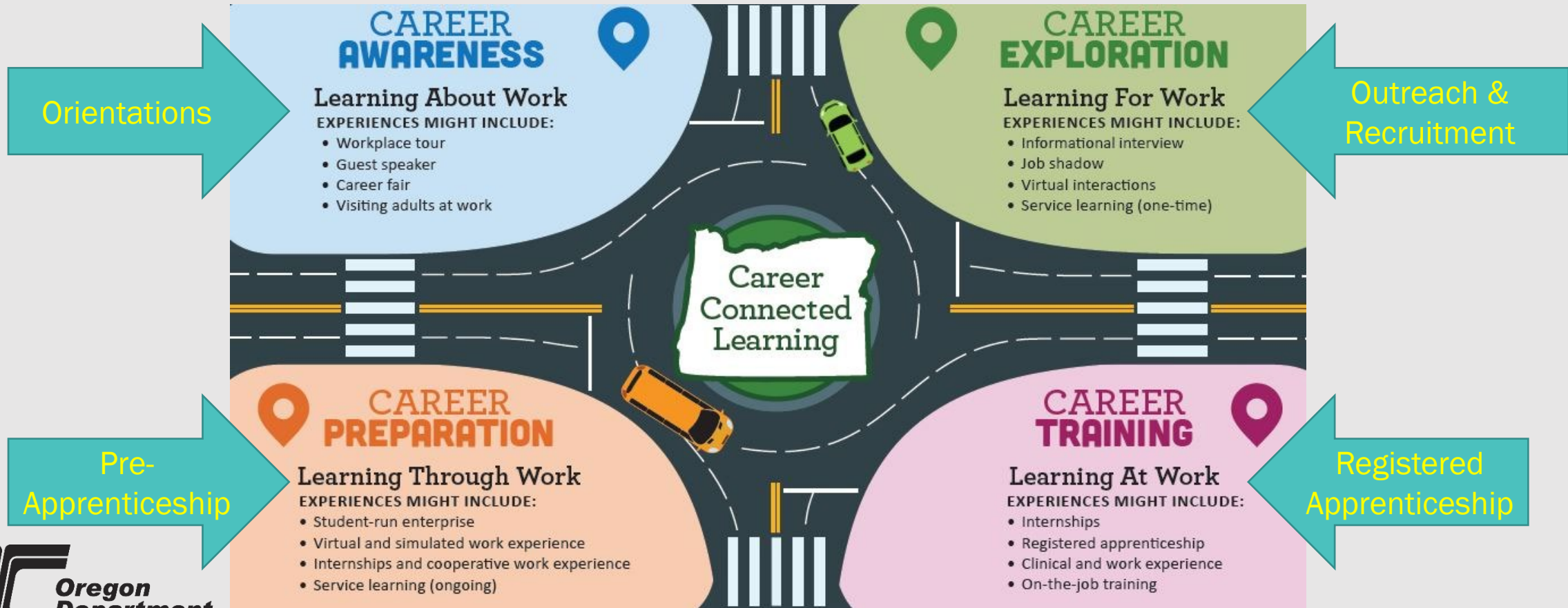
Agency Collaboration

ODOT has an interagency agreement with BOLI to manage the program.

Activities Required by Statute

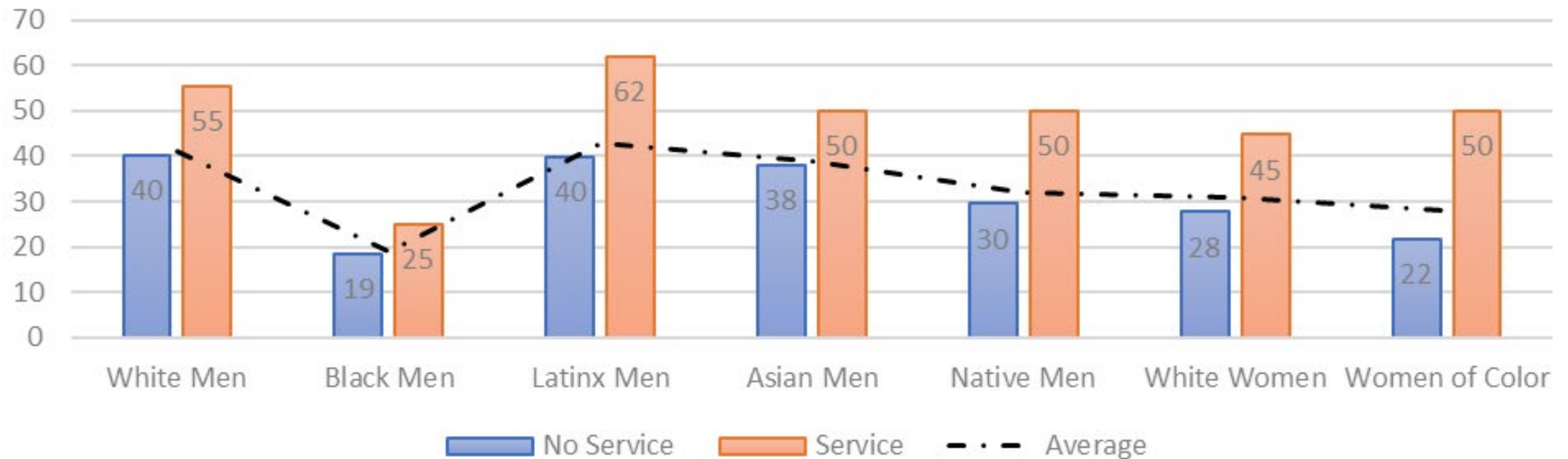
- (a) Pre-apprenticeship programs
- (b) Pre-employment counseling
- (c) Orientations on the highway construction industry
- (d) Basic skills improvement classes
- (e) Career counseling
- (f) Remedial training
- (g) Entry requirements for training programs
- (h) Supportive services and assistance with transportation
- (i) Childcare and other special needs
- (j) Job site mentoring and retention services

ODOT-BOLI: Career Connected Learning



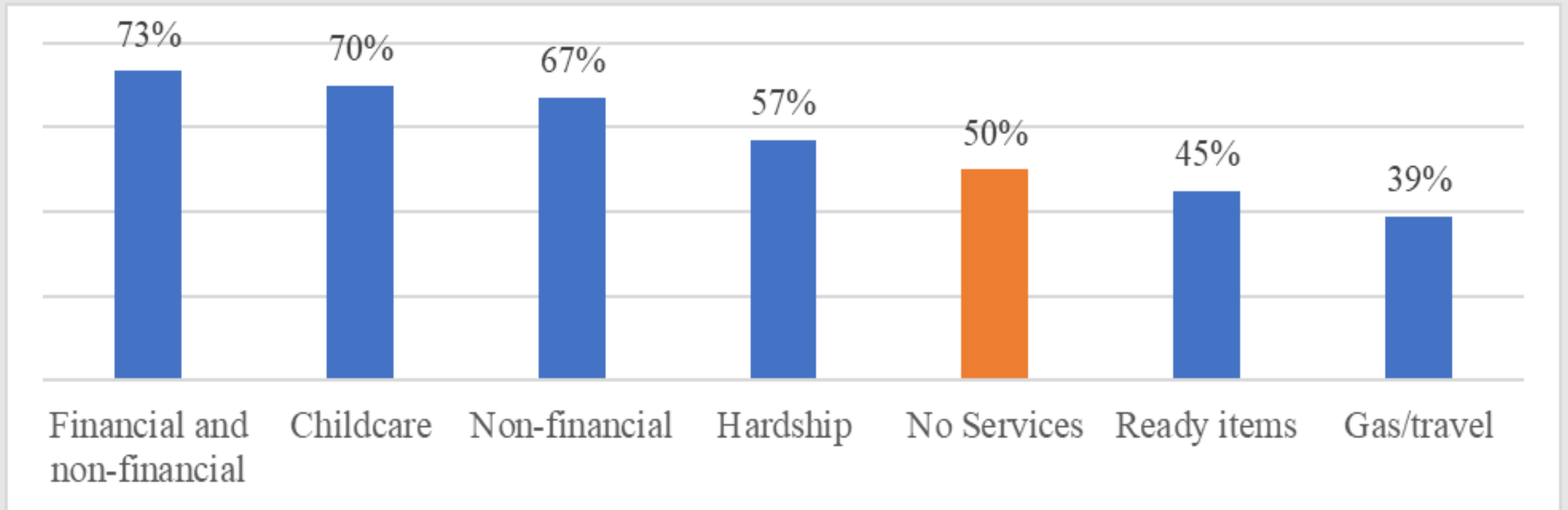
2020 Evaluation – Portland State University

Figure 3. Percent of Apprentices in Highway Trades Completing On Time, by Race/Ethnicity and Gender and Service Receipt, Cohorts 2008-2013



2022 Evaluation – Portland State University

Percent of highway trades apprentices in the 2014-2015 cohort completing, by service type



High-Impact Supportive Services

Child Care Subsidies

- The Oregon Department of Human Services has a program – called Employment Related Day Care or ERDC – to help working parents with household incomes up to 200% of Federal poverty level with childcare subsidies.
- For apprentices in highway construction trades that we serve, about 10-20 percent qualify for ERDC. For those making too much to qualify for ERDC, we supplement these subsidies to keep the cost of childcare at or below 7% of household income.

Hardship Assistance

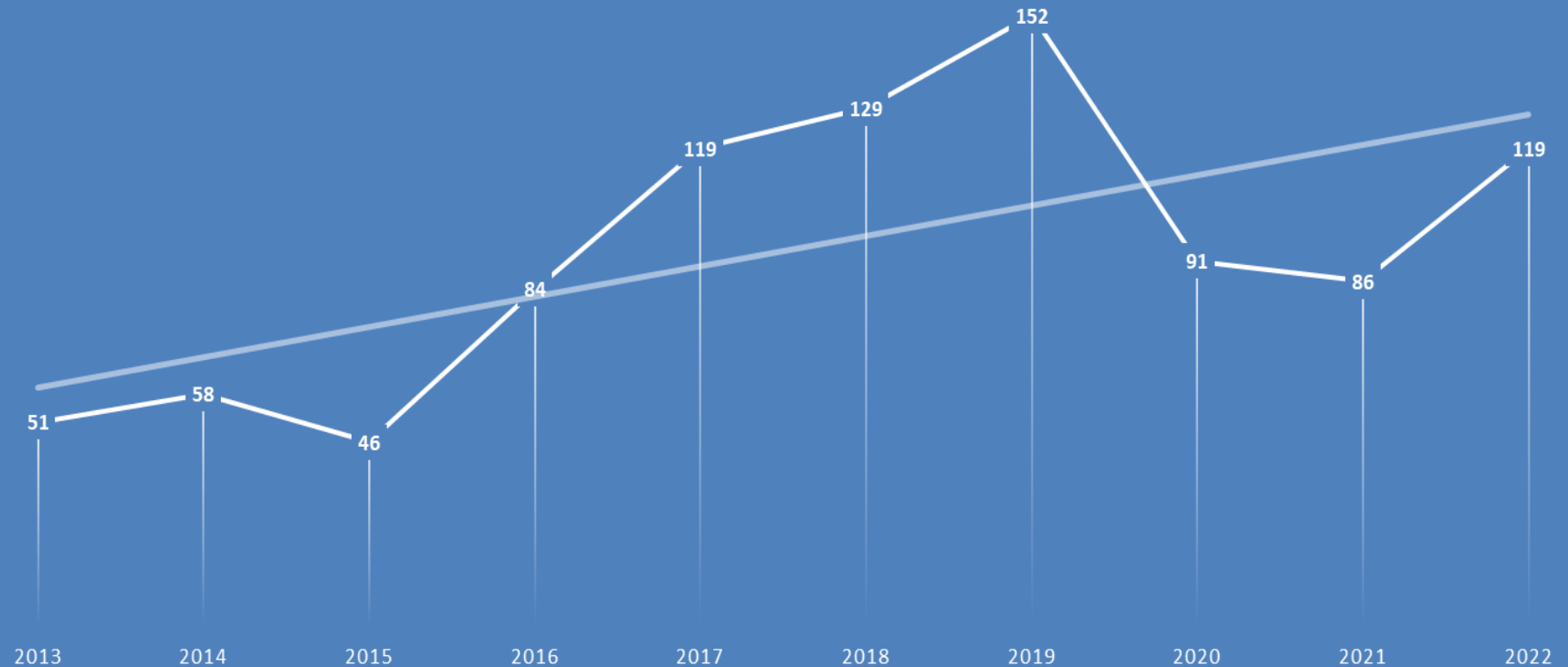
We provide 2 kinds:

1. Individual assistance for personal destabilizing events like divorce, medical issues that cause apprentices to miss work, and vehicle breakdowns;
2. State emergency assistance for community destabilizing events like a pandemic or a wildfire that is declared an emergency by the Governor.

Journey Workers Produced

- For calendar years 2021 and 2022, the program produced 205 journey workers.
- This equates to \$10,244 per journey worker produced (at \$2.1 million for a two-year period).

NEW JOURNEY WORKERS WHO RECEIVED ODOT SERVICES AS APPRENTICES
(BY YEAR OF COMPLETION)



Overview of Workforce Utilization on Closed ODOT Projects

Executed on 1/25/2023

Includes hours worked on closed ODOT projects of contract prices equal to or greater than \$3 million.

Apprenticeable hours exclude the following trades: *Cable Splicer, Construction Assistant, Diver Standby, Diver Tender, Diver, Flagger, Highway/Parking Striper, Other, Pile Buck, Truck Driver.*

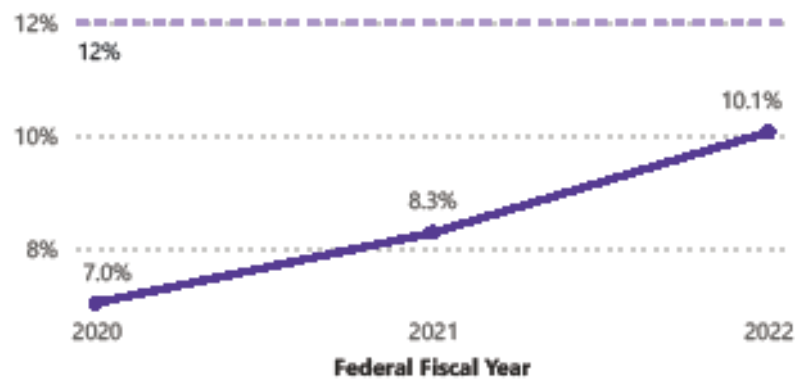
Total Workforce Hours (FFY 2022)

Worker Hours	Apprenticeable Worker Hours
506,941	443,430

Workforce Hours Worked and Utilization Achievement (FFY 2022)

Apprentice Hours	Utilization	Minority and/or Woman Worker Hours	Utilization
44,587	10.1%	147,902	29.2%

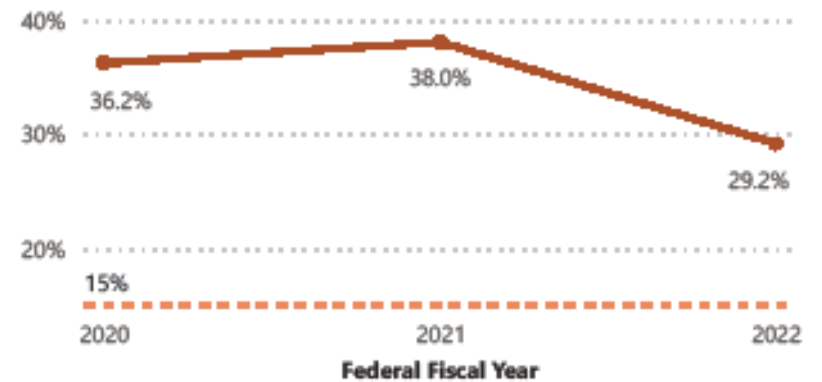
Apprentice Utilization (FFY 2020 - 2022)*



*Apprentice utilization achievement was reduced in 2020 and 2021 as a result of COVID-19 pandemic. Utilization increased in FFY 2022.

OECR expects two Urban Mobility Office mega-projects (I-205 Improvements underway, I-5 Rose Quarter forthcoming) to contribute to a significant increase in apprentice utilization over in the coming decade. This is based on anticipated labor hours for these projects, and on apprenticeship goals (minimum of 20% apprentice hours, apprentice operator hours minimum of 15%).

Minority and/or Women Utilization (FFY 2020 - 2022)



Highlights

- Hardship funds have increased the retention of apprentices, particularly women and people of color who were 12% more likely to complete when receiving this type of assistance.
- Pre-apprenticeship programs have contributed to diversifying the highway construction workforce, 27% of all women and 14% of Black men entered via pre-apprenticeship.
- Our data shows providing childcare subsidies increases the likelihood of journey completion, women and people of color who receive childcare subsidies are 21% more likely to complete, and white men who received this support were 37% more likely to complete.



Public Partners in Workforce Development

ODOT Civil Rights

BOLI Apprenticeship

Baker School District

Chemeketa Community College

ODHS Self-Sufficiency

OHSU Safety Climate Lab

PSU Sociology Dept

Portland Youth Builders & Oregon Tradeswomen

Construction Camps through Baker Technical Institute

Tools and Safety for Pre-Apprentices

Child Care Subsidies to Supplement ERDC

Development of Respectful Workplace Climate Scale

Mixed Methods Program Evaluation

Respectful Workplace Pre-Apprenticeship



Private Sector Contractors

Outreach and Recruitment

Career/Trade Fairs

Central OR
Skilled
Trades Fair

NAWIC
Construction
Career Day

ODOT
Region1-
PYB, CH,
OTW, POIC

ODOT
Regions 2-4
- Akana,
Blue Sun and
PNCI

Retention

Pre-
Apprenticeship

Cooper Zietz
Engineers, dba
Akana, a COBID
firm

Labor's
Community
Services
Agency

Oregon
Laborers
JATC





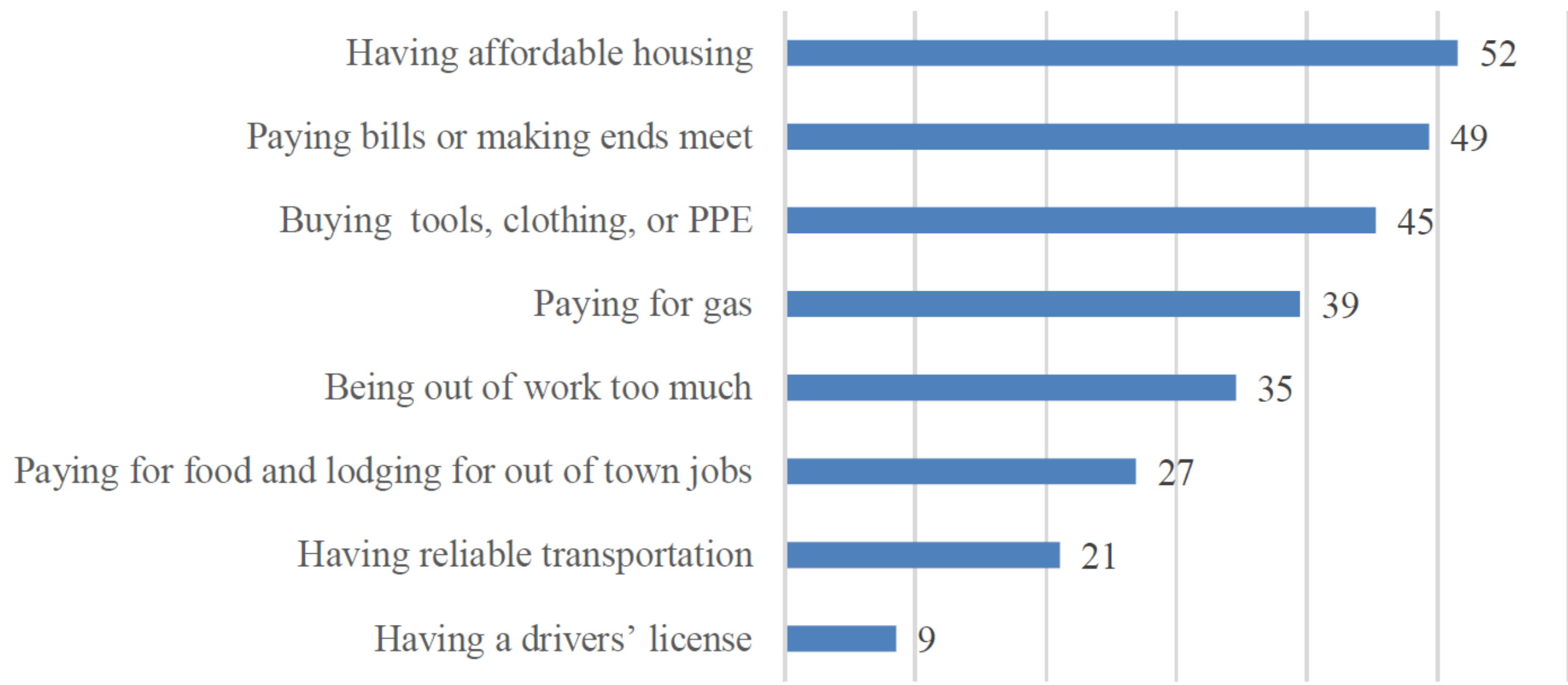
PSU 2022 Evaluation

The most common reasons why apprentices did not complete were

- 1) Leaving for another opportunity;
- 2) Financial challenges of accessing OJT hours or receiving low pay
- 3) Problematic jobsite culture
- 4) Illness, injury, or concerns about safety (not explicitly related to COVID)
- 5) Poor-quality training.

Percent of apprentices reporting financial challenges (2022 Oregon Survey of Apprentices)

Apprentices were asked an open-ended question about challenges they faced. In addition to the challenges shown below, apprentices reported some additional financial challenges in an open-ended question, such as the cost of living, cost of parking, and low pay.



Contractors & Labor Partners (2022 Evaluation)

Feedback from Contractors and Labor

- Some contractors estimated loss of employees due to drug testing sits at about 40%-50%.
- Improving jobsite culture was reported as one main area in which contractors and labor partners are working to improve retention.
- Poor training on the job or in the classroom
- Illness, injury, or concerns about safety
- Left for another opportunity
- Need more OJT hours and/or pay
- The largest recommendation was to create resources and support networks that would make it easier for contractors and labor partners to find each other.

Additional Services Ahead

- In the upcoming biennium, child care supports, enhanced mentoring, and targeted case management and wraparound services will continue to strengthen this program and support individuals joining and advancing in the highway construction workforce.
- Pre-release apprenticeships for Returning Citizens (second chance citizens). This will include operator and laborer hours with certification upon completion of cohorts and connections to contractors upon release.



Thank You!

