Workforce Update

June 19, 2017
Background

- CDOT has established a local hire goal for Central 70
  - Required special USDOT approval under pilot program
- Goal is 760,000 work hours
  - Est. 20%
  - Existing workforce can meet half of goal
- Goal set in final RFP
  - Incentive-based
Local Hire

- Chaffee Park
- Clayton
- Cole
- East Colfax
- Montview Park
- Elyria/Swansea
- Five Points
- Globeville
- Green Valley Ranch
- Montbello
- North Aurora
- Northeast Park Hill
- South Commerce City
- Stapleton
- Sunnyside
- Whittier
Efforts to Date

• Workforce Assessment
• 4 roundtable discussions
• Initial training programs funded
• Construction careers outreach sessions
• Additional funding
• New opportunities to partner with City
Roundtable-- Action Steps

• Four break-out groups from January 2016 roundtable explored key implementation needs
  – Structure Priorities
  – Accountability
  – Outreach
  – Community Access

• Structure group led priority focus and to funding request from Gary Community Investments
**Structure Discussion—Overall Priorities**

**Training**
- Increase capacity of existing programs
- Support launch of new programs
- Fund “gaps” not currently supported, such as ABE or bi-lingual training

**Community Support**
- Fund “supports” to help residents attain and retain jobs
- Invest or align investment in community economic development priorities

**Employer Resources**
- Assistance meeting recruiting and hiring compliance
- Access to up-skilling resources
Additional Funding Support

How will these funds be used?

• System resources to deliver training and capacity building

• Supportive services (PPE, driver re-licensing services, childcare investments)

• System efforts to improve job quality and service access

• Workforce strategies and policies that support target hire
Structure Priorities

Who will benefit?

• Children and Families (increased income)

• Community (more access to services and increased wages and purchasing power promotes cultural preservation)

• Industry (support broader talent pipeline efforts, expand educational offerings, workforce expansion)

• System (increased connection between support programs, training providers and industry, job demand is catalyst for shared metrics and services)
Structure Priorities

Next Steps

• Define criteria for community organizations participating in navigation support work

• Integrate navigation resources into training partner programs

• Implement shared communication and data platforms

• Expand awareness of best practices in local and target hire implementation through capacity building for partners

  – Use of data platform to collect worker and wage data
    • CDOT purchase of LCP Tracker for allows for real-time data driven decisions related to workforce and recruitment

• Accountability and Oversight
Outreach

- Committee identified potential kiosks and hubs for local hire resource information

- Launched Community Career Conversations
  - 11 sessions to date across C70 corridor; scheduling through September; 117 attendees

- Developed “peer pathways” framework to support neighbors sharing with neighbors their success working in construction
I am driven

**Entry Position:** Labourer (Construction)

**Currently:** Driver

**Future:** Thriving in the industry

**Her Advice:** Get your CDL sooner if you’re considering a driving career

**Greatest Reward:** Overcoming industry misconceptions about women in the industry

**Career Accomplishment:** Achieved my goal and dream of becoming a driver (CDL)

To learn more please contact Rosella Palacios
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Building Your Pathway
IN CONSTRUCTION/TRANSPORTATION

I am driven

Entry Position: Dump Truck Driver
Currently: Erosion Control Inspector
Future: Continue to look for opportunities to excel within the construction industry
His Advice: Find an area within the industry and focus on that pathway

Join Azim and others like him and work with our program partners to find, build or create a bridge for connecting your past work experience and skills to your future career pathway in the construction or transportation industry.

Azim Adams
Inspector

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Outreach

Next steps:

• Distribute general pathway and access information used in career conversations to CBO’s and training programs to inform practice

• Support development of industry marketing through Construction Sector partnership

• Continue to emphasize and develop “peer to peer” and “promotora” recruitment strategies

• Shift toward project specific information and job fairs in partnership with workforce centers and training partners
Career Training Center
(Former Anderson Drilling at 46th at Colorado Blvd)

Partnership with

• Colorado Contractors Association
• Community College of Denver
• Emily Griffith Technical College
• Association General Contractors
• National Western Center
• North Denver Cornerstone Collaborative
• CDOT Maintenance Training Academy

✓ 6 Training Courses
✓ Walkable for community
✓ Day and Evening Classes
Career Training Center
Partnership with CDOT Maintenance Training Academy