Oregon Department of Transportation’s Workforce Development Program

Increasing Diversity in Oregon’s Heavy Highway Construction Workforce

July, 2015
Background

- Senate Bill 894 of the 2009 Oregon Legislative Session establishes the WDP Program at $1.5 million per biennium
- ODOT and BOLI sign first Interagency Agreement on January 15, 2010, establishing BOLI as Program Administrator
- WDP Program issues first Request for Proposals (RFP) on December 6, 2010 for $1 million in services
- Five Contracts for services are signed in February 2011
- Senate Bill 831 of the 2013 Oregon Legislative Session increases funding for the WDP Program to $2.1 million per biennium
The Statute

Oregon Revised Statutes (ORS) 184.866 directs that of the federal funds received each biennium by ODOT pursuant to 23 U.S.C. 140(b), the department shall expend one-half (1/2) of one (1) percent up to an amount of $2.1 million each biennium to increase diversity in the highway construction workforce and prepare individuals interested in entering the highway construction workforce.
The Statute

Funds shall be used for the following 10 Activities:

- Pre-apprenticeship programs
- Pre-employment counseling
- Orientations on the highway construction industry
- Basic skills improvement classes
- Career counseling

- Remedial training
- Entry requirements for training programs
- Supportive services and assistance with transportation
- Child care and other special needs
- Job site mentoring and retention services
Needs Assessment

- Confirms that apprentices need lodging and per diem for out-of-town work, fuel assistance (particularly before 1st paycheck), child care, and job readiness supplies

- Identifies three overarching challenges facing women and racial/ethnic minority apprentices:
  - Discrimination and harassment
  - Lack of work (including issues of reductions of force and re-employment policies and practices)
  - Lack of supervised training on the job and mentoring off the job

Highway Construction Trades

• Five traditionally recognized highway trades with registered apprenticeship programs in Oregon:
  • Carpenters
  • Cement Masons
  • Ironworkers
  • Laborers
  • Operating Engineers

• Program added Painters to qualified trades in 2013

• Truck drivers are in a highway construction trade but only two employers are currently participating in a registered apprenticeship program in Oregon
Other Trades

• Apprentices in other construction trades may qualify for services if they are actively working on a transportation construction project.

• Program has sponsored pre-engineering classes on a pilot basis:
  • To increase the diversity and number of bridge, road, & transportation engineering workforce.
Continuum of Service to Individuals

- Career Exploration
- Preparing Apprenticeship Seekers

- Sustaining Current Apprentices
  - Fuel Assistance
  - Lodging and Meal Allowances (Per Diems)
  - Child Care Subsidies
  - Job Readiness Assistance
  - Training
  - Retention Support
Career Exploration

- Construction Career Camps
  - Middle School (approximately 11-14 y/o)
  - High School (approximately 15-18 y/o)
  - Community College or Out-of-School (17-24 y/o)

- Coordination with Workforce Sources
  - Career Counselors
  - Employment Offices
  - Workforce Investment Act Boards
Preparing Apprenticeship Seekers

- Pre-Apprenticeship for Disadvantaged
  - Women
  - Racial/Ethnic Minorities
  - Youth
  - Previously Incarcerated

- Trades Intensive Classes ("Boot Camps")

- ODOT Regions 2-5 (outside Portland-Metro)
Current Apprentices
Fuel Assistance

• Reimbursement for fuel to get to and from work and class

• Targeted to apprentices in 1st year of training

• Based on 50% of the GSA mileage rate

• Dollar limit per apprentice
Current Apprentices

Lodging and Meals

• Lodging and meals for apprentices whose work or classes are more than 60 miles one-way from home

• Based on GSA per diem rates

• Dollar limit per apprentice
Current Apprentices

Child Care Subsidies

• Uses rates from the Employment Related Day Care program

• Child care providers need to be either certified through the Office of Child Care or on the Department of Human Services list of approved providers

• Pilot project for after hours care

• Dollar limit per apprentice
JJ Clayborne - Operating Engineer
Current Apprentices
Job Readiness Assistance

- Work Tools
- Work Clothes
- Personal Protective Equipment (not provided by the employer)
Current Apprentices
Training

• Budgeting Classes

• Personal Responsibility Classes

• Nutrition and Food Safety Online Curriculum
  • Developed by Oregon Healthy Workforce Center at the Oregon Health and Science University
  • Results (increased knowledge and intention to change behavior) measured through Evidence Based Research
**Current Apprentices Training**

**Work, Food, and Apprentices: Evaluating an Online Nutrition Training**

**INTRODUCTION**

**Total Worker Health™**

Total Worker Health™ (TWHT) is a strategy that integrates health promotion with health protection to prevent worker injury and illness. Construction workers are at increased risk for injuries on the job. Although training for apprentices typically includes information addressing safety at the workplace, little information is provided on health promotion topics.

**BOLI Partnership**

The Bureau of Labor and Industries (BOLI) partnered with OHSU to develop an online nutrition training specifically designed for apprentices. Apprentices are a unique workforce that faces challenges in healthy eating, including long work hours, limited access to healthy food, and cultural and environmental factors that can impact adherence to the program.

**Research Objective**

The objective is to evaluate the impact of the BOLI Nutrition Training on knowledge and awareness of the accessibility of this training in apprentices.

**METHODS**

**Recruitment**

Training was administered to BOLI apprentices enrolled in skill-development classes. (N = 16)

**Procedures**

Pre-training Survey (Table 1) 30-minute Training:
- Knowledge pre-test
- Training
- Knowledge post-test

**Data Analysis**

Survey data was collected through SurveyGizmo.

Training data was gathered from e-Train desktop version.

Data analyzed through Microsoft Excel and Stata.

**RESULTS**

**SURVEY MEASUREMENTS**

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Very Good</th>
<th>Good</th>
<th>Fair</th>
<th>Very Poor</th>
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<tbody>
<tr>
<td>Gender</td>
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<td>Physical Activity</td>
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<td>Work and Healthy</td>
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<tr>
<td>Skills</td>
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<td>Safety Behavior</td>
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**DIET OVERVIEW**

- Daily fruit and vegetable intake
- National recommendations

**National Recommendations**

| Food Group | Recommended Intake | Intake Among Apprentices | Percentage of Apprentices
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<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Vegetables</td>
<td>2 to 3 cups a day</td>
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<tr>
<td>Fruits</td>
<td>2 to 3 cups a day</td>
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<tr>
<td>Grains</td>
<td>6 to 11 servings per day</td>
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<tr>
<td>Milk</td>
<td>2 cups a day</td>
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<tr>
<td>Oils</td>
<td>2-3 tbsp a day</td>
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</table>

**ACKNOWLEDGEMENTS**

Very special thanks to Angela Stanos, Penny Pimental, Al DeNita, Kent Anger, Phil Davis, Mike Laundery, Angela Blaine, Amber Browning, Kelley Leonard, and Holly Nicholas.

OHSU and the BOLI have a significant financial interest in Northwest Education and Training and Assessment (WNET), a company that may have a commercial interest in the results of this research and development. This potential institutional and individual conflict of interest has been reviewed and managed by OHSU.

Contact: 821-5000, ext. 2052

References available upon request.
Current Apprentices

Retention Support

• Social meetings through pre-apprenticeship programs
  • journey worker guidance
  • advice and peer support from other apprentices

• Focused support from training center staff, union organizers, and stewards
The Oregon Department of Transportation and the Bureau of Labor and Industries launched their Highway Construction Workforce Development Program in 2011 to provide support for a diverse highway workforce.

This is the story of the young women and men who are receiving supportive services to stay in school and on the job and to succeed in completing their apprenticeship programs. Through this assistance, Oregon will have a more diverse, skilled, and productive highway construction workforce to build our way into the future.

8:21 minutes

Critical support for diverse apprentices.
Accomplishments to Date
March 2011-March 2015

Total number served: 736 Apprentices

Demographics

- Minority Female: 58 or 8%
- White Female: 132 or 8%
- Minority Male: 190 or 26%
- White Male: 356 or 48%
Accomplishments to Date
March 2011-March 2015

Total number served by Service Type:

- Lodging and Meals (Per Diem) for Out-of-Town Work: 174
- Fuel Assistance: 250
- Child Care: 68
- Job Readiness (Tools, Work Clothes, PPE): 430
- Mentoring and Social Support: 108
- Pre-Apprenticeship Training: 194
Accomplishments to Date

• Many of the findings in the following slides were outlined in a [2014 Research Report](#): Building a More Diverse Skilled Workforce in the Highway Trades: Are Oregon’s Current Efforts Working?

  By Sarah Burd-Sharps and Kristen Lewis (Measure of America) and Maura Kelly (Portland State University)

• Among respondents in a telephone survey who received ODOT-BOLI financial and social supports, large majorities reported that they found them “very helpful”

• Nearly three-quarters (72.5%) of service recipients reported that ODOT-BOLI supports allowed them to take jobs they otherwise would not have been able to take
Accomplishments to Date

• Women apprentices in eligible trades who received financial support services had a completion rate of almost 61%, nearly twice the rate of women apprentices who did not receive any services (31.5%)

• Minority women apprentices registered to the union laborers apprenticeship program from 2009 to 2012 had a completion rate of 71%, more than twice the rate of those registered in the same apprenticeship program from 2005 to 2008 (29%)
2014 Survey

The survey was conducted by the PSU Survey Research Lab between March 19th and March 31st, 2014. The final sample included 519 current and former apprentices in the heavy highway construction trades and achieved a response rate of 47.2%
Recommendations from 2014 Survey

- Take action to improve workplace culture
- Improve access to affordable, reliable, high-quality childcare for Oregon’s low income parents
- Improve awareness of ODOT-BOLI Program’s supportive services
**Recommendations from 2014 Survey**

- Expand recruiting activities to workers in their 20s and 30s (expand beyond youth focus)
- Strengthen and expand pre-apprenticeship and mentoring programs statewide
- Set up a resource center to help connect apprentices with other opportunities during out-of-work periods
### Recommendations from 2014 Survey

| Ensure all apprentices have equal opportunities for OJT | Explore ways to ensure that the limited funds available through the ODOT-BOLI Program are used most effectively | Improve data collection on past and current apprentices |
## Internal Performance Measures

### ODOT/BOLI Highway Construction Workforce Development Program - Key Performance Measures

<table>
<thead>
<tr>
<th>Policy Goal/Key Performance Measure</th>
<th>Previous Reporting Period</th>
<th>Current Reporting Period</th>
<th>Goal</th>
<th>Goal Met (within 2%)</th>
<th>Progress Made</th>
<th>Comments</th>
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<tbody>
<tr>
<td><strong>Outreach and Recruitment</strong> - Registering a More Diverse Cohort of Apprentices in the Highway Construction Trades</td>
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<td>Percentage of newest cohort of apprentices in the highway construction trades (white women)</td>
<td>6.0%</td>
<td>8.0%</td>
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<td>total goal for women is 10%</td>
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<td>Percentage of newest cohort of apprentices in the highway construction trades (women of color)</td>
<td>1.5%</td>
<td>2.0%</td>
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<td>total goal for women is 10%</td>
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<tr>
<td>Percentage of newest cohort of apprentices in the highway construction trades (men of color)</td>
<td>19.3%</td>
<td>20.6%</td>
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<td><strong>Supportive Services</strong> - Awareness and Use of Supportive Services</td>
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<td>Percentage of survey respondents in eligible trades who are aware that ODOT-BOLI supportive services exist (white women)</td>
<td>40.9%</td>
<td>50.0%</td>
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<td>Percentage of survey respondents in eligible trades who are aware that ODOT-BOLI supportive services exist (men of color)</td>
<td>33.9%</td>
<td>50.0%</td>
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<td>Percentage of survey respondents in eligible trades who are aware that ODOT-BOLI supportive services exist (women of color)</td>
<td>28.6%</td>
<td>50.0%</td>
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<td>Percentage of active apprentices working in eligible trades who receive ODOT-BOLI financial supportive services (white women)</td>
<td>18.2%</td>
<td>25.0%</td>
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<td>Percentage of active apprentices working in eligible trades who receive ODOT-BOLI financial supportive services (men of color)</td>
<td>17.5%</td>
<td>25.0%</td>
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<td>Percentage of active apprentices working in eligible trades who receive ODOT-BOLI financial supportive services (women of color)</td>
<td>41.4%</td>
<td>50.0%</td>
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<td>Percentage of survey respondents participating in mentoring (white women)</td>
<td>27.3%</td>
<td>30.0%</td>
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<td>Percentage of survey respondents participating in mentoring (men of color)</td>
<td>9.2%</td>
<td>30.0%</td>
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<td>Percentage of survey respondents participating in mentoring (women of color)</td>
<td>20.7%</td>
<td>30.0%</td>
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<td><strong>Workplace Culture</strong> - Experience of Discrimination or Harassment (goal is a reduction)</td>
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<td>Percentage of survey respondents who report experiencing some form of discrimination or harassment on the job (white women)</td>
<td>68.7%</td>
<td>17.1%</td>
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<td>Percentage of survey respondents who report experiencing some form of discrimination or harassment on the job (men of color)</td>
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<td><strong>Diversity of Journey Workforce</strong> - Credentialing Diverse Workers who Continue to Work in their Trade</td>
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<td>Completion Rates (white women)</td>
<td>52.0%</td>
<td>63.6%</td>
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<td>Completion Rates (men of color)</td>
<td>46.6%</td>
<td>63.6%</td>
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<td>Completion Rates (women of color)</td>
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<tr>
<td>Percentage of survey respondents who completed their apprenticeship who are currently working in their trade as a journey worker (white women)</td>
<td>66.7%</td>
<td>86.5%</td>
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<td>Percentage of survey respondents who completed their apprenticeship who are currently working in their trade as a journey worker (men of color)</td>
<td>82.6%</td>
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<tr>
<td>Percentage of survey respondents who completed their apprenticeship who are currently working in their trade as a journey worker (women of color)</td>
<td>80.0%</td>
<td>86.5%</td>
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New Services for 2015-2017

Request for Proposal #1:
Respectful Workplaces in Highway Construction

- RFP posted May 14, 2015 for $200,000
- Services to Include:
  - Worksite Awareness
  - Worker Education and Organizational Training
  - Bystander Training
  - Opportunities for Voice
  - Social Support
  - Cultural Competency
New Services for 2015-2017

Request for Proposal #2:

- Retention Services for Disadvantaged Apprentices
  - RFP to be posted Summer 2015 for $100,000
  - Services to Include:
    - Sponsoring Pre-Apprentice Slots for Disadvantaged Individuals
    - Providing Trades Intensive Classes for Disadvantaged Individuals
    - Establishing Peer Networks
    - Other Retention Services for Disadvantaged Apprentices
      - Completing Probationary Period
      - Managing Out-of-Work Periods
      - Creating Opportunities for Families with Children Under 8 years old
        - Financial Counseling
        - Assistance Finding High Quality Child Care
        - Assistance Finding Parenting Support Services
Stakeholders

• Akana
• Laborers Training Trust
• Oregon Tradeswomen, Inc.
• Constructing Hope
• Portland YouthBuilders
• AGC - Associated General Contractors
• NWCC - Northwest College of Construction
• Cement Masons Union
• Carpenters Union
• PCC - Portland Community College
• PSU - Portland State University
• WSI – Work Systems, Inc.
• OHSU - Oregon Health & Science University
• Oregon Tribes
• High Schools
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