

**ODOT Region I Alliance
Regional Pool Mechanics Workgroup – Background and Recommendations
December 16, 2005**

Charge

Discuss the different ways an individual would come into contact with our efforts to develop a construction workforce and discuss the paths to entering the qualified pool. Develop a seamless process that introduces a potential worker to [any given] agency/ program/contractor, conducts screening and assessments, refers individual to an appropriate agency, program, apprenticeship program, or candidate pool, contractor selection process, and redeployment.

Members:

Andrew McGough, Lori Bean	worksystems, inc.
Angela Ramos	Office of Civil Rights
Bruce Watts	Tri-Met
Heidi Soderberg	SE Works
John Steffens	Willamette Carpenters Training Center
Judy Betts	Hamilton Construction
Laurie Cunningham	Mowat Co.
Loretta Young	City of Portland, Purchasing
Mary Ingersoll	Oregon Dept of Transportation, HR
Michael Burch	Portland YouthBuilders
Steve Simms	Bureau of Labor & Industries

Background

The workgroup began by reviewing the overall ODOT mission for the Workforce Development Plan, the charges of the individual workgroups and relation to the charge of this workgroup, and timeline for completion of Regional Pool Mechanics workgroup tasks.

The first task outlined entry points for individuals who demonstrate an interest in entering the construction trades, and how they become an active part of the process. The workgroup recognized that the task was similar to developing a kind of customized workforce placement plan for the ODOT OTIA III projects. The group also reviewed the service flowchart to understand more fully the task at hand.

Several issues were highlighted as we began discussion of entry points, referrals, standard minimum qualifications, access to qualified labor pool, tracking of pool participants, redeployment or re-employment, exceptions, and roles and responsibilities of partners, including service providers, open and closed shop contractors and JATCs.

- Individuals who are successful in entering the Alliance workforce pool should have direct entry into the workforce and on-the-job training if we are to be successful recruiting and maintaining a viable qualified pool of candidates in the long-term.
- To complete apprenticeships, individuals must complete a pre-determined educational curriculum and work experience that hones the particular craft skills. Management of qualified pool should include being aware of trades-related skills, training, and work experience needed to achieve journey level status and to be aware of whether job opportunities that assist apprentice complete different stages of apprenticeship curriculums are provided.
- Retention of minorities and women is a significant issue in determining success. Establishing mentorships with other apprentice or journey level workers should be a part of this workforce effort as well as training contractors on workplace impact of incorporating diverse workers.

The attached Regional Alliance Pool Mechanics Flowchart, accompanying explanation, Glossary of Terms, and background document and recommendations reflects our extensive discussions.

RECOMMENDATIONS

1. Drug testing has been brought up throughout the life of this workgroup and its members agree that testing should receive appropriate funding to ensure all pool entrants are drug/alcohol free. The group also recognizes that some service support programs already require drug testing as a part of their eligibility requirements as do some apprenticeship programs. A rudimentary review of existing partner drug testing practices should be undertaken so that ODOT may leverage these resources. Research and access other resources (for example: Project Clean Slate) and set aside a portion of the WDP budget for drug testing in order to ensure each person entering pool is tested.
2. An ODOT Alliance steering committee should be formed that includes WDP involved partners that will manage pool, provide checks and balances, monitor successes and failures, and provide recommendations for improvement. Potentially need to identify manager of qualified pool through the Office of Civil Rights.
3. As ODOT implements contractor training, include a section on pool mechanics, accessing pool. Further, any training should be coordinated between the Contractor Apprentice Workforce Solutions (CAWS) efforts for contractor education to minimize confusion.
4. Ensure successful qualified pool entrants are afforded direct entry status.
5. Develop a mechanism once in the pool to ensure that Out-of-work pool participants that become a part of apprenticeship program report back not only to JATC but also to pool manager (through iMatchSkills active, non-active status) with the purpose of broadening exposure to job opportunities and industry networking.

This activity should also be a part of the orientation training.

6. All qualified pool entrants that are successful in entering apprenticeship programs should be given opportunities to complete the needed training and work experience that develops their skills, knowledge and experience to achieve journey level status.