



ODOT
Eastern Oregon Workforce
Alliance

Kick-Off Event
February 21, 2006

Wildhorse Resort and Casino, Columbia Room
Pendleton



Today's Objectives

- Provide a brief overview of ODOT's Workforce Development Plan
- Invite you to participate with us as partners
- Provide next steps
- Answer your questions



How Did We Get Here? ***It's the right thing to do***

- **Diversity:** We need to provide equal opportunities for all communities and individuals
- **Apprenticeships:** We need to build sustainable, family-wage jobs and careers
- **Training and Education:** Keys to increasing diversity and sustainable careers
- **Legislative Direction:** 2003 Oregon Transportation Investment Act (OTIA III)

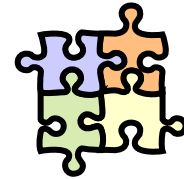


Purpose of the Plan

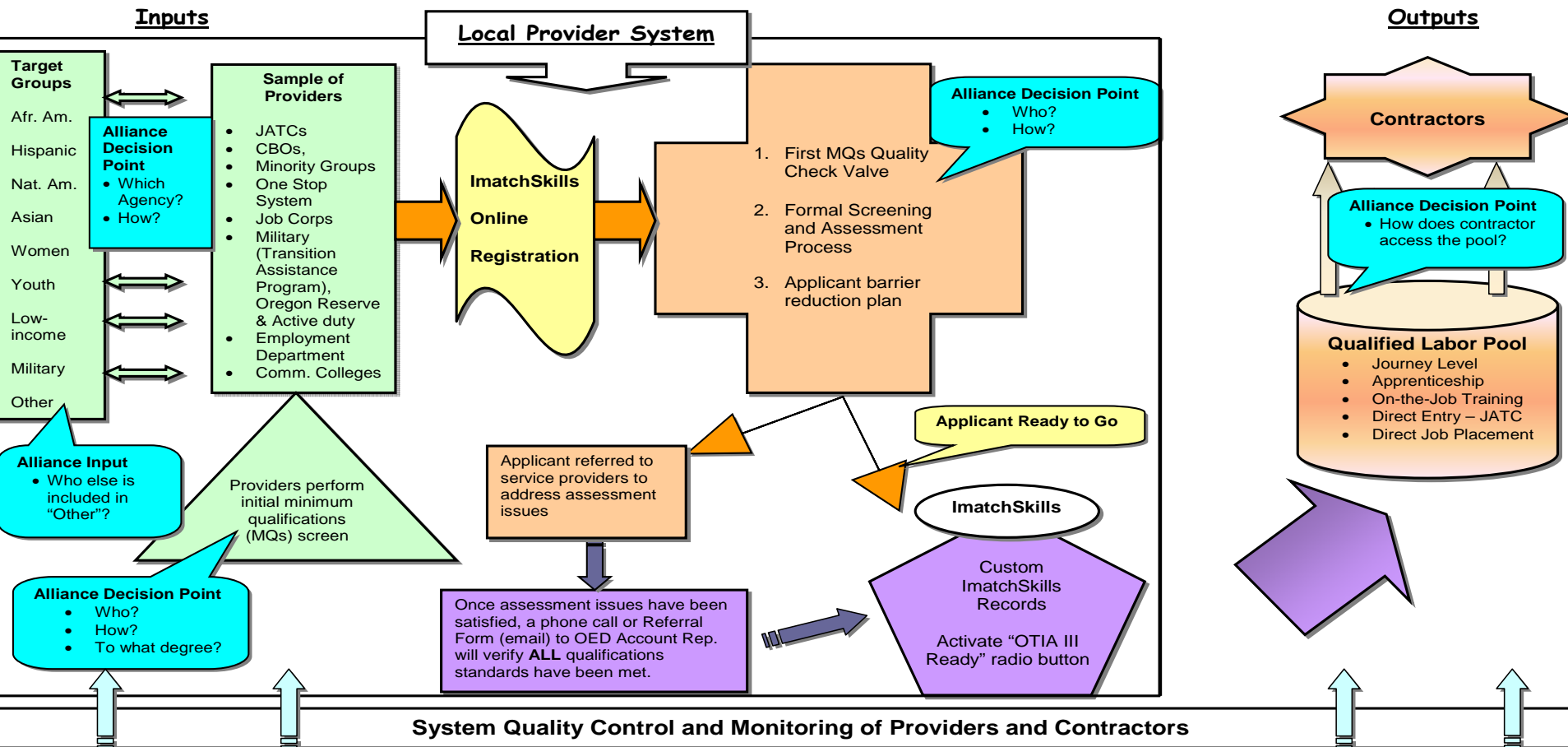
- Increase the number of skilled workers in sustainable, family-wage construction jobs
- Increase participation of women and minorities in construction projects
- Increase apprenticeship requirements to 20 percent
- Establish statewide Regional Workforce Alliances to leverage existing resources to increase training and education opportunities



Purpose of the Plan – 2



ODOT Regional Workforce Alliance Workforce Process Flow Chart





Immediate Next Steps

- ODOT will seek Federal Highway Administration (FHWA) approval for hard contract specifications for increased diversity requirements
- Apprenticeship requirements have FHWA approval and start now
- Training and education via Regional Workforce Alliances start now

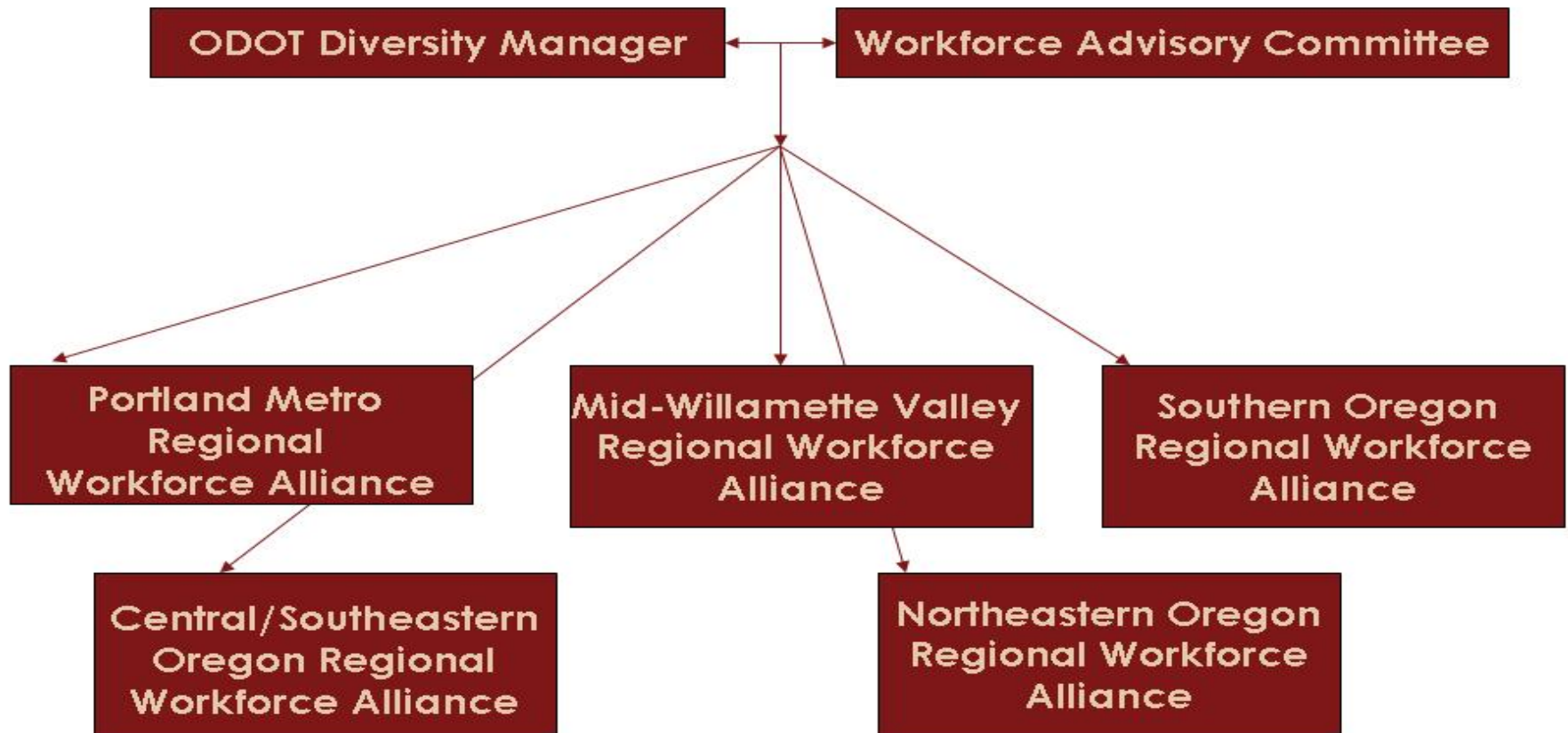


Immediate Next Steps -2

- Role of ODOT's Office of Civil Rights
 - Organizational Changes
 - Compliance and Monitoring
 - Workforce Management



Management Structure of the Workforce Development Plan



The Regional Workforce Alliances implement the plan at the regional level. Alliances are responsible for creating a system to produce a skilled labor pool.



Partnerships Critical to Success

Our collective partnerships are critical to the success of this effort:

- TERO
- State and local government agencies and nonprofits
- Private sector and contracting community
- Unions and Joint Apprenticeship Training Committees (JATCs)
- Minority communities



Funding of the Workforce Development Plan

- Leveraging existing resources
 - Employment Department
 - Community colleges
 - Workforce Investment Boards
 - Pre-apprenticeship training providers
 - Apprenticeship training programs
- Provide additional funding to fill gaps
 - Potential ODOT funding range: \$1.7 million to \$1.9 million statewide for the biennium



What's Next

We need your participation in the Alliance meeting to begin the implementation process

- Help finalize structural changes
- Strengthen the network linking women and minorities to construction industry
- Create sustainable construction career paths
- Help meet the challenge of ensuring adequate supply of services and people



Region 5 Implementation

- What does this mean to you?



Implementation Timeline for Region 5

- January 2006
 - Communicate construction schedule and scope of work for all projects.
- February / March – Alliance Formation
 - Region 5 Workforce Alliance Kick-off Event (Feb.)
 - Establish Workgroup and task timeline
 - Meet with all partners
 - Identify labor pool, recruitment, and training needs to meet apprenticeship requirements and diversity goals
 - Inventory of training services and service capacity
 - Identify gaps



Implementation Timeline for Region 5

- February / March – Alliance Formation
 - Prepare for Bundle #256 – February (\$7.3 mil)
 - Prepare for Bundle #205 – March (\$7.2 mil)
 - Placement of individuals
 - Monitoring and compliance
 - Second Alliance Meeting (March)
- April
 - Third Alliance Meeting
 - Workgroup completes tasks and prepares recommendations.
- May
 - Workgroup presents recommendations at final Alliance formation meeting. Establish ongoing Alliance meeting schedule.



Implementation Timeline for Region 5

- June / July – ODOT works with Alliance to:
 - Prepare for Bundle #206 – June (\$10.5 mil)
 - Finalize regional plan
 - Implement short-term recruitment and training strategies
 - Ongoing placement of individuals
 - Monitoring and compliance
 - Reporting



Jobs Created

- | <u>Bundle #</u> | <u>Date</u> | |
|-----------------|-------------|--------------------------|
| • Bundle 256 | – 2/06 | \$7.5 million (64 jobs) |
| • Bundle 205 | – 3/06 | \$5.3 million (45 jobs) |
| • Bundle 206 | – 6/06 | \$9.4 million (80 jobs) |
| • Bundle 202 | – 1/07 | \$ 6.9 million (59 jobs) |
| • Bundle 203 | – 9/07 | \$12 million (102 jobs)* |

» Estimated total: 350 jobs*

(* Updated numbers)



- Questions and Answers