

February 21, 2006

Eastern Oregon Workforce Alliance Workgroup – Key Tasks:

1. OUTREACH, RECRUITMENT, MARKETING

Review existing outreach, recruitment, and marketing efforts and mechanisms, and examine efforts targeted at trades work. Given the Oregon Bridge Delivery Partners' (OBDP) projects' timelines and future needs of the construction industry, discuss gaps in outreach, recruitment and marketing [including marketing messages to communities], develop recommendations that will reach and attract diverse communities, provide targeted marketing to communities, and improve collaboration and coordination between agencies.

2. SCREENING AND ASSESSMENT

Review and discuss screening and assessment processes of individual agencies, programs. Determine if one screening or assessment tool can be utilized collectively. Review distinct placement and follow up processes of workforce-related programs/ agencies. Develop recommendations that utilize standard and consistent candidate screening and assessment. Develop a workforce placement and follow up process that takes into account separate programs yet functions as a system.

3. CURRENT AND NEEDED SERVICES, GAPS, REALIGNMENT, AND RFP

Review existing support services network and delivery related to the construction trades workforce. Given the OBDP projects' timelines and future needs of the construction industry, determine the package of basic needs that is available, what additional assistance would be needed to complete apprenticeship probationary period, discuss the most effective and efficient utilization of additional resources, develop service delivery recommendations that effectively improve collaboration and coordination among agencies, fill gaps in services [including outreach, recruitment, and marketing], and recommended method of resource allocation. Part II, review Minimum Requirements document, discuss specific trade and non-trade related knowledge, skills and experience needed to become an apprentice or pre-apprentice candidate. Provide recommendations of core curricula for each subject matter needed to advance to pre-apprentice.

4. REGIONAL POOL MECHANICS

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.

5. MONITORING, COMPLIANCE AND ENFORCEMENT REPORTING

ODOT's Office of Civil Rights (OCR) will have the primary compliance and enforcement responsibilities. Review OCR's approach to compliance and enforcement activities; discuss how Region 5 will report on workforce efforts, achievements and challenges in meeting expectations, and the reporting mechanism.

6. QUALITY IMPROVEMENT

Develop a continuous quality improvement mechanism for each service matrix component.

7. OTHER: EDUCATION MIDDLE AND HIGH SCHOOL

A long term strategy.