

ODOT Region 5 – Needed Services and Gaps

Proposed Process

In looking at the existing support services network that exists in our region and the development of a skilled labor force that will meet the needs of the construction trades, Region 5 has developed an inclusive yet individualized system.

Each individual who participates in the OTIA project will be case managed by a selected staff member who will keep in constant contact with the Unions, JATCs, participating contractors, TERO, etc. This will ensure that there is the necessary collaboration between all Alliance, training and community partners. It will also give interested parties a single point of contact within each Region of the three regions. In addition to a designated Title 1B caseworker, OED will designate a single point of contact within each region to coordinate with interested job seekers, OTIA ready candidates and Title 1B caseworkers.

Case Management – The case management approach we employ will ensure that all educational, employment and support service resources are coordinated with participants and area partners to achieve the desired employment outcome. In addition, the caseworker will coordinate apprenticeship, on- the- job and skills training with local unions, community colleges and eligible training providers.

Once participants are identified as a candidate for the OTIA project, the caseworker will develop a training plan to identify the training and supportive service needs of each individual.

Supportive and Training Related Supportive Services – Each participant will be assessed as to the need for supportive and training related services on a case-by-case basis. Supportive services may be provided to lessen or remove barriers for the participant to actively engage in work and/or training activities. Supportive Services may address basic needs such as transportation, childcare, medical expenses, work clothing, etc. Training related supportive services may include actual training, tools, testing fees, safety gear, etc.

Training - In developing individual training plans, staff will ensure that under-skilled and/or under-employed candidates have access to the most appropriate training opportunities to ensure long term employment success.

Soft Skills Training, such as work ethic, problem solving, workplace communication, etc. will be offered to all candidates and job seekers via our One-Stop core services. Caseworkers will ensure that candidates, as well as OTIA ready applicants are provided with appropriate training opportunities to meet the needs of the job seeker and employer.

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Once identified, regional staff will coordinate specific trade skills, pre-apprenticeships and apprenticeship training with local unions, service providers, TERO and the community colleges in order to secure new and existing training opportunities.

Gaps

In addressing the *Service Gaps* in Region 5, the most obvious gap is the lack of financial resources available to provide a “Designated” caseworker in each of the three regions. A similar gap exists in the availability of pre-apprenticeship, apprenticeship and trade related training and supportive services. Ultimately, the key to closing these gaps will be the coordination between the OED Specialist and Title 1B caseworker.

Therefore, the following service categories should be addressed:

Case Management - We believe that financial resources are needed to fund .25 FTE in each of the three regions in order to case manage the OTIA project.

Supportive & Job Readiness Services – As regional funds continue to diminish, funds for emergency and training related support services is lacking in our region.

Skills Assessment Resources – Funds to support assessment for individuals who may not qualify for partner programs.