



ALTERISTIC COST OUTLINE PREPARED FOR

OREGON DEPARTMENT OF TRANSPORTATION

Alteristic Overview

Alteristic is a non-profit organization committed to the prevention of workplace harassment, bullying, sexual assault, and other forms of interpersonal violence. Alteristic provides a suite of products and services including consultation, training, program development, instructor capacity building, and in-person (when conditions allow), virtual, and eLearning programs. Our workplace strategies are created for, and customized to, the specific needs of each organization.

Workplace Harassment Prevention Programs

Informed by research, Green Dot workshops and training programs focus on preventing all forms of harassment with the end goal of increasing safety, productivity, wellness, and retention of a diverse and talented workforce. Specifically, Green Dot programs equip employees and workers with the skills and motivation needed to: (1) respond when they notice behaviors that could lead to or constitute harassment or bullying, and (2) engage in behaviors that establish a climate of dignity and respect.

Project Development and Scope

Green Dot for the Trades implementation can vary based on the needs of a project site, department, company, or organization. As the construction industry is varied and work structures can look different from location to location, it is imperative that each implementation is customized and tailored to the needs of that site.

After an initial informational call to better understand the capacity and goals of an organization, Alteristic creates a proposal with recommendations that best meet the needs of the organization. Discussion of scope, resources, timeline, and other factors inform proposal revisions, at which time a contract is drafted and executed.

Products and Services

Tailoring: To ensure workshops reflect the context, language, and experiences of participants, focus groups are conducted with a representative cross-section of employees. Input gathered is used to tailor key content and the scenarios used throughout the workshop. Each focus group is 60-90 minutes in length. Total number of focus groups required depends on the size, diversity and structure of the project site or organization.

- ▶ Focus Group (per focus group)..... \$750

Harassment Prevention Workshop: Highly interactive and applied workshops equip workers with the knowledge, skills, and motivation they need to contribute to safe and respectful workplaces. Length of the workshop is determined in collaboration with the client. Virtual training recommendation is no shorter than 90 minutes in length. Workshops that are delivered in-person can be a minimum of 60 minutes in length.

Virtual Costs:

- ▶ Virtual 90-minute Workshop\$1,250
- ▶ Virtual 2-hour Workshop\$1,650
- ▶ Virtual 3-hour Workshop \$2,250

In-Person Costs:

- ▶ In-person Workshop.....\$7,000/day
 - **IMPORTANT NOTE:** In-person costs are a daily rate where Alteristic trainers (minimum of two) can conduct as many workshops in that day as possible. It does not include cost of travel. There are discounted rates available for booking consecutive days.

Train-the-Instructor: Alteristic provides multi-day, in-person Train-the-Instructor courses for workers or employees selected by the client that equips them to deliver training within their organization or job site. The TTI is designed to minimize additional outside preparation time by focusing on mastery of content and coaching for effective delivery. The TTI length is determined by scope of the project, but can range from two-three days.

- ▶ Two-Three Day TTI.....\$13,500-\$18,000
 - IMPORTANT NOTE: Cost does not include travel or materials. Materials cost vary based on total number of participants and scope of the implementation.

Thematic Campaigns: Alteristic creates and tailors thematic campaigns designed to highlight harassment prevention efforts and reinforce key skills and messages in a systematic and deliberate way. The themes for each campaign will be based on reinforcing key skills from the workshop; as well as site-specific or organization-specific priorities, slogans, or initiatives.

- ▶ Thematic Campaigns.....\$12,000+
 - Cost is impacted by number of campaigns and degree of customization.

Technical Assistance: Technical assistance is provided to support any element of the prevention strategy including, but not limited to, logistics support, trainer coaching, project management, etc.

- ▶ Virtual Technical Assistance.....\$250/hour