



Central 70 Workforce Development Program

Quarterly Report Submission (QR #14)

Q4 2019:

October 2019-December 2019

Submitted: March 2020

Quarterly Overview

Coordination between the Central 70 Workforce team and WORKNOW continue in Q4. In partnership with WORKNOW, the Denver’s Economic Development and Opportunity office launched a quarterly Community of Practice with local Workforce Coordinators. This group includes Workforce Coordinators from all Projects with Workforce goals that are partnered with WORKNOW, including CDOT and Kiewit members of the Central 70 Workforce team. This group identified the need to engage more subcontractors in workforce conversations.

In partnership with CDOT and the Central 70 team, WORKNOW also hosted two more “Meet and Greet” hiring events and has restructured the events to be more community-based. The Q4 events were hosted at community locations in Five Points (80205) and Northeast Park Hill (80207), resulting in six new hires from participating contractors.

Strategic Partnership

WORKNOW activities are separated into three major categories: 1) Targeted Outreach and Recruitment, 2) Training and Job Readiness, and 3) Placement and Retention.

This quarter, 159 individuals were enrolled in WORKNOW’s intensive services, including training and work readiness, career planning, resource assistance, and employment, in support of the Central 70 Project. This brings the total to 1,441 WORKNOW enrollees.

This report includes all WORKNOW participants and activities. Activities funded partially or entirely by Central 70 are denoted by an asterisk (); even WORKNOW participants who have not received services directly funded by Central 70 will be eligible for recruitment on the Project, thus leveraging funds to increase placement, retention, and advancement of workers on infrastructure projects, including Central 70.*

1. Targeted Outreach and Recruitment

WORKNOW Information Sessions*

WORKNOW and the CORE partners continued hosting weekly information sessions on program activities and support at two primary locations – CDOT’s Neighborhood Training Center and WORKNOW partner Montbello Workforce Center (part of the Denver Workforce Services American Job

Q4 2019 (QR #14)

Key Accomplishments

- *126 Central 70 employees have been placed and/or supported by WORKNOW through Q4.*
- *51 WORKNOW members have worked for Central 70 subcontractors on local infrastructure projects other than Central 70.*
- *In 2019, 19% of WORKNOW members were women.*
- *In 2019, 64% of WORKNOW members were people of color.*

Center system). These sessions are advertised with all WORKNOW and CORE partners, as well as the Central 70 outreach team members and the Central 70 website. 11 sessions were held, including sessions in Spanish. There were 49 attendees and 84% of attendees enrolled in WORKNOW.

Friends and Family Referrals*

There are incentives for WORKNOW members to share WORKNOW cards with interested individuals within their own personal networks. WORKNOW cards are also provided to current Central 70 employees to help refer friends a family as well. In Q4 Kiewit arranged for WORKNOW to attend project stretch and flex sessions to talk to current employees about WORKNOW resource. In Q4, 11 enrollees in WORKNOW services reported a friends and family referral. In 2019, 66% or 73 of enrolled members reported hearing about WORKNOW from a friend or family member.

Additional WORKNOW Community Outreach

Additional WORKNOW services information is provided through: (1) the website www.work-now.org, (2) the Facebook page <https://www.facebook.com/WORKNOWColorado>, (3) information shared at all partner locations in neighborhoods across the Central 70 corridor, and (4) through peer participants who attend neighborhood association meetings, church services, local retailers including barber shops and markets to share information with friends, family members and neighbors on how to apply and access services. CORE partners received program talking points training and marketing toolkits prepared by the Outreach and Recruitment committee in order to facilitate partner referral and intake.

Members of the WORKNOW Outreach and Recruitment committee continued a series of informal info “pop-up” kiosks across metro Denver. This quarter, 4 “pop-up” sessions were supported within the Central 70 priority zip code areas, including Parish Resource Nights; Centro San Juan Diego (80205), two Trunk or Treat community events (80207 & 80249), and Cross Purpose Re-entry Open House (80205).

2. Training and Job Readiness

Supportive Services*

In Q4, 75 (47%) individuals received supportive services and/or personal protective equipment (PPE) this quarter, including 29 individuals working on Central 70. The top supportive resources were boots, followed by dues support and gas assistance. Leveraged funding through Gary Community Investments supported the addition of support services such gas stipends, grocery stipends, tool stipends, and apprenticeship stipends to individuals in training or recently hired.

Career Coaching*

WORKNOW restructured its navigator team to improve consistency and effectiveness of referrals. This grant supports the new position that analyzes overall WORKNOW navigator activities, aligning processes and digitizing forms.

Training Referrals

In Q4, 64 individuals completed and received their training certificate.

Training Partner Programs:

An asterisk (*) denotes classes that leverage Central 70 Ladders of Opportunity funds.

Basic (pre-employment focus)	Number of Q4 Participants	Upgrades (pre-Journey worker focus)	Number of Q4 Participants	Professional Upgrades	Number of Q4 Participants
Academy Bootcamps (CHA)	-	Basic Stormwater Management (AGC)*	1	Advanced Stormwater Management (AGC)*	-
Basic Asbestos Awareness	8	Blue Print Reading (AGC)*	-	CDL A (DALF/Sturgeon)	6
Construction Careers Now (AGC & EGTC)*	14	Concrete Fundamentals (CHA)*	6	Asbestos 40 hour ; AHERA (IEST)	4
Flagging (CCA)	-	Diesel Mechanic Fundamentals (Comm Coll of Aurora)	-	Project Management (AGC)	2
Laborer Apprentice Bootcamp (LiUna)	3	Estimating (AGC)*	3	Heavy Equipment Training (CCA)	-
OSHA 10 (CHIC & CHBA)	5	OSHA 30 (CHBA)	-		
Traffic Control Safety Basics (CCA)	8	Leadership in the Field (crew lead training) (AGC)*	-		
Construction Labor Basics (CCA)	-	Welding Fundamentals (Comm Coll of Denver)	4		

Non-certified training

- FrontLine Construction Solutions:

FrontLine Construction Solutions offers modules for professional service modules including Project plans & specs, Leadership on a Job Site, Document Control Best Practices, Introduction to Project Contracts, etc. The online model allows incumbent workers to access content on a flexible training schedule. In Q4, 5 WORKNOW members signed of the courses in December 2019, and 7 members secured year-long access to the modules in Q4 2019.

3. Placement and Retention

WORKNOW is now supporting 3 primary projects in the Denver Metro area, including Central 70, the National Western Center, and city of Denver’s Elevate Denver Bond projects, including the Denver Art

Museum, the Denver Botanic Gardens, the Denver Museum of Nature and Science, the Denver Zoo, the Denver Center for the Performing Arts, and the 47th and York pedestrian bridge project.

64 participants secured new construction positions, 10 of these new placements were on the Central 70 project, and an additional 3 were hired by Central 70 contractors, but not on the Central 70 project. An additional 3 incumbent workers employed by Central 70 contractors enrolled in WORKNOW.

In addition to large hiring events and general navigator education about Project pathways, KMP and WORKNOW continue using the jointly developed tools and processes included below:

- Direct connections between Central 70 contractors (KMP, Kiewit Infrastructure Co., and subcontractors) and signatory unions with WORKNOW business navigators,
- Central 70 subcontractor training and workforce materials provided at monthly project meetings and contract kick-off meetings.
- Provide information about signatory unions, subcontractors, and upcoming hiring events on the Central 70 jobs website: c70jobs.codot.gov

Full WORKNOW data, beyond the Central 70 Project reporting, can be found at <https://work-now.org/accomplishments-to-date/>.

Status of Activities and Deliverables

- **Community Job Readiness and Workforce Needs Assessment:** Completed in Aug. 2016.
- **Training Sessions/Supportive Services:** Task order #3 was executed with the Community College of Denver on June 14, 2018. Activities under task order #3 include supportive resources, such as transportation and PPE, training for individuals entering and/or advancing in the construction industry, and coaching support.
- **Targeted Outreach and Networking Activities:** CDOT and CWI completed the first round of “Peer Pathway” training materials. Materials are being used by WORKNOW, CDOT, and KMP to inform and educate local residents about construction craft and professional service pathways. Based on success of initial materials, Gary Community Investments has committed to partnering with CDOT for the development of a second round of Peer Pathway materials. (See earlier Quarterly Reports to see how Gary Community Investments has played a crucial role in the creation of WORKNOW.) CWI initiated a second contract to produce five additional civil construction pathway documents including a photo shoot. Design on these additional pathways documents began in Quarter 10. The final product was expected to be complete this quarter, but production was delayed.
- **Workforce Development Website and Smartphone Application:**
Workforce Development Website: Completed Fall 2017. Direct links to the WORKNOW website have been updated and all quarterly reports are also accessible via the website. The website was updated

in Quarter 9, and continues to be updated regularly to reflect hiring pathways as construction ramps up. The site also has a new shortened url to increase accessibility: c70jobs.codot.gov

Job App: CDOT proceeded with a license agreement for a trade skills matching app, which will allow contractors to search for and request applications from potential employees based solely on the individuals' previous job experience, training certifications, and skills.

- **Understanding Marijuana & Drug Free Work Zones Brochure:** Completed in Jan. 2018. Digital version attached to Quarterly Report 6.

Tracking Outcomes

Training programs were officially launched in Q3 2017, and annual goals are being tracked accordingly.

Objectives	Key Metrics	2017 Total	2018 Total	Q1 19	Q2 19	Q3 19	Q4 19	2019 Total	Cumulative
Overall	Number of WORKNOW* Participants	172	541	189	217	163	159	728	1441
	Number of WORKNOW* Participants Utilizing Supportive Services [§]	66	390	114	102	61	75	352	808
	Number of WORKNOW: Central 70† Participants Utilizing Supportive Services [§]	60	157	47	46	12	29	134	351
Targeted Outreach and Recruitment	Number of Individuals Attending WORKNOW: Central 70† Construction Outreach Sessions	106	529	41	51	64	49	205	840
	Number of Individuals Attending WORKNOW* Construction Outreach Sessions	106	529	41	51	64	49	205	840
	Number of WORKNOW* Construction Outreach Sessions	7	60	17	18	12	11	58	125
Training and Job Readiness	Number of Individuals Enrolled in WORKNOW: Central 70† training programs	78	125	62	48	58	17	185	388
	Number of Individuals Completing WORKNOW: Central 70† training programs (60 Annual Goal)	71	117	57	42	57	16	172	360
	Percent of Individuals Completing WORKNOW: Central 70† training programs (Annual Only)	91%	94%					93%	
	Number of WORKNOW: Central 70† Training/Certificate Courses Offered	8	11	4	6	11	3	24	43
	Number of Individuals Enrolled in WORKNOW* training programs	114	326	107	82	75	70	334	774
	Number of Individuals Completing WORKNOW* training programs	110	287	93	73	69	64	299	696
	Percent of Individuals Completing WORKNOW* training programs (Annual Only)	89%	88%					90%	
Placement and Retention	Number of WORKNOW* Placements in Construction Industry Jobs, not Central 70 (40 Annual Goal)	99	208	41	67	63	64	235	542
	Number of WORKNOW* Placements in Construction Industry OJT trainee/apprenticeships	19	42	7	8	14	12	41	102
	Average WORKNOW* Participant Starting Wage			\$19.11	\$19.25	\$18.17	\$18.33		
	Number of WORKNOW* Placements in Jobs on Central 70	N/A	14	9	19	7	9	44	58
	Number of WORKNOW* Placements in Central 70 OJT trainee/apprenticeships on Central 70	N/A	3	1	9	5	2	17	20
	Average Starting Wage for WORKNOW* Individuals Placed on Central 70	N/A							
	Percentage of WORKNOW* Individuals Retained after 90 days (75% Quarterly Goal)			81%	88%	85%	80%		
Demographic Breakdown of WORKNOW* Participants	Gender: Percentage of Female Participants			22%	22%	12%	22%		
	Veteran: Percentage of Participants who are Vets			11%	9%	7%	8%		
	Race: Percentage of Non-White Participants			69%	66%	69%	62%		
	Education: Percentage of Participants with HS/GED or less			54%	49%	51%	47%		

* **WORKNOW** Participants are **all** individuals accessing training and/or supportive service resources through the **WORKNOW** construction workforce collaborative, which focuses on helping individuals find and keep good jobs in construction, including but not limited to the Central 70 Project.

† Reference to “**WORKNOW: Central 70**” means **WORKNOW** activities funded fully or in part by this federal grant, inclusive of individuals working on Central 70. The Central 70 Project is both a funder and key beneficiary of **WORKNOW**. **WORKNOW** participants who have not received services funded by the Central 70 project will still be recruited to work on Central 70, funds from multiple partners is being leveraged to increase overall impact.

§ **WORKNOW** supportive services include transportation support, PPE, and other wrap-around services, such as childcare resources, needed for individuals to access training and/or job opportunities. **WORKNOW: Central 70** funding is used only for those supportive services approved by FHWA.

Green = Goal is met or on-track.

Yellow = Goal is not on-track to be met

Budget Update

The Community College of Denver (CCD) invoiced CDOT \$82,988.70 under task order #2. Task order #3 was executed on June 14, 2018 to account for additional training and supportive resources that will accompany the start of construction. Task Order #3 has been executed for all activities in the following quarters.

CCD invoiced CDOT \$16,194.39 under task order #3 this quarter. To date, \$230,550.53 has been paid under task order #3, and the remaining balance on this FHWA grant is \$86,168.97.