



Central 70 Workforce Development Program

Quarterly Report Submission #6

November 2017-December 2017

Submitted: January 2018

Quarterly Overview

Change in Reporting Cycle

The sixth quarter was shortened by one month to align the reporting cycles for this FHWA OJT-SS grant and the Community College of Denver's Center for Workforce Initiatives (CWI). This report includes only those activities that were completed during November and December 2017. The next report will resume the prior three-month schedule. The Tracking Outcomes table on pages 6 reflects this change.

Development of Collaborative Model: Branding, Reporting, and Launch

The collaborative approach to address systemic employment barriers, which was developed using priorities identified by construction sector workforce stakeholders at CDOT's Round Tables, continued with intensive coordination sessions led by CWI and their branding and communications consultants, RNR and Combs Communication Partners. These sessions were funded by Gary Community Investments, but the programmatic structures will directly influence the collective impact of training and resource partners to benefit workforce development for Central 70. The official brand is set to launch in mid-February 2018.

Colorado Resource Partners (CORE), integrates eight resource and recruiting organizations and nine technical training partners for comprehensive construction workforce readiness and career success. CORE presents the employment platform, **WORKNOW**, which will place, retain, and advance workers on Central 70 and other regional infrastructure or enterprise projects to build incomes for families through high-wage jobs and targeted resource support. **WORKNOW** participants include *all* individuals accessing training and/or supportive service resources through CORE, not limited to activities funded by this FHWA OJT-SS grant.

As the inaugural, catalytic project utilizing **WORKNOW**, Central 70 is one of several **WORKNOW** funders, as well as a key beneficiary of **WORKNOW** services. Even **WORKNOW** participants who have not received services directly funded by Central 70 will be eligible for recruitment on the project. For this reason, all future quarterly reports will identify both, 1) *all* training and supportive services offered by **WORKNOW**, and 2) those activities funded by Central 70. This will accurately reflect the increased overall impact of a collective model when multiple funders strategically leverage their investments.

Quarter #6 Key Accomplishments

- *The Central 70 Workforce Development Program met its annual goals for participants, trainees, and individuals employed in the construction sector.*
- *On Nov. 4, Central 70 hosted a Construction Open House at the Neighborhood Training Center. Both Training and Resource partners associated with the Central 70 Workforce Development Program attended. Forty-one area residents attended, and 34 of these attendees requested additional information.*

In the Tracking Outcomes table on page 6, “WORKNOW: Central 70” participants include individuals accessing WORKNOW activities that this federal grant funded fully or in part.

Neighborhood Training Center

In the sixth quarter, training and resource activities continued at the Neighborhood Training Center (NTC) located in Elyria-Swansea, a community adjacent to I-70 that is impacted most by the project. In addition to the CWI career coach, a Colorado-based nonprofit, mpowered, began staffing financial coaches at the NTC. mpowered coaches noted that the NTC provided a closer location for some of their clients living near I-70.

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, 53 individuals were enrolled in WORKNOW; 21 of those 53 (40%) were funded directly with Central 70 funds. *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

Construction Open House*

CDOT and CWI co-hosted a Construction Open House at the NTC on Nov. 4, 2017. The event was for local residents interested in learning more about construction training and resource programs. 41 area residents attended, 34 of attendees requested additional information through a sign-in process, and 25 completed intake paperwork to access one of the featured partner resources. The top reason for attendance was a desire to get a job in construction. The second highest reason identified by attendees was the need for more advanced skill upgrades, followed by a need for basic industry skills training.

Peer-to-Peer Sessions*

CWI continued using the peer-to-peer concept, which engages local residents from historically under-represented groups, including women and people of color, who have been successful in the construction industry. CWI conducted a peer-to-peer outreach session at the Montbello Recreation Center on Nov. 15, 2017. Five local training partners and peer speakers participated in the peer-to-peer community session.

Peer Pathway material has been integrated into the Central 70 website and used to market training programs. The next round of civil construction peer pathways posters are currently in production and should be available by the next operational quarter.

Industry-wide Knowledge Sharing*

CWI and CDOT are working with the Denver Metro Construction Sector Partnership to develop a regional industry website promoting industry occupations in general. This site is expected to launch in late spring 2018 and serves to provide a more positive general industry image to job seekers who want to learn more about the industry. This site features photos, videos and success stories of local individuals working in the trades with links training organization information.

Networking and Mentoring Sessions*

Hispanic Contractors of Colorado (HCC) and CWI co-sponsored an informal networking session on Nov. 14 at the NTC. HCC co-sponsored an informal networking session on Nov. 14 at the NTC. The intent of

this event was to provide support and career advancement information for current construction industry employees and individuals seeking to build their career or potentially open their own industry specific business. Eleven WorkNow participants attended the first session, with networking programming provided by Hispanic Colorado Contractors Academy.

2. *Training and Job Readiness*

Supportive Services*

Eighteen of the 53 WORKNOW participants (34%) accessed supportive service resources including bus passes or personal protective equipment (PPE). The most utilized resource was transit assistance, followed by work boots. Since program launch, transit assistance included bus passes and bus tickets.

This grant paid for 14 pairs of women's work boots and 14 bus passes.

Career Coaching

Forty-five of the 53 WORKNOW participants (85%), accessed an intensive career planning session with a CWI coach. These sessions include resume review, interview prep and training counsel depending on participant interest or need. Sessions resulted in the completion of a personalized plan of advancement, or POA, to help participant set short and long-term training and employment career goals.

Training Referrals

Forty-eight of the 53 WORKNOW participants (91%) were referred to begin training and local partners. Forty-four of the 48 (92%) referred completed their training within this timeframe.

Training Partner Programs:

Core Craft Skills Overview

- Construction Careers Now (CCN):* Twelve individuals completed this 48-hour basic skills boot camp. Completion by local residents was the highest it has ever been in September, with a steady increase of local enrollment since the class relocated to Central 70's Neighborhood Training Center.

The CCN recruiters continued holding office hours at the NTC on Tuesdays and Thursdays. CDOT and CWI will continue coordinating with the CCN recruiters to improve recruitment and retention of local residents. Sessions in January, February, and March are already scheduled for 2018.

- JATC Pre-Apprenticeship:* 104-hour pre-apprenticeship training providing core craft skills instruction and trade awareness. This will feed into multiple building trades registered apprenticeship partners. Despite some coordination delays, this course is still expected to take place in Spring 2018.

Basic Industry Skills

- Colorado Construction Association (CCA):

CDL B Training and Test Preparation

CDL B training and CDL test preparation assistance continued in this quarter, the next report will include further updates. This course is on track to achieve its target goal by Feb. 2018.

Heavy Equipment Training

Ten individuals completed Heavy Equipment Training. December's classes were focused on backhoe training. While Central 70 did not fund these classes, they were held at the NTC.

Industry Upgrades

- Denver Housing Authority (DHA): Five individuals completed DHA’s OSHA 10 and Flagging training courses.

Concrete Safety Fundamentals

- Colorado Homebuilding Academy (HBA): HBA continued its 18-hour Concrete and Safety Fundamentals courses. Eleven individuals completed the course this quarter.

Curriculum Development

Focus Points Resource Center developed a contextual English/Math curriculum. Initial feedback suggests the curriculum should place additional emphasis on basic math skills. CDOT is looking at ways to adjust and expand use of this curriculum.

3. Placement and Retention

CDOT and Kiewit Meridiam Partners, the Central 70 developer, are currently working toward notice to proceed for design work. CDOT, CWI, and Kiewit Meridiam Partners will meet to discuss a process for referring WORKNOW participants for job opportunities on the project. Construction is expected to begin this summer.

While project-specific hiring is not expected to occur until later this year, CWI staff and training partner efforts are connecting current program enrollees with job opportunities on other local projects. This happens through several mechanisms including—direct contractor requests to CWI and Denver Workforce Services, a hiring fair following each Construction Careers Now course, and employer requests to partnering training providers. CWI anticipates that project specific hiring events will begin in March 2018 to support contractors initiating scopes on Central 70.

Fifteen WORKNOW participants secured employment this quarter. Of the 53 new enrollees, 10 entered immediately into job search, with 7 securing employment in November or December. The remaining 43 are active in training and skills development phases.

Positions hired included equipment operators, drivers, flaggers and craft apprentices. The average starting wage for the 15 total participants securing positions in November and December was \$15.76

Status of Activities and Deliverables

- **Community Job Readiness and Workforce Needs Assessment:** Completed in Aug. 2016.
- **Training Sessions/Supportive Services:** Task order #2 has been executed with the Community College of Denver. This task order focuses on pointing trainees towards existing training programs through the partners described above. The focus areas for this task order are to develop and facilitate program monitoring and tracking mechanisms, provide Personal Protective Equipment (PPE) resources to individuals, deliver industry outreach sessions to residents across the local hire area, provide training courses through existing training programs, provide post-training supportive services to trainees, as well as develop customized content for future training courses.
- **Targeted Outreach and Networking Activities:** CDOT and CWI completed the first round of “Peer Pathway” training materials. Materials are being used 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. CWI initiated a second contract to produce five additional civil construction pathway documents including a photo shoot. CWI is currently identifying five-to-seven individuals for RNR to interview for creation of materials.

- **Workforce Development Website and Smartphone Application:**

Workforce Development Website: Completed Fall 2017 (codot.gov/projects/i70east/job-opportunities)
When branding for CORE and WORKNOW launch in February 2018, direct links to the future WORKNOW website will be added.

Job App: In the interim, CDOT is using LCPTTracker software for the payroll and OJT tracking during the project. LCPTracker is in the development phase for a workforce manager application that will allow WORKNOW coaches to track completed trainings and certifications. CDOT is also starting conversations with HBA, a training partner with IT expertise, to develop an app that would integrate this LCPTracker data in a way that can be used by job seekers and employers to facilitate hiring ease.

- **Understanding Marijuana & Drug Free Work Zones Brochure:** This brochure was developed with industry-partner feedback. Final edits are complete, and we are awaiting printing. Expected: Winter 2017 A Final Draft is attached in the Appendix to this report.

Tracking Outcomes

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

Objectives	Key Metrics	Feb 17-Apr 17 Q3	May 17-Jul 17 Q4	Aug 17-Oct 17 Q5	Nov 17-Dec 17 Q6	Annual Total	Annual Goal
Overall	Number of WorkNow* Participants	11	42	47	52	152	
	Number of WorkNow: Central 70† Participants	11	42	25	21	99	80 annually
	Number of WorkNow* Participants Utilizing Supportive Services [§]	6	25	17	18	66	
	Number of WorkNow: Central 70† Participants Utilizing Supportive Services [§]	6	25	17	12	60	
Targeted Outreach and Recruitment	Number of Individuals Attending WorkNow: Central 70† Construction Outreach Sessions			99	7	106	
	Number of Individuals Attending WorkNow* Construction Outreach Sessions			99	7	106	
	Number of WorkNow* Construction Outreach Sessions			6	1	7	
Training and Job Readiness	Number of Individuals Enrolled in WorkNow: Central 70† training programs	7	34	25	12	78	
	Number of Individuals Completing WorkNow: Central 70† training programs	6	30	23	12	71	60 annually
	Percent of Individuals Completing WorkNow: Central 70† training programs (Annual Only)	N/A	N/A	N/A	N/A	91%	
	Number of WorkNow: Central 70† Training/Certificate Courses Offered	1	2	3	2	8	
	Number of Individuals Enrolled in WorkNow* training programs	7	34	37	36	114	
	Number of Individuals Completing WorkNow* training programs	6	30	34	32	102	
	Percent of Individuals Completing WorkNow* training programs (Annual Only)	N/A	N/A	N/A	N/A	89%	
Placement and Retention	Number of WorkNow* Placements in Construction Industry Jobs, not Central 70	3	16	24	15	58	40 annually
	Number of WorkNow* Placements in Construction Industry OJT trainee/apprenticeships	0	3	2	3	8	
	Average WorkNow* Participant Starting Wage	\$15.50	\$15.17	\$16.03	\$15.76	\$15.62	
	Number of WorkNow* Placements in Jobs on Central 70	N/A	N/A	N/A	N/A	N/A	
	Number of WorkNow* Placements in Central 70 OJT trainee/apprenticeships on	N/A	N/A	N/A	N/A	N/A	
	Average Starting Wage for WorkNow* Individuals Placed on Central 70	N/A	N/A	N/A	N/A	N/A	
	Percentage of WorkNow* Individuals Retained after 90 days (Annual Only)	N/A	N/A	N/A	N/A	N/A	75%
Demographic Breakdown of WorkNow: Central 70† Participants	Gender: Percentage of Female Participants	21%	14%	32%	12%	19.8%	
	Veteran: Percentage of Participants who are Vets	6%	8%	9%	4%	6.8%	
	Race: Percentage of Non-White Participants	70%	79%	60%	65%	68.5%	
	Education: Percentage of Participants with HS/GED or less	24%	36%	55%	31%	36.5%	

* **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 funding member 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 child care 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 is currently conducting activities under task order #2, which is funded by the awarded OJT Supportive Services grant in the amount of \$177,75.95. To date, CWI has invoiced CDOT \$76,138.36 under task order #2. The remaining balance on this FHWA grant is \$323,861.64

Appendix

Final Draft of Marijuana Brochure

MARIJUANA AND CONSTRUCTION

Safety on a job site is crucial; so many contractors have a zero-tolerance policy for marijuana. Marijuana is legal in Colorado, but employers may terminate construction workers for on- and off-duty marijuana use.

Construction jobs that require a CDL are considered safety-sensitive, meaning these employees will be subject to random drug testing. The Department of Transportation's Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.151 (e) – does not authorize "medical marijuana" under a state law to be a valid medical explanation for a transportation employee's positive drug test result.



WHEN APPLYING FOR A JOB, REMEMBER, MARIJUANA STAYS IN YOUR SYSTEM FOR UP TO 30 DAYS AFTER USE.



THE CONSTRUCTION INDUSTRY HAS ZERO TOLERANCE FOR DRUG USE, BUT ENTRY-LEVEL CONSTRUCTION WAGES ARE HIGHER THAN OTHER INDUSTRIES.



COLORADO SUPREME COURT RULED THAT EMPLOYERS' ZERO-TOLERANCE POLICIES OVERRULE COLORADO'S MARIJUANA LAWS – EVEN WITH A PRESCRIPTION.



MARIJUANA IS ILLEGAL UNDER THE FEDERAL LAW, EVEN IF IT IS LEGAL AT THE STATE LEVEL.



DEPENDING ON COMPANY POLICIES, EVEN OFF-DUTY MARIJUANA USE MAY GET YOU TERMINATED FROM CONSTRUCTION JOBS.



Central 70