

# Workforce Development

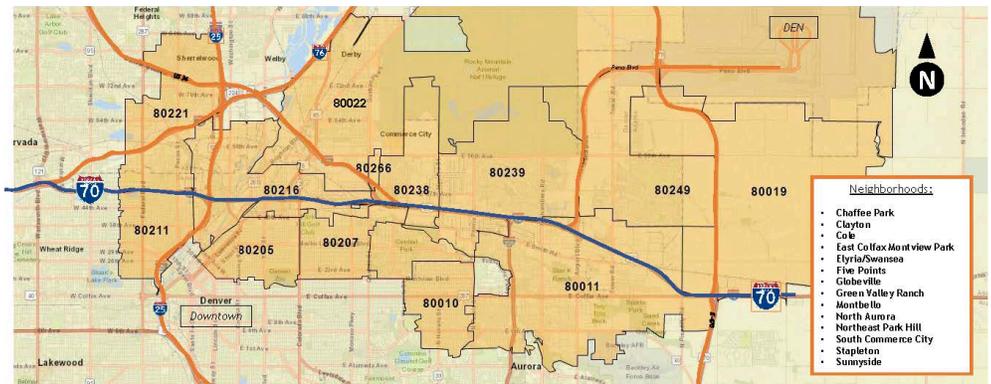
The economic benefits of the Central 70 Project, the largest project in CDOT history, will be significant and long lasting. The Project is anticipated to require thousands of positions--from skilled craft workers to administrative support. CDOT is working to maximize these opportunities for Colorado’s workforce through several efforts.

## Local Hiring Pilot

CDOT is one of nine state transportation agencies across the U.S. participating in a new Federal Highway Administration (FHWA) pilot program that allows requirements for contractors to hire a certain percentage of their workforce from within specific geographic boundaries. In the case of Central 70, hiring targets will focus on 15 neighborhoods adjacent to the project corridor, from North Aurora on the east to Chaffee Park and Sunnyside on the west. The projected goal is to require 20 percent local hires employed full-time by the Central 70 Developer, Kiewit Meridiam Partners, during the estimated four and a half-year project. A comprehensive workforce assessment prepared by the Community College of Denver helped to inform the local hire goal and geographic area.

## On-the Job Training

[On-the-job training \(OJT\)](#) is an official USDOT program targeted to move women, minorities, and disadvantaged individuals into journey-level positions to help meet highway construction hiring needs and address the historical under-representation of these groups in highway construction skilled crafts. CDOT’s contract with the Central 70 Developer, Kiewit Meridiam Partners, requires 200,000 training hours be provided to employees in the skilled crafts. In June of 2015, [FHWA awarded CDOT \\$400,000 in grant funding](#) to support these efforts. These funds have been used to help establish a collective impact workforce platform, [WORKNOW](#).



Targeted Local Hire Map: By Neighborhood and Zip Code

## Training and Support Services

In October 2017, the Central 70 Project began to fund safety, pre-apprenticeship and basic skills training courses in the Denver metro area via the collective impact platform, [WORKNOW](#). These programs have been expanded and tailored to the needs and interests of the local workforce and the Central 70 Project. CDOT worked with local partners to host job fairs, recruitment efforts, and industry information sessions to help residents learn about construction career opportunities and training resources.