



Central 70 Workforce Development Program

Quarterly Report Submission (QR #11)

**Q1 2019:
January 2019-March 2019**

Submitted: June 2019

Quarterly Overview

WORKNOW Placement and Support on the Central 70 Project

As construction picked up in early 2019, CDOT coordinated more closely with WORKNOW to track the placement and support of WORKNOW members on Central 70. Employment on Central 70 is not a condition of the grant-funded training and support included in this report. However, there have been positive trends of individuals finding high-paying jobs on Central 70, as well as current employees receiving support to help them stay and advance in the industry.

At the end of March 2019, 39 Central 70 employees had been placed by or received support from WORKNOW. WORKNOW services are open to anyone, but with strategic outreach, over 50 percent of those placed and receiving support were from Central 70's targeted local hire zip codes.

WORKNOW Office Hours

This quarter, WORKNOW began holding office hours at both the Neighborhood Training Center and the Central 70 Project Office. CDOT, Kiewit, and WORKNOW continue strategizing ways to provide training and supportive services information to employees.

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, 189 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 902 WORKNOW enrollees. This is a 57% increase from the previous quarter.

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*

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Key Accomplishments

- *Thirty-nine Central 70 employees have been placed and/or supported by WORKNOW to date.*
- *Sixty-nine percent of WORKNOW enrollees this quarter were people of color.*
- *Twenty-two percent of WORKNOW enrollees this quarter were women.*
- *Kiewit Infrastructure Co., the Central 70 Prime Contractor, assisted in the development of two additional entry-level courses designed to connect more job seekers to highly needed industry positions.*

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 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. Seventeen sessions were hosted this quarter for 41 individuals; ninety-one percent of attendees went on to enroll. The largest referral source continues to be friends or family members who are already enrolled.

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) all ten 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.

Members of the WORKNOW Outreach and Recruitment committee planned a series of informal info kiosks for Denver Recreation Centers across metro Denver starting February 2019. Six of these “pop-up” booths were held at recreation centers and public libraries located within the priority zip code areas, including the neighborhoods of Swansea, Montbello, Whittier, and Northeast Park Hill.

WORKNOW launched paid peer mentor opportunities for WORKNOW members to give back and participate in formal and informal recruiting events; first two applicants are C70 project employees—a carpenter’s apprentice and a traffic signal technician apprentice.

Ninety-two of the 189 individuals enrolled during Quarter 1, or 49%, resided in the WORKNOW /C70 target hire zip codes. WORKNOW support is available to any individual needing support, with additional targeted efforts to support outreach in Central 70’s local hire zip codes.

2. Training and Job Readiness

Supportive Services*

One hundred fourteen unique individuals received supportive services and/or personal protective equipment (PPE) this quarter. This represents 60 percent of new enrollees. Nearly seventy percent accessed two or more supports within the quarter. CORE navigators allocated \$14,375 in supportive services to WORKNOW members this quarter. Navigators allocated 31 pairs of boots to hired members.

Leveraged funding through Gary Community Investments supported the addition of support services such as gas stipends, grocery stipends, tool stipends, and apprenticeship stipends to individuals in training or recently hired.

Career Coaching*

One hundred fifty-five of the 189 (82%) newly enrolled participants accessed an intensive career planning session with a WORKNOW 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

One hundred seven individuals were referred to training activities; ninety-three (87%) completed and received their certificate in this timeframe.

Training Partner Programs:

Core Craft Skills Overview

- Construction Careers Now (CCN):*
Twenty-five individuals completed this 48-hour basic skills boot camp. The CCN recruiters continued holding office hours at the NTC every afternoon from 2pm-5pm.
- Colorado Homebuilding Academy (HBA) and CHIC: OSHA 10
Eight individuals completed this entry-level construction training course that helps students earn Basic Construction Skills Training, an OSHA-10 Certification, and Connections with Employers.
- Colorado Homebuilding Academy (HBA): OSHA 30
Three individuals completed this OSHA-30 Certification.
- Colorado Contractors Association (CCA): Labor Basics
Six individuals completed this course that focuses on flagging and erosion control training.
- Colorado Homebuilding Academy (HBA): Concrete Safety Fundamentals*
Eight individuals completed the 18-hour Concrete and Safety Fundamentals course.
- Colorado Contractors Association (CCA): HET Overview
Thirteen individuals completed this course.

Advancement Courses

- Associated General Contractors (AGC):
 - Intro to Blueprint Reading* - Thirteen individuals completed this training course.
 - Estimating* - Eleven individuals completed this training course.
- Community College of Denver (CCD): Welding Fundamentals for Construction
Six individuals completed this course.

- **Frontline Construction Solutions: Online Upskill Training**
The program officially launched in February 2019, and four individuals started training in March 2019.

Non-certified training

- **Athletics and Beyond: Math Tutoring**
In the pilot program, Athletics & Beyond's Club Z tutoring services partnered with Colorado Home Building Academy and the Denver Joint Electrical Apprenticeship Training program. Through separate funding, 27 individuals accessed tutoring support this quarter. The pass rate of individuals applying to DJEATC who completed training with Club Z was 88%; general pass rates vary from 65 to 75%, according to DJEATC staff.
- **Focus Points:**
 - **Contextualized English Class - Contextual English classes** were launched for existing workers in construction in partnership with Central 70 contractor Sturgeon. The course, hosted at Local Union 111 and open to anyone, is offered in a stackable weekly format to overview basic site vocabulary and safety. Curriculum was developed in partnership with employers. First session started March 2019 with 9 enrollees.
 - **C70 Project English and Spanish Courses*** - English and Spanish language courses for C70 prime contractor, Kiewit, were launched to support effective communications across supervisors and employees. This was aimed at increasing retention of apprentices and new employees when language could be a barrier.

3. Placement and Retention

Two contractor Meet and Greet sessions for C70 project contractors were hosted this quarter. Thirty-nine job seekers attended, and according to participant feedback to date, 6 individuals secured C70 employment through Meet and Greet connections.

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:

- Position Information Notice Form and structured referral procedures for Central 70 contractors (KMP, Kiewit Infrastructure Co., and subcontractors) and signatory unions to connect directly with WORKNOW participants,
- Central 70 subcontractor training and workforce materials provided at monthly project meetings and contract kick-off meetings.

Forty-five WORKNOW participants secured general new employment this quarter, and forty-one secured construction-specific employment. Twenty of the 189 new enrollees (11%) entered the program as incumbent workers, and 45% percent of the incumbent workers were registered apprentices. Five members were accepted as new registered apprentices (all five were placed on Central 70).

There is a 96 percent of the 39 participants industry-employed new workers retained their position for at least 30 days during this quarter. Positions hired included laborers, electrical apprentices, groundsmen, heavy equipment operators, quality control technicians, carpenter's apprentices, field engineers, flaggers, and bookkeepers. The average starting wage for the hired participants securing positions between January 1 and March 31 2019 was \$19.11. This represents a nearly \$2 per hour increase over last quarter's average of \$17.12. This attributed to the higher number of craft and apprentice hires this activity quarter, as opposed to a large number of entry-level flaggers hired in Q4 2018.

For individuals placed in Q1 2018, there is a seventy-six one-year industry retention rate. For individuals enrolled in WORKNOW, forty-nine percent reported and increased in family income in Q1 2019.

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 be updated and all quarterly reports are also accessible via the website. The website was updated in Quarter 9 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 is proceeding 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. The app is expected to launch next quarter.

- **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 2019 Jan 19- March 19	Cumulative
Overall	Number of WorkNow* Participants	172	541	189	902
	Number of WorkNow* Participants Utilizing Supportive Services [§]	66	390	114	570
	Number of WorkNow: Central 70† Participants Utilizing Supportive Services [§]	60	157	47	264
Targeted Outreach and Recruitment	Number of Individuals Attending WorkNow: Central 70† Construction Outreach Sessions	106	529	41	656
	Number of Individuals Attending WorkNow* Construction Outreach Sessions	106	529	41	656
	Number of WorkNow* Construction Outreach Sessions	7	60	17	84
Training and Job Readiness	Number of Individuals Enrolled in WorkNow: Central 70† training programs	78	125	62	265
	Number of Individuals Completing WorkNow: Central 70† training programs (60 Annual Goal)	71	117	57	174
	Percent of Individuals Completing WorkNow: Central 70† training programs (Annual Only)	91%	94%		
	Number of WorkNow: Central 70† Training/Certificate Courses Offered	8	11	4	23
	Number of Individuals Enrolled in WorkNow* training programs	114	326	107	547
	Number of Individuals Completing WorkNow* training programs	110	287	93	490
	Percent of Individuals Completing WorkNow* training programs (Annual Only)	89%	88%		
Placement and Retention	Number of WorkNow* Placements in Construction Industry Jobs, not Central 70 (40 Annual Goal)	99	208	41	348
	Number of WorkNow* Placements in Construction Industry OJT trainee/apprenticeships	19	42	5	66
	Average WorkNow* Participant Starting Wage	\$15.62		\$19.11	
	Number of WorkNow* Placements in Jobs on Central 70	N/A	29	10	39
	Number of WorkNow* Placements in Central 70 OJT trainee/apprenticeships on Central 70	N/A	10	5	15
	Percentage of WorkNow* Individuals Retained after 90 days (75% Annual Goal)	N/A		81%	

Demographic Breakdown of WorkNow: Participants	Gender: Percentage of Female Participants	19.8%		22%	
	Veteran: Percentage of Participants who are Vets	6.8%		11%	
	Race: Percentage of Non-White Participants	68.5%		69%	
	Education: Percentage of Participants with HS/GED or less	36.5%		54%	

* **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 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. As noted above, 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 \$50,191.43 under task order #3 this quarter. To date, \$104,919.65 has been paid under task order #3, and the remaining balance on this FHWA grant is \$212,091.65.