



**Central 70 Workforce Development Program**

**Quarterly Report Submission #4**

**May 2017-July 2017**

*Submitted: August 2017*

## Introduction

During the fourth quarter, the Central 70 Project's workforce program gained momentum with its collaborative approach to address systemic barriers within the construction industry. As a result, the efforts of CDOT and its workforce partner, the Community College of Denver (CCD), caught the attention of a local private foundation, Gary Community Investments.

CDOT announced a new partnership with Gary Community Investments at CDOT's fourth Workforce Roundtable on June 16. The \$1.06 million investment from the local foundation is being used to address priorities identified by construction sector workforce stakeholders who have attended CDOT's Roundtables.

This major investment will complement Central 70's Workforce Program by providing assistance to mitigate barriers to employment, such as affordability of PPE, transportation, and childcare. CCD has been selected as the fiscal agent for these funds, allowing the investment to align closely with Central 70's Workforce Program.

CDOT also opened a Neighborhood Training Center (NTC) in Elyria-Swansea, a community adjacent to I-70 that is impacted most by the project. Construction Careers Now, a 48-hour basic skills boot camp, started offering courses at the NTC on July 10. The first cohort at the new location graduated on August 3, and all of participants living in the targeted local hire area graduated, indicating that the new location may help with retention among local participants.

## Strategic Partnership

**The Central 70 Workforce Development Program, a partnership between CDOT and CCD, is broken into three major categories: Targeted Outreach and Recruitment, Training and Job Readiness, and Placement and Retention. Specific progress in each of these sub-areas is noted below.**

### *Targeted Outreach and Recruitment*

CCD has conducted 13 "peer-to-peer" outreach sessions to date, which have totaled 135 attendees. 65% of attendees completed a follow-up phone interview that led to enrollment in the Central 70 workforce program or referral to another workforce center. All outreach sessions include local training partners and peer speakers.

The peer-to-peer concept engages local residents from historically under-represented groups, including women and people of color, who have been successful in the construction industry. The creation of peer pathways materials provides a way to inform and educate local residents about construction craft and

## Quarter #4 Key Accomplishments

- *Announced the \$1.06M commitment from Gary Community Investments, a local private foundation that invests in the well-being of children and families.*
- *The Central 70 Neighborhood Training Center (NTC) opened in Elyria-Swansea on July 10. The NTC offers free, walkable training opportunities to individuals living in neighborhoods adjacent to I-70.*
- *All of the local trainees graduated in the July Construction Careers Now cohort at the new NTC location. This indicates that the closer location will be helpful with training retention.*

professional service pathways. The peer pathways materials are used and distributed across CCD's 34-member partner network and in industry outreach sessions across multiple target neighborhoods. Large posters are currently displayed at the NTC as well. To date, six construction pathway posters have been created; samples of these materials are attached to this report.

The peer-to-peer concept has proven to be a highly effective method of communication. CCD reported that in follow up conversations with attendees, "the shared experience of the speakers" was the number one reason they decided to schedule an appointment.

Outreach Session locations included churches, workforce centers, training partner sites, community colleges, the Denver Housing Authority, community-based non-profits, and local organizing committees.

### ***Training and Job Readiness***

To date, 50 individuals have been enrolled in the Central 70 Workforce Development Program. Of these individuals, 41 were referred to training with local partners. 36 of the 41 (approx. 88%) completed their training. 31 of the 50 enrolled participants (approx. 62%) accessed supportive service resources including bus passes or personal protective equipment (PPE). The most utilized resource was work boots.

The list below summarizes the progress of various training and job readiness partners:

- **Construction Careers Now:** To date, 29 local residents have completed this 48-hour basic skills boot camp. In July, Construction Careers Now relocated to the NTC. The first cohort in the new location had a 100% graduation rate for local participants. Having a training facility located in the project area is anticipated to significantly increase training outcomes in subsequent quarters given increased accessibility by local residents living in north or northeast Denver.

In July, Construction Careers Now recruiters held office hours at the NTC on Tuesdays and Thursdays to assist participants with online applications. More skills courses related to online applications are being incorporated into the August cohort, in order to assist with ease of hiring. CDOT and CCD will continue coordinating with the Construction Careers Now recruiters to improve recruitment and retention of LH participants. Additional boot camp sessions at the NTC are scheduled for Sept 11, Oct 16, and Nov 20.

- **Colorado Construction Institute:** 8-week course Highway safety boot camp. Planning for a start date in September.
- **Colorado Construction Association:** CDL B training and CDL test preparation assistance. The first two participants have begun the process to acquire a CDL. They are currently awaiting the results from their physicals and will start the CDL training in September.
- **JATC Pre-Apprenticeship:** 104-hour pre-apprenticeship training providing core craft skills instruction and trade awareness. Will feed into multiple building trades registered apprenticeship partners. The first cohort will begin in late 2017. Completion of the JATC Pre-Apprenticeship training will align with the recruitment of new apprentices that occurs in January 2018.
- **Hispanic Contractors of Colorado:** Training focusing on professional development and networking opportunities for local micro businesses considering small business certification. First session was occurred on 6/22, recruitment strategy being revised for next session to encourage higher participation.

- **Focus Points Resource Center:** Developed contextual English/Math curriculum. Central 70 is leveraging partner funds from Gary Community Investments to pilot a course using the newly developed curriculum. The pilot course is scheduled for October 2.

### *Placement and Retention*

While project specific hiring will not occur until closer to the start of construction in 2018, CCD staff and training partners are connecting program enrollees with job opportunities on other local projects. Once project-specific hiring begins, these individuals will also be informed of opportunities available on Central 70. Of the 50 individuals currently enrolled, 17 or 34% secured employment in this reporting period. Of those placed, 70% secured craft employment in commercial or infrastructure projects and 8% were hired in professional service or office industry positions. 13% secured employment outside of the construction industry. Employed participants had a starting wage of \$16.21. No enrollees were hired on other CDOT projects, though this connection will be linked in subsequent activities.

### **Status of Activities and Deliverables**

- **Community Job Readiness and Workforce Needs Assessment:** Completed in August 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 CCD 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. The second round of materials will focus entirely on civil construction (craft and professional services) and will be used for outreach on the Central 70 Project.
- **Workforce Development Website and Smartphone Application:** Currently in development. Expected: Fall or Winter 2017 (website). CDOT is using LCP software for the payroll and OJT tracking during the project. LCP tracker is in the development phase for a workforce manager application that will allow job-seekers to track completed trainings and certifications as well as apply for employment. CDOT is in the midst of strategic working sessions with LCP tracker to determine applicability of the application for the project.
- **Understanding Marijuana & Drug Free Work Zones Brochure:** Currently in development. Expected: Fall 2017

### **Tracking Outcomes**

	Q1 July-Oct 2016	Q2 Nov 2016- Feb 2017	Q3 March- May 2017	Q4 July- Aug 2017	Total
<b>Number of individuals entered into program</b>	N/A	0	13	38	<b>51</b>
<b>Number of training sessions provided by the program</b>	N/A	5	1	7	<b>13</b>
<b>Number of individuals to complete at least one training course</b>	N/A	0	11	25	<b>36</b>
<b>Number of individuals to receive at least one certification (e.g. OSHA-10, etc.)</b>	N/A	0	11	18	<b>29</b>
<b>Number of individuals utilizing supportive services</b>	N/A	0	8	23	<b>31</b>
<b>Number of individuals placed on the project and retained after 90 days</b>	N/A	N/A	N/A	N/A	<b>N/A</b>
<b>Number of On-the-Job Training hours completed by individuals in the program</b>	N/A	N/A	N/A	N/A	<b>N/A</b>
<b>Number of Local Hiring hours completed by individuals from in the program</b>	N/A	N/A	N/A	N/A	<b>N/A</b>

## **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, CCD has invoiced CDOT \$28,592,92 under task order #2.