



Central 70 Workforce Development Program

Quarterly Report Submission #5

August 2017-October 2017

Submitted: November 2017

Quarterly Overview

During the fifth quarter, the Central 70 Workforce Development Program continued to expand, develop current partnerships, and launch new courses in construction training and adult basic education. A new *18-hour Concrete and Safety Fundamentals course* was launched at the Colorado Homebuilding Academy, a local non-profit that has received national recognition for its innovative programming.

As evidence by these new courses, the collaborative approach to address systemic barriers of employment on the Central 70 project gained momentum. A marketing team, RNR and Combs Communication Partners, were selected by Gary Community Investments to brand the collaborative supportive services platform that is currently under development. This newly branded collaborative platform is administered by CDOT's training partner, the Community College of Denver's (CCD) Center for Workforce Initiatives, and is funded by Gary Community Investments. The platform was developed using priorities identified by construction sector workforce stakeholders at CDOT's Roundtables.

In the past quarter, a CCD Career Coach began holding regular office hours at the Neighborhood Training Center (NTC) in Elyria-Swansea, a community adjacent to I-70 that is impacted most by the project. The coach's schedule coincides with the Construction Careers Now boot camp, providing program participants and community members with direct access to coaching services in the late afternoon and evening.

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 conducted six "peer-to-peer" outreach sessions, which totaled 99 attendees. 50% of attendees enrolled to receive more intensive services. All outreach sessions include local training partners and peer speakers.

CCD 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. Peer Pathway material has been integrated

Quarter #5 Key Accomplishments

- *With 110 participants, the Central 70 Workforce Development Program has already surpassed the first annual goal of 80 participants.*
- *Building on momentum from the 4th quarter, two more programs were launched, including a concrete basics training and a contextualized adult education course.*
- *In partnership with the Hispanic Contractors of Colorado and Construction Careers Now, the first informal construction networking event was launched at the NTC. Informal networking events are a best practices for helping individuals make connections in the construction industry and further their career pathways.*

into the Central 70 website and used to market training programs. The next round of civil construction peer pathways posters are currently being produced and are expected to be complete on Dec. 31, 2017.

Outreach Session locations for this quarter included training partner sites, community colleges, and local organizing committees.

Training and Job Readiness

This quarter 47 individuals were enrolled in the Central 70 Workforce Development Program. Of these individuals, 37 were referred to training with local partners. Thirty-four of the 37 (approx. 92%) completed their training. Seventeen of the 47 enrolled participants (approx. 36%) received supportive services, including bus passes and personal protective equipment (PPE). The most utilized resource this quarter was travel assistance, followed by work boots.

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

- **Construction Careers Now (CCN):** 23 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. Since August, a CCD Career Coach has also been holding office hours in the NTC in conjunction with the CCN courses.

CCN hosted a resume workshop in early November. CDOT and CCD will continue coordinating with the CCN recruiters to improve recruitment and retention of local residents. Another session began Nov. 20, and more sessions are already scheduled for 2018.

- **Colorado Homebuilding Academy (HBA):** HBA launched its first 18-hour Concrete and Safety Fundamentals course on Oct. 17. Eight individuals started the class and six are on track to complete the course. These individuals' completion will be tracked in the next quarterly report. Another course began on Nov. 14, and six classes are already scheduled in 2018.
- **Colorado Construction Association:** CDL B training and CDL test preparation assistance launched on Sept. 1 and enrollment continues to grow; six applicants are currently taking permit and physical tests. Two applicants have been referred to start class. This course is on track to achieve its target goal by Feb. 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. Course expected to be completed in early 2018.
- **Hispanic Contractors of Colorado (HCC):** HCC co-sponsored an informal networking session on Nov. 14 at the NTC. More detailed information about attendance at this event will be included in the next report.
- **Focus Points Resource Center:** Developed contextual English/Math curriculum. Gary Community Investments funded a pilot course using the newly developed curriculum in Oct. 2. Completion numbers

are still forthcoming, but initial feedback suggests additional emphasis should be placed on basic math skills.

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 47 individuals enrolled this quarter, 10 individuals 21% secured employment in this reporting period. Fifteen are still in training and assessment before initiating job search, and 22 are in active job search. Positions include drivers, laborers, and apprentices. Additional hiring will be reported in subsequent quarterly reports.

Two of the 10 employed individuals accessed retention supportive services through WorkLife Partnership, a CCD partner, to help address and remove barriers influencing their long term on-the-job success. WorkLife reported the number one inquiry during this time period was housing assistance. As of 10/31, 100% of participants placed this quarter retained their position.

Employed participants had an average starting wage of \$16.53. As of Oct. 31, 100% of participants placed this quarter retained their position.

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 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. CCD initiated a second contract to produce five additional civil construction pathway documents including a photo shoot. CCD is currently identifying five-to-7 individuals for RNR to interview for creation of materials by Dec. 31, 2017.
- **Workforce Development Website and Smartphone Application:** Workforce Development Website: Completed Fall 2017. When the collaborative resource and training platform launches, the workforce website will be integrated with that marketing, as well.

Smartphone App: CDOT is using LCPsoftware for the payroll and OJT tracking during the project. LCPtracker 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 LCPtracker to determine applicability of the application for the project.

- **Understanding Marijuana & Drug Free Work Zones Brochure:** Currently in design. Expected: Winter 2017

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	Total	Annual Goal
Overall	Number of Individuals Enrolled in Central 70 Program (Participants*)	13	50	47	110	80 annually
	Percent of Participants Utilizing Supportive Services**	73%	62%	36%	52%	
Targeted Outreach and Recruitment	Number of Individuals Attending Outreach Sessions	N/A	135	99	234	
	Number of Outreach Sessions	N/A	13	6	19	
	Percent of Attendees Enrolled in Additional Services (Not all C70)	N/A	65%	50%	-----	
Training and Job Readiness	Number of Trainees Enrolled	13	41	37	91	
	Number of Trainees Completing Program/Certificate	11	36	34	81	60 annually
	Percent of Trainees Completing Program/Certificate	85%	88%	92%	89%	
	Number of Training/Certificate Programs Offered	1	4	5	-----	
	Percent of Trainees Utilizing Coaching Services	N/A	N/A	85%	-----	
Placement and Retention	Number of Individuals Placed in Jobs	N/A	17	10	27	40 annually
	Number of Individuals Referred to Jobs on Central 70	N/A	N/A	N/A	-----	
	Number of Individuals Placed in Jobs on Central 70	N/A	N/A	N/A	-----	
	Average Starting Wage	N/A	\$16.21	\$16.53	-----	
	Percentage of individuals retained after 90 days	N/A	N/A	N/A	-----	75%
	% of Individuals Opting-in to Additional Career Support through WorkLife Partnership	N/A	47%	20%	37%	
Demographic Breakdown***	Gender: Percentage of Female Participants	N/A	14%	32%	23%	
	Veteran: Percentage of Participants who are Vets	N/A	8%	9%	8%	
	Race: Percentage of Non-White Participants	N/A	82%	66%	74%	
	Education: Percentage of Participants with HS/GED or less	N/A	42%	55%	48%	

* Participants are individuals accessing training or supportive services resources through CDOT's workforce partner CCD.

** Supportive Services include transportation support, PPE, and other wrap-around services needed for individuals to access training and/or job opportunities.

***More detailed demographic data is available on request.

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, CCD has invoiced CDOT \$60,836.59 under task order #2. The remaining balance on this FHWA grant is \$339,163.41