

ODOT Workforce and Business Development

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Joint Committee on Transportation

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2022 ODOT Disparity Study

Key Findings of Disparities:

- Limited entry of minority groups and women into Oregon construction and engineering industries
- Business ownership rates for minority groups and women in construction and professional services
- Difficulties with bonding for people of color



2022 OREGON DEPARTMENT OF TRANSPORTATION DISPARITY STUDY Draft Summary Report

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Draft Summary Report
May 2022

Workforce Development

- Apprenticeship/On-the-Job Training
- Journey Workers Program
- Working with Community

Business Development

- Disadvantaged Business Enterprise
- Emerging Small Businesses
- Mentor-Protégé Program

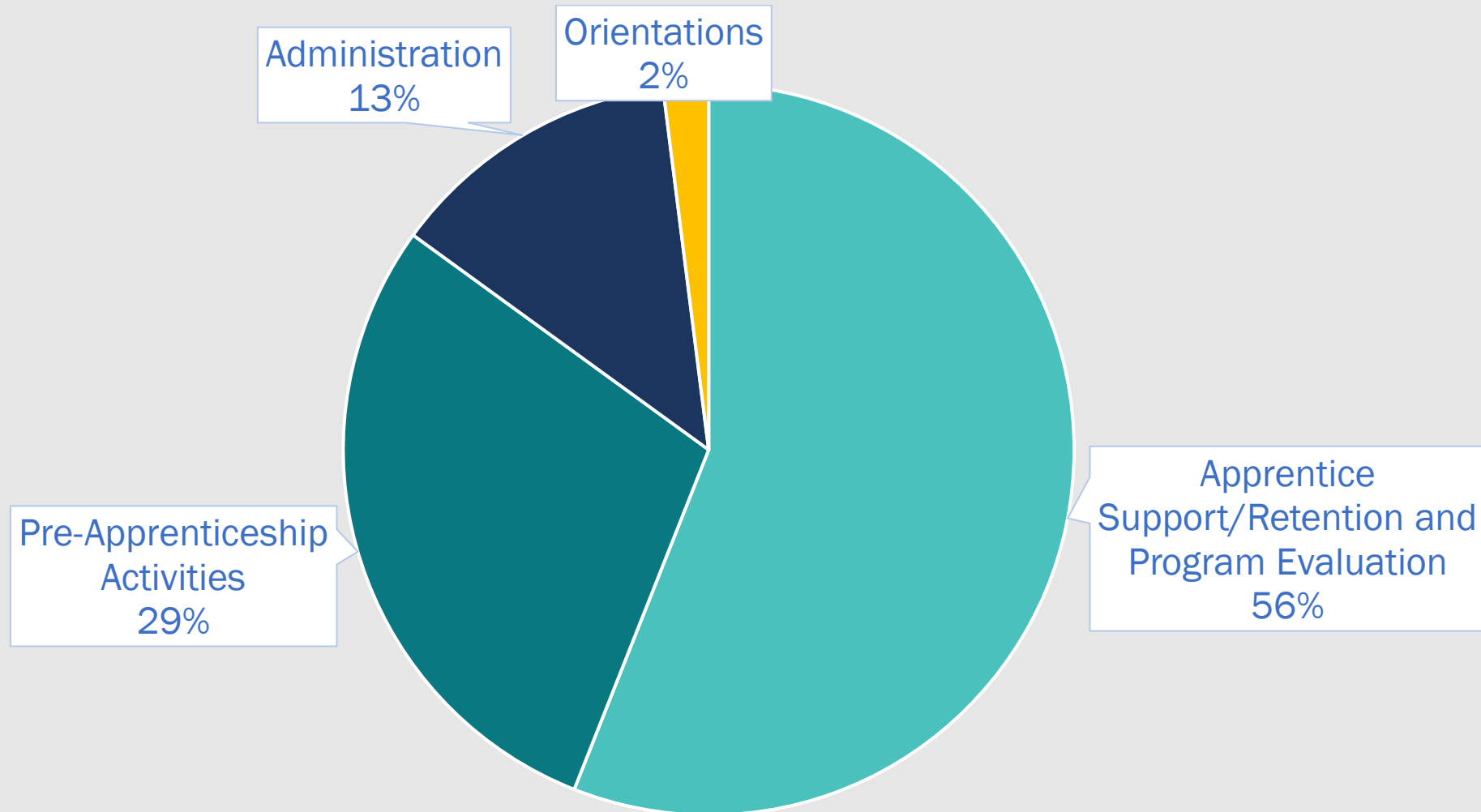
Workforce Development Mission

To find, train and employ a diverse, skilled workforce ready to meet upcoming highway construction demands – now and in the future.

The programs expand diversity in employment, increase the number of apprentices and provide resources for highway construction jobs statewide.



ODOT WORKFORCE DEVELOPMENT SPENDING, 2021-2023



OJT/APPRENTICESHIP PROGRAMS

Apprentice Program Overview



Legislation

In 2009, the Oregon legislature passed a bill creating the supportive services program.

Funding Streams

½ of 1% of federal highway funds up to \$2.1 million.

Sustainable Program

Achieving long-term results requires that there be continuous funding for a sustainable program.

Agency Collaboration

ODOT has an interagency agreement with BOLI to manage the program.

PUBLIC PARTNERS



ODOT Civil Rights

BOLI Apprenticeship

Baker School District

Chemeketa Community College

ODHS Self-Sufficiency

OHSU Safety Climate Lab

PSU Sociology Dept

Portland Youth Builders & Oregon Tradeswomen

Construction Camps through Baker Technical Institute

Tools and Safety for Pre-Apprentices

Child Care Subsidies to Supplement ERDC

Development of Respectful Workplace Climate Scale

Mixed Methods Program Evaluation

Respectful Workplace Pre-Apprenticeship

PRIVATE SECTOR PARTNERS



Outreach and Recruitment

Retention

Career/Trade Fairs

Pre-Apprenticeship

Cooper Zietz Engineers, dba Akana, a COBID firm

Central OR Skilled Trades Fair

NAWIC Construction Career Day

ODOT Region1 – PYB, CH, OTW, POIC

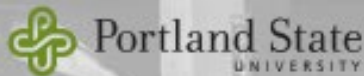
ODOT Regions 2-4 – Akana, Blue Sun and PNCI

Labor’s Community Services Agency

Oregon Laborers JATC

2022 Evaluation of the Highway Construction Workforce Development Program

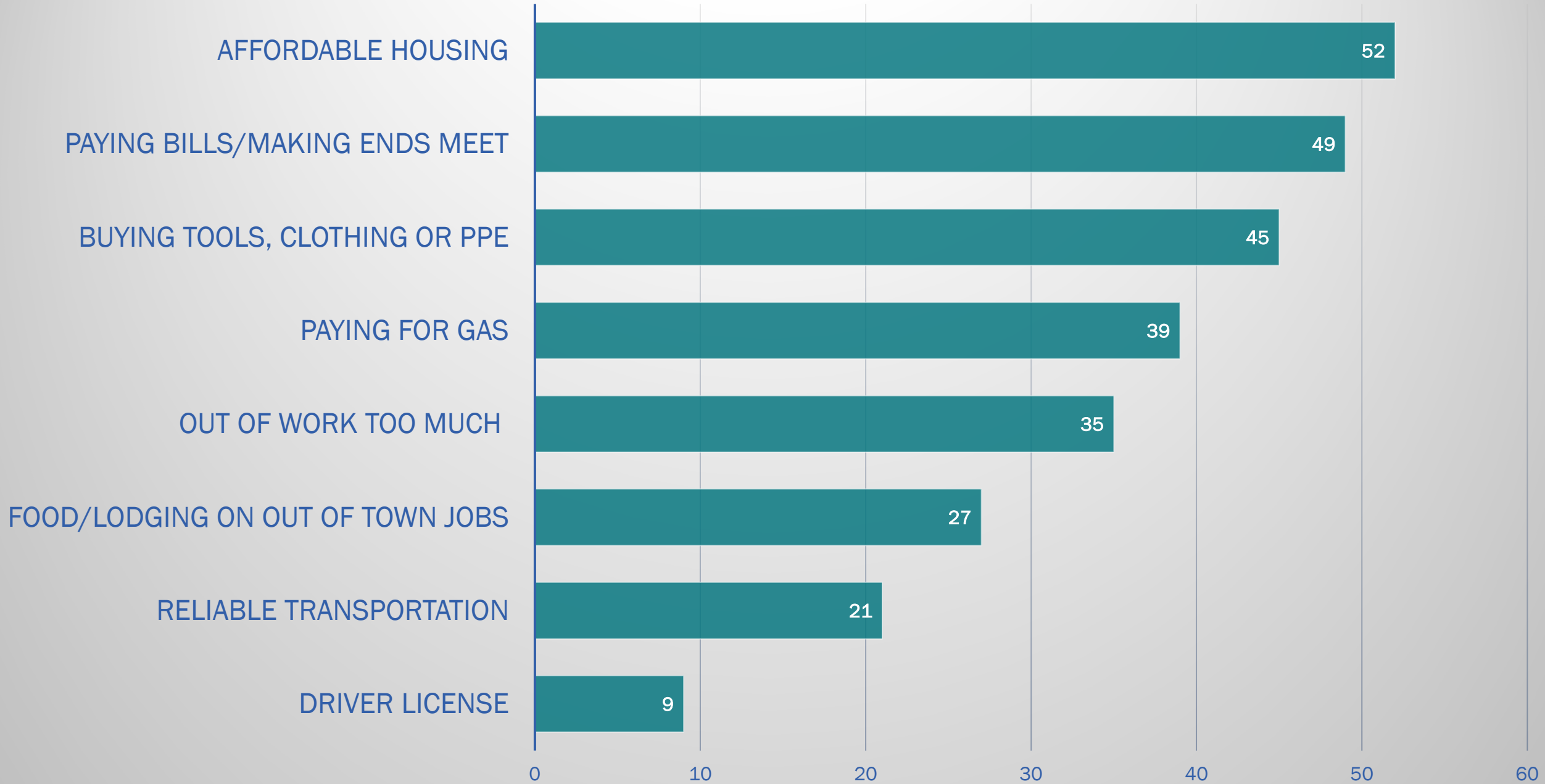
Maura Kelly
Portland State University
November 2022



Portland State University 2022 Evaluation

- Data collected between April and June 2022
- Surveyed those who completed or terminated a registered apprenticeship in Oregon 2020 or 2021
- 231 individuals completed the survey (out of 5,886 total)

Percent of Apprentices Reporting Financial Challenges



Impacts of ODOT Supportive Services

- **Hardship funds increase retention.** Women and people of color were 12% more likely to complete when receiving this type of assistance.
- **Pre-apprenticeship programs help diversify the highway construction workforce.** 27% of all women and 14% of Black men entered via pre-apprenticeship.
- **Childcare subsidies increase journey completion;** of those receiving this support, women and people of color are 21% more likely to complete, and white men were 37% more likely.



Journey Workers Program (2021-2022)

- 205 journey workers supported
- \$2.1 million investment
- Equates to about \$10,000 of investment per person



OVERVIEW OF WORKFORCE ON CLOSED ODOT PROJECTS

Total Workforce Hours (FFY 2022)

Worker Hours	Apprenticeable Worker Hours
506,941	443,430

Workforce Hours Worked and Utilization (FFY 2022)

Apprentice Hours	Utilization
44,587	10.1%
Minority and/or Woman Worker Hours	Utilization
147,902	29.2%



WORKING WITH COMMUNITY

I-205 Improvements Project: Economically Distressed Zip Codes

- I-205/Abernethy Bridge used FHWA's Special Experiments Project to increase workforce development in local economically distressed zip codes (EDZ).
 - Set goal of 8% worker utilization from local EDZs.
 - FHWA now allows use of these strategies in federal aid projects without requiring approval.
- ODOT intends to set statewide EDZs and set goals for worker utilization on some projects.



PLA

Project Labor Agreement

- Outlines with workforce outcomes **specific** to a project
- Example: Newberg Dundee Bypass

CWA

Community Workforce Agreement

- Outlines the workforce outcomes for **multiple** projects
- Example: 8-project CWA Pilot Program

CBA

Community Benefit Agreement

- Provides community groups the **opportunity to have a voice** in shaping the long-term impacts of a large scale project on the community, through an inclusive collaborative document.
- Example: Interstate Bridge (ongoing discussions)



Increase workforce diversity



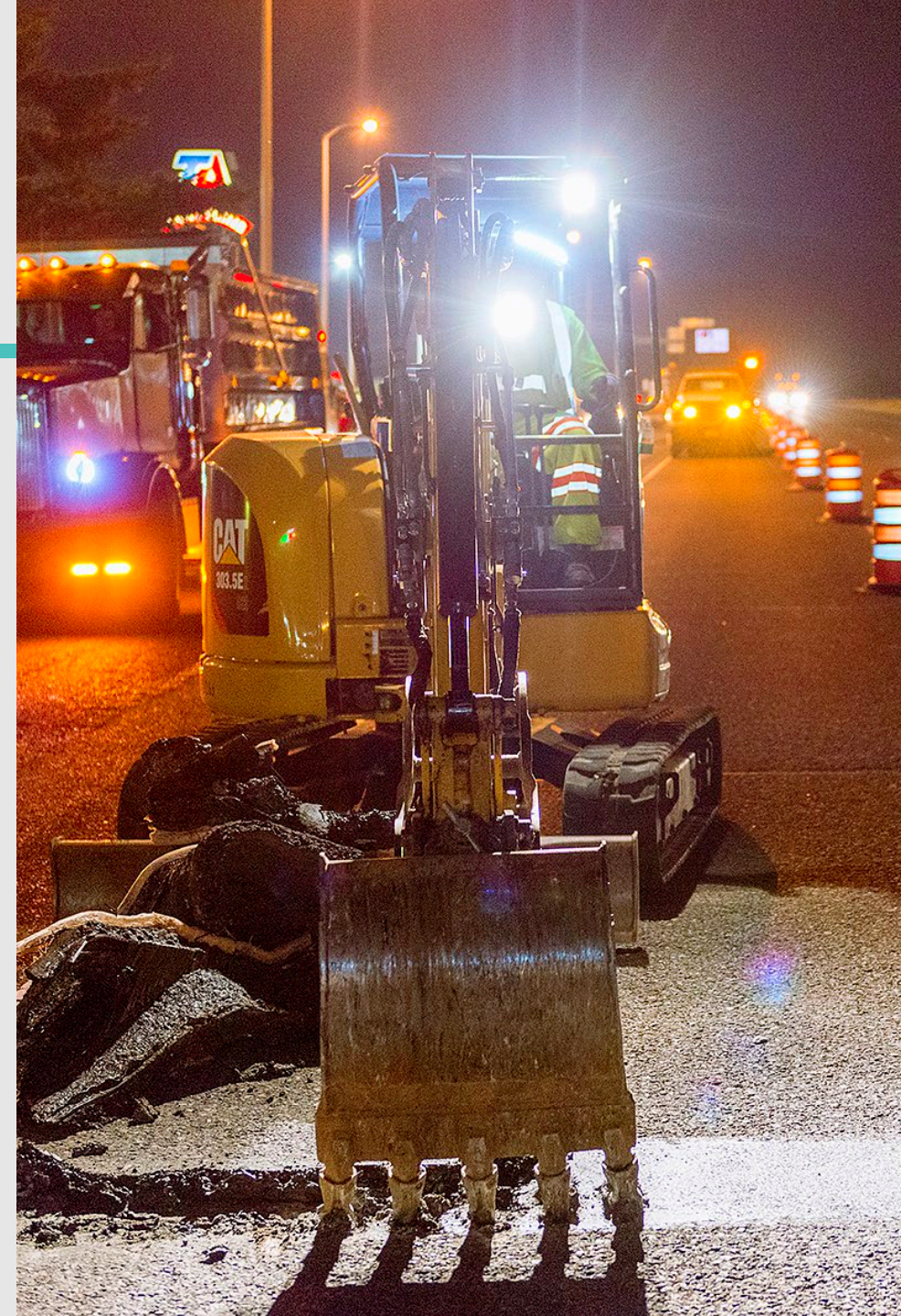
More dollars to BIPOC and women-owned businesses



Increase apprenticeship use

What's Happening: Now & Next

- CWA authorized by OTC
- FHWA review and approval in process
- Developing ODOT infrastructure to support successful implementation
- Outreach
 - Project list
 - Requirements
 - Coordination with projects



BUSINESS DEVELOPMENT

DISADVANTAGED BUSINESS ENTERPRISE

Disadvantaged Business Enterprises (DBE) include small businesses that are at least 51% owned by:

- Minorities: Blacks, Hispanics, Native Americans, Asian-Pacific Americans and Subcontinent Asian Americans;
- Women;
- Other individuals on a case-by-case basis.

DBE firms are certified by the Certification Office for Business Inclusion and Diversity (COBID)

DBE GOALS: Measuring Success

ODOT develops an overall annual goal for DBE participation in federally-funded contracts every three years.

- For FY 2022, the goal was **15.37%** and ODOT reached **22.44%**.
- New DBE Goal for FY2023-25: **23.43%**.



Highlights of DBE participation in ODOT contracts since 2018:

- In 2018, DBE firms were awarded \$70m in 418 contracts compared to \$125.5m in 293 projects in 2022.
- During 2018-22, there were 165 contracts awarded to DBE prime contractors.
- There were 26 DBE primes on contracts awarded in 2022.
- 1,600 DBE contracts awarded since 2018 which is about 21% of the total contracts awarded.
- There were 1,274 construction contracts awarded to DBEs since 2018.
- Since 2018, \$382.7m awarded to DBEs which is about 12% of the total award.

DBE SUPPORTIVE SERVICES

- Bonding and Financial Assistance
- Mentor and Protégé Program
- Technical Assistance and Training



Emerging Small Business (ESB) Program

- COBID Certified as ESBs
- Projects such as: fencing, crack sealing, installation of solar panels
- HB 3055 (2021) increased project size from \$100k to \$250K
- Flexible procurement options
- Current biennium budget: \$10.2 million



QUESTIONS?

