

ODOT Workforce and Business Development

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House Interim Committee on Business and Labor



ODOT follows policies, processes and procedures that promote a diverse workforce.



ODOT has a strong partnership with businesses owned by Black, Indigenous, People of Color (BIPOC), women, and others who have been historically and/ or are currently marginalized.



All ODOT projects and programs prioritize social equity in their planning and risk assessments.



All voices, regardless of social identity or social demographics, in the communities that ODOT serves are heard and their viewpoints influence agency decisions.



Transportation investments benefit neighborhoods and communities that have experienced systematic harm in the past.



Industry and program partners are held accountable to outcomes aligned with ODOT's commitment to social equity.



ODOT 2030

What We Heard

Improve access for BIPOC and certified firms:

- Creating a small business priming program, improving quick pay or partial pay, supporting bonding needs, ‘unbundling’ projects;
- Providing more technical assistance services, refining training opportunities;
- Improving communications/outreach strategies in bidding opportunities, more robust partnerships with CBOs and BIPOC-centered trade organizations, improve data collection for accountability.

DBE SUPPORTIVE SERVICES

- 23.43% overall annual DBE goal FY2023-25
 - Current DBE Goal is 15.37%
- DBE Advisory Committee, started 9/14/22
- Mentor Protégé Program
- Bonding and Financial Assistance
- Technical Assistance and Training



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

Prepared for:

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Draft Summary Report
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2022 ODOT Disparity Study

- Recommendations:
 - Assign higher contract goals
 - Additional race- and gender-neutral efforts and measures needed to:
 - Increase certified DBE firms, connect DBEs to prime contractors, and increase DBE primes
 - Encourage DBE participation in new sub-industries and build capacity
 - Address other barriers to doing business with ODOT

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
- ODOT ESB projects are posted on OregonBuys





Additional Initiatives

- AASHTOWare to help ODOT to collect and monitor data on small business contracting and construction workforce development
- Accelerated partial pay for architecture and engineering contracts
- Revising procurement templates, documents, and procedures to embed equity in the process

Workforce Development



ODOT Civil Rights

BOLI Apprenticeship

Public Partners

Private Sector Contractors

Apprenticeship Utilization

- Training goals set for all qualifying projects
- Projects with estimated total cost of over \$1M for training goal
- Moving towards a 20% per craft goal
- Over past 4 years: Achieved 171% of total training goal hours set



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.



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