

ODOT Workforce Development

Erika McCalpine, Assistant Director for Equity and Civil Rights

Mac Lynde, Delivery & Operations Division Administrator

House Committee on Business and Labor

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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

Prepared for:

Oregon Department of Transportation
355 Capitol Street NE, MS 11
Salem OR 97301-3871

Draft Summary Report
May 2022

Prepared by:

Keen Independent Research LLC
701 N 1st Street
Phoenix AZ 85004
303-385-8515
www.keenindependent.com

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RESEARCH**

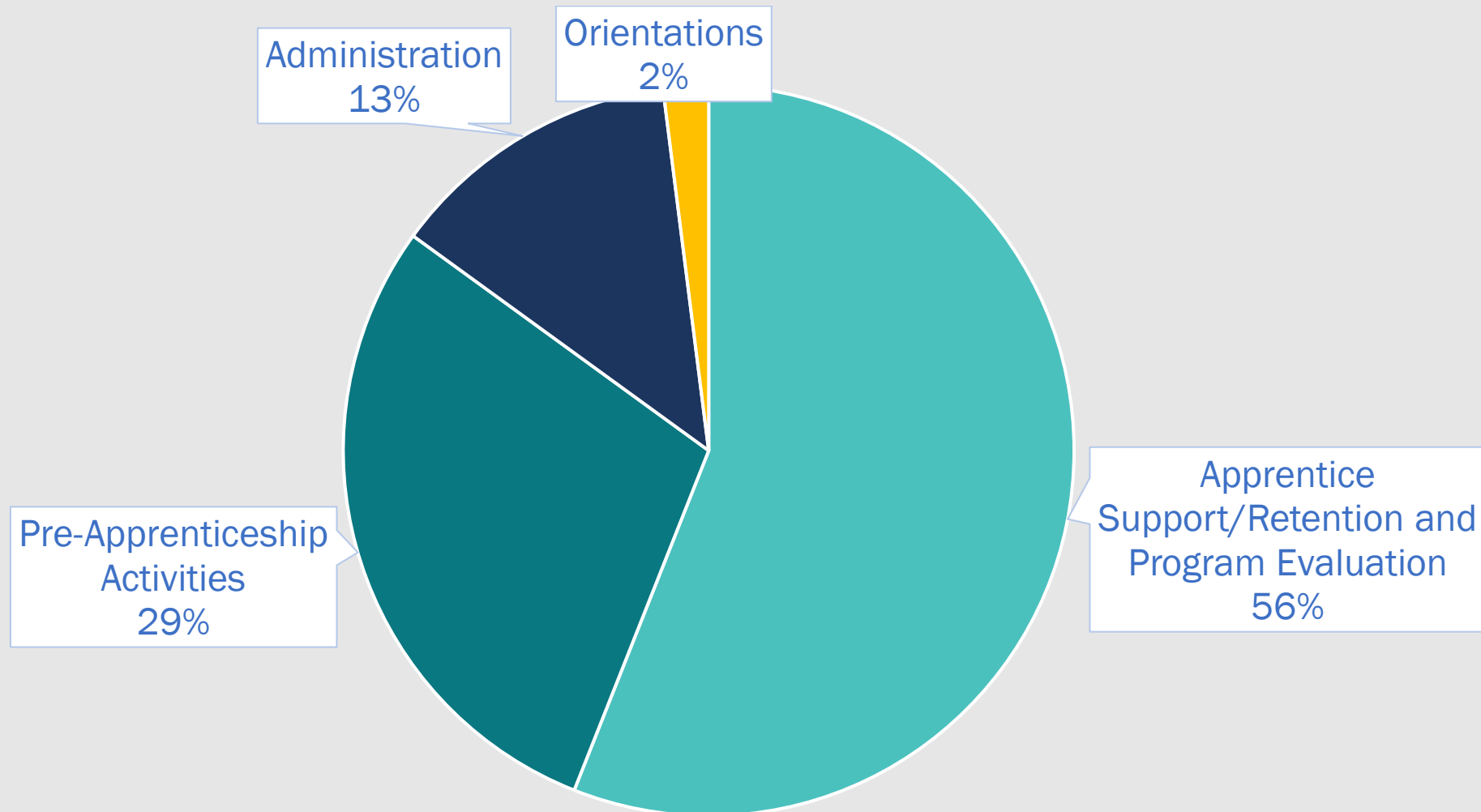
Workforce Development Mission

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 Region 1 – PYB, CH, OTW, POIC

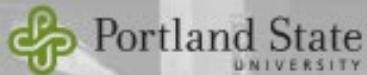
ODOT Regions 2-4 – Akana, Blue Sun and PNCI

Labor's Community Services Agency

Oregon Laborers JATC

2022 Evaluation of the Highway Construction Workforce Development Program

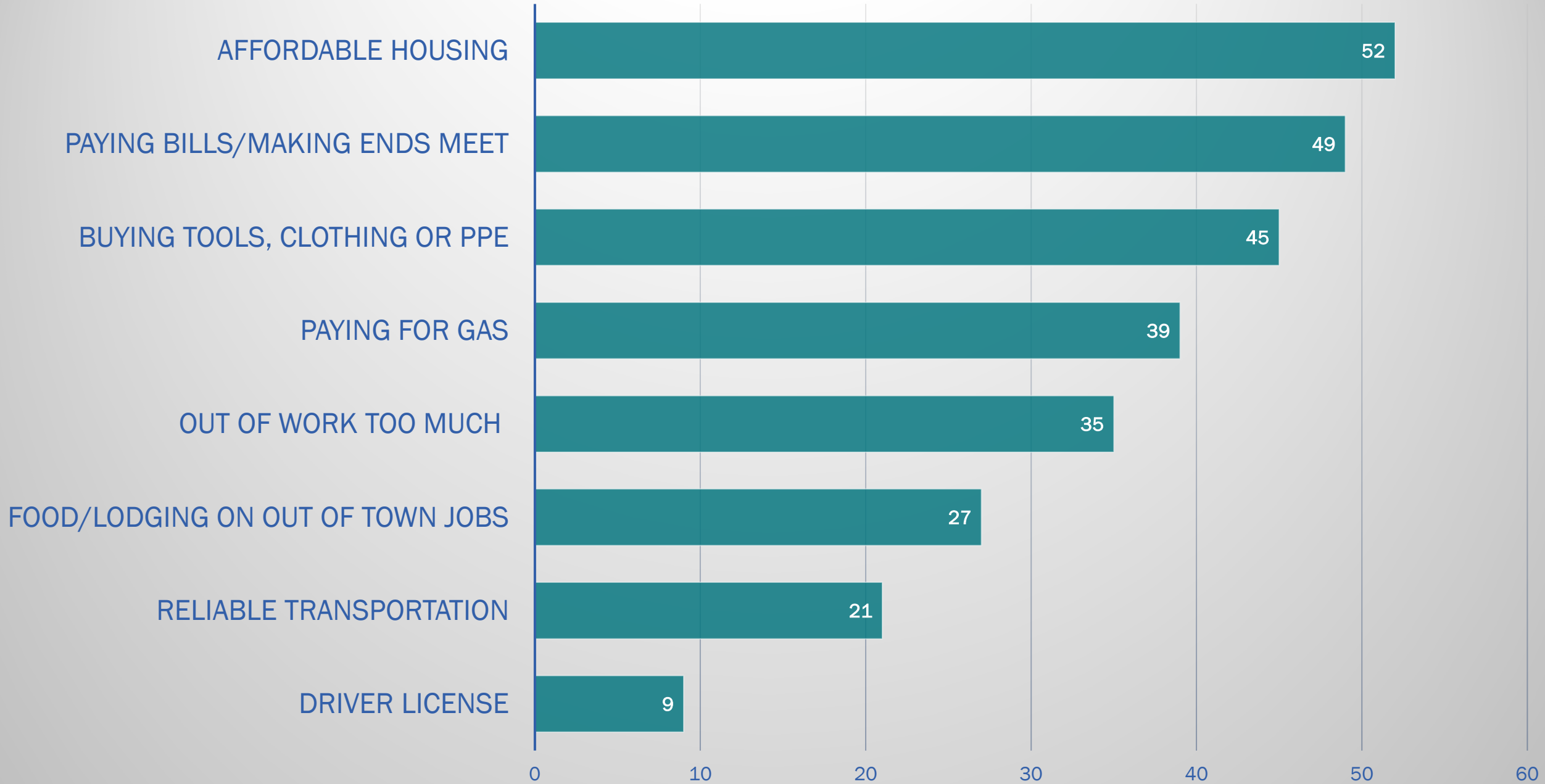
Maura Kelly
Portland State University
November 2022



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%



QUESTIONS?

