

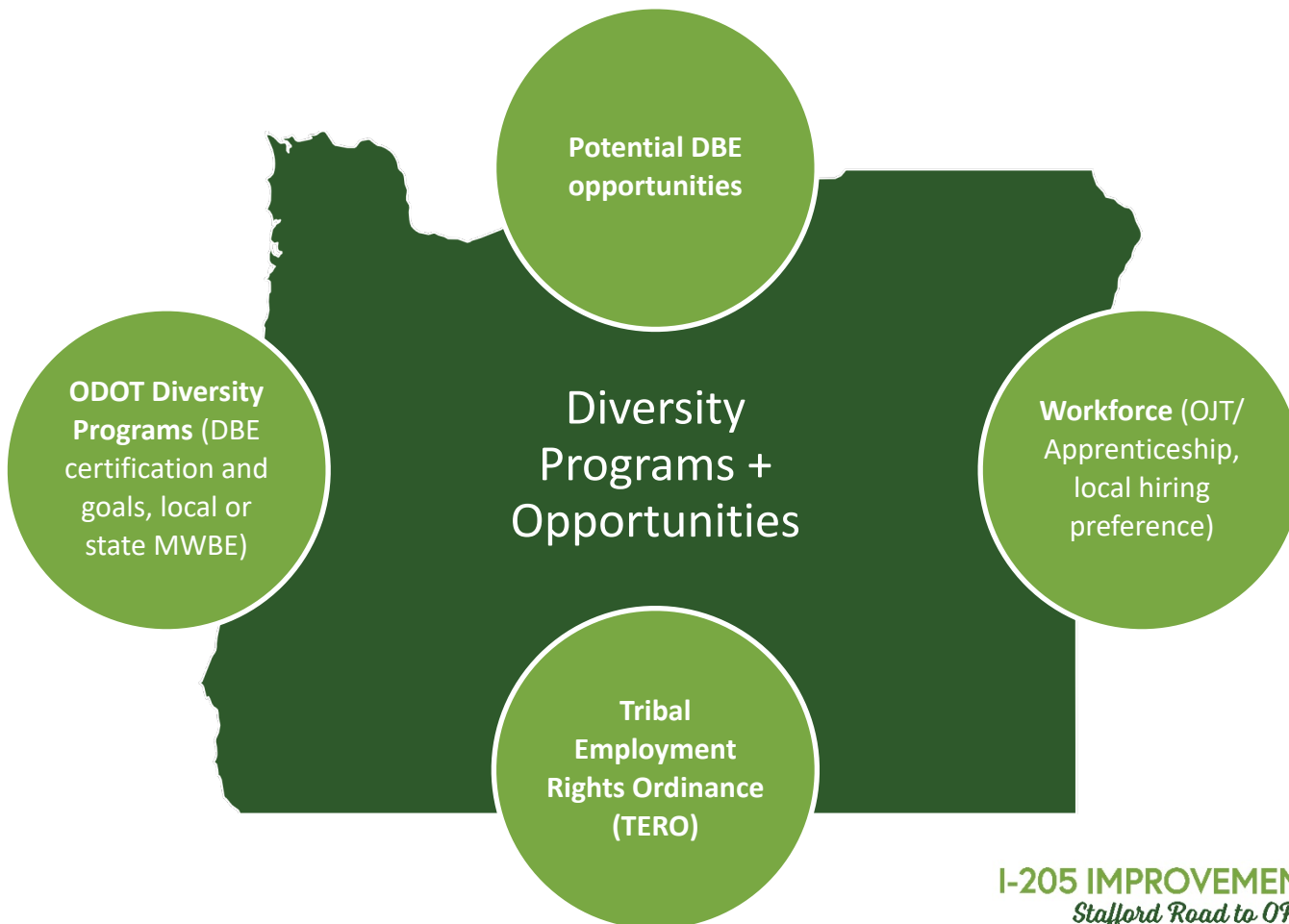
I-205 Improvements Project

Stafford Road to OR 213



Diversity Programs + Opportunities

Phase 1A contract will include DBE/workforce goals and ODOT is seeking to include a local hiring preference.



Project Diversity Goals

- Proposed DBE Construction Goal – TBD
- Apprenticeship - 20%
- Aspirational Targets – Minority 20% & Female 14%
- Zip Code Priority Hiring – 8%
- TERO - TBD

Workforce Development Pilot Program



Announced in June of 2021



Allows a hiring preference and/or innovative contracting approach



Helps increase availability and workforce development opportunities for existing training and apprenticeship programs



Operates under FHWA's Special Experiments Project No. 14 (SEP-14)

How the Program Works

Leveraging ODOT Apprenticeship and aspirational minority and women targets by:



Reducing barriers to access apprentices

Partner with BOLI to change apprenticeship rules. Example: add "...may request that the sponsor pierce the Out of Work List and Ranked Pool of Eligible to reach the top minority or female qualified applicant(s)."



Allowing a contractor to more use **journeymen, supervisors and apprentices** to comply with the hiring requirement.



Improving the **availability of apprentices** for contractors by targeting low-income and economically disadvantaged communities.



Addressing **inequities** that result from barriers in the construction industry and that align with ODOT's construction industry equal opportunity goals.

Local Hiring Preference Application

Application is underway and includes:



ODOT certifications

- A pool of readily available but unemployed individuals possessing the knowledge, skill, and ability to perform the work contract requires reside in the SEP-14 area.
- The bid document will include language prohibiting the contractor from displacing existing employees.
- Any cost increases related to implementing the local hiring preference will not impact the STIP or TIP.



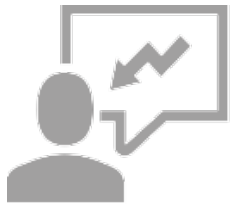
Local hiring preference specifications

Local Hiring Preference Specifications

Specifications will:

✓ **Identified applicable areas** in Clackamas, Marion, Multnomah and Washington Counties

✓ **Consider economic and social indicators:**



People living under
125%

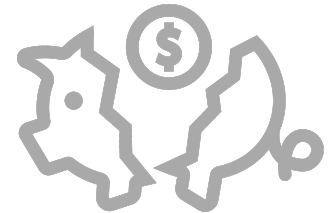
of the federal poverty line



Households
Renting and
work history in
last 12 months

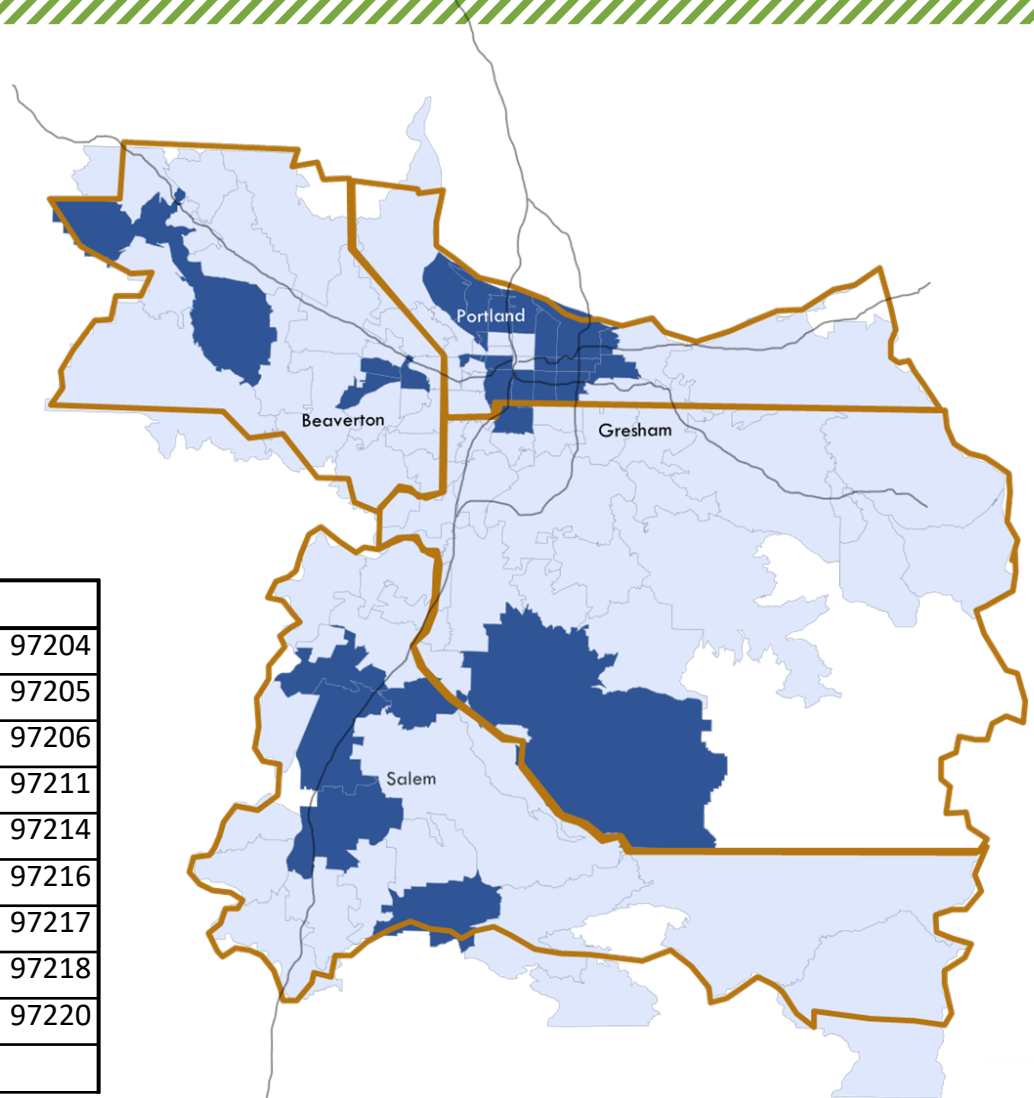


Education –
Less than
high school



Workers 18-65
living in
**economically
distressed
areas**

Priority Hiring Zip Codes



I-205 Workforce Priority Hiring Zip Codes

97003	97222	97204
97005	97227	97205
97024	97230	97206
97026	97233	97211
97030	97236	97214
97038	97266	97216
97078	97305	97217
97116	97317	97218
97202	97362	97220
97203	97383	

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There are a total of 5,416 apprentices in these 9 trades combined statewide of which 1,054 live in one of the designated zip codes for a statewide percentage of **19.5 percent***.

For apprentices in selected trades*:

- Multnomah County, 69.8% are in one of the designated zip codes.
- Marion County, 29.4% are in one of the designated zip codes.
- Washington County, 23.4% are in one of the designated zip codes.
- Clackamas County, 18.5% are in one of the designated zip codes.

**BOLI ATD supplied the analysis of the apprenticeship programs*

Implementation Plan

What we are doing to be successful:



Requesting BOLI to modify current language to allow access to lists of local qualified applicants



Partner with workforce boards



Set contract requirement at 8% Preference based on total project labor hours



Ensuring no existing employee displacements



Exemption process provided for some subcontractors

Workforce Partner Engagement

- BOLI
- Contracting Community
 - 1:1s, Meet the Primes, MCTF
- County Workforce Boards
- Unions
- Pre-Apprenticeship Programs
- MCTF
- Community groups - NAMAC, PBDG, Latino Built
- NWCC

Monitoring and Evaluation



Monthly monitoring using current ODOT Office of Civil Rights tools



Annual report to FHWA and stakeholders



Final report, including:

- Contractor and community suggestions for improvements
- Lessons learned
- Recommendation(s) for further use of the program
- Analysis for how federal funds may be impacted by reducing unemployment
- Evaluation of potential increase in pool of skilled labor

Implementation Timeline

AUGUST 2021

- Submitted draft application including specifications for local hiring preference to FHWA (part of existing SEP-14 application)
- Data development

FALL 2021

- Finalize specifications
- Request BOLI language changes
- Engage workforce partners

Thank You!



For more information, contact:

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