



Peña Boulevard Workforce Plan

Marcus Johnson, Project Manager

Denver Construction Careers Pilot

Denver Economic Development & Opportunity

Peña Blvd Phase I - Workforce Plan Requirements

1. Point of Contact	2. Outreach & Engagement	3. Training Strategy	4. Reporting & Tracking
<p>Identify a Workforce POC to ensure the implementation of the Workforce Plan</p>	<p>Approach and plan for target populations:</p> <ul style="list-style-type: none">• Veterans• TANF recipients• History of Homelessness• History with Foster Care• Graduates of pre-apprentice programs such as WORKNOW	<p>15% of construction hours performed by apprentices. Of those:</p> <ul style="list-style-type: none">• 25% of hours by Targeted Populations• 25% by first-year apprentices	<p>Metrics and strategies to track and report progress meeting the Workforce Plan</p> <ul style="list-style-type: none">• LCPtracker (Wage)• B2G (Firm Participation)• Other TBD

Utilizing the \$564K to support Primes, Sub-contractors and M/WBE firms

DEN Peña Blvd Phase I



Construction firms need a strong talent pipeline



Job seekers need training, supportive services, access to jobs, and quality wages



WORKNOW is a job recruitment, advancement and support platform for Denver metro families living in neighborhoods directly affected by community construction projects. City & County of Denver, OED is a key funding partner in this work.

Building Careers
The Pilot will test solutions for successfully connecting residents to careers borne out of investments in the growth of our city.

Best practices can **inform future policies** to ensure these pilots become regular practice.

Workforce Partners

IHC plans to partner with multiple organization to source and train talent:

- The Associated General Contractors
- Colorado Contractors Association
- Community College of Aurora
- Community College of Denver
- Emily Griffith Technical College
- Hispanic Contractors of Colorado Contractor Academy
- Master's Apprentice and registered Joint Apprenticeship and Training Committees (JATC)

Workforce Execution: Outreach

- Build relationships with WORKNOW and community resources partners, meeting regularly to maintain communication through duration of the project
- Use relationships to identify outreach events and job fairs participating in no less once a month the duration of the outreach
- Actively engage at events and fairs to match candidates to job openings, begin apprenticeship enrollment and address barriers to employment (i.e. transportation, PPE, tools, etc.)

Workforce Execution: Training

- Partner with local trade organizations to enroll employees in registered apprenticeship programs
- Provide on-the-job training and assign a mentor to each apprenticeship
- Each apprentice shall attend required related training instruction being supported by mentors through graduation

Reporting

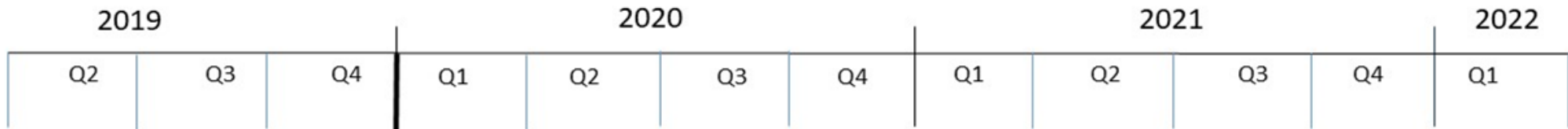
	Report Timing	Responsible
City Council Updates	Quarterly	DEDO / DEN
Job Postings	Monthly (As needed)	IHC
Outreach Events	Monthly	IHC / DEDO
WORKNOW Participation	Monthly	IHC / DEDO

Reports will summarize quarterly activities and execution of the Workforce Development Plan focusing on the following:

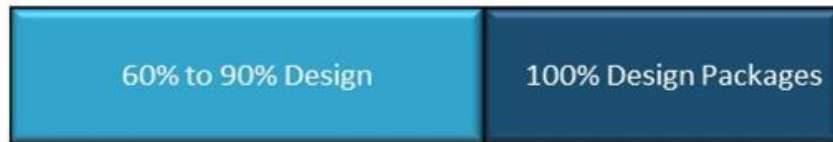
- Outreach to the Targeted Categories and Populations (and participation data)
- 15% of construction hours performed by registered apprentices
- 25% of the 15% performed by registered apprentices from targeted areas or targeted populations
- 25% of the 15% performed by first year registered apprentices

Workforce Timeframe

Workforce Cycle (ongoing)



Identify training & apprenticeship hours



Construction Process



Workforce Timeframe

- IHC has completed a “Draft” Workforce Development Plan
- This project is a design build and final plan commitments will be completed concurrently with design development
- Workforce Plan schedule of execution:
 - 60-90% Design Development - Q3 2019 to Q4 2019
 - Identify Trade & Apprenticeship Hours - Q4 2019 to Q1 2020
 - Final 100% Design - Q1 2020 to Q4 2020
 - Trade subcontractor selection – Q2 2020 to Q4 2020
 - Construction - Q2 2020 to Q1 2022