

HOW TO ACCESS THE QUALIFIED CONSTRUCTION WORKFORCE POOL

Construction-ready workers are available for Oregon contractors

The problem: Shortage of construction workers

As a contractor, you know it is becoming increasingly difficult to find qualified, diverse workers, and it's only going to get harder. A 10-year projection of Oregon's construction industry indicates that approximately 14,000 new workers will be needed to fill openings created by job growth and retirements.

The solution: Qualified construction workforce pool

To help contractors meet this anticipated shortage of workers, the Oregon Department of Transportation, with input from the Associated General Contractors, has created a pool of qualified people who want to work in the five heavy highway-related trades: cement masons, operating engineers, laborers, ironworkers and carpenters.

The apprentice-level workers that make up the qualified labor pool have been recruited, screened to industry standards, assessed and trained to start working on heavy-highway construction projects. The diverse pool is made up of women and men of various ethnicities, as well as veterans.

These potential workers, all of whom have passed job-readiness screening, an educational assessment, and drug testing, are ready to be hired by your company.

Building diversity and economic strength

To help you build and diversify your workforce, ODOT set goals for participation of apprentices on projects for the OTIA III State Bridge Delivery Program and other ODOT work in the Portland metropolitan area. The apprenticeship goals, currently set at 10 percent, are race and gender neutral. However, at the direction of the Oregon Legislature, the agency has specifically recruited groups of people not historically part of the qualified construction trades pool in Oregon. This effort has created a qualified labor pool made up of a diverse group of women, minorities and veterans.

As you know, contractors must hire apprentices from their current workforce provider. If your contract specifically contains equal opportunity provisions and your workforce provider is unable to meet this requirement, ODOT's qualified labor pool is an alternative and is race and gender neutral.

See reverse for "How-To"



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Two-step process to get started

1. Register with the iMatchSkills® database

The WorkSource Oregon Employment Department's database, iMatchSkills, allows employers to list openings and find candidates matching their criteria. To register online, go to www.iMatchSkills.org and follow the online instructions for new employers.

You can request registration assistance either by phone or at your local WorkSource Oregon Employment Department office. To find the phone number and location of the office near you, visit www.WorkinginOregon.org and click on "Office Locations" or call toll-free 1-877-517-JOBS (5627).

2. Hire apprentices from the qualified labor pool through iMatchSkills

Browse through a diverse group of qualified workers with the "OTIA ready" button, which limits your search to profiles of those already screened and accepted into the labor pool.

For more information about the qualified labor pool, call the ODOT Civil Rights Specialist in your region:

Region 1 (Portland metro area)	David Dixon, (503) 731-4560
Region 2 (Willamette Valley)	Rick Whelan, (503) 986-4356
Region 3 (Southwest Oregon)	Marie Wright, (541) 957-3698
Region 4 (Central Oregon)	Janet Sharp, (541) 388-6234
Region 5 (Eastern Oregon)	Henry Manjarres, (541) 962-0568

