

BUREAU OF LABOR AND INDUSTRIES (BOLI)
COMMISSIONER BRAD AVAKIAN

Commissioner's Message – November 22, 2011
It's beginning to look a lot like the Annual BOLI Conference

Dear Friends:

As families prepare to gather and celebrate Thanksgiving, and we look forward to the holidays that will soon be here, it's the perfect time of year to take a moment to be thankful—and then to start planning for the New Year.

One thing for which I am thankful, among my many blessings, is to work with the great team here at Oregon's Bureau of Labor and Industries. It's heartening to me to see the diligent work that my staff is doing on a regular basis in support of not just working people, but also of the employers that drive our state's economy. That "and Industries" part of our name is something we take very seriously, as evidenced by [our 27th Annual Employment Law Conference](#).

Employers of all shapes and sizes can attend the BOLI conference knowing that they will get, over the course of two days, knowledge and resources to help tackle all of their pressing workplace issues. Each of the scheduled sessions, led by BOLI compliance experts and Oregon's top employment law attorneys, delves into the critical information that you need to put out the fires that can spring up in any workplace, including discussion of both the good and the not-so-good ways to address issues. Whether you've attended the conference previously or are thinking about it for the first time, and whether you're a direct supervisor, an HR professional or an attorney, there will be plenty of opportunity for you to expand the skills and knowledge that you bring to your workplace.

We wouldn't mess with a model that has successfully trained thousands of Oregonians over the years, but we have been able to enhance the value of our conference in several ways this year:

- New publications will be on sale, including our [brand new, 2012 Editions](#) of the *Wage and Hour Laws Handbook*, the *Civil Rights Laws Handbook* and the recently released *Employee Classification & Wage and Hour Exemptions* manual. Updated 2012 workplace posters will be available as well, allowing employers to literally get everything they need for 2012, all in one stop. A few copies of our *Recent Changes in Labor and Employment Law* manual are also still available!
- New sessions are scheduled, addressing timely subjects like Rightful Discharge, Managing a Modern Workforce and Social Media in the Workplace in addition to long-time favorites like the Caselaw Update, Hurricane I-9 and the Legislative Update.
- New sessions focusing on public employers and unionized workplaces, raised in response to requests in previous years, will specifically address the special challenges of those environments, such as Best Practices of Labor-Management Committees.

With those exciting new features added on, plus other exciting developments like electronic conference manuals, [BOLI's 27th Annual Employment Law Conference](#) is setting a new bar for the value that Oregon employers can get from a single training opportunity. I hope that you'll be able to join us in support and celebration of Oregon employers—with special recognition going to the recipients of BOLI's 3rd Annual Business Leadership Awards.

Sincerely,

Brad Avakian

Proposals for Career Education Grants Now Being Accepted

First awards from new grant fund to be made this spring

Commissioner Avakian and State Schools Superintendent Susan Castillo have announced the opening of a statewide Request for Proposals (RFP) seeking schools and school districts that will develop or expand career and technical education (CTE) programs in Oregon middle and high schools. [Earlier this year](#), the Oregon legislature dedicated \$2 million to revitalizing CTE programs in Oregon schools, building opportunities for students to access high-wage, high-demand jobs much earlier in their careers.

BOLI and the Oregon Department of Education (ODE) will host an online workshop for interested parties and potential applicants TODAY, November 22, offering an opportunity to learn more about the requirements and expectations of the CTE revitalization grants. For more about the workshop, visit <http://www.ode.state.or.us/news/announcements/announcement.aspx?=7813>.

“CTE is the bridge from our public schools to a successful workforce,” Avakian said. “Oregon’s economy is driven by the skill and productivity of our workers, and giving our students the opportunity to discover their interest and talent in applied ways will ready them to contribute to the economy sooner. The potential talent that is going to be developed through these programs is just one reason that labor and industry groups are so eager to partner with our schools.”

“Besides the economic benefit, revitalizing CTE programs is a huge win for Oregon students,” Castillo said. “Applied learning opportunities through CTE programs increase student engagement, reducing drop-out rates and increasing graduation rates. This is exactly the kind of pro-active strategy that we need to support our students and help them meet higher high school standards.”

Proposals must be received at the ODE office in Salem by 5pm on February 10, 2012.

Links to the RFP itself, contact information for assistance and additional resources regarding the grant fund are all available at www.ode.state.or.us/go/ctegrant.

BOLI continues competition for \$900,000 in workforce contracts

BOLI-ODOT partnership to fund programs for retention, recruitment of construction workers

BOLI has issued its second in a series of three Requests for Proposals (RFP) to offer supportive services targeted at increasing diversity in the highway construction workforce. The contracts, funded with an allocation of federal highway dollars via BOLI’s partnership with the Oregon Department of Transportation (ODOT), will be administered by the state Apprenticeship and Training Division (ATD), a part of BOLI.

“The contracts we are seeking will empower Oregon workers,” said Commissioner Avakian. “These contracts mean increased awareness of highway construction careers and fewer barriers for people who are not traditionally directed toward construction career pathways that can lead to high-skill, living-wage jobs. The ongoing partnership between ATD and ODOT will pay huge dividends for our workforce and the construction industry.”

ATD plays a key role in workforce development throughout the state, working with local training committees, employers and their community partners to ensure a high-quality, competitive workforce for Oregon in 119 skilled occupations. The recently announced RFPs are focused on providing specific supportive services to increase diversity in the highway construction workforce via direct supports to active registered apprentices and pre-apprenticeship training and recruitment programs for young people with potential interest in construction careers.

“We are committing almost half a million dollars to keep working apprentices on the job, which is a pressing priority for Oregon’s workforce,” Commissioner Avakian said. “Another \$200,000 will go to outreach and education for young people in the Metro Area and an additional \$250,000 is slated for youth outreach and education in other regions of the state.”

BOLI will issue a third RFP, specifically targeting pre-apprenticeship training and recruitment programs outside the Metro Area, in approximately two weeks. That third RFP, representing \$250,000 in contracts, will bring the contract total for FY 2012 to some \$900,000.

To view the RFPs and their submission requirements, interested parties must register as a “supplier” on the state’s procurement web page, the Oregon Procurement Information Network, at ORPIN.Oregon.gov. Programs offering direct support to active apprentices must be ready to start January 1st, while pre-apprenticeship and recruitment proposals should anticipate a March 1st start date. Note that proposals for each RFP have different submission timelines. Questions should be directed, in a written format, to:

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