Disadvantaged Business Enterprise and Workforce Advisory Committee

September 16, 2021
Today’s Topics

- Building Strong Communities Update
- Project Update
- DBE Reporting
- Workforce Reporting
- Construction Workforce and Economic Data by DEED
- Public Invitation
Building Strong Communities Update
Building Strong Communities: September Update

BSC 2021 Apprenticeship Placements (to date)

- 2 - Carpenters
- 1 - Cement Mason
- 1 - Iron Workers
- 6 - Laborer
- 3 - Operating Engineer
- 1 - Plumbers
- 1 – Sheet Metal Workers

BSC Apprentice - Ethnicity

- American Indian: 2 (13%)
- Black / African American: 4 (27%)
- Hispanic: 2 (13%)
- White: 7 (47%)

BSC Apprentice - Gender

- Men: 8 (53%)
- Women: 7 (47%)
Building Strong Communities: September Update

- The MN Building and Construction Trades passed a resolution to make the Minnesota Building and Construction Trades Council home to Building Strong Communities.

- Building Strong Communities to become a statewide program funded by the Building Trades.

- Diversity and inclusion of the Trades remains a priority for Building Strong Communities going forward.
SWLRT Project Update
Aug. 24: Senator Tina Smith, FTA Administrator Nuria Fernandez, and Regional Administrator Kelley Brookins Visit SWLRT
Senator Smith, FTA Administrator Fernandez, Chair Zelle, Project Director Alexander
DBE Achievement Report
# DBE Achievement as of July 31, 2021

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Contract Description</th>
<th>Contract Amount</th>
<th>Contractor Billed to Date</th>
<th>DBE Billed to Date</th>
<th>DBE Date %</th>
<th>As of Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>LMJV 16% Goal</td>
<td>Civil</td>
<td>$951,276,004</td>
<td>$522,035,573</td>
<td>$106,792,168</td>
<td>20.5%</td>
<td>7/31/21</td>
</tr>
<tr>
<td>APJV 12% Goal</td>
<td>Systems</td>
<td>$193,831,209</td>
<td>$59,991,036</td>
<td>$9,275,656</td>
<td>15.5%</td>
<td>7/31/21</td>
</tr>
<tr>
<td>LS Black 15% Goal</td>
<td>Franklin O&amp;M Exp.</td>
<td>$39,276,219</td>
<td>$33,103,366</td>
<td>$6,112,477</td>
<td>18.5%</td>
<td>7/31/21</td>
</tr>
<tr>
<td>Closed Contracts</td>
<td></td>
<td>$404,992</td>
<td>$404,992</td>
<td>$74,610</td>
<td>18.4%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contract Amount</th>
<th>Billed to Date</th>
<th>$ DBE to Date</th>
<th>% DBE to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>15% Goal</td>
<td>$1,184,788,424</td>
<td>$615,534,967</td>
<td>$122,254,911</td>
</tr>
</tbody>
</table>
Civil DBE Participation as of Jul. 31, 2021

*DBE Goal for the Civil Contract is 16%
Systems DBE Participation as of Jul. 31, 2021

*DBE Goal for the Systems Contract is 12%*
Franklin DBE Participation as of Jul. 31, 2021

*DBE Goal for the Franklin O&M Contract is 15%
**SWLRT Construction Contracts Disaggregated***

- Construction Contracts Total: $1,183,937,790

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian Pacific</td>
<td>$ 277,743</td>
<td>$ 40,021,329</td>
<td>3.38%</td>
</tr>
<tr>
<td>Asian Subcontinent</td>
<td>$</td>
<td>$ 1,900,001</td>
<td>0.16%</td>
</tr>
<tr>
<td>Black</td>
<td>$ 43,369</td>
<td>$ 9,227,926</td>
<td>0.78%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$ 727,600</td>
<td>$ 28,726,050</td>
<td>2.43%</td>
</tr>
<tr>
<td>Native American</td>
<td>$ 3,812,256</td>
<td>$ 18,538,811</td>
<td>1.57%</td>
</tr>
<tr>
<td>White Women</td>
<td>$ 119,918,487</td>
<td></td>
<td>10.13%</td>
</tr>
</tbody>
</table>

DBE Contracts Total: $ 223,193,571

*Contract values are as of 7/31/21 and includes: Civil, Systems, Franklin O&M & OMF Demo*
Disaggregated Construction DBE Data*

- DBE contract participation by state:

<table>
<thead>
<tr>
<th>State</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>MN</td>
<td>$192,852,513</td>
</tr>
<tr>
<td>FL</td>
<td>$20,500,000</td>
</tr>
<tr>
<td>GA</td>
<td>$6,907,529</td>
</tr>
<tr>
<td>IL</td>
<td>$479,004</td>
</tr>
<tr>
<td>MD</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>SD</td>
<td>$795,000</td>
</tr>
<tr>
<td>WI</td>
<td>$659,526</td>
</tr>
</tbody>
</table>

*Contract values for Civil, Systems, Franklin O&M, and OMF Demolition as of July 31, 2021
DBE Removal from Franklin Project

• LS Black requested to remove Hydro-Vac from their DBE Commitments
  • Hydro-Vac was a 2nd tier subcontractor
  • There was confusion based on similar business names and a non-DBE firm completed the work
• OEO confirmed commitment with Hydro-Vac and LS Black early in the project
  • The commitment was affirmed at the DBE Quarterly Meetings by LS Black
• OEO approves the removal with ongoing GFE
  • LS Black was able to include Hydro-Vac in Sept.
Lunda/CS McCrossan Joint Venture: Civil DBE Activities Update
Upcoming SWLRT DBE Participation: Sept.

• Civil Contract
  - Am-Tec Designs: Structural steel (supply only)
  - Blackstone: Retaining walls
  - Boys Contracting: Pipe supply
  - CI Utilities LLC: Electrical testing
  - E&J Steel Erectors: Steel erection
  - HHA: Scheduling consultant
  - IMO Consulting Group: Surveying
  - J&L Jobsite Solutions: Project Offices
  - On Call Pavement Sweeping: Street sweeping
  - Pete’s Water & Sewer: Utility work
  - Public Solutions Group: Public info and site prep.
  - Safety Signs: Maintenance of traffic
  - Standard Contracting Inc: Erosion control & misc. civil
  - Stonebrook Fence Inc.: Temp. & permanent fence
# Upcoming SWLRT DBE Participation: Sept.

## Civil Contract
- AirFresh Industries: Sanitary facilities
- Biffs: Sanitary facilities
- Mac’s Roll-Off Service Inc: Dumpsters
- ZTS: Project trucking
- MBE Inc: Project trucking
- M&J Trucking: Project trucking
- RCS: Curb and Flatwork
- Dionne Construction: Landscaping

## Stations Contract
- Am-Tec Designs: Structural steel
- E-Con-Placer: Concrete pumping
- Biffs: Sanitary facilities
- Sun Mechanical: Mechanical
LMJV DBE Highlight: Safety Signs, LLC

• Scope of Work: Traffic Control and Signage
  ▪ Base contract value: $6,400,000
  ▪ Contract changes to date: $1,900,000
  ▪ Estimated contract value: $8,300,000

“Safety Signs is an integral part of the success of the SWLRT Project. Their staff are experts in their field and they provide exceptional service to the LMJV and the SWLRT Construction Team.”
Dale Even – LMJV Project Manager
LMJV Update on Change Orders*

• Owner Change Orders Total: $151,007,153
• DBE Change Order Total: $14,171,554

*Does not take into account LMJV directed change orders with Subcontractors
Aldridge Parsons Joint Venture: Systems DBE Activities Update
Anticipated DBEs: One Month Look Ahead

• Gunnar Communication Work
  ▪ West 21st Street Station
  ▪ Southwest Station

• TPSS Foundations (303 & 307)
  ▪ Dionne Construction: Erosion control/silt fence
  ▪ Bald Eagle Erectors (Meyer sub): Form/rebar/pour concrete
  ▪ Moltron Builders: Excavation, under-drain, subgrade preparation
  ▪ MBE Inc. (Meyer Sub): Trucking
  ▪ IMO: Pre-inspection
APJV Update On Change Orders

• Owner change orders approved thru 8/1/21:
  - $9,217,000

• DBE change order participation:
  - Gunnar Electric: $1,404,215
  - Generation Cable: $413,311 ($247,986: 60% material only)
  - DBE change order participation: 17.9%
  - DBE job to date participation: 15.3%
LS Black Constructors:
Franklin O&M DBE Activities Update
LS Black Update on Change Orders

- Current contract amount thru 7/31: $39,387,423
  - Committed DBE contracts: $7,382,250
  - Anticipated DBE participation: 19%

- Overall billed to date thru 7/31: $35,970,701
  - DBE billed to date thru 7/31: $6,836,235
  - DBE achievement to date: 19%
LS Black Update on DBE Activity

• Ongoing participation from GoFetsch Mechanical
• Ongoing participation from Nakasone Painting
• Always Stone & Tile
• Am-Tec Designs (steel fabrication only)
• Wissota Supply Co
• Dzeidzic Caulking
Workforce Participation Report
Civil Workforce Participation Percentage*

- July 2021: 86,847 hrs
- Civil Construction Total: 1,439,587 hrs

*Based on MDHR Workforce Report for July 2021
People of Color/Indigenous (POCI)
Civil Workforce Participation*

- July 2021: 86,847 hrs
- Hours worked by category:

<table>
<thead>
<tr>
<th>Category</th>
<th>Hours</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Men</td>
<td>58,530</td>
<td>67.4%</td>
</tr>
<tr>
<td>White Women</td>
<td>5,729</td>
<td>6.6%</td>
</tr>
<tr>
<td>POCI Women</td>
<td>2,540</td>
<td>2.9%</td>
</tr>
<tr>
<td>POCI Men</td>
<td>19,054</td>
<td>22.0%</td>
</tr>
<tr>
<td>Unspecified</td>
<td>944</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

*Based on MDHR Workforce Report for July 2021
Civil Workforce Participation Cumulative*

- Total Women hours to date: 119,299 hrs
- Cumulative percentage: 8.29%

*Based on MDHR Workforce Reports through July 2021
Civil Workforce Participation Cumulative*

- Total POCI hours to date: 321,063 hrs
- Cumulative percentage: 22.3%

*Based on MDHR Workforce Reports through July 2021
Civil Workforce Trucking Participation*

Trucking participation on Project being counted:

- MBE: 23,852 hours
- ZTS: 4,164 hours
- Rock-On Trucks: 709 hours

*Based on MDHR Workforce Reports: Project Start through July 2021
Civil Workforce Participation Disaggregated Percentages

July 2021

- Black: 6%
- Asian: 2%
- Native American: 3%
- H/L: 12%
- White: 74%

Project to Date

- Black: 6%
- Native American: 2%
- H/L: 10%
- White: 77%

Overview:
- NonSpec: 1%
- Multi: 2%
- Native American: 3%
Civil Workforce Participation Disaggregated*

- Project Total: 1,439,587 hrs
- Total POCI: 321,063 hrs (22.30%) 
- Total Women: 119,299 hrs (8.29%)

<table>
<thead>
<tr>
<th>Ethnic/Racial Group</th>
<th>Total Hours Women</th>
<th>Women Percent</th>
<th>Total Hours Men</th>
<th>Men Percent</th>
<th>Total Hours</th>
<th>Total Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian Americans</td>
<td>122</td>
<td>0.01%</td>
<td>44,666</td>
<td>3.10%</td>
<td>44,788</td>
<td>3.11%</td>
</tr>
<tr>
<td>Black Americans</td>
<td>17,155</td>
<td>1.19%</td>
<td>66,831</td>
<td>4.64%</td>
<td>83,986</td>
<td>5.83%</td>
</tr>
<tr>
<td>Hispanic Americans</td>
<td>4,196</td>
<td>0.29%</td>
<td>136,900</td>
<td>9.51%</td>
<td>141,084</td>
<td>9.80%</td>
</tr>
<tr>
<td>Native Americans</td>
<td>11,351</td>
<td>0.79%</td>
<td>19,086</td>
<td>1.33%</td>
<td>30,437</td>
<td>2.12%</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>700</td>
<td>0.05%</td>
<td>20,057</td>
<td>1.39%</td>
<td>20,757</td>
<td>1.44%</td>
</tr>
<tr>
<td>White Americans</td>
<td>85,640</td>
<td>5.94%</td>
<td>1,025,360</td>
<td>71.22%</td>
<td>1,110,851</td>
<td>77.16%</td>
</tr>
<tr>
<td>Not Specified</td>
<td>135</td>
<td>0.01%</td>
<td>7,389</td>
<td>0.51%</td>
<td>7,524</td>
<td>0.52%</td>
</tr>
</tbody>
</table>

*People of Color and Indigenous People (POCI) & Women participation from 12/1/18 – 7/31/2021
Systems Workforce Participation Percentage*

- July 2021: 248 hrs
- Systems Construction Total: 635 hrs

*Based on MDHR Workforce Report for July 2021
People of Color/Indigenous People (POCI)
Franklin O&M Workforce Participation Percentage*

- July 2021: 5,097 hrs
- Franklin O&M Construction Total: 83,901 hrs

*Based on MDHR Workforce Report for July 2021
People of Color/Indigenous (POCI)
Franklin O&M Workforce Participation*

- July: 5,097 hrs
- Hours worked by category:

*Based on MDHR Workforce Report for July 2021
Franklin O&M Workforce Participation Cumulative*

- Total Women hours to date: 6890 hrs
- Cumulative Percentage: 8.21%

*Based on MDHR Workforce Reports through July 2021
Franklin O&M Workforce Participation Cumulative*

- Total POCI hours to date: 19,961 hrs
- Cumulative Percentage: 23.39%

*Based on MDHR Workforce Reports through July 2021
Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update
LMJV Workforce Activities: August 2021

• Monthly SWLRT meetings: subcontractors & internal LMJV
• Continual update meetings with LMJV representatives & Lunda field operations on upcoming hiring needs
• Meeting with LMJV, Systems & Maintenance Facility contracts workforce teams re project outreach events
• Met Council & MDHR 2\textsuperscript{nd} site visit
• Meeting with Dunwoody regarding outreach events timeline and event goals
LMJV Upcoming Stand Out Workforce Activities: September 2021

• SWLRT: Outreach planning meeting with Civil, Systems & Facilities partners
• Monthly LMJV Workforce/Hiring Review
• Continuation of workforce education meetings with SWLRT, unions & education institutions; creating an overall picture of outreach activities over 2022-2023
• Monthly review meeting with representative of BSC
  ▪ How can we continue to be proactively active?
  ▪ How can we get our subs more involved?
• Potential SWLRT booth/exhibit at upcoming Construct Tomorrow event (9/28&9/29) at Scout Base Camp
## Total New Hires/Transfers for LMJV: August

<table>
<thead>
<tr>
<th>New Hires: 5</th>
<th>Transfers: 26</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Male: 3</td>
<td>White Male: 19</td>
</tr>
<tr>
<td>White Female: 0</td>
<td>White Female: 1</td>
</tr>
<tr>
<td>POCI Male: 2</td>
<td>POCI Male: 5</td>
</tr>
<tr>
<td>POC Female: 0</td>
<td>POC Female: 1</td>
</tr>
</tbody>
</table>

- Apprentices: 4
- Journeymen: 18
- Foremen: 9
Aldridge Parsons Joint Venture: Systems Workforce Activities Update
Systems Contract Workforce

• Plan to meet the workforce goal:
  ▪ APJV limited scopes available for craft labor through the remainder of 2021; APJV has been granted access to TPSS Station 303 beginning September 13
  ▪ Participated in mock interviews at Summit Academy OIC on August 13
  ▪ Site visit at Summit Academy OIC: One-day training during the first two weeks of October; Aldridge Training Trailers, IIF Training, Reps from IBEW Local 292 and Local 160 along with lower Tier Electrical subs
LS Black Constructors: Franklin O&M Workforce Activities Update
Franklin O&M Contract Workforce Activities

• Monthly GFE meetings with MDHR
• Attending outreach opportunities with CBOs with subcontractor team participation
• Reminder emails to trade partner teams about participation and plans to increase workforce as necessary
• Continue to track LCP participation goals as well as communicate with our sub teams on improvement opportunities
• On-site meeting with the MDHR on 8/16/21 for interviews and feedback from craft teams
Construction Workforce and Economic Data

Timothy O’Neill | Regional Labor Market Analyst
Labor Market Information Office (http://mn.gov/deed/data)
Construction workforce and economic data

- National and state labor market update: July 2021
- Construction employment trends
- Unemployment Insurance trends in Construction
- Construction demographics in the Minneapolis-St. Paul MSA
- Hiring demand in a tight labor market
- Minneapolis Federal Reserve construction information
- Available resources and data tools
Minnesota labor force trends
Local Area Unemployment Statistics: 2019 to July 2021
### Seven-County Metro Area industry trends

Quarterly Census of Employment and Wages

<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS Code</th>
<th>Number of Establishments</th>
<th>Number of Jobs</th>
<th>Total Payroll ($1,000s)</th>
<th>Avg. Annual Wage</th>
<th>Annual 2019 to 2020 Job Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total, All Industries</td>
<td>0</td>
<td>86,595</td>
<td>1,644,578</td>
<td>$117,801,322</td>
<td>$71,552</td>
<td>-131,861</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>62</td>
<td>11,626</td>
<td>270,196</td>
<td>$15,184,257</td>
<td>$56,108</td>
<td>-8,751</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>31</td>
<td>4,060</td>
<td>166,172</td>
<td>$13,454,604</td>
<td>$80,912</td>
<td>-6,889</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>44</td>
<td>8,571</td>
<td>152,188</td>
<td>$5,559,782</td>
<td>$36,504</td>
<td>-12,630</td>
</tr>
<tr>
<td>Educational Services</td>
<td>61</td>
<td>2,221</td>
<td>128,067</td>
<td>$7,714,861</td>
<td>$60,320</td>
<td>-7,089</td>
</tr>
<tr>
<td>Prof., Sci., and Technical Services</td>
<td>54</td>
<td>11,391</td>
<td>121,631</td>
<td>$13,081,764</td>
<td>$107,484</td>
<td>-4,342</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>52</td>
<td>4,918</td>
<td>114,730</td>
<td>$14,453,817</td>
<td>$125,944</td>
<td>-346</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>72</td>
<td>6,167</td>
<td>101,953</td>
<td>$2,353,445</td>
<td>$23,036</td>
<td>-39,141</td>
</tr>
<tr>
<td>Administrative and Support Services</td>
<td>56</td>
<td>4,362</td>
<td>85,457</td>
<td>$4,082,659</td>
<td>$47,788</td>
<td>-11,828</td>
</tr>
<tr>
<td>Management of Companies</td>
<td>55</td>
<td>929</td>
<td>76,611</td>
<td>$10,437,815</td>
<td>$136,136</td>
<td>-2,297</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>42</td>
<td>5,037</td>
<td>75,028</td>
<td>$6,954,850</td>
<td>$92,612</td>
<td>-2,103</td>
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<tr>
<td>Construction</td>
<td>23</td>
<td>6,779</td>
<td>73,117</td>
<td>$5,858,673</td>
<td>$80,080</td>
<td>-2,596</td>
</tr>
<tr>
<td>Public Administration</td>
<td>92</td>
<td>793</td>
<td>70,964</td>
<td>$5,163,552</td>
<td>$72,800</td>
<td>-2,141</td>
</tr>
<tr>
<td>Transportation and Warehousing</td>
<td>48</td>
<td>2,011</td>
<td>68,550</td>
<td>$4,306,434</td>
<td>$62,712</td>
<td>-5,247</td>
</tr>
<tr>
<td>Other Services</td>
<td>81</td>
<td>9,608</td>
<td>48,201</td>
<td>$2,112,817</td>
<td>$44,096</td>
<td>-9,144</td>
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<tr>
<td>Information</td>
<td>51</td>
<td>1,746</td>
<td>32,218</td>
<td>$3,136,153</td>
<td>$97,292</td>
<td>-3,004</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>53</td>
<td>4,209</td>
<td>26,195</td>
<td>$1,664,136</td>
<td>$63,492</td>
<td>-1,253</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>71</td>
<td>1,732</td>
<td>23,423</td>
<td>$1,291,606</td>
<td>$56,628</td>
<td>-13,104</td>
</tr>
<tr>
<td>Utilities</td>
<td>22</td>
<td>110</td>
<td>6,216</td>
<td>$806,089</td>
<td>$129,688</td>
<td>-6</td>
</tr>
<tr>
<td>Agriculture</td>
<td>11</td>
<td>293</td>
<td>3,129</td>
<td>$126,053</td>
<td>$40,300</td>
<td>+56</td>
</tr>
<tr>
<td>Mining</td>
<td>21</td>
<td>36</td>
<td>528</td>
<td>$57,954</td>
<td>$111,748</td>
<td>-5</td>
</tr>
<tr>
<td>Industry</td>
<td>NAICS Code</td>
<td>Number of Establishments</td>
<td>Number of Jobs</td>
<td>Total Payroll ($1,000s)</td>
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<tr>
<td>-------------------------------------</td>
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<td>Total, All Industries</td>
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<td>73,117</td>
<td>$5,858,673</td>
<td>$80,080</td>
<td>-2,596</td>
</tr>
<tr>
<td>Construction of Buildings</td>
<td>236</td>
<td>1,927</td>
<td>16,574</td>
<td>$1,479,148</td>
<td>$89,232</td>
<td>-609</td>
</tr>
<tr>
<td>Residential Building Construction</td>
<td>2361</td>
<td>1,544</td>
<td>7,349</td>
<td>$527,861</td>
<td>$71,604</td>
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<td>Nonresidential Building Construction</td>
<td>2362</td>
<td>383</td>
<td>9,225</td>
<td>$951,287</td>
<td>$103,220</td>
<td>-640</td>
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<tr>
<td>Heavy and Civil Engineering Construction</td>
<td>237</td>
<td>287</td>
<td>9,703</td>
<td>$853,161</td>
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<td>+374</td>
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<td>Utility System Construction</td>
<td>2371</td>
<td>117</td>
<td>2,839</td>
<td>$239,167</td>
<td>$83,356</td>
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<td>Land Subdivision</td>
<td>2372</td>
<td>41</td>
<td>175</td>
<td>$21,388</td>
<td>$121,212</td>
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<tr>
<td>Highway, Street, and Bridge Construction</td>
<td>2373</td>
<td>92</td>
<td>6,376</td>
<td>$563,679</td>
<td>$88,036</td>
<td>+367</td>
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<tr>
<td>Other Heavy and Civil Engineering Construction</td>
<td>2379</td>
<td>38</td>
<td>312</td>
<td>$28,927</td>
<td>$92,716</td>
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<tr>
<td>Specialty Trade Contractors</td>
<td>238</td>
<td>4,565</td>
<td>46,840</td>
<td>$3,526,364</td>
<td>$75,244</td>
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<tr>
<td>Foundation, Structure, and Building Exterior Contractors</td>
<td>2381</td>
<td>871</td>
<td>8,196</td>
<td>$592,562</td>
<td>$72,176</td>
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<tr>
<td>Building Equipment Contractors</td>
<td>2382</td>
<td>1,392</td>
<td>21,748</td>
<td>$1,812,538</td>
<td>$83,252</td>
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<td>Building Finishing Contractors</td>
<td>2383</td>
<td>1,413</td>
<td>10,513</td>
<td>$656,410</td>
<td>$62,452</td>
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<td>Other Specialty Trade Contractors</td>
<td>2389</td>
<td>890</td>
<td>6,382</td>
<td>$464,854</td>
<td>$72,228</td>
<td>-418</td>
</tr>
</tbody>
</table>
Minneapolis-St. Paul MSA employment by age
Quarterly Workforce Indicators

Total, All Industries
- 14-24: 12.2%
- 25-34: 22.5%
- 35-44: 22.6%
- 45-54: 19.8%
- 55-64: 17.3%
- 65+: 5.5%

Construction
- 14-24: 9.6%
- 25-34: 23.6%
- 35-44: 26.9%
- 45-54: 20.9%
- 55-64: 15.6%
- 65+: 3.5%

Construction of Buildings
- 14-24: 8.5%
- 25-34: 22.8%
- 35-44: 27.3%
- 45-54: 21.1%
- 55-64: 16.5%
- 65+: 3.9%

Heavy and Civil Engineering Construction
- 14-24: 7.9%
- 25-34: 22.0%
- 35-44: 24.8%
- 45-54: 22.6%
- 55-64: 19.4%
- 65+: 3.3%

Specialty Trade Contractors
- 14-24: 10.3%
- 25-34: 24.2%
- 35-44: 27.3%
- 45-54: 20.4%
- 55-64: 14.4%
- 65+: 3.4%
<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total, All Industries</td>
<td>49.8%</td>
<td>50.2%</td>
</tr>
<tr>
<td>Construction</td>
<td>84.4%</td>
<td>15.6%</td>
</tr>
<tr>
<td>Construction of Buildings</td>
<td>79.6%</td>
<td>20.4%</td>
</tr>
<tr>
<td>Residential Building Construction</td>
<td>77.7%</td>
<td>22.3%</td>
</tr>
<tr>
<td>Nonresidential Building Construction</td>
<td>81.2%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Heavy and Civil Engineering Construction</td>
<td>82.6%</td>
<td>17.4%</td>
</tr>
<tr>
<td>Utility System Construction</td>
<td>88.6%</td>
<td>11.4%</td>
</tr>
<tr>
<td>Land Subdivision</td>
<td>58.9%</td>
<td>41.1%</td>
</tr>
<tr>
<td>Highway, Street, and Bridge Construction</td>
<td>79.1%</td>
<td>20.9%</td>
</tr>
<tr>
<td>Other Heavy and Civil Engineering Construction</td>
<td>90.0%</td>
<td>10.0%</td>
</tr>
<tr>
<td>Specialty Trade Contractors</td>
<td>86.5%</td>
<td>13.5%</td>
</tr>
<tr>
<td>Foundation, Structure, and Building Exterior Construction</td>
<td>87.9%</td>
<td>12.1%</td>
</tr>
<tr>
<td>Building Equipment Contractors</td>
<td>86.7%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Building Finishing Contractors</td>
<td>84.3%</td>
<td>15.7%</td>
</tr>
<tr>
<td>Other Specialty Trade Contractors</td>
<td>87.3%</td>
<td>12.7%</td>
</tr>
</tbody>
</table>
### Minneapolis-St. Paul MSA employment by race and ethnicity
#### Quarterly Workforce Indicators

#### Total, All Industries
- **White**: 81.3%
- **Black or African American**: 8.6%
- **American Indian or Alaska Native**: 7.3%
- **Hispanic or Latino (of any race)**: 5.2%

#### Construction
- **White**: 93.3%
- **Black or African American**: 2.6%
- **American Indian or Alaska Native**: 5.1%

#### Residential Building Construction
- **White**: 93.6%
- **Black or African American**: 2.7%
- **American Indian or Alaska Native**: 4.4%

#### Nonresidential Building Construction
- **White**: 93.4%
- **Black or African American**: 2.5%
- **American Indian or Alaska Native**: 4.2%

#### Utility System Construction
- **White**: 96.0%
- **Black or African American**: 5.7%
- **American Indian or Alaska Native**: 2.6%
- **Hispanic or Latino (of any race)**: 4.5%

#### Highway, Street, and Bridge Construction
- **White**: 89.2%
- **Black or African American**: 5.7%
- **American Indian or Alaska Native**: 2.6%
- **Hispanic or Latino (of any race)**: 4.2%

#### Foundation, Structure, and Building…
- **White**: 92.8%
- **Black or African American**: 2.7%
- **American Indian or Alaska Native**: 6.9%

#### Building Equipment Contractors
- **White**: 95.0%
- **Black or African American**: 3.0%

#### Building Finishing Contractors
- **White**: 90.8%
- **Black or African American**: 3.7%
- **American Indian or Alaska Native**: 2.6%
- **Hispanic or Latino (of any race)**: 9.7%

#### Other Specialty Trade Contractors
- **White**: 94.5%
- **Black or African American**: 5.2%
2,516 construction vacancies during Q4 2020 (down 47% from Q4 2019)

- 11% part-time work
- 24% temporary or seasonal work
- 35% require post-secondary education
- 65% require 1+ years experience
- 51% require certificate or license
- $24.01 median wage offer ($21.02 in Q4 2019)
6,744 construction vacancies during Q2 2020 (down 6% from Q2 2019)

• 5% part-time work
• 42% temporary or seasonal work
• 29% require post-secondary education
• 59% require 1+ years experience
• 61% require certificate or license
• $20.12 median wage offer ($21.79 in Q2 2019)
Approximately 1,300 job postings

- **Carpenter**: 644 postings
- **Laborer**: 469
- **Electrician**: 463
- **Journeyman Electrician**: 454
- **Construction Laborer**: 264
- **Home Inspector**: 244
- **Painter**: 239
- **Journeyman Carpenter**: 211
- **Carpenter Apprentice**: 208
- **Plumber**: 207
- **Heavy Equipment Operator**: 187
- **Concrete Finisher**: 151

- Top-sought skills include Installing, Communication, Supervision, Project Management, Scheduling, Power tools, Lifting, Interpreting, Verbal communications, Microsoft Office, Written communications, Hand tools, Troubleshooting, Computer usage (basic), Customer service, Monitoring, Construction projects, leadership, detail-oriented

- Top certifications include driver’s license, OSHA, commercial driver’s license, First Aid certification, National Electrical code, American Concrete Institute, HAZMAT
OBSTACLES TO EMPLOYMENT

Job seekers face all kinds of obstacles

7 of 15 options reached 50% moderate-or-worse threshold

Some center on the worker (skills), some on employers (pay), some on broader environment (Covid)

Open comments:
• Over-qualified meant overlooked
• Slow employer response
EMPLOYMENT GOAL FOR JOB SEEKERS

What is the most important factor when looking for employment?

- Job in previous line of work: 20%
- Better pay than previous jobs: 15%
- Work located close to home: 10%
- Flexible hours: 7%
- Better benefits than previous jobs: 5%
- Urgency; finding work quickly: 5%
- Other, please describe: 5%

Not “one thing” job seekers desire from a job search

Top choices seem to say: “I don’t want a lot change, and I’d like to be better compensated”

Less urgency than many might expect; suggests that job seekers believe they have choice/options
One big, basic market misalignment:

Workers want more full-time work than employers are offering

Employers have tons of part-time jobs that many job-seekers have no interest in

*Job vacancies from MN DEED Job Vacancy Survey, Fourth Quarter 2020*
# Occupational Employment and Wage Statistics
## Minneapolis-St. Paul MSA

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Hourly Wage Percentiles</th>
<th>Employment</th>
<th>7-County 2018-2028 Projection</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total, All Occupations</strong></td>
<td>$16.54</td>
<td>$24.53</td>
<td>$38.16</td>
</tr>
<tr>
<td>Carpenters</td>
<td>$21.01</td>
<td>$28.72</td>
<td>$36.08</td>
</tr>
<tr>
<td>Construction Laborers</td>
<td>$19.50</td>
<td>$28.08</td>
<td>$36.63</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>$30.08</td>
<td>$43.69</td>
<td>$49.57</td>
</tr>
<tr>
<td>Electricians</td>
<td>$27.67</td>
<td>$36.51</td>
<td>$45.20</td>
</tr>
<tr>
<td>Operating Engineers and Other Construction Equipment Operators</td>
<td>$33.86</td>
<td>$37.44</td>
<td>$41.11</td>
</tr>
<tr>
<td>First-Line Supervisors of Construction and Extraction Workers</td>
<td>$32.86</td>
<td>$40.11</td>
<td>$47.90</td>
</tr>
<tr>
<td>Construction Managers</td>
<td>$36.71</td>
<td>$46.74</td>
<td>$57.35</td>
</tr>
<tr>
<td>Painters, Construction and Maintenance</td>
<td>$20.32</td>
<td>$28.52</td>
<td>$36.25</td>
</tr>
<tr>
<td>Cement Masons and Concrete Finishers</td>
<td>$23.09</td>
<td>$27.84</td>
<td>$33.66</td>
</tr>
<tr>
<td>Sheet Metal Workers</td>
<td>$25.66</td>
<td>$35.73</td>
<td>$45.63</td>
</tr>
<tr>
<td>Electrical Power-Line Installers and Repairers</td>
<td>$37.24</td>
<td>$43.30</td>
<td>$48.47</td>
</tr>
<tr>
<td>Structural Iron and Steel Workers</td>
<td>$26.19</td>
<td>$31.61</td>
<td>$37.11</td>
</tr>
</tbody>
</table>
Labor market information and assistance

- **Main DEED website:** [http://mn.gov/deed](http://mn.gov/deed)
- **DEED Labor Market Information Office:** [http://mn.gov/deed/data](http://mn.gov/deed/data)
  - Data tools
  - Reports and publications
  - Monthly highlights
- **LMI Help:** [http://mn.gov/deed/data/lmi-help](http://mn.gov/deed/data/lmi-help)
  - Send questions by email to [deed.lmi@state.mn.us](mailto:deed.lmi@state.mn.us)
- Regional Labor Market Analysts – Metro Area: Tim O’Neill ([timothy.oneill@state.mn.us](mailto:timothy.oneill@state.mn.us))
Public Invitation
Public Invitation

• Each speaker is limited to a three-minute presentation
• To pre-register, email public.info@metc.state.mn.us in advance of the meeting and indicate that you wish to make comments at the “SWLRT DBE & Workforce Advisory Committee”
Closing

• Next Meeting Date: October 21, 2021
  - Agenda topics
  - Actions items for the next meeting
  - Adjourn
Stay Updated!

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