Disadvantaged Business Enterprise and Workforce Advisory Committee

October 21, 2021
Today’s Topics

• Building Strong Communities Update
• Project Update
• DBE Reporting
• Workforce Reporting
• Advisory Member Survey Results
• MN DLI Apprenticeship Data
• Public Invitation
Building Strong Communities Update
Building Strong Communities: October Update

BSC 2021 Apprenticeship Placements (to date):

2 - Carpenters
1 - Cement Mason
1 - Iron Workers
1 – I.U.P.A.T.
6 - Laborer
3 - Operating Engineer
1 - Plumbers
1 – Sheet Metal Workers

BSC Apprentice - Ethnicity:
- American Indian: 2, 12%
- Black / African American: 4, 25%
- Hispanic: 3, 19%
- White: 7, 44%

BSC Apprentice - Gender:
- Men: 7, 44%
- Women: 9, 56%
SWLRT Project Update
Community Outreach Highlight

Fall tour feedback from participants:

- “I really enjoyed the tour, learned a lot and sparked a lot more interest in learning more.”
- “Thanks for the tour. Really enjoyed the time with you team. Impressed with the engineering but the construction was incredible. Thought of this quote while driving home: Theodore Roosevelt Quote ‘Far and away the best prize that life has to offer is the chance to work hard at work worth doing.’”
- “Thanks for giving up a Saturday afternoon to conduct that tour. Very informative and interesting.”
Statewide Impacts Through July 2021

$53,170,758
IN PAY GOING TO
65 of the 87 MINNESOTA COUNTIES
SO FAR
## Top 10 Zip Codes*

<table>
<thead>
<tr>
<th>Zip Code</th>
<th>County</th>
<th>Gross Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>55313</td>
<td>WRIGHT</td>
<td>$1,262,369.72</td>
</tr>
<tr>
<td>55303</td>
<td>ANOKA</td>
<td>$1,230,917.24</td>
</tr>
<tr>
<td>55330</td>
<td>SHERBURNE</td>
<td>$1,179,899.00</td>
</tr>
<tr>
<td>55056</td>
<td>CHISAGO</td>
<td>$1,111,765.56</td>
</tr>
<tr>
<td>56057</td>
<td>LE SUEUR</td>
<td>$1,020,914.51</td>
</tr>
<tr>
<td>55304</td>
<td>ANOKA</td>
<td>$983,918.42</td>
</tr>
<tr>
<td>55033</td>
<td>DAKOTA</td>
<td>$958,641.26</td>
</tr>
<tr>
<td>55309</td>
<td>SHERBURNE</td>
<td>$826,985.28</td>
</tr>
<tr>
<td>55434</td>
<td>ANOKA</td>
<td>$813,765.76</td>
</tr>
<tr>
<td>55008</td>
<td>ISANTI</td>
<td>$809,341.20</td>
</tr>
</tbody>
</table>

*Through August 2021
DBE Achievement Report
## DBE Achievement as of August 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>$956,909,804</td>
<td>$546,713,494</td>
<td>$109,786,242</td>
<td>20.1%</td>
<td>8/31/21</td>
</tr>
<tr>
<td>APJV 12% Goal</td>
<td>Systems</td>
<td>$193,869,456</td>
<td>$62,883,043</td>
<td>$9,830,506</td>
<td>15.6%</td>
<td>8/31/21</td>
</tr>
<tr>
<td>LS Black 15% Goal</td>
<td>Franklin O&amp;M Exp.</td>
<td>$39,387,424</td>
<td>$35,970,702</td>
<td>$6,836,235</td>
<td>19.0%</td>
<td>8/31/21</td>
</tr>
<tr>
<td>Closed Contracts</td>
<td>$404,992</td>
<td>$404,992</td>
<td>$74,610</td>
<td>18.4%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contract</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>$1,190,571,676</td>
<td>$126,527,593</td>
<td>19.6%</td>
</tr>
</tbody>
</table>
Cost and Schedule Impacts to DBEs

• A DBE survey was conducted in Q2-2021 and OEO followed up with individual DBEs
• SWLRT Leadership was included in meetings with DBEs to better understand concerns
• Primes, SWLRT, and OEO met with individual DBEs to mitigate impacts and work through issues
• It is important that DBEs communicate and work with the Prime
Lunda/CS McCrossan Joint Venture:
Civil DBE Activities Update
Upcoming SWLRT DBE Participation: November

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

**Civil Contract**
- AirFresh Industries
- Biffs
- Mac’s Roll-Off Service Inc
- ZTS
- MBE Inc
- M&J Trucking
- Gunner Electric
  - Sanitary facilities
  - Sanitary facilities
  - Dumpsters
  - Project trucking
  - Project trucking
  - Project trucking
  - Electrical

**Stations Contract**
- Am-Tec Designs
- E-Con-Placer
- Biffs
- Sun Mechanical
  - Structural steel
  - Concrete pumping
  - Sanitary facilities
  - Mechanical
LMJV DBE Highlight: Stonebrook Fence, Inc.

- **Scope of work:** Temporary and Permanent Fence
- **Contract Value:** $4,980,000
- **Contract Changes:** $120,000
- **New Contract Value:** $5,100,000

“Stonebrook has been a great project partner. As a smaller contractor they have done a great job keeping up with the size and scope of the SWLRT project.”

Dale Even LMJV Project Manager.
LMJV Update on Change Orders

• Owner Change Orders approved thru 09/15: $158,558,454
  ▪ DBE Job To Date Participation: 21.80%

*Does not take into account LMJV directed change orders with Subcontractors*
Aldridge Parsons Joint Venture: Systems DBE Activities Update
New APJV DBE Added To Project

- Air Fresh subcontract is fully executed: $19,200
  - Temporary sanitary services
Anticipated DBEs: One Month Look Ahead

• Southwest Station: Gunnar Communication Work

• TPSS Foundations – 314
  ▪ 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
  ▪ Public Solutions
APJV Update On Change Orders

• Owner change orders approved thru 8/1/21:
  ▪ $10,752,786

• DBE change order participation:
  ▪ Gunnar Electric: $1,404,215
  ▪ Generation Cable: $413,311 ($247,986: 60% material only)
  ▪ DBE change order participation: 15.4%
  ▪ DBE job to date participation: 15.6%
LS Black Constructors:
Franklin O&M DBE Activities Update
LS Black Update on Change Orders

• Current contract amount thru 9/30: $39,738,744
  ▪ Committed DBE contracts: $7,462,530
  ▪ Anticipated DBE participation: 19%

• Overall billed to date thru 9/30: $38,151,964
  ▪ DBE billed to date thru 9/30: $7,111,561
  ▪ DBE achievement to date: 19%
LS Black Update on DBE Activity

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

- August 2021: 101,616 hrs
- Civil Construction Total: 1,550,946 hrs

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

- August 2021: 101,616 hrs
- Hours worked by category:

- **White Men** 67,991 (67%)
- **POCI Women** 3,484 (3%)
- **POCI Men** 23,518 (23%)
- **White Women** 5,659 (6%)
- **Unspecified** 964 (1%)

*Based on MDHR Workforce Report for August 2021
Civil Workforce Trucking Participation*

Trucking participation on Project being counted:

- MBE: 24,942 hours
- ZTS: 4,164 hours
- Rock-On Trucks: 733 hours

*Based on MDHR Workforce Reports: Project Start through August 2021
Systems Workforce Participation Percentage*

- August 2021: 242 hrs
- Systems Construction Total: 877 hrs

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

- August 2021: 6,820 hrs
- Franklin O&M Construction Total: 93,579 hrs

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

- August 2021: 6,820 hrs
- Hours worked by category:

*Based on MDHR Workforce Report for August 2021
Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update
LMJV Workforce Activities: September 2021

- Monthly SWLRT meetings: subcontractors & internal LMJV
- Continual update meetings with LMJV representatives & Lunda field operations on upcoming hiring needs
- Meeting with BSC representative regarding participation on project. Meeting w/ Lunda field leads regarding BSC.
- Meeting with LMJV lead regarding Dunwoody & other educational institutions – project presentations for classes. Work in progress
- Work with subcontractors regarding their workforce, projections, & work plans
LMJV Upcoming Stand Out Workforce Activities: October and November 2021

- SWLRT: outreach planning meeting with Civil, Systems & Facilities partners
- Monthly LMJV Workforce/Hiring Review
- Continuation of Workforce Education meetings with SWLRT & Dunwoody
- Monthly review meeting with representative of BSC
Total New Hires/Transfers for LMJV: September 2021

NEW HIRES: 0

- White Male: 0
- White Female: 0
- POCI Male: 0
- POCI Female: 0

TRANSFERS: 27

- White Male: 18
- White Female: 1
- POCI Male: 8
- POCI Female: 0

- Apprentices: 6
- Journeymen: 14
- Foremen: 7
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.
  - Total Craft hours to date are minimal.
  - Conducted Outreach & Training Event at Summit Academy on October 6th
  - 16 participants in the Electrical Training Cohort
  - IBEW Local 292 and IBEW Local 160 participated
  - APJV conducted two condensed 2.5 hour field training courses that all AE employees go through
  - Feedback was positive, APJV hopes to conduct same training in upcoming cohorts and expand to various pre-apprenticeship programs
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
- Communication with key trade partners about involving as much workforce as possible as we near the completion of the project
Advisory Committee Survey Results
2021 Advisory Member Survey Results

- Assessing the 2021 committee activities and planning for the winter construction slow down
- Planning for 2022
- The survey received 9 responses
### Survey Question 1

During the slower winter construction season from November 2021 to February 2022, how often should the Advisory meet?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Bar Length</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly</td>
<td>1</td>
</tr>
<tr>
<td>Every 2 Months</td>
<td>6</td>
</tr>
<tr>
<td>Quarterly</td>
<td>2</td>
</tr>
<tr>
<td>Not Until March 2022</td>
<td>0</td>
</tr>
</tbody>
</table>
Survey Question 2

• If the meetings are not occurring every month, how often would you prefer to receive the DBE & Workforce reports electronically?

- Monthly
- Every 2 Months
- Quarterly
- Not Until March 2022
Survey Question 3

• How would you rate the Advisory Committee’s performance in addressing DBE issues?

- Needs Improvements
- Less Than Expected
- Meets Expectations
- Better Than Expected
- Exceeds All Expectations

What changes would you like to see for DBE issues?

• Committee is not making progress on keeping DBEs or including more DBEs on this contract
• Have not heard enough issues to adequately respond
Survey Question 4

- How would you rate the Advisory Committee’s performance in addressing workforce participation?

Needs Improvements
Less Than Expected
Meets Expectations
Better Than Expected
Exceeds All Expectations
What Workforce Changes Are Needed?

• It is difficult since the contract is signed. The hope is that the Council incorporates improvement into the next project: ex. Best value, OJT, Bonuses for retaining workers, etc.
• There are too many excuses from contractors and community is apathetic. Same model = same results.
• Advisory members are not advising contractors and Contractors are not willing to take advice.
• Union representative has not shown willingness to consider CBO input and has been absent from meetings
• Workforce achievement is poor. More accountability needed from contractors and subcontractors
• Industry is hard for BIPOC individuals to get into and stay. Doing systems change in this industry is challenging. How can we increase workforce participation?
What Discussions/Topics Should We Focus On?

• No need for presentations. The focus of the committee should be to monitor the progress of the project
• An update on what the Council is doing to address costs impacts to small businesses due to schedule changes
• Tracking the retention of workers
• This should be a working committee. Discussions/topics should center around the projects
• Yearly updates on the Unions’ diversity, hiring results, and strategies
About Apprenticeship Minnesota:

- Founded: 1939
- Annual operating budget: $1.271M
- Annual grant distribution: $100K
- Staff: 10 FTE
- Advisory Board: 9

Statistical snapshot:

- Active sponsors: 181
- Active employers: Over 2,300
- Active apprentices: 10,646
  - People of Color: 23%
  - Women: 7%
  - Veterans: 7%
- Completions (CY2021): 1,428

Expansion initiatives and investments:

MN Registered Apprenticeship Expansion - MNRAE
- Fund apprenticeship development
- Fund pre-apprenticeship in construction
- Fund career exposure programming
- Fund apprenticeship training center bus tours
- Staff development and data alignment
- Fund apprenticeship navigators
- Build partnerships

Minnesota Capacity to Expand Registered Apprenticeship - MN CERA
- National apprenticeship system building
- System alignment for apprenticeship expansion
- Improving data sharing
Statistical snapshot: Registered apprenticeship activity in Minnesota
Trades and occupations with active apprentices

Number of trades and occupations among active apprentices

- Utilities: 105
- Construction: 94
- Advanced manufacturing: 53
- Healthcare: 13
- Agriculture: 7
- Transportation: 6
- Public: 4
- Automotive: 2

Graph shows the number of occupations apprentices are currently being trained in by registered apprenticeship sponsors in Minnesota. Some sponsors offer training in multiple occupations.

- Active sponsors: 181
- Participating employers: 2,300+
Construction accounts for 91% of active apprentices

Currently active apprentices by industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>9,509</td>
</tr>
<tr>
<td>Utilities</td>
<td>436</td>
</tr>
<tr>
<td>Advanced...</td>
<td>166</td>
</tr>
<tr>
<td>Public</td>
<td>126</td>
</tr>
<tr>
<td>Healthcare</td>
<td>107</td>
</tr>
<tr>
<td>Transportation</td>
<td>66</td>
</tr>
<tr>
<td>Agriculture</td>
<td>20</td>
</tr>
<tr>
<td>Automotive</td>
<td>18</td>
</tr>
</tbody>
</table>
Growing number of construction apprentices

Construction apprentices active in each year

<table>
<thead>
<tr>
<th>Calendar year</th>
<th>Number of apprentices</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>5,000</td>
</tr>
<tr>
<td>2011</td>
<td>5,500</td>
</tr>
<tr>
<td>2012</td>
<td>6,000</td>
</tr>
<tr>
<td>2013</td>
<td>6,500</td>
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<tr>
<td>2014</td>
<td>7,000</td>
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<td>2017</td>
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<td>2018</td>
<td>9,000</td>
</tr>
<tr>
<td>2019</td>
<td>10,000</td>
</tr>
<tr>
<td>2020</td>
<td>11,000</td>
</tr>
<tr>
<td>2021 (thru Sept.)</td>
<td>12,141</td>
</tr>
</tbody>
</table>
Increased participation by people of color, women, and veterans in construction apprenticeships

Construction apprentices active in each year

- Currently active:
  - People of color 22%
  - Women 7%
  - Veterans 6%
More than 1,000 construction completions each year since 2016

Construction registrations and completions

- **Registrations**

- **Completions**

<table>
<thead>
<tr>
<th>Year</th>
<th>Registrations</th>
<th>Completions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1,075</td>
<td>825</td>
</tr>
<tr>
<td>2011</td>
<td>1,325</td>
<td>1,125</td>
</tr>
<tr>
<td>2012</td>
<td>1,000</td>
<td>1,000</td>
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<tr>
<td>2013</td>
<td>1,400</td>
<td>1,200</td>
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<tr>
<td>2014</td>
<td>1,500</td>
<td>1,300</td>
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<tr>
<td>2015</td>
<td>3,000</td>
<td>2,547</td>
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<td>2016</td>
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<tr>
<td>2019</td>
<td>2,547</td>
<td>1,500</td>
</tr>
<tr>
<td>2020</td>
<td>1,125</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>2,547</td>
<td></td>
</tr>
</tbody>
</table>

(thru Sept.)
Registration and completion of construction apprentices – people of color

Construction apprenticeship registrations by people of color

- Number of registrations: 933, 687

Construction apprenticeship status (completed vs. incomplete)

- Percentage of registrations:
  - Non-POC Completed
  - Non-POC Incomplete
  - POC Completed
  - POC Incomplete
Registration and completion of construction apprentices - women

Construction apprenticeship registrations by women

Year of registration

Number of registrations


200 150 100 50 0

271 202

Construction apprenticeship status (completed vs. incomplete)

Year of registration

Percentage of registrations

0% 10% 20% 30% 40% 50% 60% 70%

Men Completed Men Incomplete Women Completed Women Incomplete

Year of registration

Registration and completion of construction apprentices - veterans

Construction apprenticeship registrations by veterans

Construction apprenticeship status (completed vs. incomplete)

Not veterans Completed
Not veterans Incomplete
Veterans Completed
Veterans Incomplete

Year of registration
Number of registrations
Percentage of registrations
178.11 LABOR EDUCATION ADVANCEMENT GRANT PROGRAM. The commissioner shall establish the labor education advancement grant program for the purpose of facilitating the participation of minorities and women in apprenticeable trades and occupations. The commissioner shall award grants to community-based organizations serving the targeted populations on a competitive request-for-proposal basis. Interested organizations shall apply for the grants in a form prescribed by the commissioner. As part of the application process, applicants must provide a statement of need for the grant, a description of the targeted population and apprenticeship opportunities, a description of activities to be funded by the grant, evidence supporting the ability to deliver services, information related to coordinating grant activities with other employment and learning programs, identification of matching funds, a budget, and performance objectives. Each submitted application shall be evaluated for completeness and effectiveness of the proposed grant activity.
www.apprenticeshipmn.com

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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: November 18, 2021
  ▪ Agenda topics
  ▪ Actions items for the next meeting
  ▪ Adjourn
Stay Updated!

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