

SOUTHWEST

Green Line LRT Extension



Disadvantaged Business Enterprise and Workforce Advisory Committee

March 18, 2021



EDEN PRAIRIE | MINNETONKA | EDINA | HOPKINS | ST. LOUIS PARK | MINNEAPOLIS

Today's Topics

- Building Strong Communities Update
- Project Update
- DBE Reporting
- Workforce Reporting
- CBO Workforce Discussion





**Building Strong Communities
2021**

Building Strong Communities: March Update

2021 Outreach

- Online Application: Jan. 11 – Mar. 12
- 13 Virtual Information Sessions
- 6 Orientation Session
- Radio Advertisement & Multi Agency outreach

93 Applicants

70 Attended Info. Session

46 Completed Intake Interview

37 Selected 2021 BSC Participants

Referrals

TC Urban League

HIRED

Lunda Const.

Operating Engineers

Productive Day

SOARS Career Solution

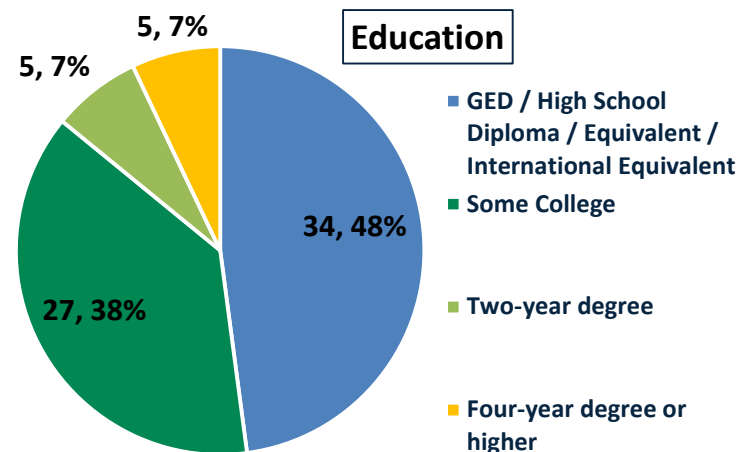
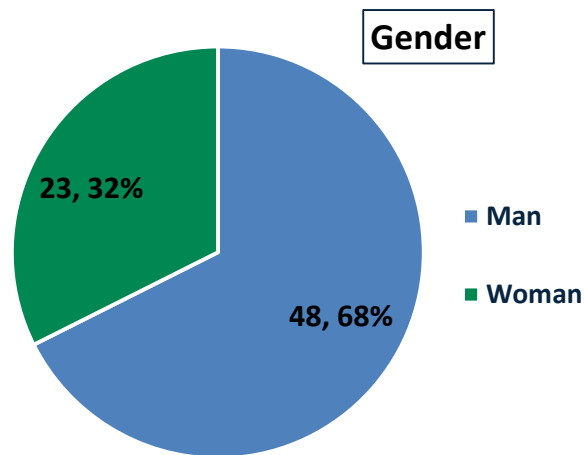
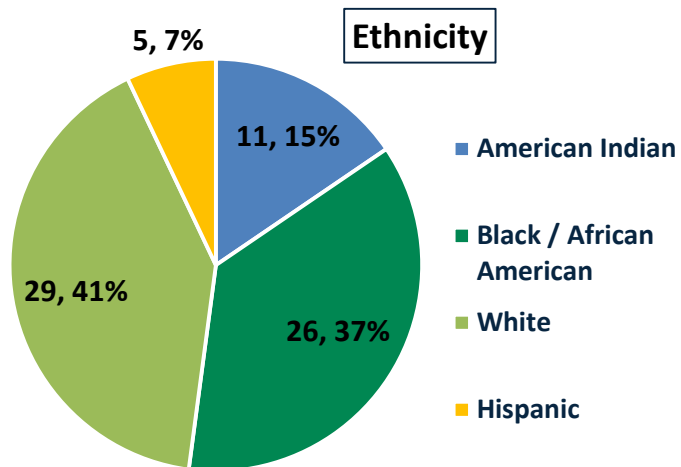
Takoda Institute

YMCA

Building Strong Communities: March Update

2021 Applicants

93 Applicants

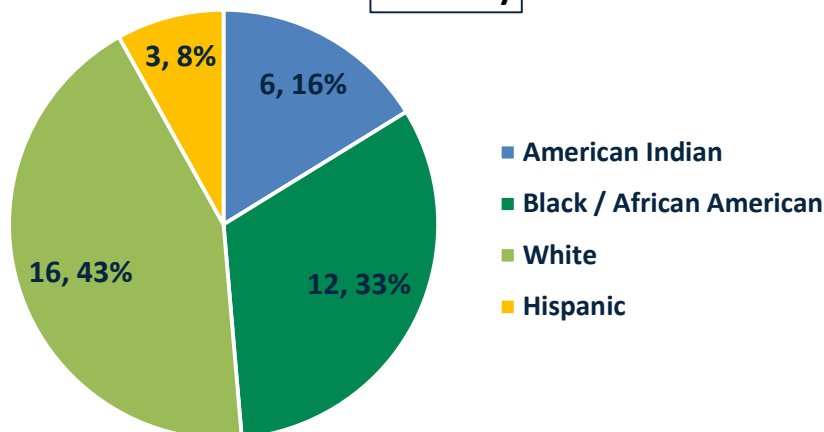


Building Strong Communities: March Update

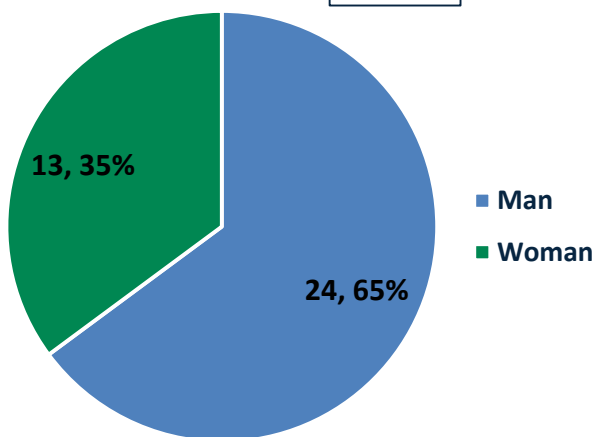
2021 Cohort

37 Participants

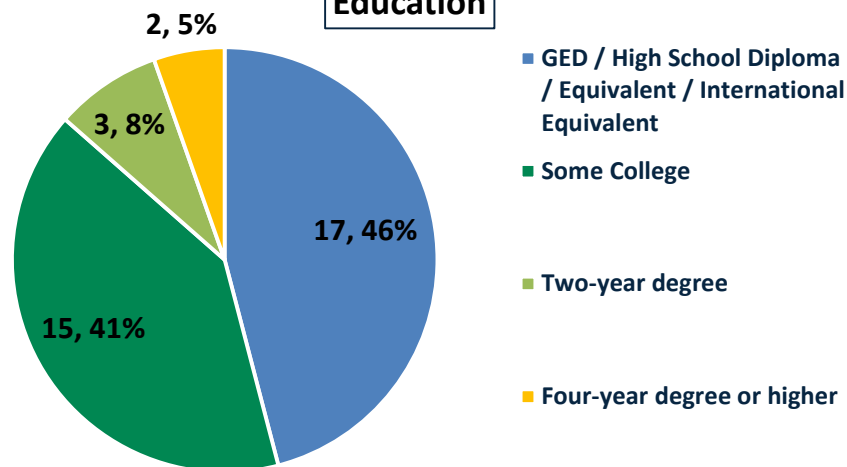
Ethnicity



Gender



Education

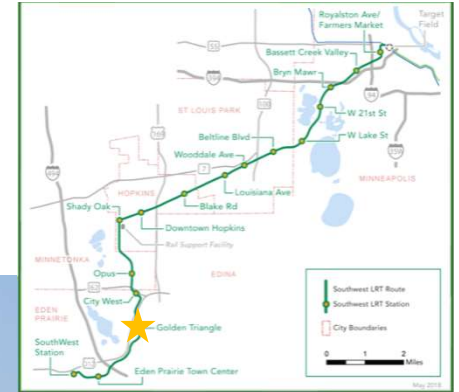


SWLRT Project Update

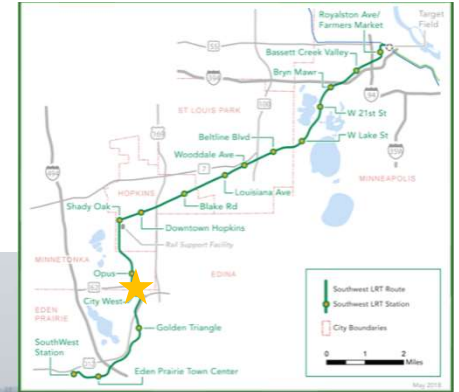
SouthWest Station, Eden Prairie



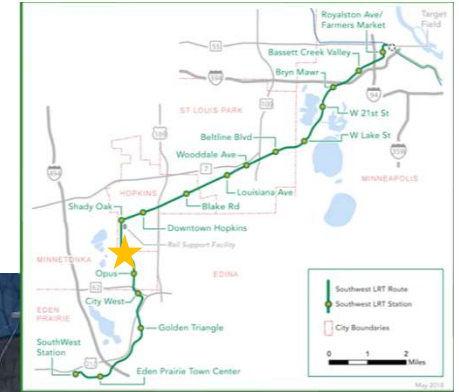
Shady Oak Road/TH 212 LRT Bridge, Eden Prairie



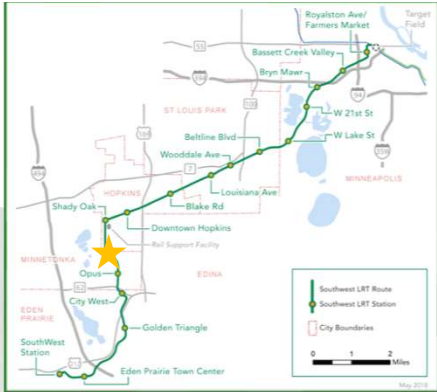
TH 62 LRT Tunnel, Minnetonka



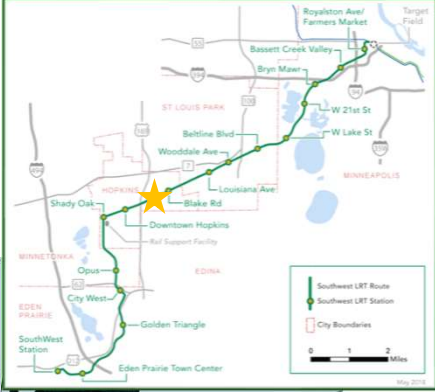
Opus Area Retaining Walls, Minnetonka



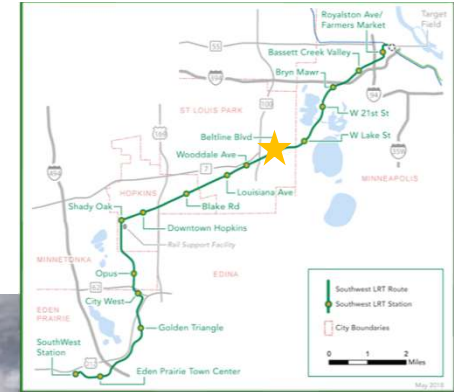
Smetana Roadway Bridge, Minnetonka



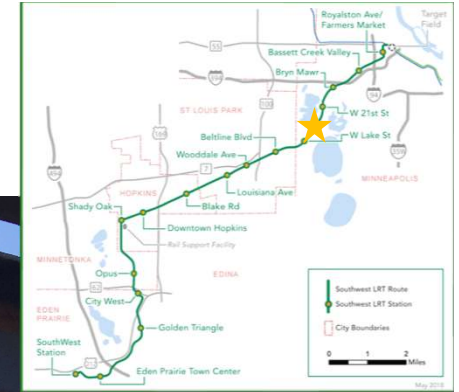
LRT Bridge at Excelsior Boulevard, Hopkins



Beltline Blvd Pedestrian Bridge, St. Louis Park



Excavation at Kenilworth LRT Tunnel, Minneapolis



Glenwood Avenue LRT Bridge, Minneapolis



Franklin O&M Facility Modifications

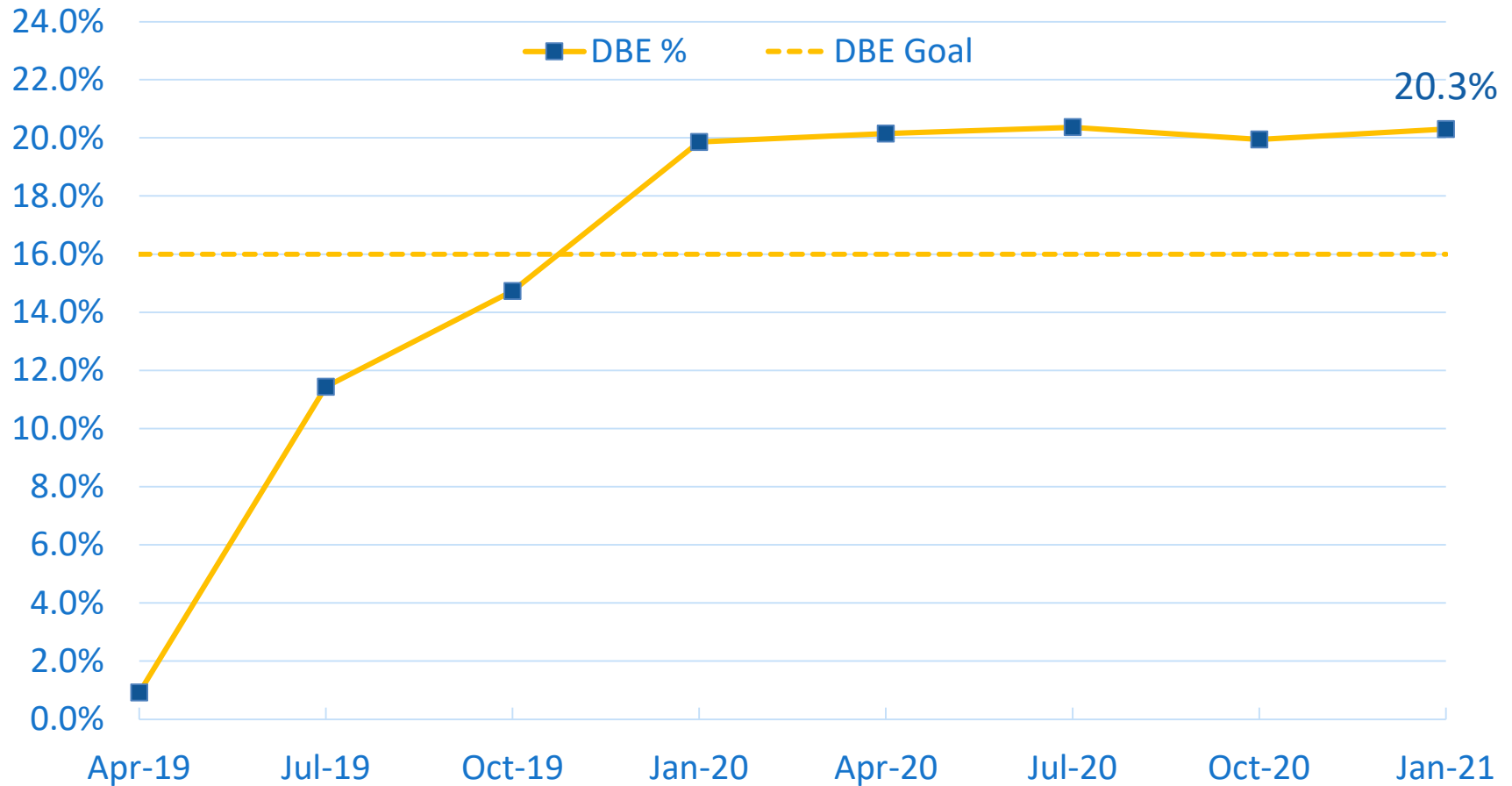


DBE Achievement Report

DBE Achievement as of Jan. 31, 2021

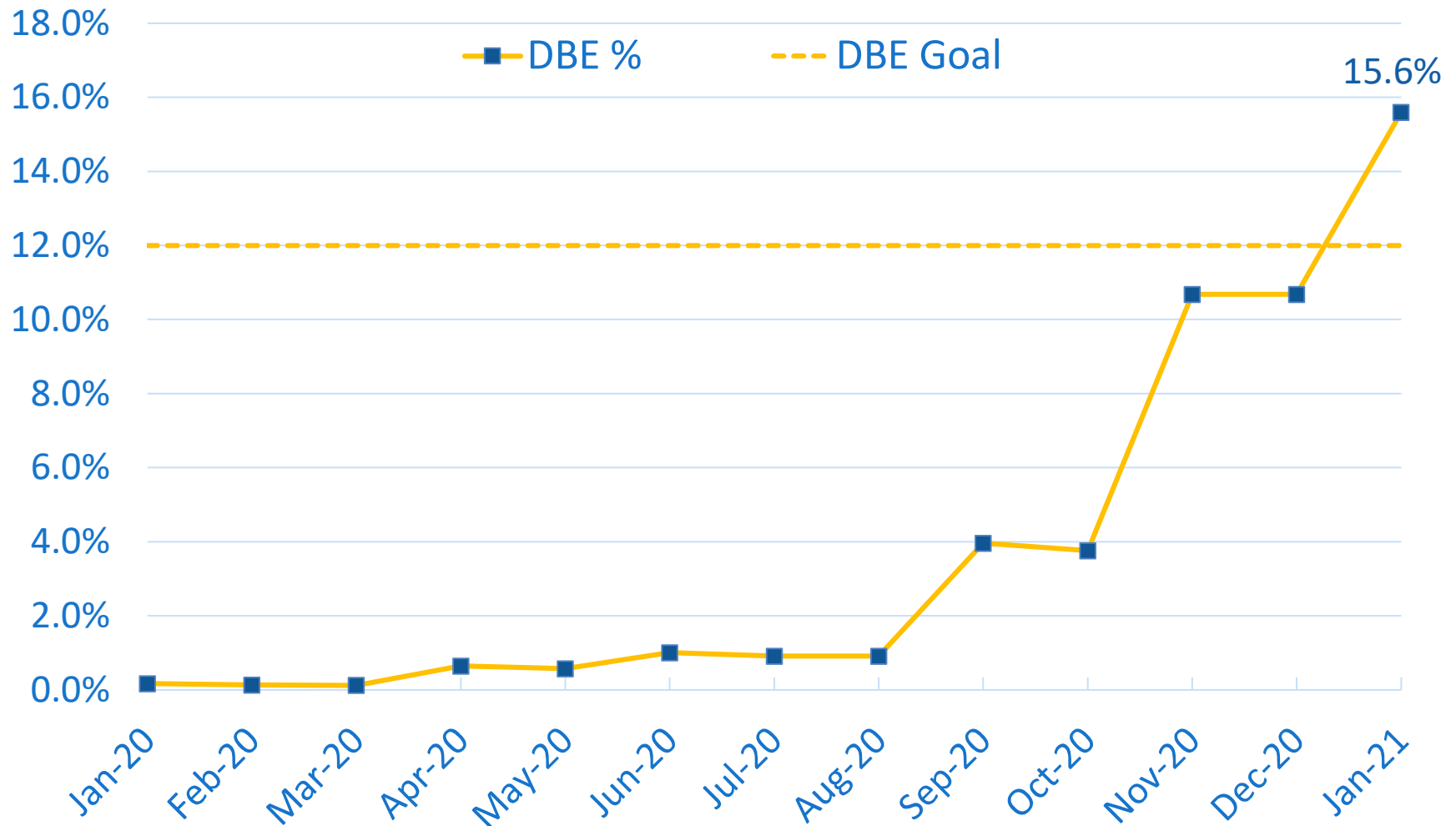
Contractor	Contract Description	Contract Amount	Contractor Billed to Date	DBE Billed to Date	DBE Date %	As of Date
LMJV 16% Goal	Civil	\$840,066,156	\$418,314,385	\$84,895,072	20.3%	1/31/21
APJV 12% Goal	Systems	\$193,819,580	\$47,782,995	\$7,455,628	15.6%	1/31/21
LS Black 15% Goal	Franklin O&M Exp.	\$38,704,353	\$14,880,678	\$2,626,223	17.6%	1/31/21
17% Goal	Closed Contracts	\$404,992	\$404,992	\$74,610	18.4%	
		Contract Amount	Billed to Date	\$ DBE to Date	% DBE to Date	
15% Goal		\$1,072,995,081	\$481,383,050	\$95,051,533	19.7%	

Civil DBE Participation as of Jan. 31, 2021



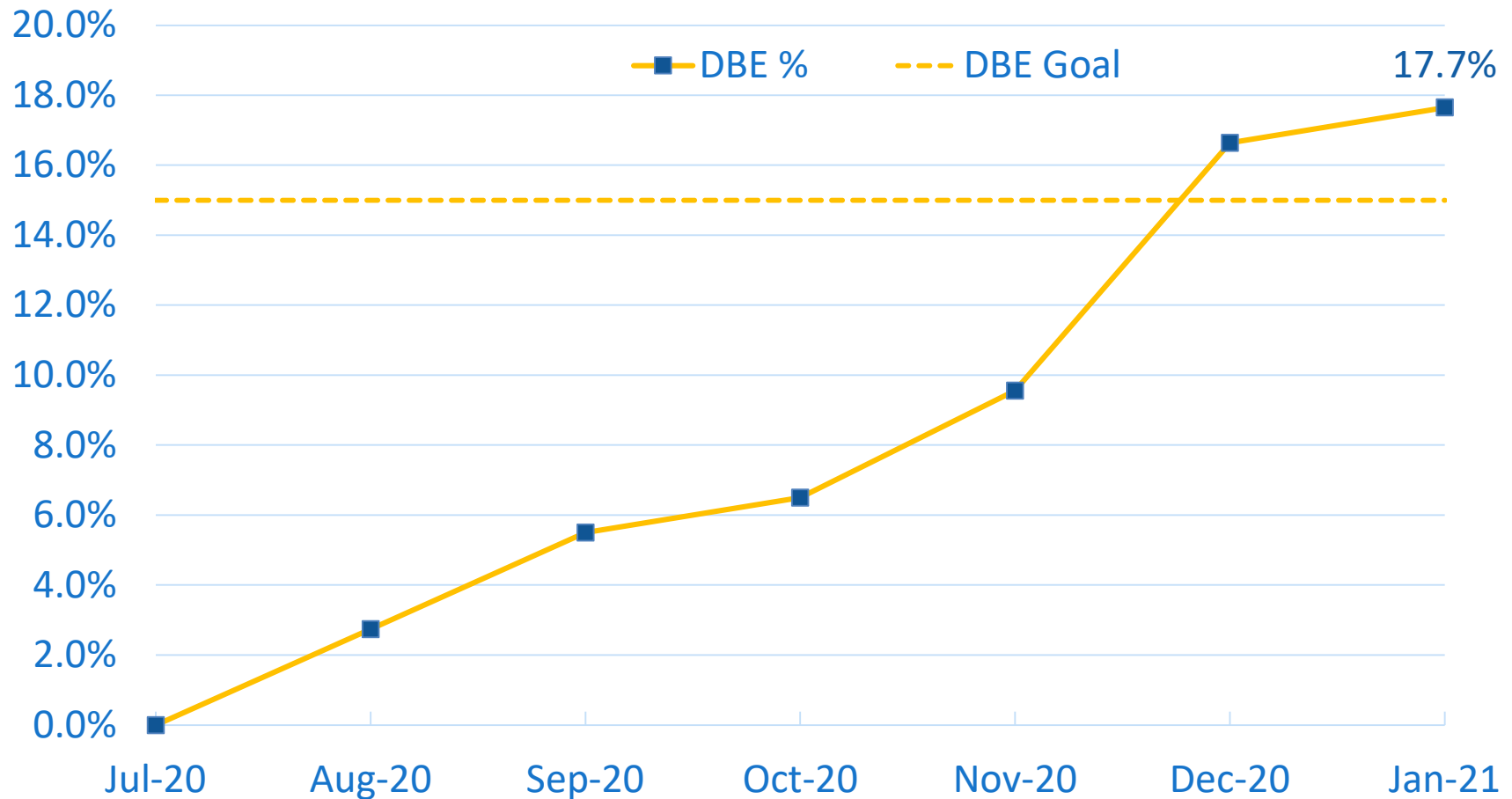
*DBE Goal for the Civil Contract is 16%

Systems DBE Participation as of Jan. 31, 2021



*DBE Goal for the Systems Contract is 12%

Franklin DBE Participation as of Jan. 31, 2021



*DBE Goal for the Franklin Contract is 15%

SWLRT Construction DBE Contracts Disaggregated*

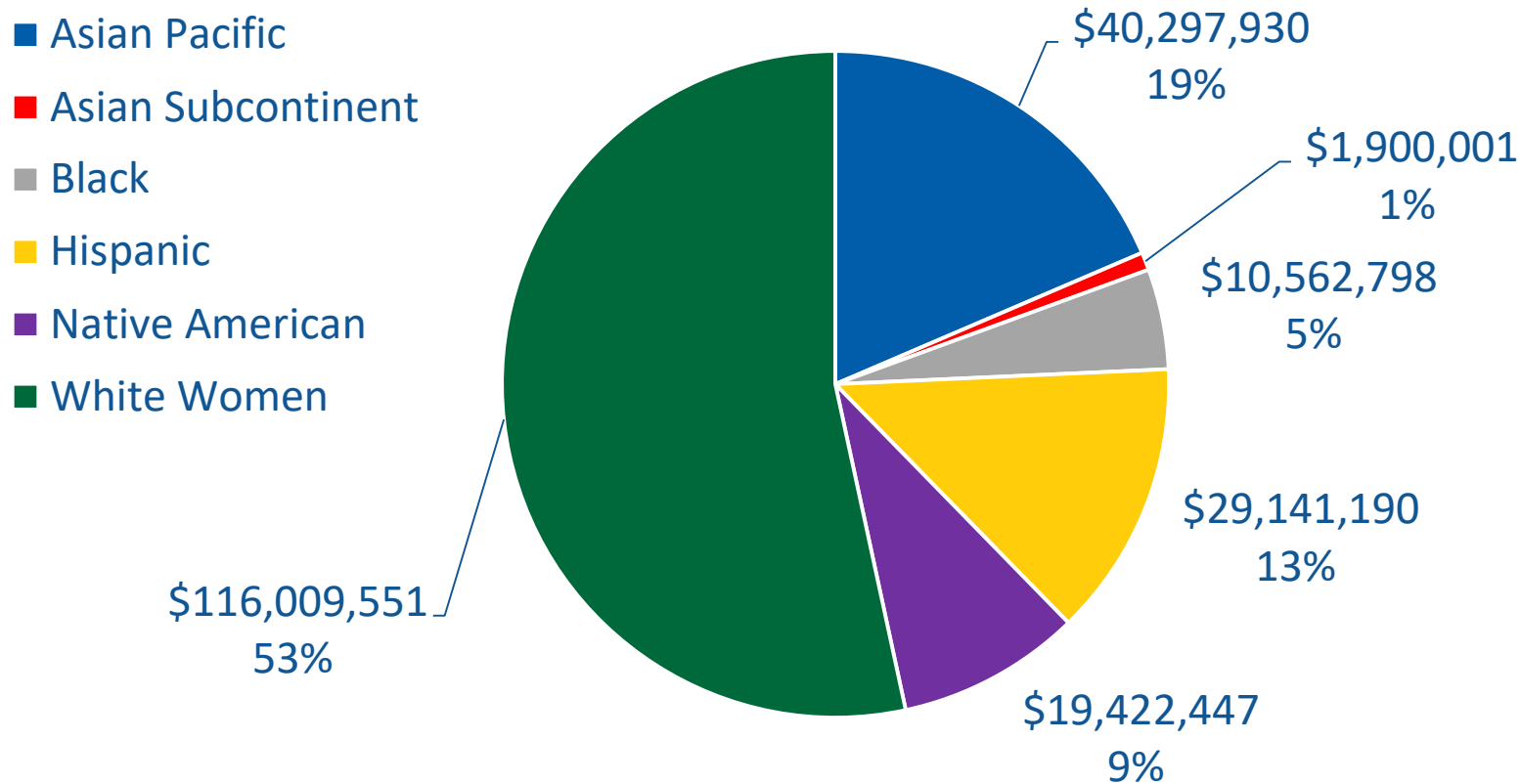
- Total Construction Contracts: \$1,071,995,081

Ethnic Group	Women		Men		Total	
	Value	Percentage	Value	Percentage	Value	Percentage
Asian Pacific	\$277,743	0.03%	\$40,020,187	3.73%	\$40,297,930	3.76%
Asian Subcontinent	\$0	0.00%	\$1,900,001	0.18%	\$1,900,001	0.18%
Black	\$43,369	0.00%	\$10,519,430	0.98%	\$10,562,798	0.98%
Hispanic	\$715,140	0.07%	\$28,426,050	2.65%	\$29,141,190	2.72%
Native American	\$3,812,256	0.36%	\$15,610,191	1.45%	\$19,422,447	1.81%
White Women	\$116,009,551	10.81%			\$116,009,551	10.81%
Total					\$217,333,918	20.25%

*Contract values are as of 1/31/21 and includes: Civil, Systems, Franklin O&M Expansion, & OMF Demo

SWLRT Construction Contracts Disaggregated*

- Construction Contracts Total: \$1,071,995,081
- DBE contracts total: \$217,333,918 (20.25%)



*Contract values are as of 1/31/21 and includes: Civil, Systems, Franklin O&M Expansion, and OMF Demolition.

Lunda/CS McCrossan Joint Venture: Civil DBE Activities Update

Anticipated DBEs: One Month Look Ahead

- Airfresh Industries Sanitary Facilities
- Blackstone Retaining Walls
- Big G Tech Support Project Offices and Support
- Boys Contracting Pipe Supply
- E&J Steel Erectors Steel Erection
- HHA Scheduling Consultant
- IMO Consulting Group Surveying
- Mac's Roll-Off Service Inc Dumpsters
- On Call Pavement Sweeping Street Sweeping
- Pete's Water & Sewer Utility Work
- Public Solutions Group Public Information and Storm Water Management.
- Safety Signs Maintenance of Traffic
- Standard Contracting Inc Erosion Control and Miscellaneous Civil
- Stonebrooke Fence Inc. Fencing
- Zaczkowski Trucking Service Project Trucking
- MBE Inc Project Trucking
- Biffs Inc Sanitary Facilities
- CI Utilities LLC Electrical Testing
- M&J Trucking Project Trucking
- Sun Mechanical Stations – Mechanical Work
- E-Con Placers Stations – Concrete Pumping
- AmTec Structural Steel (SUPPLY ONLY)

LMJV Update on DBEs on the project

- SWLRT 2021 DBE Workshop was held on February 24, 2021
- There were 27 DBE firms that attended the event
- Topics included
 - LMJV Team Introduction/Roles
 - Quality Management
 - Change Order Process
 - Monthly Requirements
- Ended with an Open Forum for Questions

LMJV DBE Highlight

Public Solutions (PSG)

Scope of work:

Public Outreach was the initial contract scope and added Site Preparation (dewatering, flagging, site clean-up)

“PSG Contracting has provided a strong partnership with the LMJV Safety & Security Team to effectively respond to security fencing repair and replacement needs. The PSG Contracting crew is very professional and their commitment to immediately respond to the LMJV Safety & Security Teams needs has been outstanding!!” Larry Wall, CS McCrossan



Aldridge Parsons Joint Venture: Systems DBE Activities Update

Anticipated DBEs: One Month Look Ahead

- Gunnar Electric Pre-Construction Planning
- Bald Eagle Erectors Pre-Construction Planning
- Moltron Builders Pre-Construction Planning

APJV Systems Contract DBE Update

- Subcontract Awarded To Following DBE's
 - Top Line – \$280K For Project Signs. APJV scheduled to issue a Subcontract
 - IMO Consulting – \$300K Pre & Post Inspection Services. APJV scheduled to issue a Subcontract
- Request For Quotes (RFQ's) To Following DBE's
 - Boys Water Products (Material Supplier To Minger Construction Companies) Pumps For Tunnel: Approximately \$81K WBE

APJV Update on Change Orders

- Owner Change Orders approved thru 2/1/21
 - \$1,005,600.10
- DBE Change Order Participation:
 - Gunnar Electric \$191,683
 - Generation Cable \$413,311 (\$247,986: 60% Material Only)
 - DBE CO Participation 60%
 - DBE Job To Date Participation: 15.6%

LS Black Constructors: Franklin O&M DBE Activities Update

LS Black Update on Change Orders

- Owner Change Orders approved thru 01/15:
\$39,077,597.13
- DBE Change Order participation: \$7,776,901.20
 - DBE Participation: 20%
 - DBE Job To Date Participation: 20%

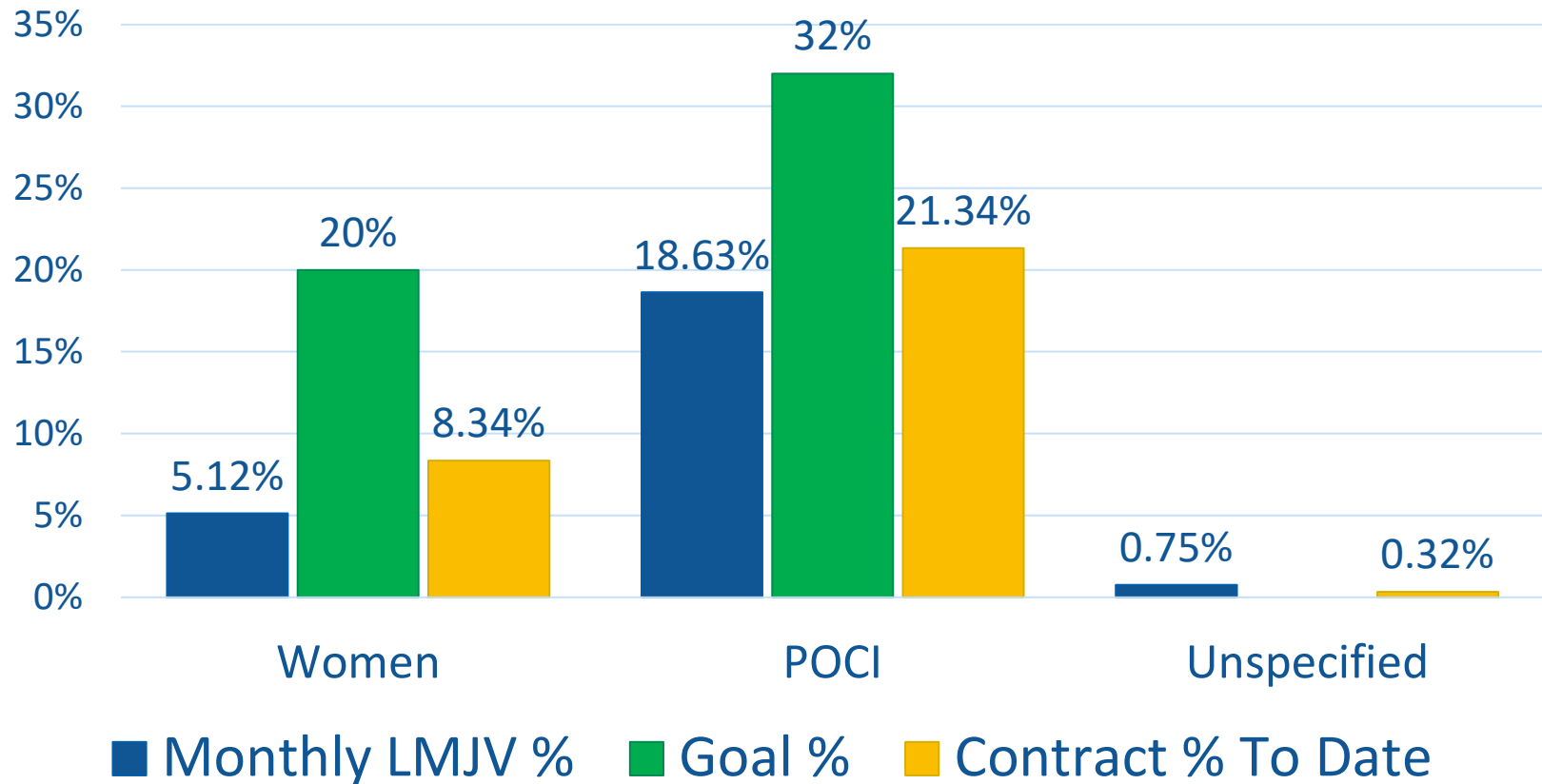
LS Black Update on DBE Activity

- Continued participation from GoFetsch Mechanical
- Future work for Nakasone Painting
- Rock On Trucks upcoming work in late Feb
- Bald Eagle Erectors misc metal work

Workforce Participation Report

Civil Workforce Participation Percentage*

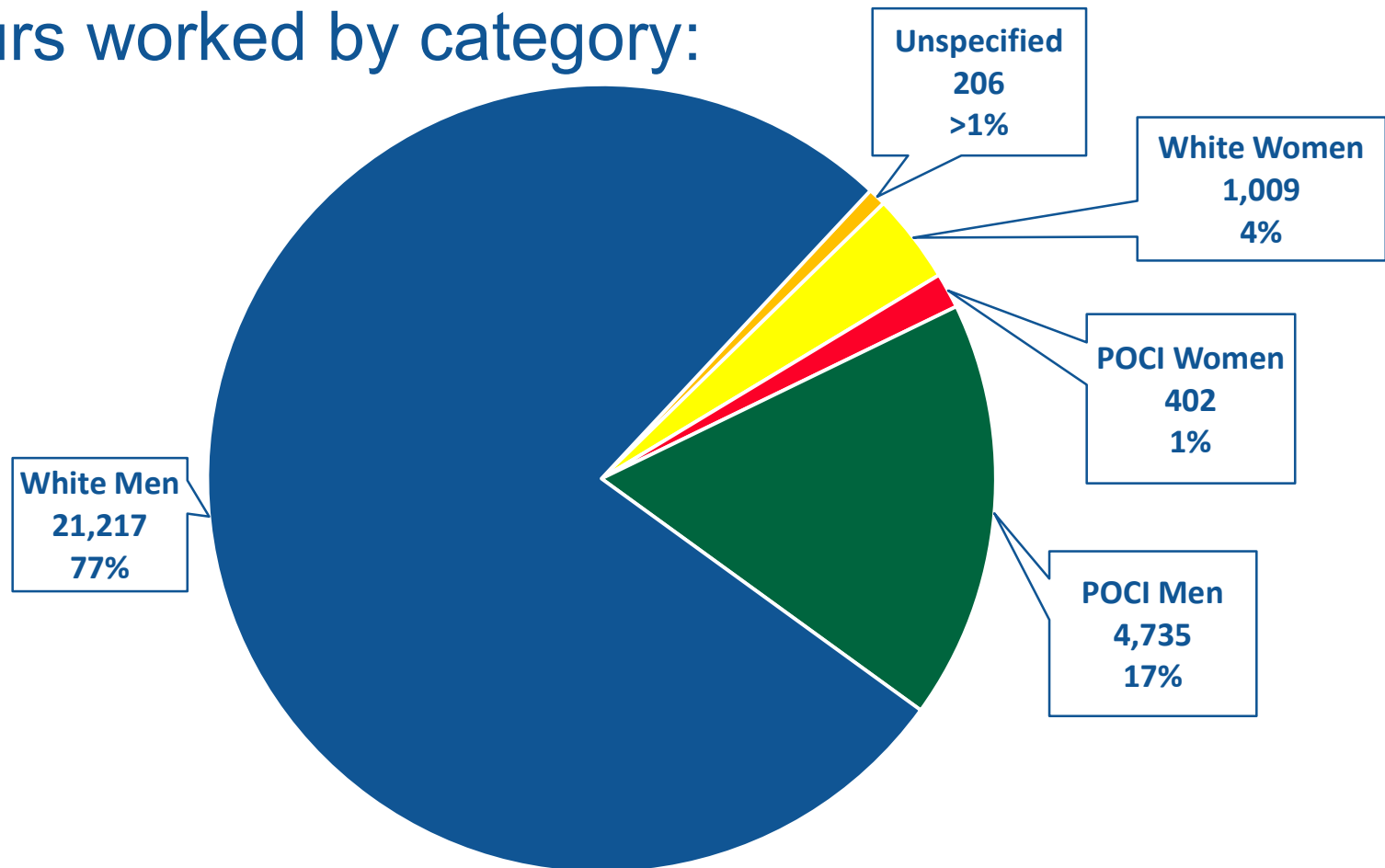
- January 2021: 27,570 hrs
- Civil Construction Total: 1,003,354 hrs



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

Civil Workforce Participation*

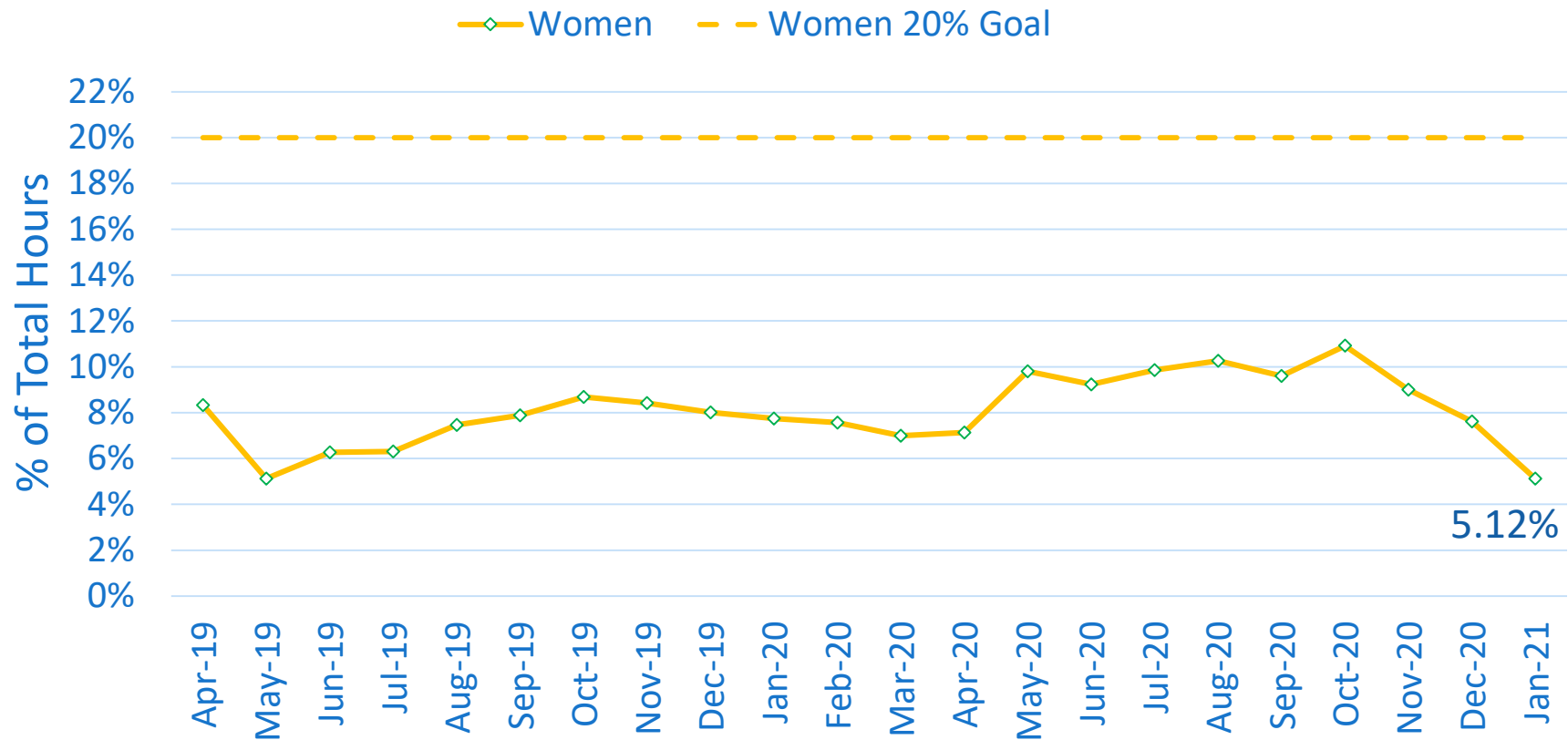
- January 2021: 27,570 hrs
- Hours worked by category:



*Based on MDHR Workforce Report for January 2021

Civil Workforce Participation Cumulative*

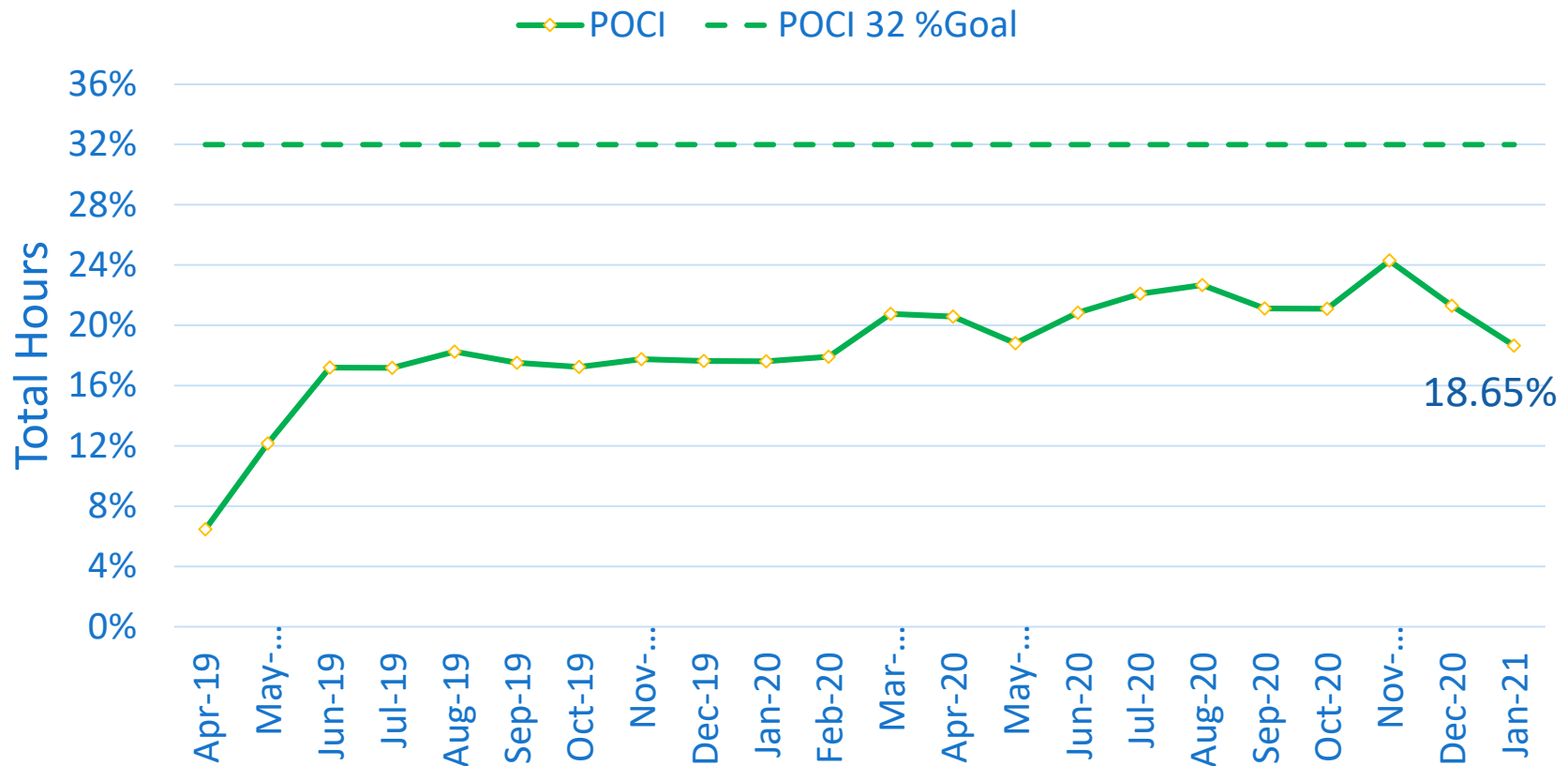
- Total Women hours to date: 83,705 hrs
- Cumulative participation: 8.34%



*Based on MDHR Workforce Reports through January 2021

Civil Workforce Participation Cumulative*

- Total POCI hours to date: 214,108 hrs
- Cumulative participation: 21.84%



*Based on MDHR Workforce Reports through January 2021

Civil Workforce Trucking Participation*

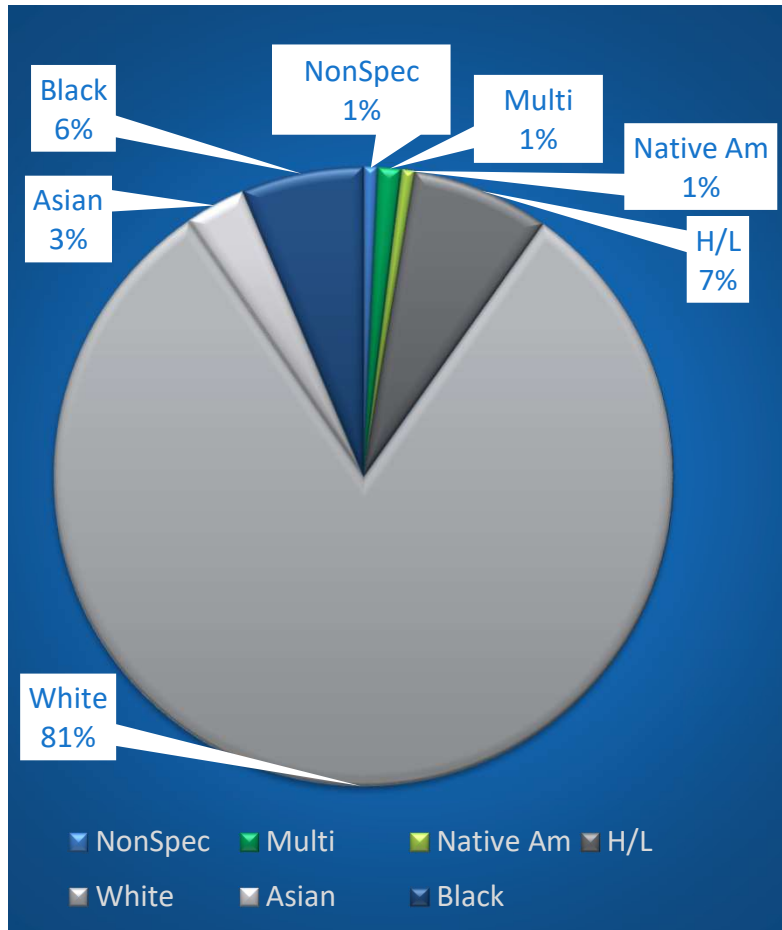
Trucking participation on Project* being counted:

- MBE: 18,541 hours
- ZTS: 3,493 hours
- Rock-On Trucks: 683 hours

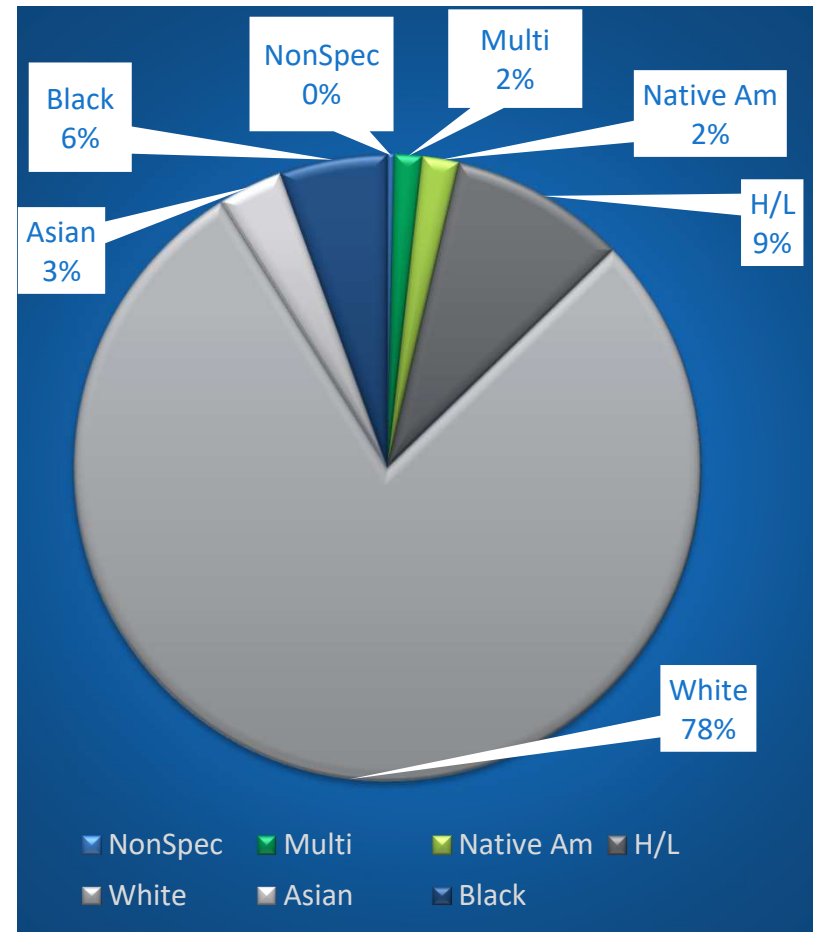
*Based on MDHR Workforce Reports through January 2021

Civil Workforce Participation Disaggregated Percentages

January 2021



PROJECT TO DATE



Civil Workforce Participation Disaggregated*

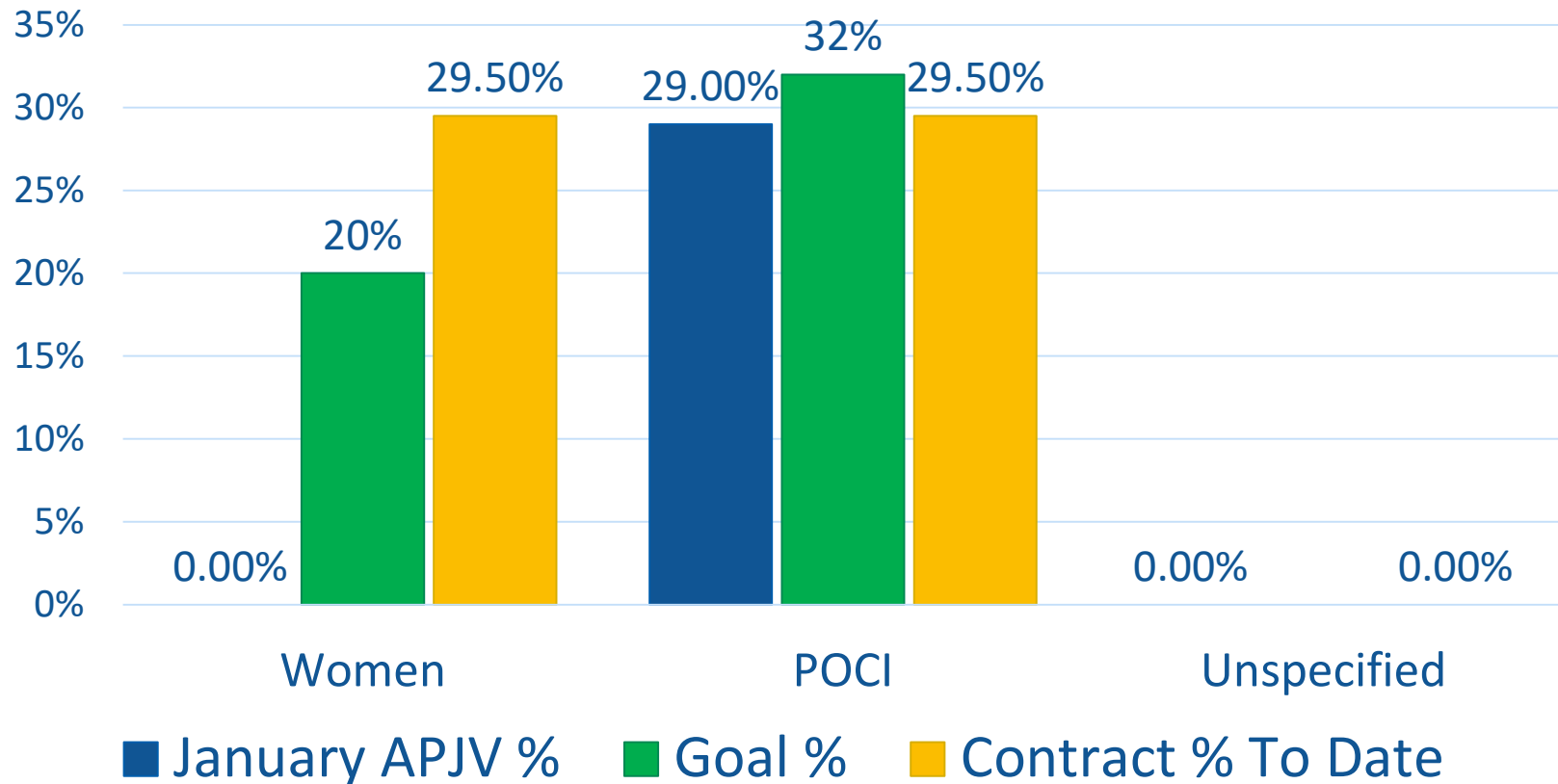
- Project Total: 1,003,354 hrs
- Total POCI: 214,108 hrs (21.34%)
- Total Women: 83,705 hrs (8.34%)

Ethnic/Racial Group	Total Hours Women	Women Percent	Total Hours Men	Men Percent	Total Hours	Total Percent
Asian Americans	91	0.01%	33,344	3.32%	33,435	3.33%
Black Americans	11,400	1.14%	44,336	4.42%	55,737	5.56%
Hispanic Americans	1,824	0.18%	89,629	8.93%	91,453	9.11%
Native Americans	7,910	0.79%	11,210	1.12%	19,120	1.9%
Multi-Racial	700	0.07%	13,683	1.36%	14,383	1.43%
White Americans	61,637	6.14%	724,222	72.18%	785,859	78.32%
Not Specified	144	0.01%	3,224	0.32%	3,367	0.34%

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

Systems Workforce Participation Percentage*

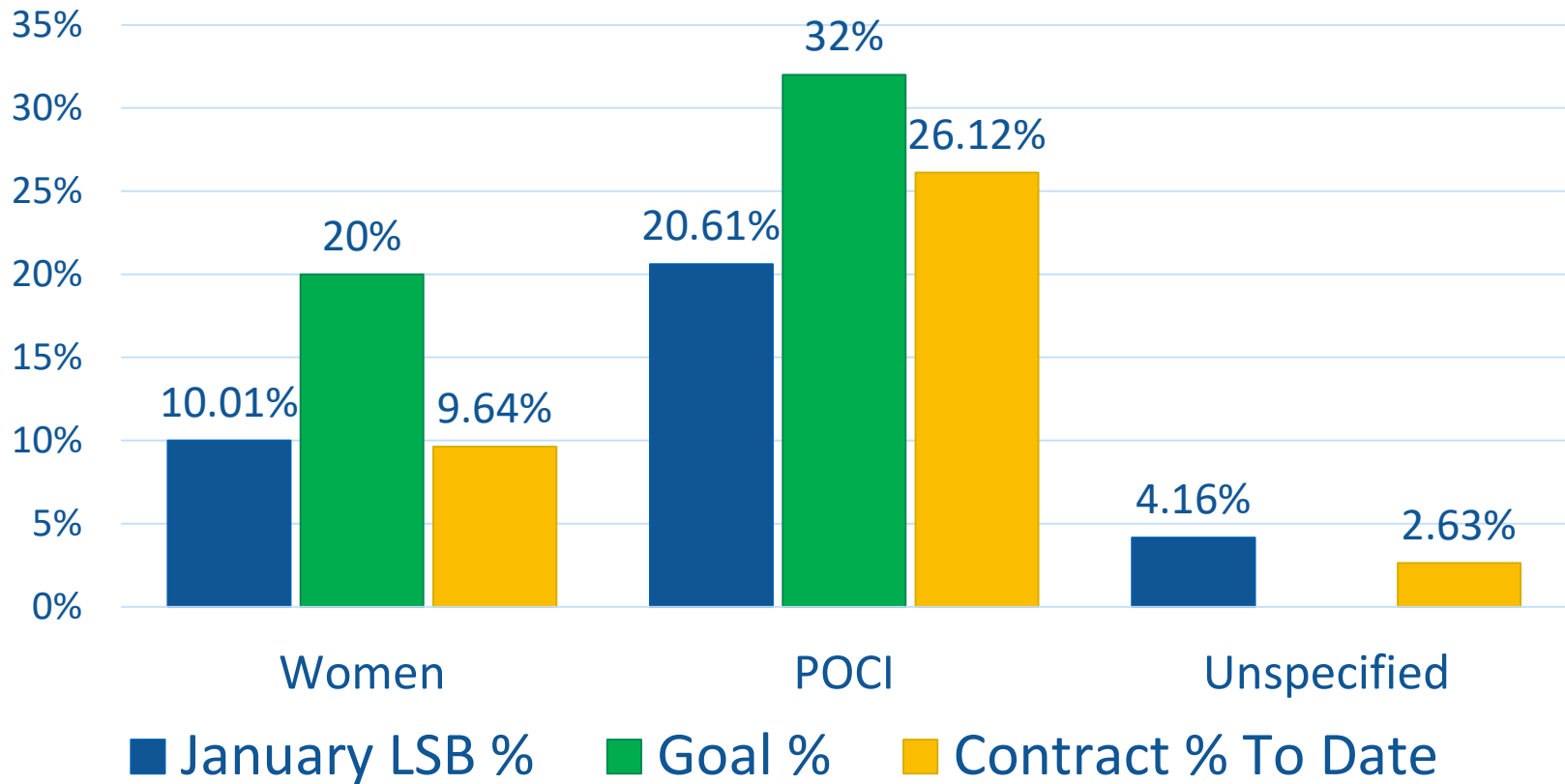
- January 2021: 0 hrs
- Systems Construction Total: 261 hrs



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

Franklin O&M Workforce Participation Percentage*

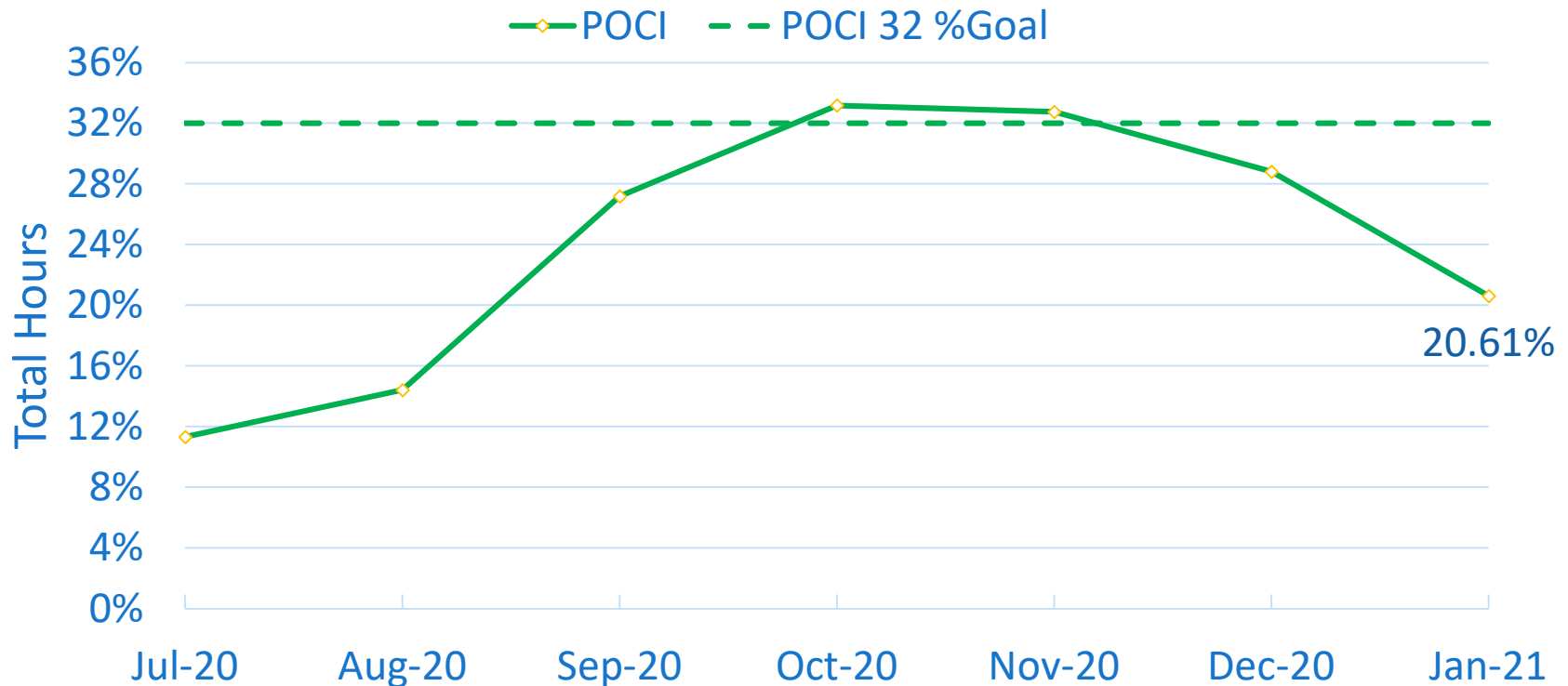
- January 2021: 8,194 hrs
- Franklin O&M Construction Total: 31,921 hrs



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

Franklin O&M Workforce Participation *

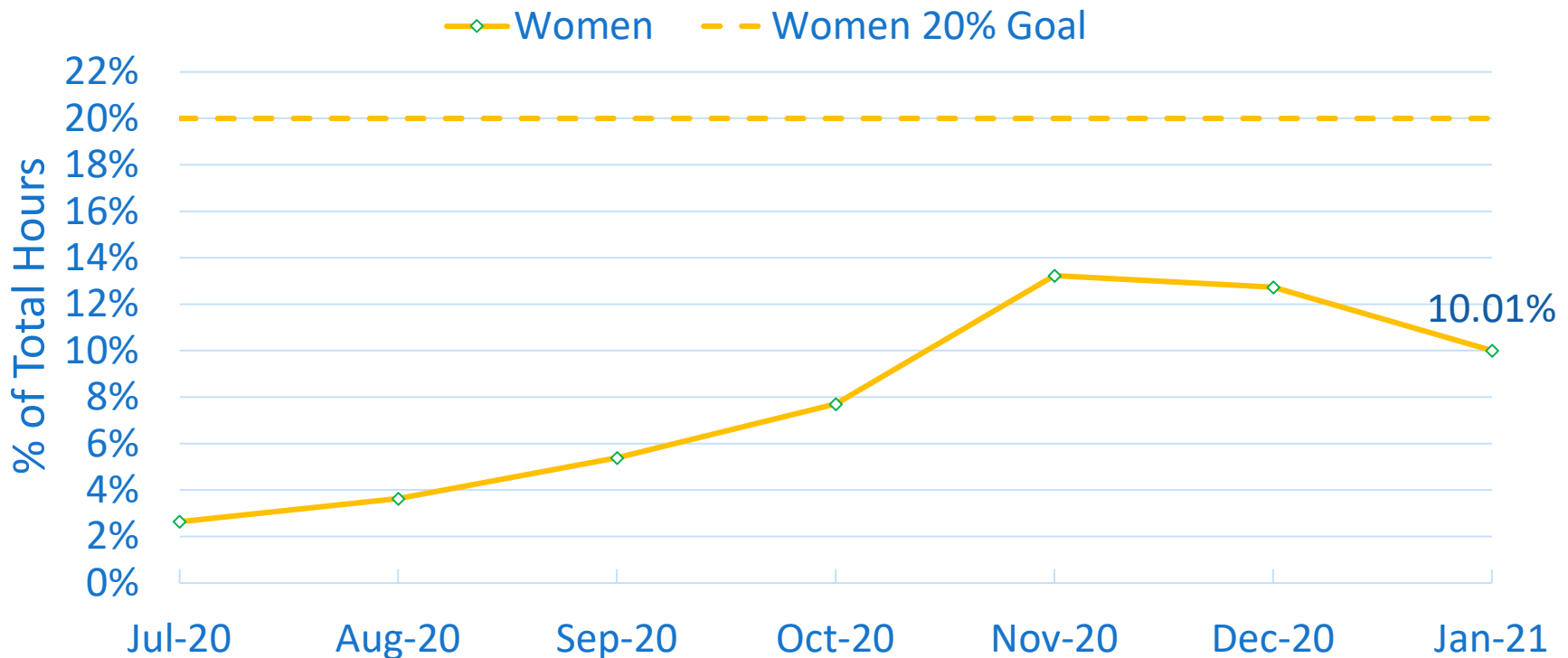
- Total POCI hours to date: 8,338 hrs
- Cumulative Participation: 20.61%



*Based on MDHR Workforce Reports through January 2021.
Data points are based on monthly participation percentage.

Franklin O&M Workforce Participation*

- Total Women hours to date: 3,076 hrs
- Cumulative participation: 9.64%



*Based on MDHR Workforce Reports through January 2021.
Data points are based on monthly participation percentage.

Franklin O&M Workforce Disaggregated*

- Project Total: 31,921 hrs
- Total POCI: 8338 hrs (26.12%)
- Total Women: 3076 hrs (9.64%)

Ethnic/Racial Group	Total Hours Women	Women Percent	Total Hours Men	Men Percent	Total Hours	Total Percent
Asian Americans	0	0.00%	1,246	3.9%	1,246	3.90%
Black Americans	1,299	4.07%	717	2.25%	2,016	6.32%
Hispanic Americans	151	0.47%	2,821	8.84%	2972	9.31%
Native Americans	0	0.00%	910	2.85%	910	2.85
Multi-Racial	0	0.00%	1,195	3.74%	1,195	3.74%
White Americans	1553	4.87%	21,191	66.39%	22,744	71.25%
Not Specified	73	0.23%	766	2.40%	839	2.63%

*People of Color and Indigenous People (POCI) & Women participation from 6/1/20 - 1/31/2021

Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update

LMJV Workforce Activities – Feb. 2021

- Monthly GFE meeting with MDHR & Met Council
- Monthly Subcontractor Workforce Participation Meeting
- Meeting with Building Strong Communities
- Continual update meetings with LMJV representatives & Lunda Field Operations on upcoming hiring needs
- SWLRT DBE Update Meeting
- Planning for Women in Construction Week Participation
- Work on LMJVs Enter/Grow/Exit process
- Construction Trades Outreach planning

LMJV Workforce Activities – Feb. 2021 (cont.)

- Review field training potentials with parent company – EEO and Harassment
- Continue work on new Good Faith Effort tracking report template to utilize with Lunda and also share with subcontractors
- Meet with NECA representative regarding participation in Workforce Panel for Women in Construction week
- Continue updating CBO list and scheduling one on one meetings with CBOs

Total New Hires/Transfers for LMJV: Feb. 2021

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

There will be new hire action for the month of March!!

Aldridge Parsons Joint Venture: Systems Workforce Activities Update

Systems Contract Workforce

- Plan to meet the workforce goal
 - APJV Craft Labor will not begin until April 2021
 - Had meetings with Local 292, Local 160 & Local 49
 - Participated in Mock Interviews at Summit Academy, Nov 12, 2020, January 8, 2021 & March 19, 2021
 - Participated in Virtual Job Fair with Twin Cities Urban League March 9, 2021
 - ACE Mentoring Program: Internships for High School Students, Zoom Meeting March 5, 2021
 - Upcoming Kick-Off meeting with Meyer & Lower Tier Subs

LS Black Constructors: Franklin O&M Workforce Activities Update

Franklin O&M Contract Workforce Activities

- Scheduled monthly GFE meetings with MDHR
- Still need to set up a meeting with Christa
- Reminder emails to trade partner teams about participation and plans to increase workforce as necessary

2021 Committee Focus Survey

What Topics To Focus On In 2021

- Survey Link: <https://bit.ly/3bThQ3R>
- Questions asked:
 - What DBE topics or areas of focus would you like to see our committee review in 2021?
 - What Workforce topics or areas of focus would you like to see our committee review in 2021?
 - Any other questions/comments regarding the advisory committee?

Responses To Date For DBE Topics

- Prompt payment
- DBE contributions to the workforce participation
- Analysis of DBE participation vs. DBE availability
- Cost and schedule impacts to DBEs from the delays
- Setting up a subcommittee to focus on long term challenges for DBEs on projects

Responses To Date For Workforce Topics

- Surveying workers onsite
- Collaborative strategies to increase workforce outcomes
- Assessing project and market demand for workforce
- Disaggregate WF participation of POCI and Women by the different trades
- Creating a master plan for a diverse talent pipeline into the construction trades to meet short/long term needs

Additional Questions and Comments

- Panels have been enlightening. Thanks to all staff
- There is a continued need to engage all DBEs on the project to understand challenges and work to resolve/mitigate issues
- Love the new meeting format because it allows for more focused discussions and keeps the meeting on track

Community Based Organizations Discussion on Workforce

Experts Panel

- Melanie Williams
 - Twin Cities Rise, Director, Workforce Development
- Julie Brekke
 - Hired, Executive Director
- Sheila Olson
 - Goodwill-Easter Seals, Chief Services and Programs Officer
- Tony O'Brien
 - Summit Academy, Director, Academic Programs



Nonprofits – Pipeline to the Trades

How can we help you?

Our Purpose Today:

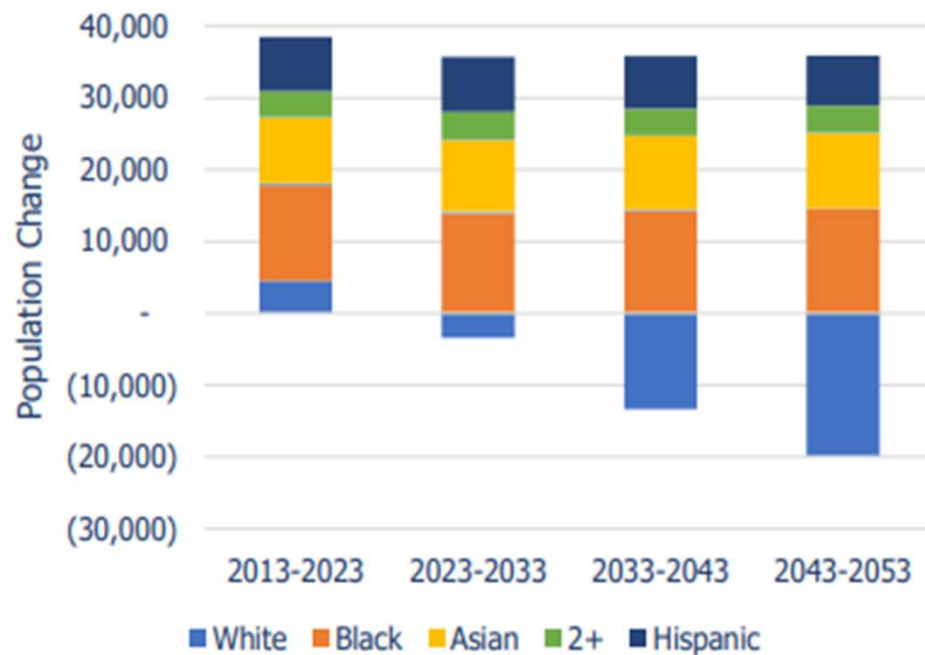
Share how nonprofits partner with you to help people prepare for entry level jobs and apprentices in the construction industry.

Why is this important?

- Growing interest in trades and construction industry
- Industry need to fill open positions
- Help trades & contractors meet their workforce needs & diversity goals
- Retirement and changing demographics in Twin Cities

Racial and Ethnic Diversification

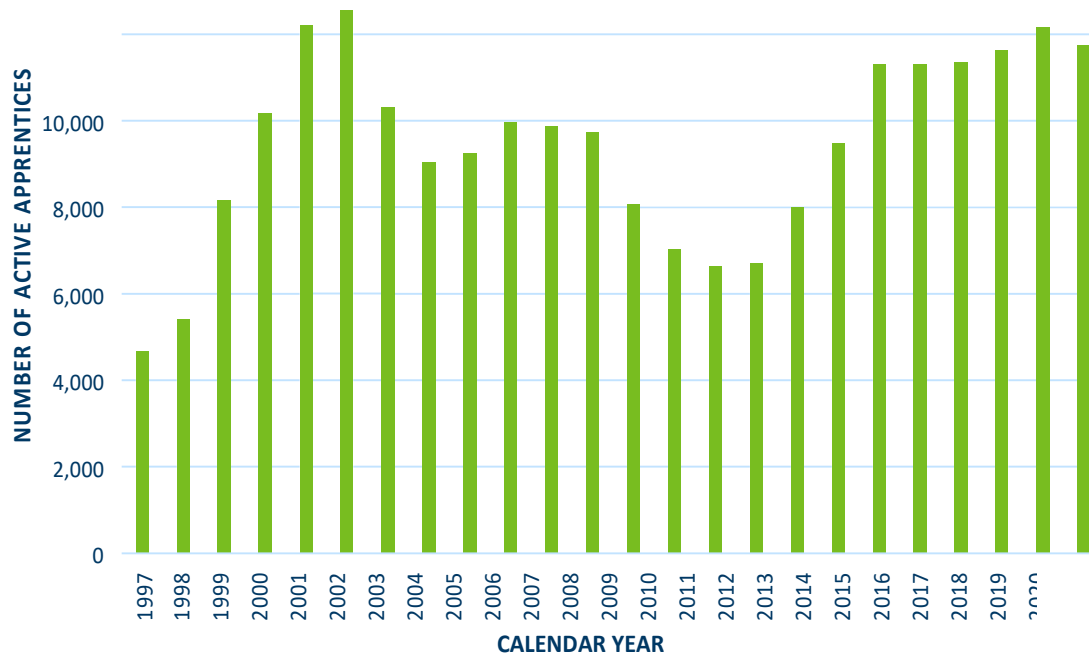
Figure 12: Average annual projected population change per decade, by race



- Minnesota’s total population is currently 79 percent non-Hispanic White but is changing rapidly.
- Between 2013 and 2018, the non-Hispanic White population grew by less than one percent, while BIPOC grew by 18 percent
- Projections indicate that non-Hispanic White population will begin declining within the next decade.
- BIPOC are expected to swell by more than one million residents between 2018 and 2053—exceeding one-third of the total population.

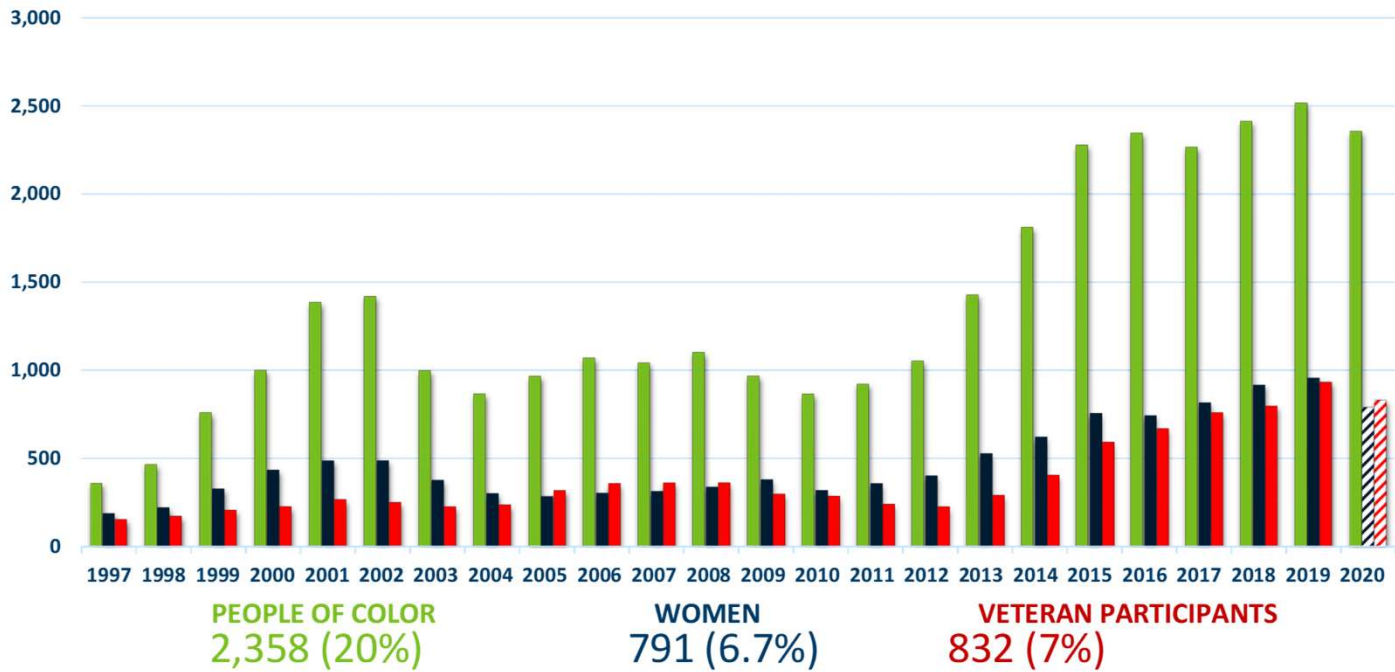


Number of active apprentices training 11,739 (July 2020)



Apprentice Participation Demographic Trends

By calendar year



Nonprofit Demographics of Individuals Served

NONPROFITS	BIPOC	WOMEN
Summit Academy Construction Program only	77%	15%
Hired Construction Program only	59%	35%
Twin Cities Rise!	82%	57%
Goodwill-Easter Seals Construction Program only	77%	31%

The background is a dark blue gradient with a layered, paper-like effect. The layers are dark blue, medium blue, and light blue, creating a sense of depth and movement. The text is white and positioned in the upper left quadrant.

Strengths & Commonalities of Nonprofits

Recruitment & Community Outreach

- Community Connections
- Nontraditional locations to recruit
- Programs **free** for participants
- Pre-screen to ensure readiness

Core Job Skill Development

- Relationship development
- Work Readiness and Soft Skill Support
- Support services that remove barriers to success
- Foundational Hard Skill Development
- Graduates prescreened for your industry
- Job Placement/Apprenticeship Connections

Things to Remember:

- Nonprofits are a pipeline or complement to existing Union & Trade programs.
- All Nonprofits are not the same and do not do their work in the same way.
- Nonprofits see you as partners and know that you are key to helping them prepare individuals for jobs in your industry.

Participant success story

Jennifer Allshouse

<https://youtu.be/wv4idmpfn-s>



GOODWILL®

EASTER
SEALS

Participant success story

MnDOT-DEED Reconstruction Training/Placement Program



Participant success story

Rodjerick Courtney

<https://youtu.be/h-0FMYTfvM>



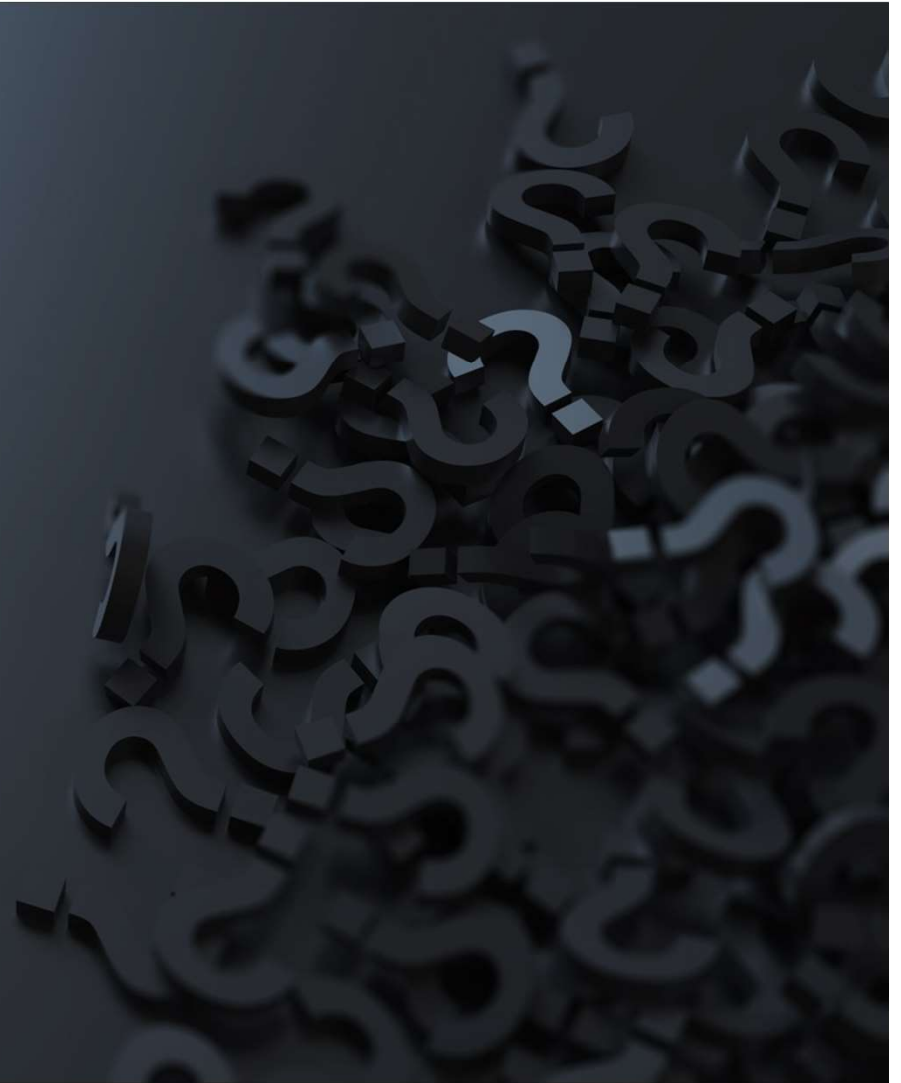
SUMMIT
ACADEMY OIC

Participant success story

The Importance of Empowerment!

TWIN
CITIES **R!SE**

Questions & Conversation



Closing

- Next Meeting Date: April 15, 2021
 - Agenda topics
 - Actions items for the next meeting
 - Adjourn

Stay Updated!

Online: SWLRT.ORG

Twitter: [@SouthwestLRT](https://twitter.com/SouthwestLRT)

Facebook: [@MetropolitanCouncil](https://www.facebook.com/MetropolitanCouncil)

Instagram: [@southwest_lrt](https://www.instagram.com/southwest_lrt)

