

**SOUTHWEST**

Green Line LRT Extension



# Disadvantaged Business Enterprise and Workforce Advisory Committee

October 21, 2021



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

# 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

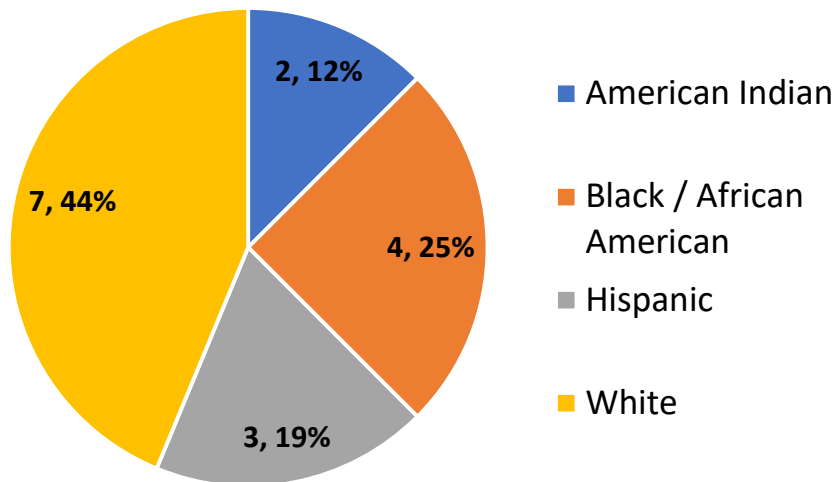
# Building Strong Communities: October Update



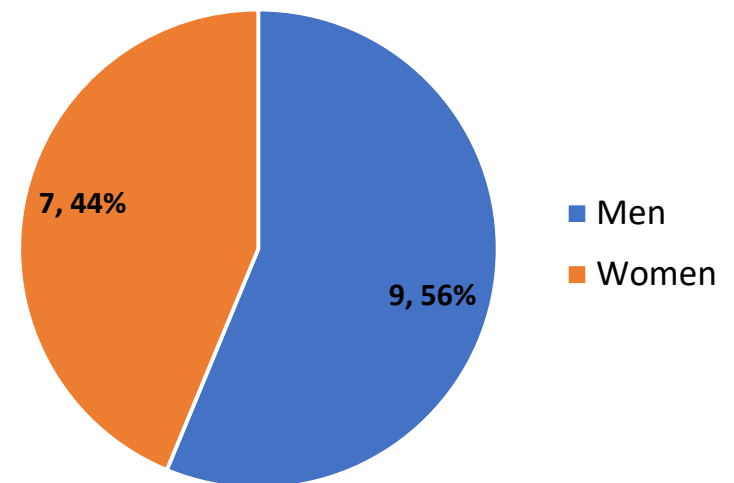
## BSC 2021 Apprenticeship Placements (to date);

- |                         |                                |
|-------------------------|--------------------------------|
| <b>2</b> - Carpenters   | <b>6</b> - Laborer             |
| <b>1</b> - Cement Mason | <b>3</b> - Operating Engineer  |
| <b>1</b> - Iron Workers | <b>1</b> - Plumbers            |
| <b>1</b> - I.U.P.A.T.   | <b>1</b> - Sheet Metal Workers |

BSC Apprentice - Ethnicity



BSC Apprentice - Gender



# 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.”



Louisiana Ave in St. Louis Park

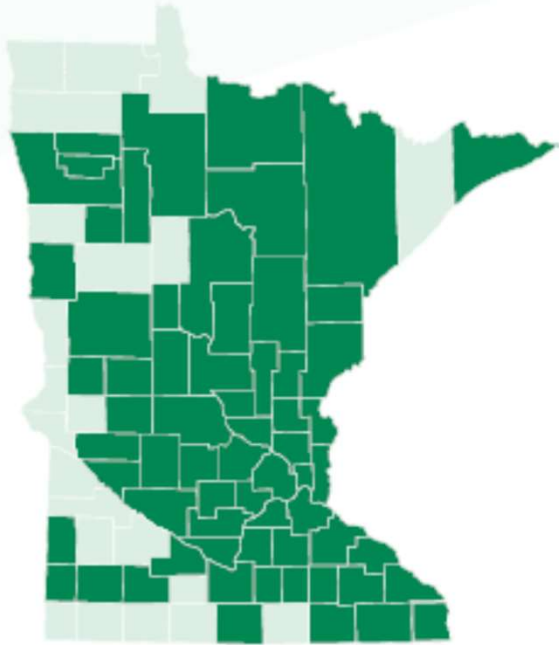
Excelsior in Hopkins



Golden Triangle in Eden Prairie

# Statewide Impacts Through July 2021

**\$53,170,758**  
IN PAY GOING TO  
**65** of the **87** MINNESOTA COUNTIES  
SO FAR



# Top 10 Zip Codes\*

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

**\*Through August 2021**



# DBE Achievement Report

# DBE Achievement as of August 31, 2021

Contractor	Contract Description	Contract Amount	Contractor Billed to Date	DBE Billed to Date	DBE Date %	As of Date
LMJV 16% Goal	Civil	\$956,909,804	\$546,713,494	\$109,786,242	20.1%	8/31/21
APJV 12% Goal	Systems	\$193,869,456	\$62,883,043	\$9,830,506	15.6%	8/31/21
LS Black 15% Goal	Franklin O&M Exp.	\$39,387,424	\$35,970,702	\$6,836,235	19.0%	8/31/21
17% Goal	Closed Contracts	\$404,992	\$404,992	\$74,610	18.4%	
		<b>Contract Amount</b>	<b>Billed to Date</b>	<b>\$ DBE to Date</b>	<b>% DBE to Date</b>	
15% Goal		\$1,190,571,676	\$645,972,231	\$126,527,593	19.6%	

# 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        | Sanitary facilities |
| ▪ Biffs                      | Sanitary facilities |
| ▪ Mac's Roll-Off Service Inc | Dumpsters           |
| ▪ ZTS                        | Project trucking    |
| ▪ MBE Inc                    | Project trucking    |
| ▪ M&J Trucking               | Project trucking    |
| ▪ Gunner Electric            | Electrical          |

## • Stations Contract

- |                  |                     |
|------------------|---------------------|
| ▪ Am-Tec Designs | Structural steel    |
| ▪ E-Con-Placer   | Concrete pumping    |
| ▪ Biffs          | Sanitary facilities |
| ▪ Sun Mechanical | 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

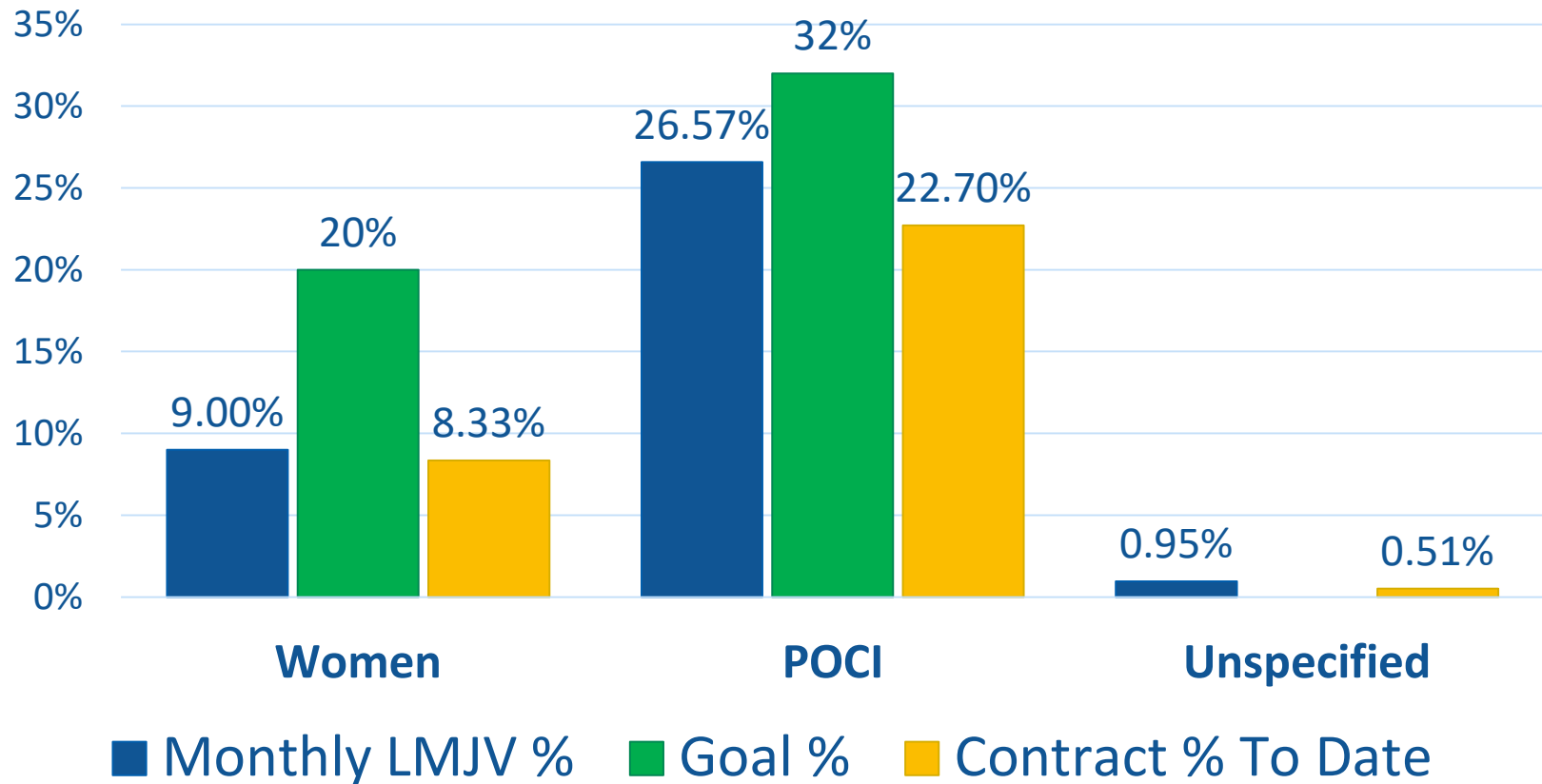
- Completion of scope by GoFetsch Mechanical
- Ongoing participation from Nakasone Painting
- Always Stone & Tile
- Am-Tec Designs (steel fabrication only)
- Wissota Supply Co
- Dzeidic Caulking

# Workforce Participation Report



# Civil Workforce Participation Percentage\*

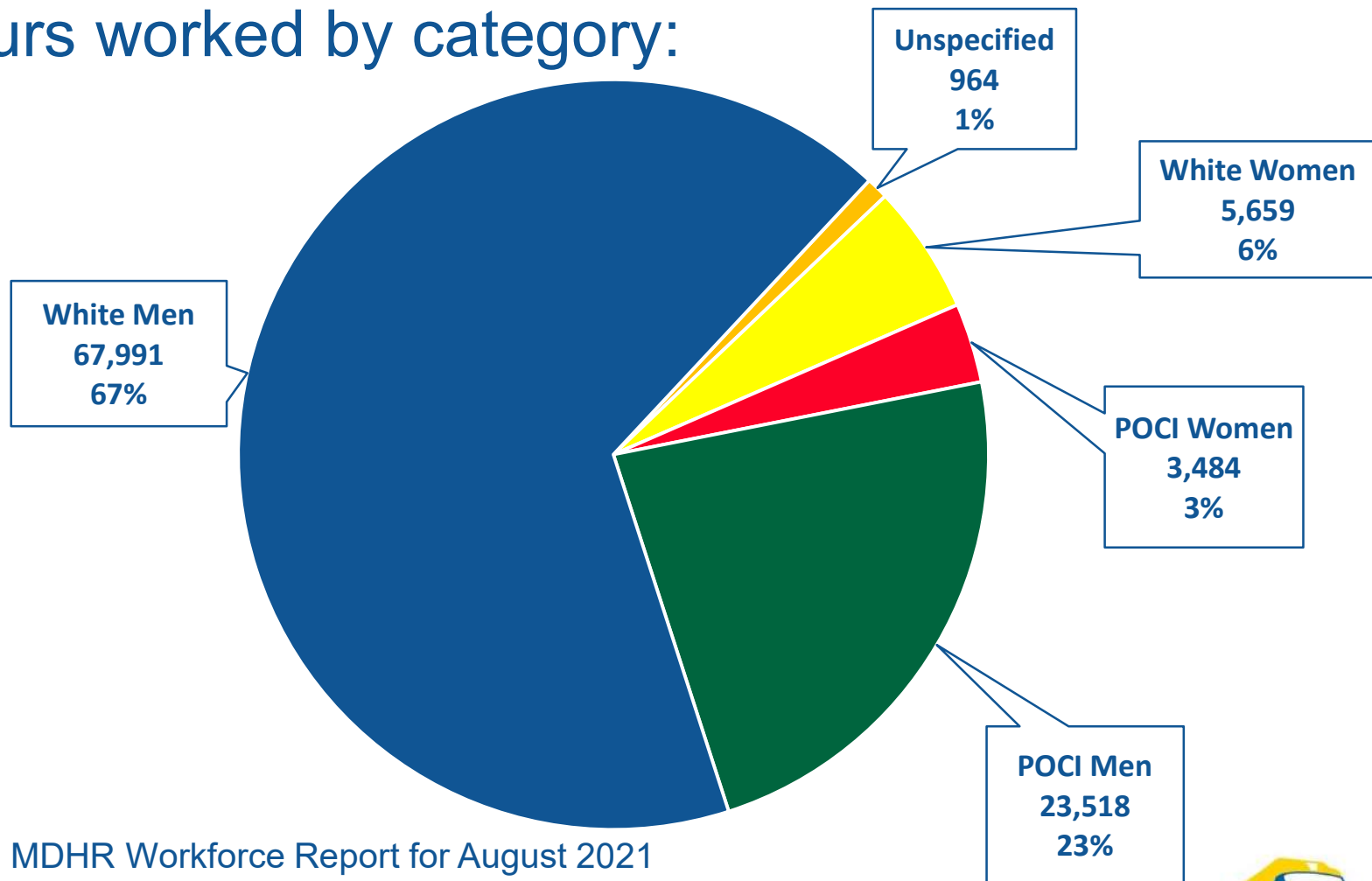
- August 2021: 101,616 hrs
- Civil Construction Total: 1,550,946 hrs



\*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:



\*Based on MDHR Workforce Report for August 2021

# Civil Workforce Trucking Participation\*

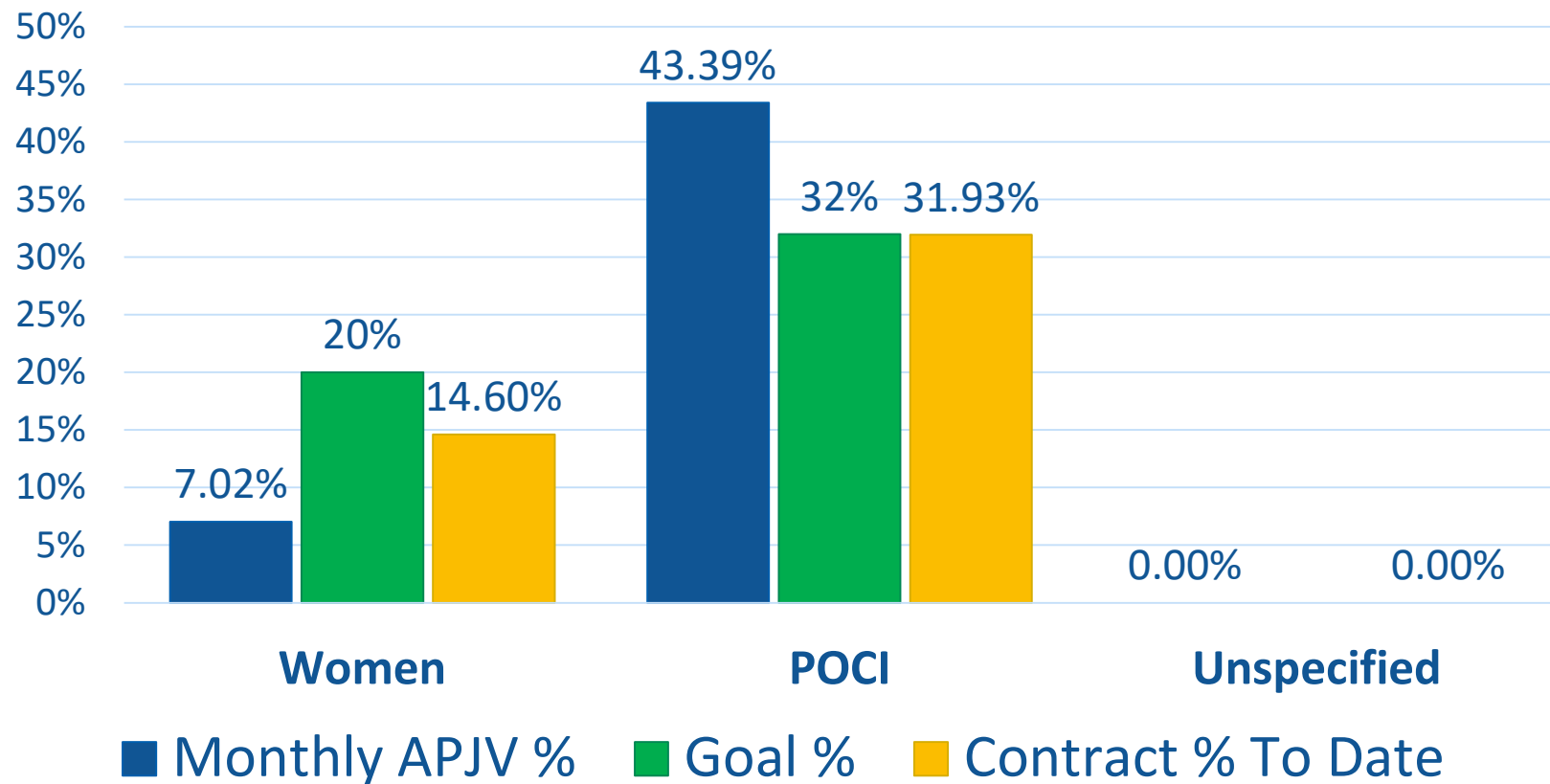
Trucking participation on Project being counted:

- 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\*

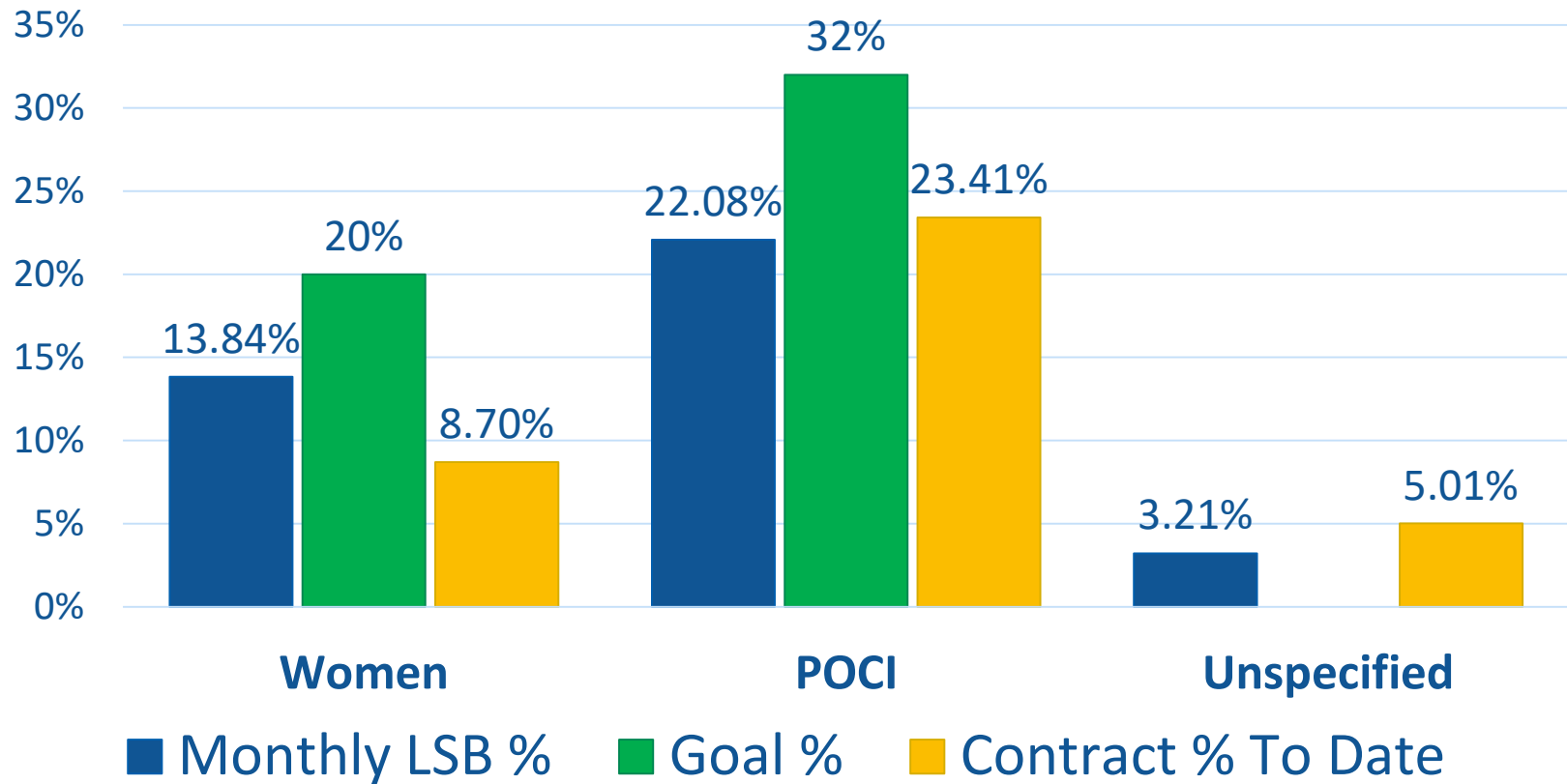
- August 2021: 242 hrs
- Systems Construction Total: 877 hrs



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

# Franklin O&M Workforce Participation Percentage\*

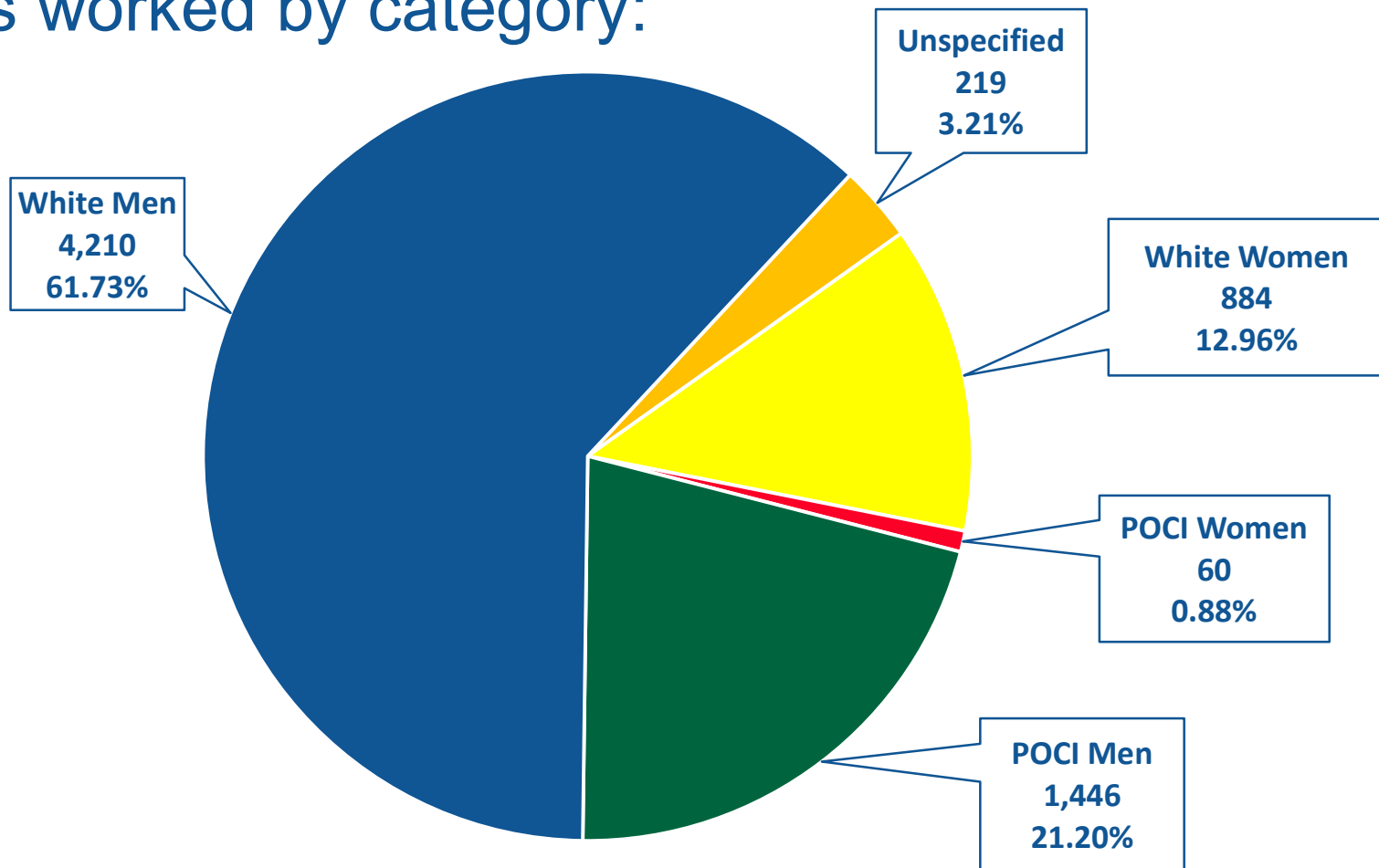
- August 2021: 6,820 hrs
- Franklin O&M Construction Total: 93,579 hrs



\*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 6<sup>th</sup>
  - 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



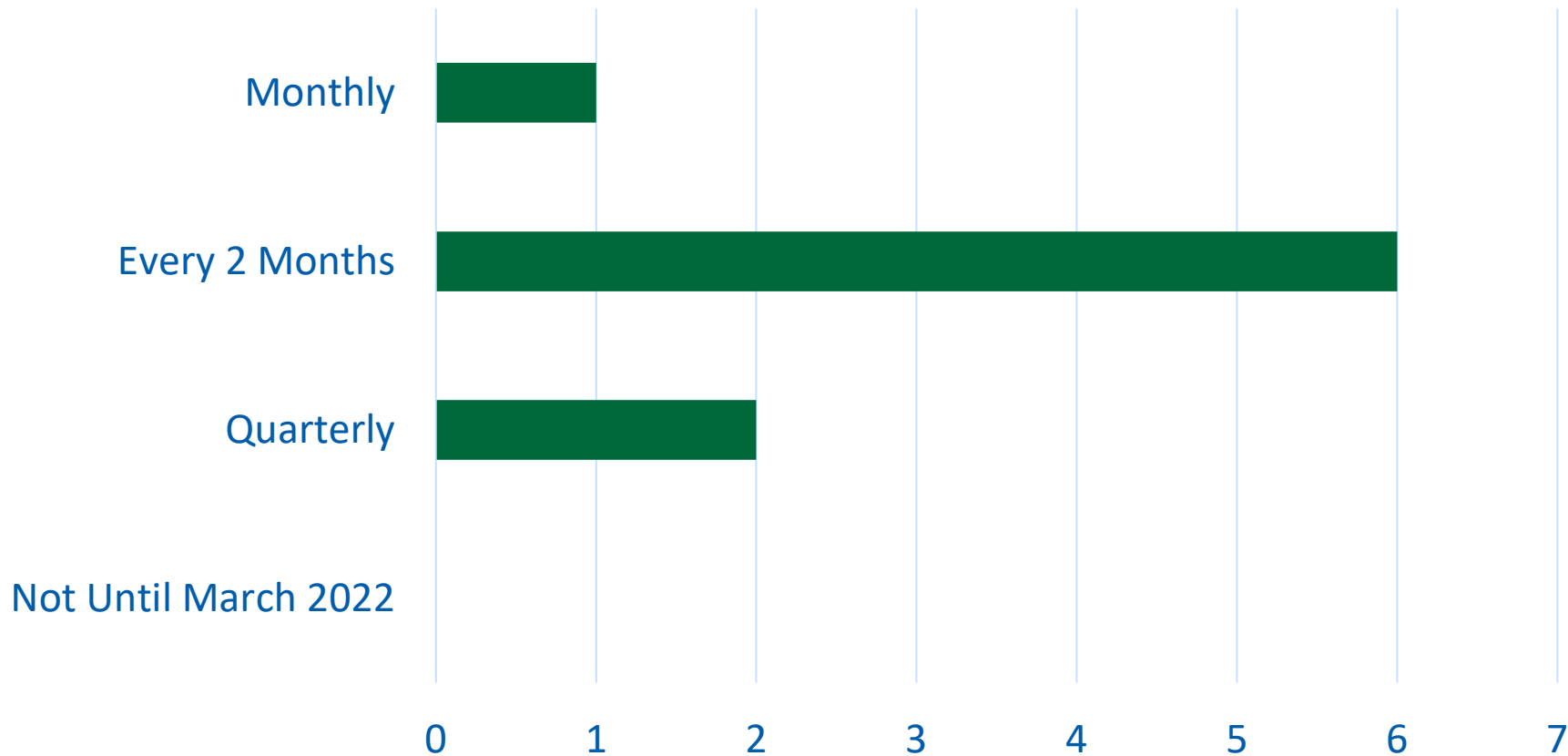
# Advisory Committee Survey Results

# 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

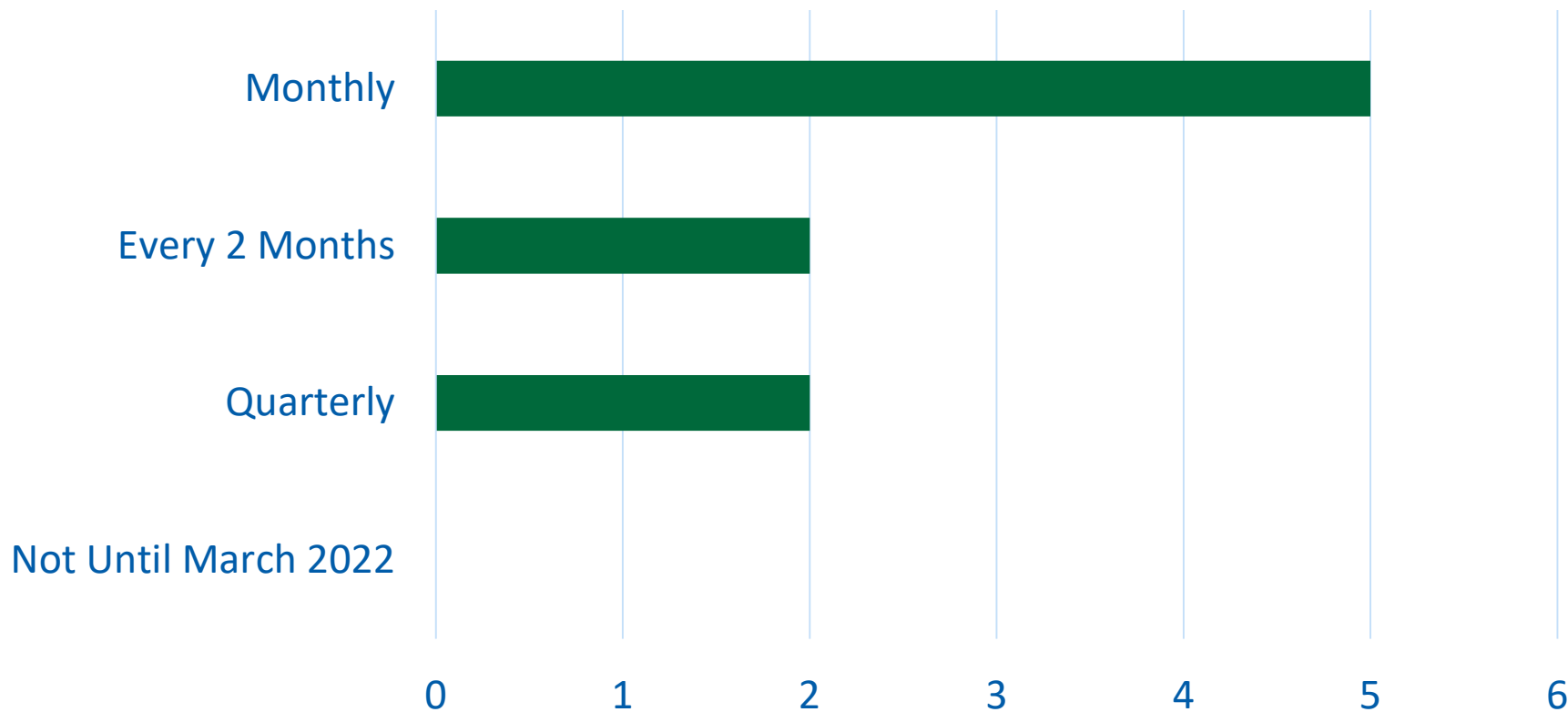
# Survey Question 1

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



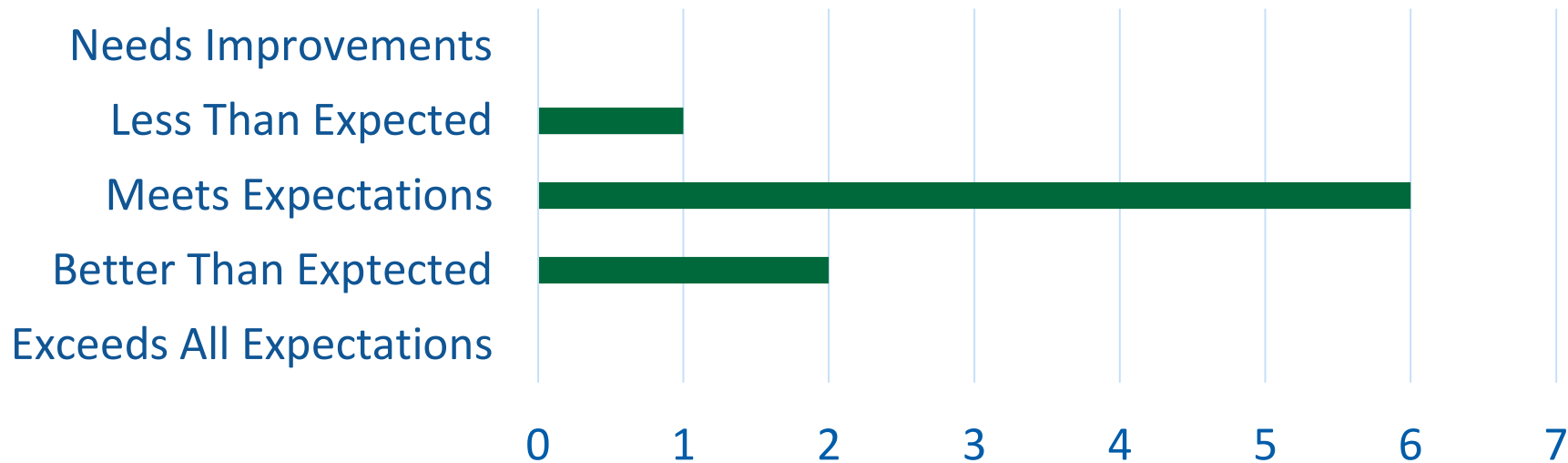
## Survey Question 2

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



## Survey Question 3

- How would you rate the Advisory Committee's performance in addressing DBE issues?

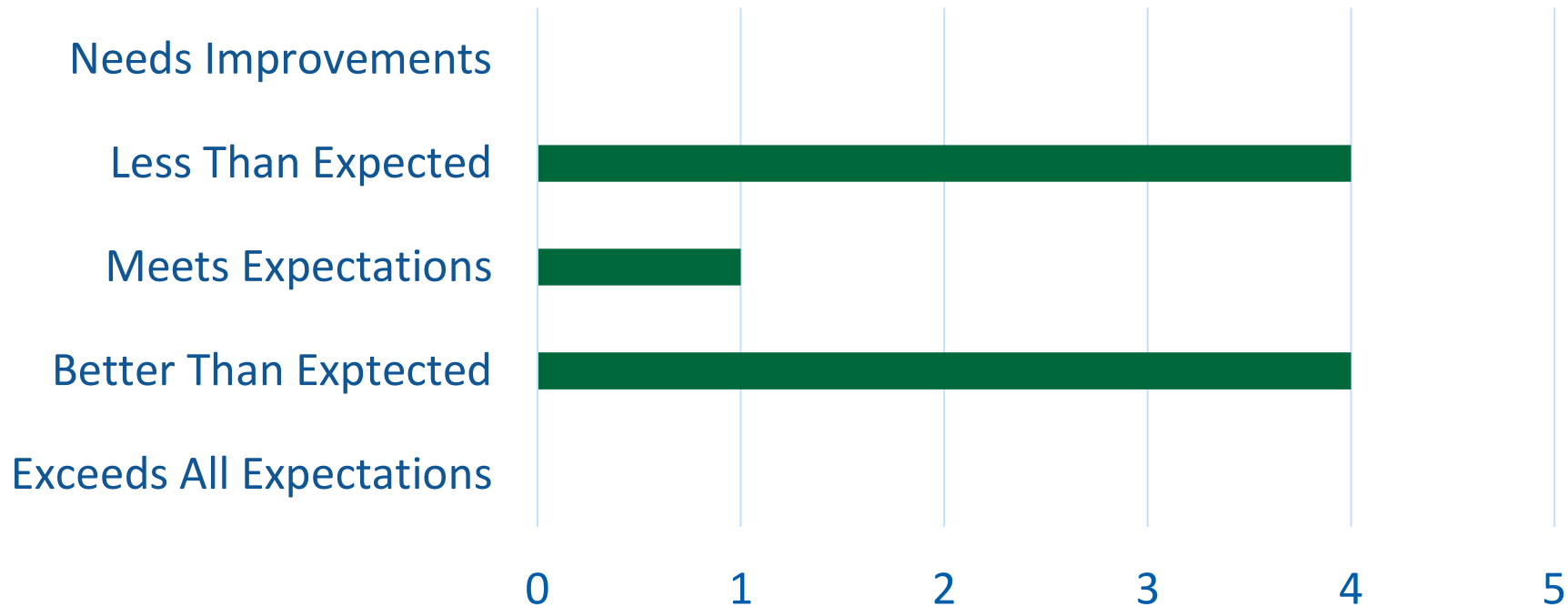


What changes would you like to see for DBE issues?

- 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?



# 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





## Minnesota Department of Labor and Industry

**Jessica Grosz, Director of Labor Standards and Apprenticeship**

**[jessica.grosz@state.mn.us](mailto:jessica.grosz@state.mn.us)**



## About Apprenticeship Minnesota:

<b>Founded:</b>	1939
<b>Annual operating budget:</b>	\$1.271M
<b>Annual grant distribution:</b>	\$100K
<b>Staff:</b>	10 FTE
<b>Advisory Board:</b>	9

## Statistical snapshot:

<b>Active sponsors:</b>	181
<b>Active employers:</b>	Over 2,300
<b>Active apprentices:</b>	10,646
• <i>People of Color</i>	23%
• <i>Women</i>	7%
• <i>Veterans</i>	7%
<b>Completions (CY2021):</b>	1,428

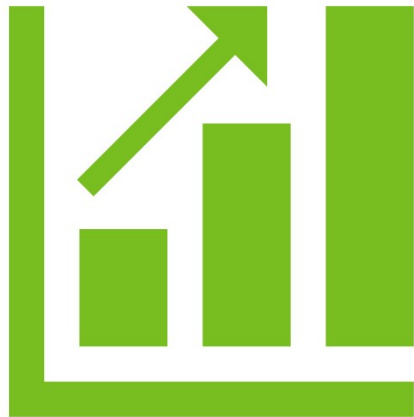
## Expansion initiatives and investments:

### 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



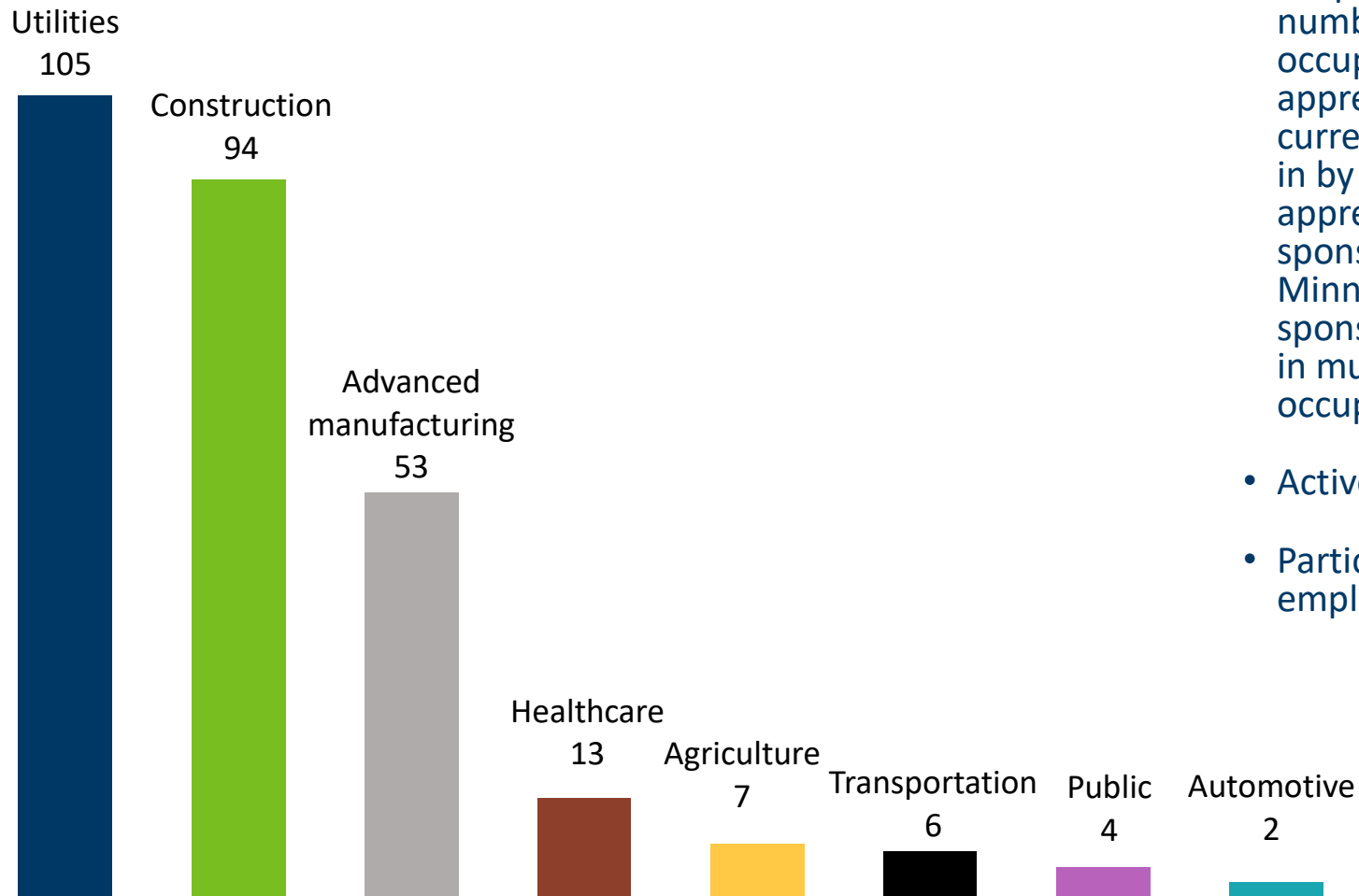
**mi** APPRENTICESHIP  
MINNESOTA

**Statistical snapshot:**

**Registered apprenticeship  
activity in Minnesota**

# Trades and occupations with active apprentices

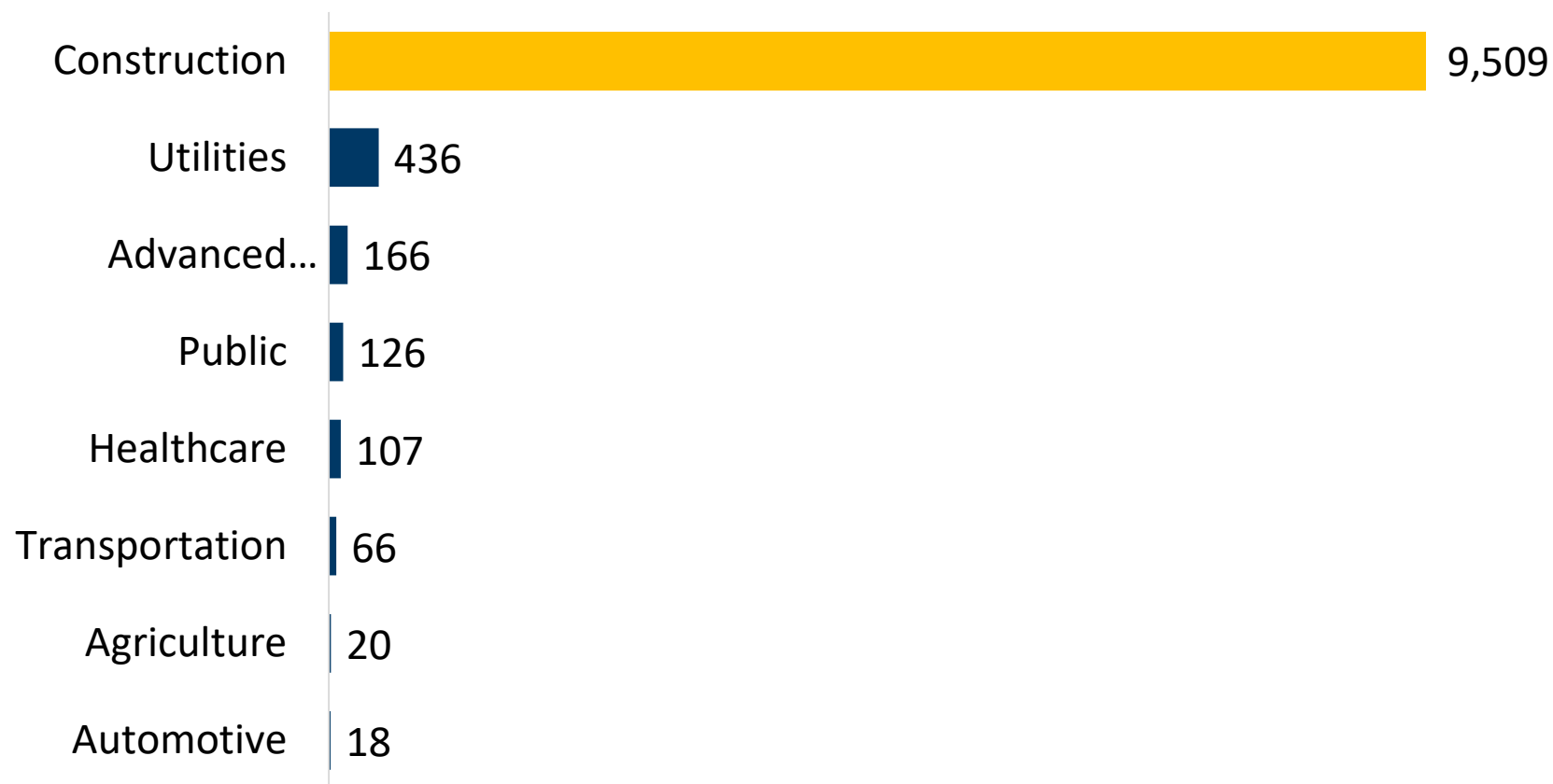
Number of trades and occupations among active apprentices



- 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+

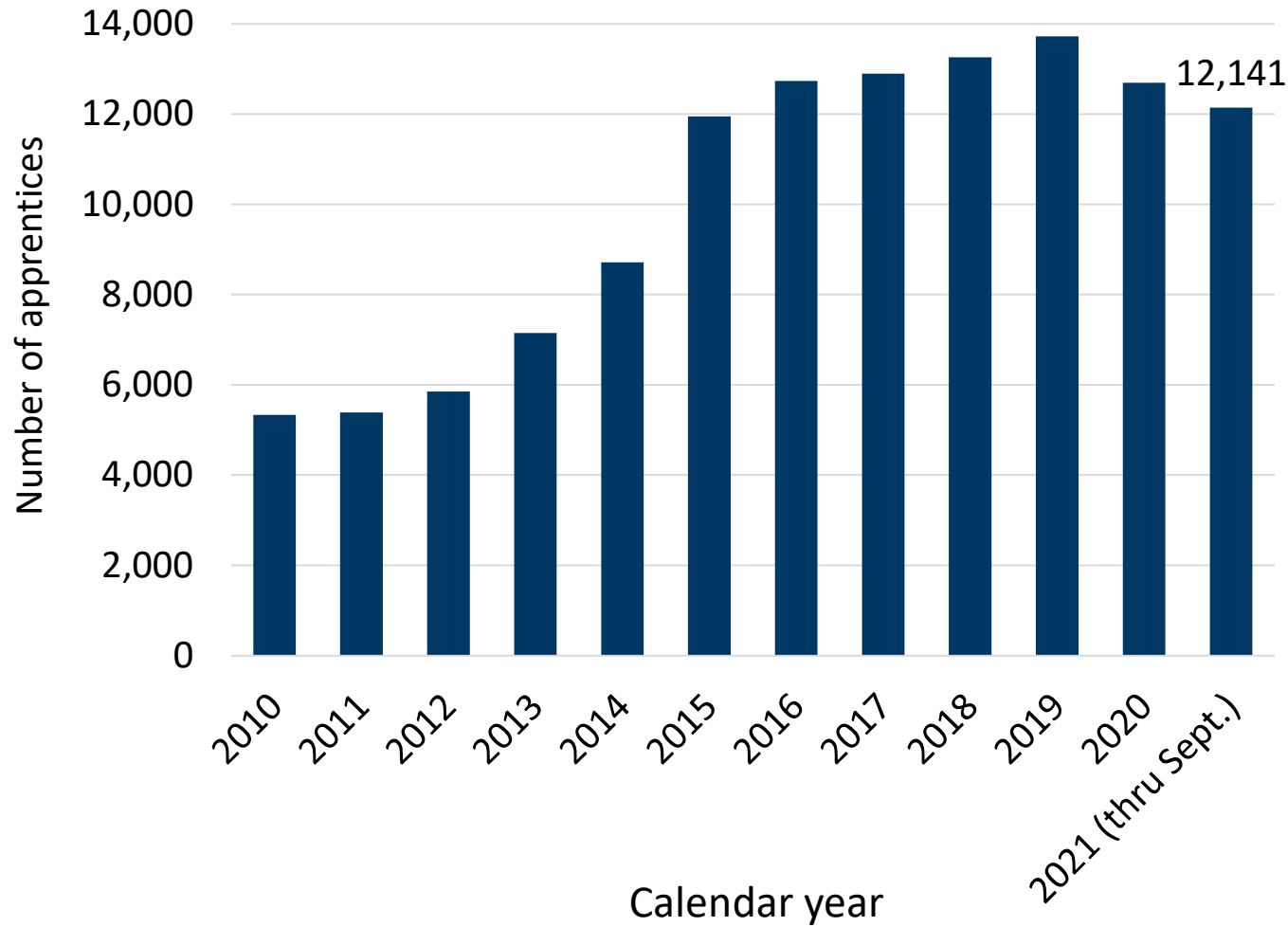
# Construction accounts for 91% of active apprentices

Currently active apprentices by industry



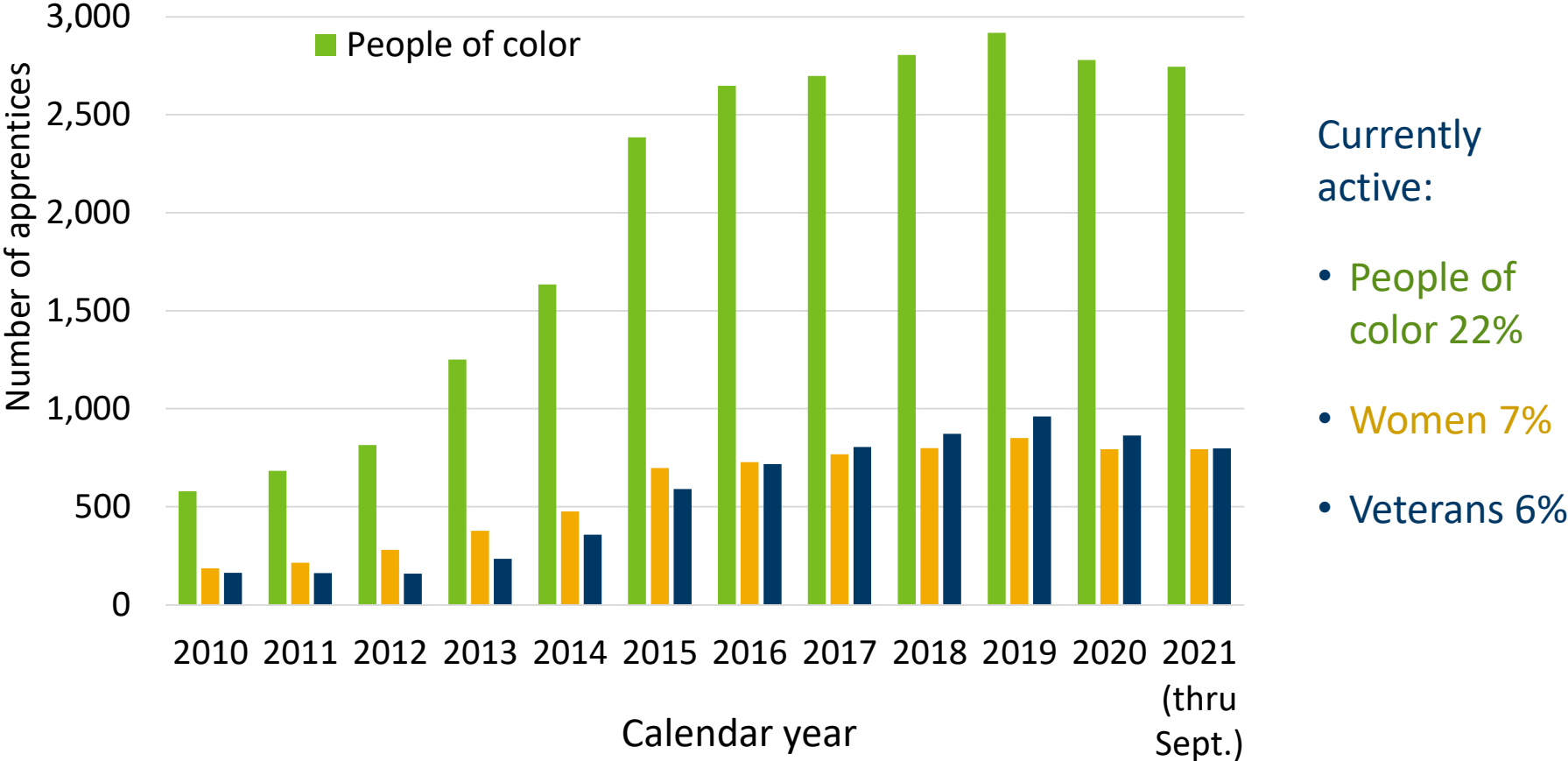
# Growing number of construction apprentices

Construction apprentices active in each year



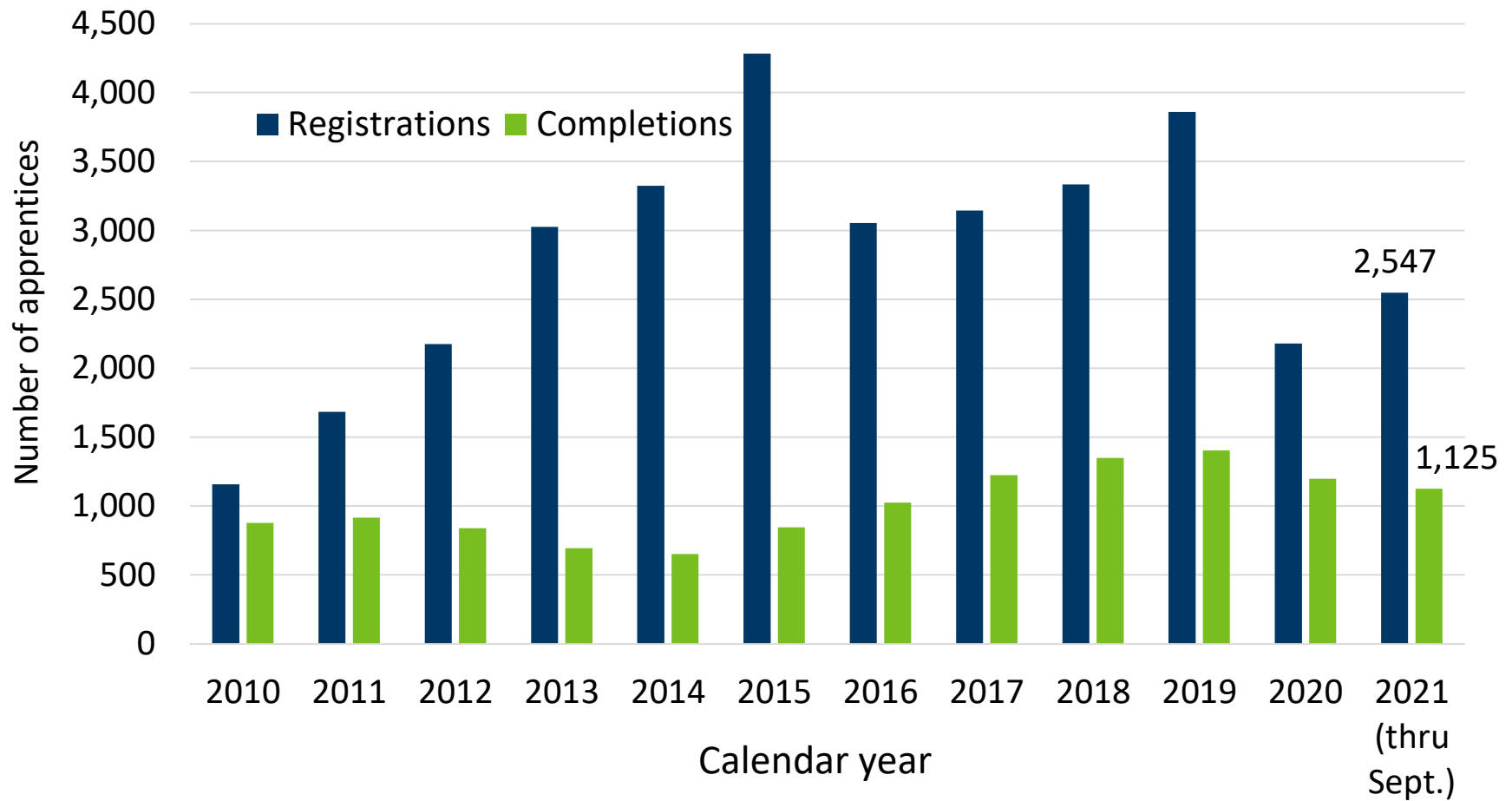
# Increased participation by people of color, women, and veterans in construction apprenticeships

Construction apprentices active in each year



# More than 1,000 construction completions each year since 2016

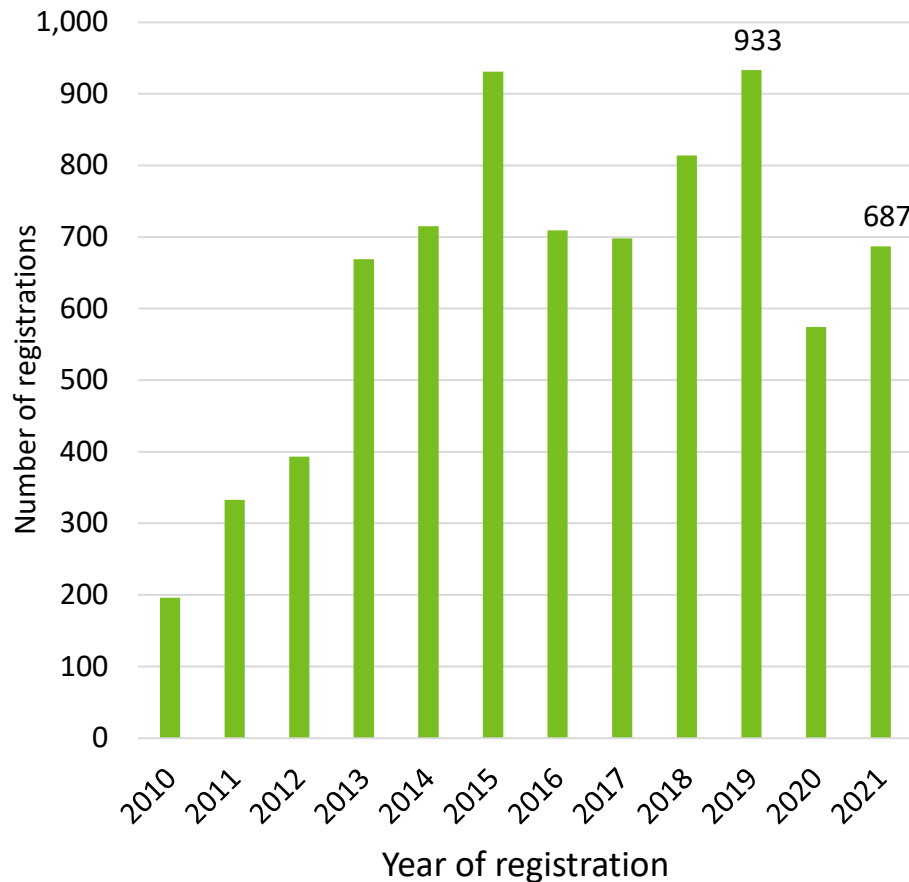
## Construction registrations and completions



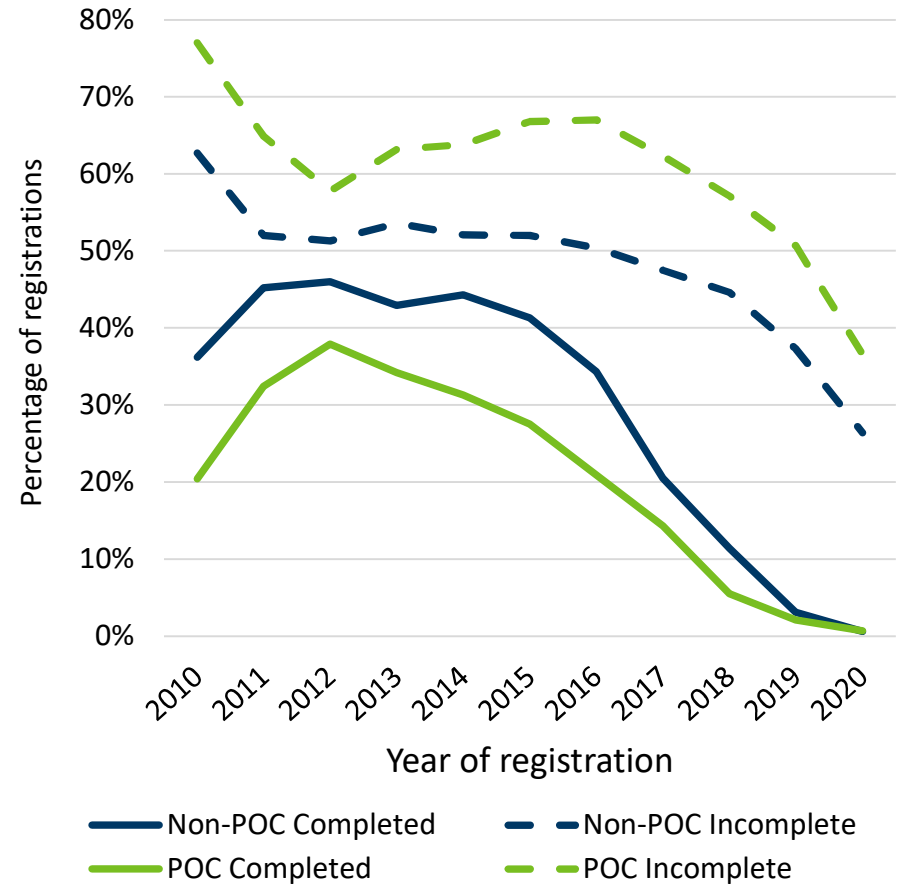


# Registration and completion of construction apprentices – people of color

Construction apprenticeship registrations by people of color

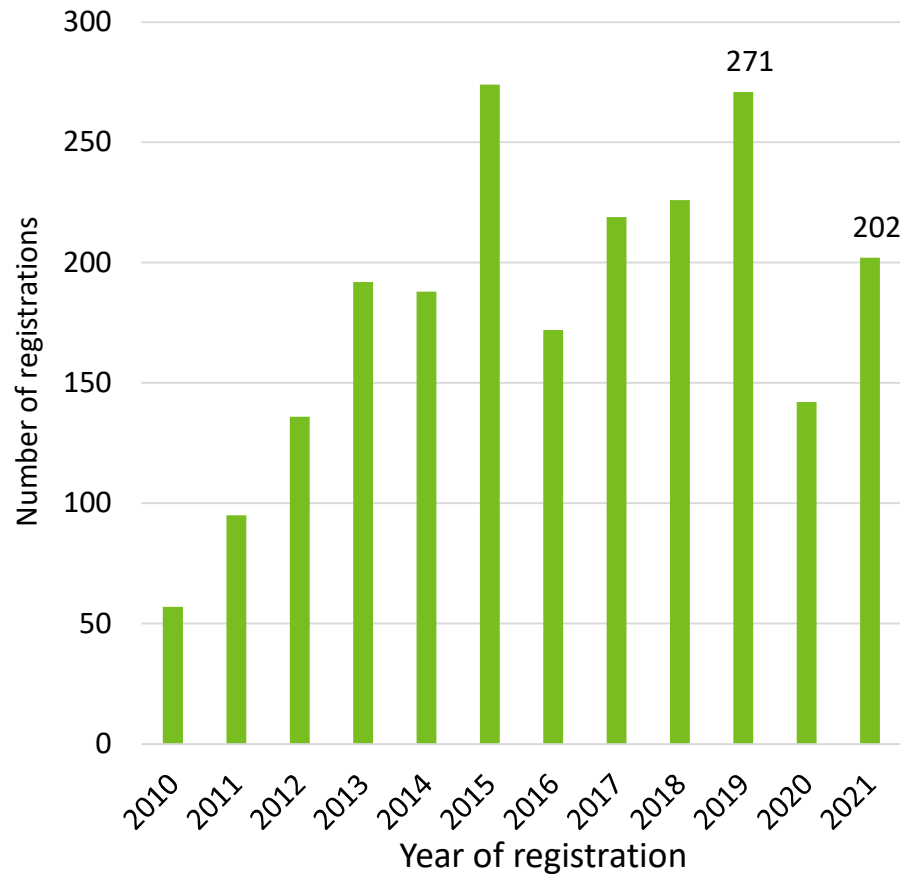


Construction apprenticeship status (completed vs. incomplete)

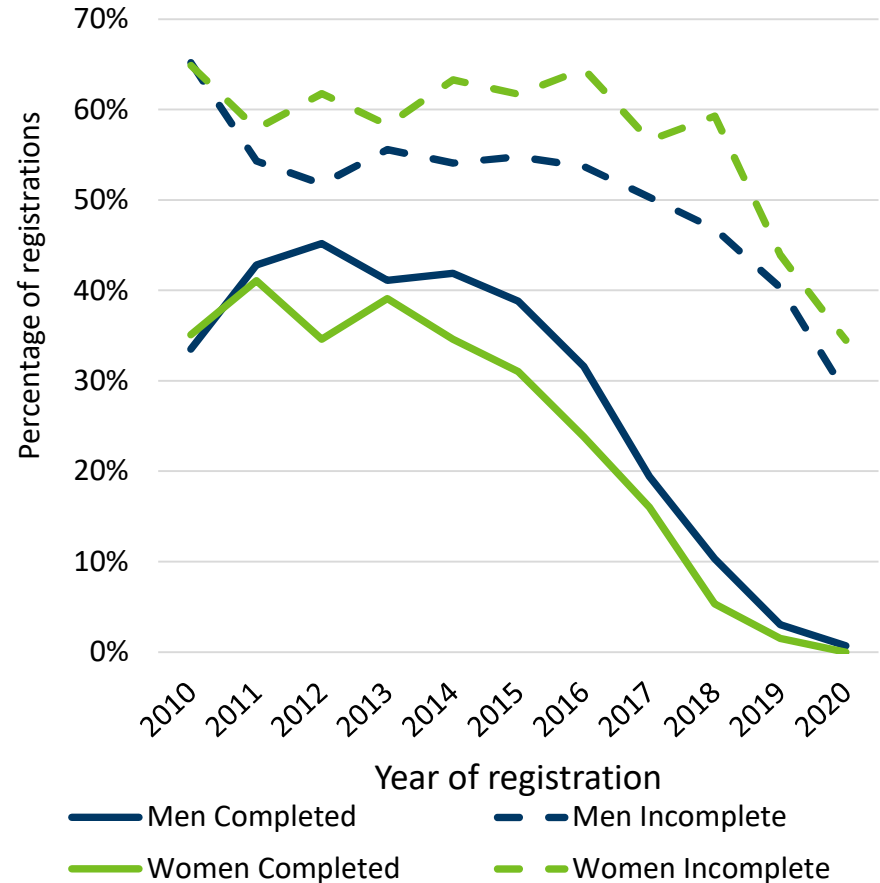


# Registration and completion of construction apprentices - women

Construction apprenticeship registrations by women

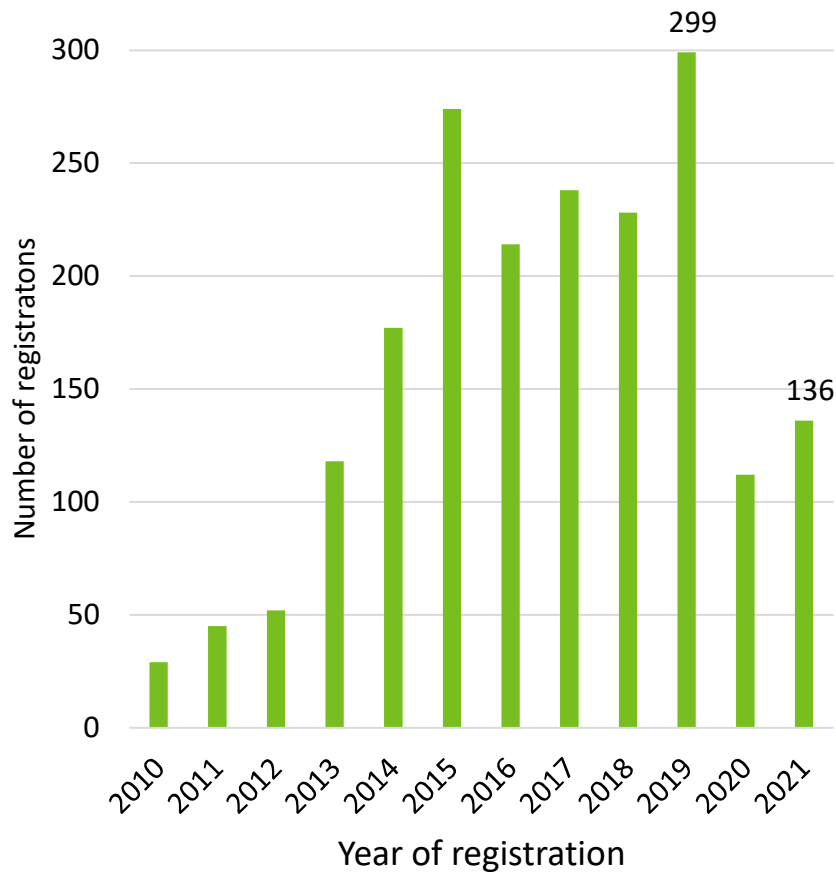


Construction apprenticeship status (completed vs. incomplete)

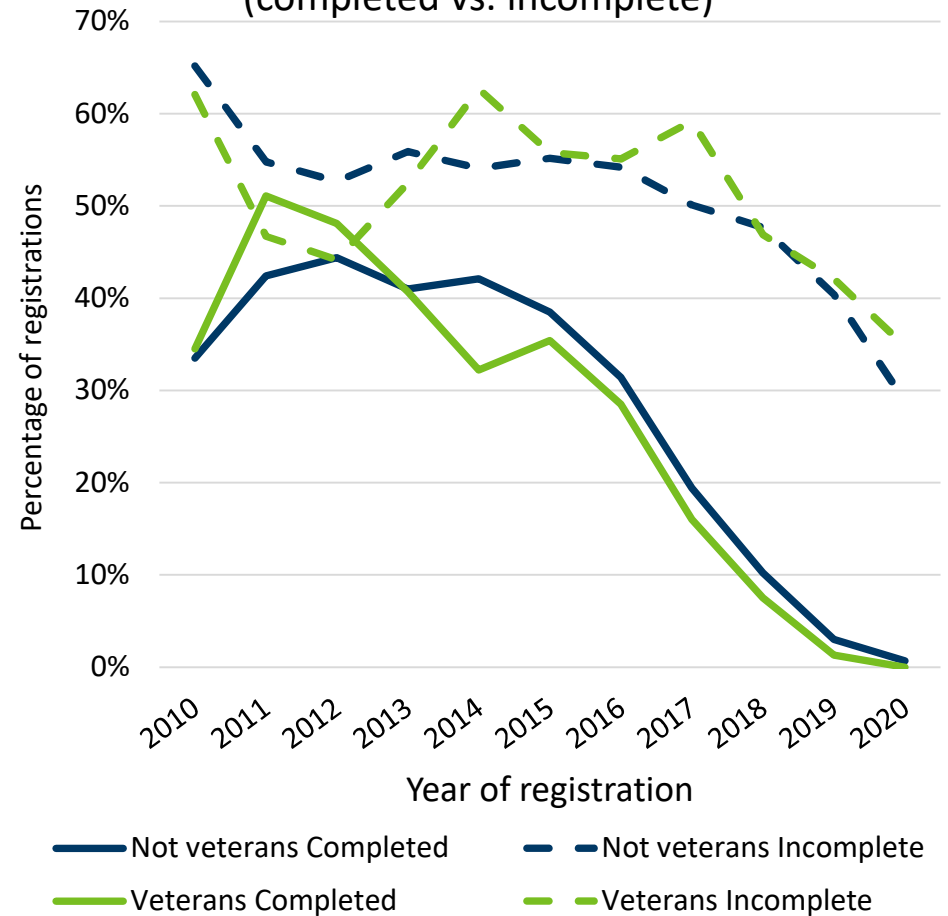


# Registration and completion of construction apprentices - veterans

Construction apprenticeship registrations by veterans



Construction apprenticeship status (completed vs. incomplete)





**mi** APPRENTICESHIP  
MINNESOTA

**LEAP Grant**

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## 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](http://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](mailto: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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