

Southwest LRT DBE and Workforce Advisory Committee

Thursday, August 18th, 2022

2:00 – 4:00 p.m.

[\[Handouts\]](#) [\[Presentation\]](#)

1. **ATTENDEES** – Ashanti Payne, Tyler Bishop, Jon Tao, Sheila Olson, Rick Martagon, Mike Toney, Renee Raduenz, Noah Carpenters, Maura Brown, Kendra Kron, John O’Phelan, John Klem, Nicholas Dial, Dan McConnell, Brianne Lucio, Elaine Alvarez, Christa Seaberg, Jason Tintes, David Davies, Eli Brandenburg, Jenny Winkelaar, Dale Even, Johnnie Burns, Gilbert Odonkor, Derrick Givens, Barb Lau, Eric Engstrom
2. **GREEN LINE EXTENSION PROJECT UPDATE By David Davies and Nic Dial (Slides 3-17)**
 - a. David shares progress from the Civil Contract work, and shares some photos of various areas along the project, including Eden Prairie, Minnetonka, Hopkins, St. Louis Park, etc.
 - b. David shares progress updates related to the Systems contract.
3. **DBE ACHEIVEMNT REPORTING**
 - a. **DBE Progress Reports by Jon Tao (Slides 18-19)**
 - i. Jon shares the DBE achievement as of June 30, 2022. Total DBE % to date across all contracts are at 19.9% out of the 15% goal. Progress is good according to Jon regarding DBE achievement progress. All Contracts are exceeding their goal.
 - b. **Civil: LMJV DBE Activities by Christa Seaberg (Slides 20-22)**
 - i. Christa shares LMJV DBE Updates for the month of August. This includes Safety and Security education opportunities. They also have other educational opportunities coming up through November.
 - ii. Christa shares LMJV’s update on change orders, which was approved at \$216,352,838 as of 07/15, and DBE job-to-date participation is at 20.31%.
 - c. **Systems: APJV DBE Activities by Chris Gannon and Mike Toney (Slides 23-25)**
 - i. Chris shares APJV’s one month look ahead, which includes communications work with Gunnar Electric in Bryn Mawr Station and West Lake Street Station.
 - ii. Chris shares APJV’s update on change orders, which are approved thru 7/1/22 at \$12,256,997 and DBE job-to-date participation is at 17.9%.
4. **WORKFORCE PARTICIPATION REPORTING**
 - d. **Workforce Participation Reports by Brianne Lucio (Slides 26-33)**
 - i. Brianne shares the Civil workforce participation percentages. They are sitting at 72,610 hours for the month of June, with 2,164,745 total hours. To date, women are at 8.27% and POCI are at 23.53%. Overall, 0.71% are unspecified.
 - ii. Brianne shares the breakdown of workforce participation hours by ethnicity/gender for Civil.
 - iii. Brianne shares the Civil Workforce Trucking Participation hours where MBE is at 27,916 hours, ZTS is at 4,482 hours, and Rock-On Trucks is at 2,016 hours.

- iv. Brianne shares the Franklin O&M participation percentage. They are sitting at 197 hours for the month of June, with a total of 112,779 Hours. To date, woman are at 8.86% for women and 23.70% for POI. They have 4.57% unspecified.
- v. Brianne shares the breakdown of workforce participation by ethnicity/gender for Franklin O&M.
- vi. Brianne shares the Systems Workforce participation percentage. They are sitting at 294 hours for the month of June, with 3,954 total hours. To date, women are at 8.07%. and POI are at 14.47%.
- vii. Brianne shares the breakdown of workforce participation by ethnicity/Gender for Systems.

e. Civil: LMJV Workforce Activities by Christa Seaberg (Slides 34-40)

- i. Christa shares LMJV's workforce activities for the month of August. This includes assisting subcontractors with their on-boarding of the new BSC apprentices, meetings with LMJV workforce leads, EEO/Respectful workplace education training for subcontractors, meetings with union representatives, attending the carpenters, and more.
- ii. Christa shares some photos from LMJV's workforce activities, including a jobsite visit to Blake.
- iii. Christa shares an update from the Construct Tomorrow Fundraiser.
- iv. Christa shares some upcoming industry involvement, which include NAWIC National Conference, Construction Inclusion week, and more.
- v. Christa shares LMJV's new hires and transfers for the month of May. This includes 9 transfers, 0 rehires, and 2 new hires.
- vi. Christa shares that there were 4 layoffs: 4 white males. She also shares that there was 2 voluntary leave, which were white males.

f. Systems: APJV Workforce Activities by Chris Gannon (Slides 41-42)

- i. Mike shares System's contract workforce activities for the month of July. This includes the following to meet their workforce goal: APJV limited scopes available for craft labor through 2022 and continuing to expand their participation with Summit Academy, and more.

5. Committee Open Discussion (slide 43)

- a. Committee was joined by the 3 representatives from the construction unions: Noah Pratt (Carpenters/Pile Drivers), Derrick Givens (IBEW Local 292 – Electricians), Eric Engstrom (Local 569- Laborers)
- b. Maura Brown: What is the status of the bench and efforts to move people in to jobs?
 - i. Pratt: Carpenters bench is pretty empty, Pile drivers maybe 5-6 people on the bench. Requests from the project is minimal due to structures being complete. Only a couple within the past year. No requests for manpower within the past 6 mo.

- c. Maura brown: What are the barriers to recruiting people into the unions? Rumor is that Unions are not able to take more apprentices due to journey man/apprentice ratio requirements despite the overall need for more construction workers.
 - i. Pratt: The ratio can be a part of it, but ultimately it is the contractors. They may be hesitant to bring people on considering the construction season is winding down and concerned about sustainability. Efforts for recruitment are taking place at schools and other places.
 - ii. Givens: Supply chain issues have impacted the access to materials needed to perform work. Bench has few hundred journeyman waiting. 12 apprentices have been dispatched to the LRT project this year. The workforce resources are there, but do not have the opportunities to put people to work. Recruitment efforts ongoing.
 - iii. Engstrom: People sometimes drop off the books or Union can't get a hold of them. Multiple have been sent to the LRT projects (JV and subs). Sometimes people get on the job and find out that this isn't the career they want to do. The actual numbers are not available at this time but can be shared later if needed. We are trying to recruit more women and POC to this trade. Also sponsoring them in with an employer is not a problem at all. We just need more people.
- d. Ashanti Payne: What the initiatives that your trades are doing to bring people into the trades?
 - i. Dan McConnell: Building Strong Communities (BSC) have been working with Construct Tomorrow and CBO to do this work to bring people in. We work on diversifying the union trades very seriously. We are chasing after funds to help support this.
- e. Payne: Are there any intentional efforts or partnerships with CBOs, contractors, or other entities/organizations to create opportunities for people who have historically have not had access to the trades or do not know how to access the trades.
 - i. McConnell: We have 30 different partners and have been doing this since the 70's. We partner with Mpls Urban League, Summit Academy, and other CBOs. BSC is our solution to this problem.
 - ii. Givens: I am a part of the Electrical Workers Minority Caucus (EWMC) and we host outreach events on the weekends in the parks (46 hrs/yr). North Commons is a regular place where we do this outreach work. We sometime invite contractors to come out with us and sometimes have been able to hire people on the spot.
 - iii. Payne: How can this committee support this effort?
 - 1. Givens: People can reach out directly to me via email: dgivens@ibew292.org
 - iv. Pratt: In the past we have worked with DEED and MnDOT to conduct targeted outreach with women and POC. It's a 6wk orientation program for highway

heavy construction. Just in this year, we graduated 7 people and all 7 of them are still employed and with the unions. In partnership with the Mpls Building Trades Council, we conducted a Central MN building trades bootcamp for the Indigenous population up in Hinkley.

1. Payne: Are there any steps to provide stipends for participants of this program?
 2. Pratt: stipends would be great and helpful if we could provide it for this program.
- v. Givens: We also conduct mock interviews with Summit Academy for graduating students.
- vi. Pratt: we also have the APEX program that is similar to the MnDOT Highway Heavy program. It's a general trades exposure to carpentry and it is 5wks long. The work is focused more on commercial construction work. People can get a chance to explore the work before committing.
1. Elaine Valadez: The APEX program has separate classes for women and POC and is geared to address the barriers that each faces.
- vii. John O'Phelan: the outreach and recruitment are great, but what is the retention and who is graduating into the journeyman status? This would be a great conversation for the top 7 contractors on this project. From listening to the conversation, it sounds like there hasn't been that much calls to the unions from this project.
- viii. Payne: what is the participant attrition rate?
1. McConnell: the rate is unknown, but the trades do their best to get people through the training stage. We all want the time and resources invested in apprentices to lead to successful individuals after training. My own experience has been mixed. Ultimately, it is the contractors that do the hiring. The unions work with people to get them ready and trained. Every union hall is different, we can provide that information if this committee is requesting it.
 2. Christa Seaberg: We didn't call the Union Hall because the Carpenters Hall held great outreach events and the JV was able to hire 2 people directly from there. So, no calls were needed. We are requiring the calls to the halls moving forward.
- ix. Tyler Bishop: Historically we have seen what has been done and tried on this project. This project is a great opportunity for us to increase the diversity and access of women and POC into the trades. I also want to look beyond this project and what activities do we plan on doing beyond this project to increase workforce participation.
- x. Jon Tao: Are the Primes requiring the Subs to submit call logs to MDHR just as they have been doing?

1. Seaberg: Yes we are requiring Subs to do that.
 2. Mike Toney: Our contractors have not had the amount of work to need to reach out to the unions to hire. But this Spring we do anticipate reaching out more to the Electrician Unions.
 3. Seaberg: Civil had 68 electricians on site last month. 8 of them were women and 2 of them were POCI. 12 POCI total out of the 68 electrician.
- xi. McConnell: Is there an equity plan to meet the goal?
1. Valadez: No there is not an equity plan for this project.
 2. Seaberg: Each contractor has their own workforce participation plan that was submitted at the preconstruction time and updated annually. These are plans to meet the goals and activities that will take place to support meeting the goals. The contractors can share this with the Union halls. Elaine can share more on the recent plan that was updated with MDHR
 3. Valadez: The last one was from Aug. 2021, and it listed a bunch of planned outreach activities, but it did not list an updated amount of hours or hiring goals for the contract. The plan is missing that information.
 4. Seaberg: We did not include that information because it was updated at each of the monthly advisory meetings.
 5. McConnell: were the unions involved in developing these plans? Who has approved of these plans and were the plans shared with the Unions?
 6. Seaberg: some of the plans were developed prior to my role with the JV, but we are okay with sharing this plan with all and working to improve it.
 7. Brown: I think it is important that at the next meeting we review this workforce plan and discuss it further.

6. Announcements (Slide 44)

- a. There were no requests for public comments.

7. ADJOURN

- a. Ashanti adjourns the meeting at 3:50 PM.

Next Scheduled Meeting: September 15th, 2022 from 2:00 – 4:00 pm.