



Southwest LRT DBE and Workforce Advisory Committee

Handouts

October 15, 2020

2:00 pm – 4:00 pm

Contents

1. Draft of September DBE & Workforce Advisory Committee Meeting Notes
2. DBE Progress Report 24 – Civil LMJV
3. DBE Progress Report 11 – Systems APJV
4. DBE Progress Report 02 – Franklin LSB
5. Civil Workforce August Composite – LMJV
6. Civil Workforce Subcontractor Participation Details for August – LMJV
7. Civil Cumulative Subcontractor Workforce Participation to Date – LMJV
8. Civil LMJV August Hiring Table
9. Construction Career Recruiting and Retaining

*** We encourage anyone with questions and concerns to reach out directly to the advisory members or the co-chairs before the meeting.** Committee Co-chairs emails: Tracey Jackson at tracey.jackson@metc.state.mn.us or Salima Khakoo at Salima.O.Khakoo@state.mn.us.

Southwest LRT DBE and Workforce Advisory Committee

Thursday, September 17, 2020

2:00 – 4:00 p.m.

WEBEX MEETING

Meeting Minutes

- A) **Meeting Attendees:** Gilbert Odonkor, Eric Ampadu, Sheila Olson, Dan Peterson, Mel Reeves, Mary Schmidt, Gary Sweeney, Katy Maus, Dale Even, Yolanda McIntosh, Mike Toney, Chris Gannon, Kent Robbins, Elaine Valadez, Brianne Lucio, Jon Tao, Vince Fuller, Sam O’Connell, Ashanti Payne, Tom Scott, Gary Courtney, Cyrenthia Jordan, Mahad Omar, Derrick Ellingson and Lykahnu Lysongsteng, Collin Evenson, Jeff Salzman, Barb Lau, Julie Brekke
- B) **Not Present:** Melanie (TC Rise), Summit Academy, Leslie Woyee, John O’Phelan,
- C) **Call in users:** (651-480-****), (612-741-****)

Agenda

1. Roll Call

- Tracey Jackson of OEO calls the meeting to order at 2:03PM

2. Review Meeting Minutes

- Previous meeting minutes were shared with participants.

3. SWLRT Project Update (Slides 2-3)

- Sam O’Connell introduces news of receiving the Full Funding Grant Agreement after the project office has worked on it for a long time. Sam thanks all those who were involved in making this achievement possible. The commitment is up to \$928.2 million and is capped at \$100 million per year.

4. Franklin O&M Building Modification Contract (Slides 4-14)

- Tracey Jackson introduces Met Council Personnel → Joe Johnson (Project Manager) and Colin Evenson (Principal Contract Administrator or CAR)
- Joe Johnson speaks over SWLRT Franklin Modifications Project Overview to update the attendees of the current expansions that were completed (sand bays, wash bays, etc.). Joe speaks on the 5 mechanical bays that are being expanded.
- Colin speaks on Key Construction Milestones:
 - a) July 1st, 2020 – October 1, 2021 (Substantial Completion). Colin states that the project will be fairly operational by the middle of next year. Colin believes that they are moving along nicely and on-schedule.
- Jeff Salzmann introduces LS Black Personnel. He then presents on contract details. The contract value is \$38,600,000 the DBE goal is 15%, the DBE commitment is at 18.66%,

workforce 32%, POCI 20% and female 20%. LS Black has approximately 16 DBE subcontractors to date, and Jeff says that it could change as well as the project progresses

5. DBE Achievement Reporting (Slides 16-19)

- Jon Tao Presented the DBE Achievement as of July 31, 2020. LMJV is achieving 20.4% to date, APJV is achieving 0.9%, and the Franklin O&M Expansion is currently at 2.7% but we may see this number shoot up towards commitment around the Springtime (according to LS Black). Jon stated that we are meeting 18.3% overall on all our contracts averaged. Although the Civil DBE commitment is 16%, the 20.4% achievement as of July provides a cushion.

a) Civil: LMJV DBE Activities (Slides 20-23)

- Dale Even presented the LMJV change order update. They are at owner change orders approved through 08/15: \$17,707,781 and their DBE change order participation is at \$2,513,353 ; DBE change order participation is 14.2% and DBE job to date participation is at 19.9%. They provided a list of all involved DBE's on the project. They featured Pete's Water and Sewer as a featured DBE for this month's DWAC, LMJV shared that PWS's Original contract value is \$13,544,173 and that they've had an increase in change orders (+\$114,600).

b) Systems: APJV DBE Activities (Slides 24-26)

- Chris Gannon presented the APJV update. He mentioned that APJV doesn't always get access to the right-away schedule but were able to complete early work with Gunnar Electric. Gunnar started working at Hopkins, Golden Triangle, and Opus Stations and will soon be scheduled to perform work at Shady Oak by the end of October. They were able to carve out \$160,000 of additional work for the DBE. With their Change Orders, they are close to zero (-\$141) and that they have additional change order documentation that will be fully executed soon and reflected at the next DWAC. DBE change order participation is \$0.00 currently, with DBE participation 12% and DBE job to date participation at 1.01%.

c) Franklin O&M: LS Black DBE Activities (Slides 27-29)

- Jeff Salzman presented the LS Black Update. They started work in July 1st and immediately had DBE's break ground (Airfresh Industries, Bald Eagle Erectors, Go Fetsch Mechanical, Dispatch Trucking, E-CON PLACER). They provided highlights that Dispatch Trucking completed nearly 2000 tons of hauling and that Bald Eagle Erectors have placed approximately 25% of the foundation reinforcement material. They show a list of currently non-active DBE's.
- Barb Lau asked about the contract amount of the deduct under Willis Trucking and wants to know what happened in that contract. LS Black went through the process in May. LS Black explains that Willis Trucking

was unfortunately at capacity and non-responsive to taking on the subcontract. LS Black went through the process of replacing their work to Dispatch Trucking with OEO.

- Mary asks if LS Black can say more about their company, if they were local and how long have they been in business, and if they worked on other Met Council Projects. She also asks if any of the DBE's they've worked with are companies they are working with for the first time, or if they are companies they've held relationships with before. LS Black has been in business for 45 years to date. They are now a national general contractor and have become national through their federal program. They strive to provide a good customer experience regardless of the market type or geography. They locally work with schools and the cities. LS Black has 16 DBE's currently listed, and Jeff has personally worked with 5 of those DBE's so they've had history with those firms prior. The only company that Jeff believes they are new to are Rock-On-Trucks, which was brought to them through Rail Works. Otherwise, they are familiar with the other 16 listed DBE's. Jeff has worked with the Metropolitan Council before, and states that the project was great in the past

6. Workforce Participation Reporting (Slides 30-38)

- Barb Lau summarizes the AGC meeting. She wants to tell the picture of what is coming down the pipeline due to the reality of the current economy and the long-term affects that can occur on DBE's working forward. AGC just completed a survey, and according to the responses, over 60% of the respondents noted that project postponements or cancellations have been occurring since the beginning of COVID-19. Only 13% have said that projects have stayed the same with no changes. Nationally, respondents foresee furloughing or terminating up to 24 of their staff and in Minnesota the numbers are close to 47% within the next 12 months for workforce. In addition to that, there are supply chain issues that caught up with the industry. Electrical is heavily hit currently with supply chain issues. Prices have increased and items have been delayed, especially items that are manufactured out of the country. Barb states that the industry will be moving in a struggle situation as the project moves forward and wanted to note that to everyone on the call.
- Elaine provides the breakdown of Civil Workforce Participation percentages and hours as well as 3 separate reports for the Civil Project, Systems Project and Franklin O&M project and will provide each prime an opportunity to discuss workforce. As of July 2020, they are at 63,742 hours and the current Civil Construction Total is 651,471 hours. She showed a pie chart that shows the representation of hours worked by category based on race. For hours worked by category, there is approximately 71% by white men, 7% by white women, 3% by POCI women, 19% by POCI men and close to 0% (76 hours) by unspecified. Elaine displayed Civil Workforce Participation Cumulative data via a line chart. She states that total women hours to date are at 51,019 hours, total POCI hours

to date are at 137,289 hours. Elaine reported on Civil Workforce Participation of Trucking on the project to date. MBE is at 14,986 hours, ZTS is at 2,984 hours and Rock-On-Trucks is at 436 hours.

- Brianne Lucio speaks on the Civil Workforce Participation Disaggregated Percentages pie charts. From project to date vs July 2020, there has been an increase in participation for African American individuals on the project. They have also seen a slight increase in the Asian Community as well. They are steadily increasing moving forward.
- Elaine shared the Systems Workforce Participation Percentage hours. They have completed 173 hours in July 2020. Elaine shared that for Franklin O&M Workforce Participation Percentage hours, they are at 680 hours as of July 2020.
- **Civil: LMJV Workforce Activities (Slides 39-41)**
 - a) Yolanda shares the Workforce activities for LMJV. They held a LMJV Tour with Building Strong Communities on August 10th and held Mock Interviews with Goodwill/Easter Seals MN on August 28, 2020. Yolanda mentioned that there were 8 total participants. There are 8 white male, 1 white female, 6 POCI male and 0 POCI female new hires at LMJV. They are still increasing/creeping on participation slowly. She mentions that this is only reflective of LMJV, Lunda and CS McCrossan new hires. Yolanda also mentions that they have a new hire that will be at the next DWAC meeting.
- **Systems: APJV Workforce Activities (Slides 42-43)**
 - a) Mike Toney presents APJV's DBE activities. He shared that APJV Craft Labor will not begin until December 2020. They've held meetings with Local 292 and Local 160. They've worked to identify opportunities to increase POCI and women participation on the project. They've held meetings with Local 49 Operating Engineers. They've held a meeting with Ramsey County Workforce. They are scheduling to meet with Building Strong Communities Cohort in September. They've reinforced workforce goals with subcontractors.
- **Franklin O&M: LS Black Workforce Activities (Slides 44-45)**
 - a) Derek Ellingson introduces LS Black's DBE activities. He states that they are working on improving their workforce activities process and received feedback from the leadership of the committee that they need to level up and that they are making sure to get to the point where they need to be moving forward. They plan to meet the workforce goal. They are currently working with executive leadership team and director of field operations to identify BIPOC hiring opportunities. They are discussing candidates with Vincent Fuller – workforce development at Metropolitan Council. They are scheduling meetings with North Central States Regional Council of Carpenters and Metropolitan Local 563 to identify BIPOC hiring opportunities.
 - b) Jon Tao asks that since their contract is about a year long and that construction season is winding down, are LS Black anticipating a Spring Hiring effort? Especially since this project has a short window. He states that it is an

opportunity for the people on the committee to help LS Black find resources to meet the goal.

- Derek mentions that he is appreciative of any assistance that they can get and that they will continue to do whatever they can do to do better. They are identifying opportunities for Spring ramp up and is talking to the HR director to find ways to get more involved. They are requesting for any information that could be helpful to LS Black to be sent to them so they can add quality people to their staffing. They will continue to hire people that suit their needs and are striving to the goals that they committed to.
- c) Barb Lau brings up a quote “With all of these people unemployed, you think we’d do a better job on meeting our goals”. She cautions them about the comment that was made because Prime Contractors needs to post jobs that they can hire people into. They need to be cognizant of the industry they work in, the union parameters and whatever that can affect their workforce. LS Black appreciates the feedback and agrees with what Barb has said.
 - Barry mentioned that the benches are doing pretty good and are completing any work that is on the books. He stated that he hasn’t heard anything that has made him change his feelings about 2021. He states that as soon as the projects are currently going are completed, it may be a different story.
 - Salima Khakoo mentioned that with the thought process of being intentional with transfers, how can we be more intentional with POCI and women in employment and opportunities.

7. Franklin O&M DBE Site Visit (Slides 46-47)

- Tracey speaks on the DBE site visits completed in August. OEO was able to conduct 1 DBE site visit with Go Fetsch Mechanical. Salima shared that MDHR conducted 7 workforce interviews: 6 males, 1 female, 3 white, 4 POCI and 3 companies.
- Gilbert wanted to commend MHDR about the routine visits, and states that it gives DBE’s the opportunity to independently share what they’re ongoing experiences are like. He stated that it would help form discussion topics for future DWAC’s.

8. Building Strong Communities Update (slides 48-49)

- Vincent Fuller shares the Building Strong Communities September Update. He states that they have 12 placements, and that they are looking to get an assignment for sheet metal. They have a diverse breakdown of Ethnicity of apprentices and close to 50/50 split of genders of apprentices.
- They are following up with apprentices with assignments for up to a year. They have random check-ins in addition to the structured check-ins they have in place. They are actively tracking everything to see what they can improve on the project and help it continue to grow. They look forward to getting together to work with LS Black. They

have exchanged names and numbers immediately after their last meeting and are looking forward to helping LS Black achieve their goals.

- Jon Tao asks if they are planning their next round of Building Strong Communities.
 - a) Vincent says they are putting things together to hopefully continue this next year and prepare them to be ready to go and explore trades to get hired for the next season.
- Jon also asks why there is attrition, what's going on with the folks who have faced barriers or challenges that they couldn't overcome?
 - a) Vincent states that they will continue with them. They will continue to work with those that don't get employment this year in the following year like they would with new cohorts.
- Gilbert asks if the current pictures are graduates.
 - a) Vincent states that it is a random group of people. Some have been hired and some are looking for jobs.
- Sheila Olson asks if they take individuals they are working with in between the cohort halt period and if they are doing anything to place them in a non-union position out there to get them exposure/experience then re-introduce them to the union connection for an apprenticeship.
 - a) Vincent stated that they have not. He states that most of the people have employment and are staying on their current jobs while looking for current opportunities. Vincent says that only 1 individual who has experience that is looking for a job currently.
 - b) Gary mentions that these apprentices must establish their own non-union connections on their own since they are not in a position to be able to assist and support them to do so.

9. Closing (51-52)

- **Next Scheduled Meeting: October 15, 2020 from 2:00 - 4:00 pm**
- Agenda topics:
 - a) Aaron Koski collaboration with CBO's and Unions. He will give an update for the work group
 - b) What's happening with the promotion of women and people of color in unions.

10. Adjourned at 3:28PM.

Messages on the Chat:

from Schm1Mar to everyone: 2:35 PM

Can I ask a question to LS

from Schm1Mar to everyone: 2:37 PM

I'll ask Jeff two questions

from Tracey Jackson to everyone: 2:45 PM

https://www.agc.org/sites/default/files/Files/Communications/2020_Workforce_Survey_National.pdf

from Tracey Jackson to everyone: 2:45 PM

https://www.agc.org/sites/default/files/Files/Communications/2020_Workforce_Survey_Minnesota.pdf

from Schm1Mar to everyone: 2:47 PM

Thanks for the links!

from Barb Lau to everyone: 2:48 PM

Additionally the Minneapolis Fed Survey is valuable information.

<https://www.minneapolisfed.org/events/2020/regional-economic-conditions-construction-industry-survey>

Civil DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid¹
Airfresh Industries	F/W	Portable Toilets (Sub to LMJV)	\$250,000.00	\$250,000.00	\$0.00	\$63,962.85	\$7,389.38	\$71,352.23	\$56,901.67	\$7,061.18
Airfresh Industries	F/W	Portable Toilets (Sub to Egan)	Not listed	\$50,000.00	\$50,000.00	\$3,999.96	\$333.33	\$4,333.29	\$3,666.63	\$333.33
All Phase Contracting	F/W	Furnish & Install Manholes	\$2,094,827.00	\$2,094,827.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00
AM-TEC Designs	F/W	Stair Tower Fabrication	\$185,460.00	\$185,460.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
AM-TEC Designs	F/W	Structural Steel	Not listed	\$5,215,455.99	\$5,215,455.99	\$608,480.59	\$0.00	\$608,480.59	\$578,056.56	\$30,424.03
B & L Supply, INC	M/B	Materials	\$2,150,695.00	\$2,150,695.00	\$0.00	\$698,657.17	\$86,717.65	\$785,374.82	\$497,034.89	\$201,622.28
Biffs INC.	F/W	Temporary Facilities	\$180,000.00	\$180,000.00	\$0.00	\$1,965.37	\$570.15	\$2,535.52	\$1,867.11	\$98.26
Big G Tech Support, LLC	M/B	IT, Mobilizing, Construction Trailer	Not listed	\$2,697,466.00	\$2,697,466.00	\$1,168,566.35	\$0.00	\$1,168,566.35	\$1,110,137.67	\$58,428.68
Blackstone Contractors, LLC	F/W	Block Walls, Retaining Wall, and Historic Masonry Wall	\$9,999,573.00	\$9,999,573.00	\$0.00	\$0.00	\$78,821.45	\$78,821.45	\$0.00	\$0.00
Boys Contracting (DBA Water Products)	F/W	Bridge & Wall Materials, Tunnel Drain Piping (sub to LMJV)	\$234,192.00	\$234,192.00	\$0.00	\$754,690.02	\$0.00	\$754,690.02	\$716,955.53	\$37,734.49
Boys Contracting (DBA Water Products)	F/W	Bridge & Wall Materials, Tunnel Drain Piping (Sub to Minger)	Not listed	\$900,000.00	\$900,000.00	\$0.00	\$0.00	\$0.00	\$0.02	(\$0.02)
Carlo Lachmansingh Sales INC	M/AS	Materials	\$178,475.00	\$178,475.00	\$0.00	\$15,632.15	\$0.00	\$15,632.15	\$15,632.15	\$0.00
Casillas Glass, LLC	M/H	Glazing	\$1,409,324.00	\$1,409,324.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Central MN Sawing LLC	F/W	Concrete Sawing	Not listed	\$58,697.99	\$58,697.99	\$69,651.31	\$0.00	\$69,651.31	\$61,537.03	\$8,114.28
Chippewa Wood Products	F/W	Noise Wall Lumber	\$152,926.00	\$152,926.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CI Utilities LLC	M/H	Electrical Work (Sub to LMJV)	Not listed	\$6,590.00	\$6,590.00	\$6,590.00	\$0.00	\$6,590.00	\$6,590.00	\$0.00
CI Utilities LLC	M/H	Electrical Work (Sub to Egan)	\$160,150.00	\$160,150.00	\$0.00	\$28,820.00	\$0.00	\$28,820.00	\$27,379.01	\$1,440.99
Courtland LLC	F/W	Paint Materials (Sub to Rainbow)	\$1,102,833.00	\$1,102,833.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Courtland LLC	F/W	Paint Materials (Sub to Lunda)	Not listed	\$36,379.00	\$36,379.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Crocus Hill Electric CO	F/W	Electrical Materials	\$1,572,089.00	\$1,572,089.00	\$0.00	\$136,804.48	\$0.00	\$136,804.48	\$136,804.48	\$0.00
Dionne Construction INC.	M/B	Landscaping	\$930,429.00	\$930,429.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Donovan Enterprises, INC.	F/W	Trucking	\$2,061,599.14	\$2,061,599.14	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
E & J Rebar INC	F/W	Steel Erection, Concrete Reinforcement, and Railing Installation (sub to LMJV)	\$14,638,950.00	\$14,638,950.00	\$0.00	\$1,404,574.87	\$913,975.82	\$2,318,550.69	\$1,097,881.15	\$306,693.72
E & J Rebar INC	F/W	Steel Erection, Concrete Reinforcement, and Railing Installation (sub to Lunda)	\$5,910,000.00	\$5,910,000.00	\$0.00	\$759,924.55	\$0.00	\$759,924.55	\$652,124.75	\$107,799.80
Eastern Rail Corporation	M/H	Furnish Rail Suppliers	\$20,500,000.00	\$20,500,000.00	\$0.00	\$11,230,947.87	\$669,855.07	\$11,900,802.94	\$9,691,754.67	\$1,539,193.20
E-CON-PLACER INC	M/NA	Concrete Pumping	\$225,000.00	\$225,000.00	\$0.00	\$178,339.13	\$12,383.75	\$190,722.88	\$144,030.76	\$34,308.37
Exterior Building Services, INC. (DBA EBS)	F/W	Waterproofing & Air Barrier	\$137,125.00	\$137,125.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Gestra Engineering INC.	M/AS	Geotech and Settlement monitoring	Not listed	\$659,526.00	\$659,526.00	\$423,661.00	\$0.00	\$423,661.00	\$402,477.95	\$21,183.05
Gunnar Electric, INC	F/W	Electrical Work	\$4,977,696.00	\$4,977,696.00	\$0.00	\$309,279.15	\$415,589.85	\$724,869.00	\$51,442.50	\$257,836.65
Hanson Custom Crushing INC	F/W	Concrete Crushing	\$593,422.00	\$593,422.00	\$0.00	\$99,470.58	\$0.00	\$99,470.58	\$9,112.92	\$90,357.66
Hirschmugl, Heine & Associates, INC.	F/W	Engineering Services	Not listed	\$382,750.00	\$382,750.00	\$609,186.68	\$44,713.46	\$653,900.14	\$609,186.68	\$0.00
IMO Consulting Group	M/H	Pre and Post-Condition Surveys	\$757,986.00	\$6,349,986.00	\$5,592,000.00	\$3,226,579.22	\$302,879.86	\$3,529,459.08	\$2,799,470.55	\$427,108.67

DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
Intelligent Unmanned Aircraft										
System & Integration	M/AP	Drone Services	Not listed	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00	\$3,000.00	\$3,000.00	\$0.00
JL Theis, INC	F/W	Brick Pavers	\$493,563.00	\$493,563.00	\$0.00	\$21,776.69	\$0.00	\$21,776.69	\$20,687.86	\$1,088.83
Joe Mullin Trucking, INC	M/NA	Haul Aggregates	\$1,100,000.00	\$1,100,000.00	\$0.00	\$92,067.21	\$64,559.46	\$156,626.67	\$0.00	\$92,067.21
Lanier Steel Products, INC	F/W	Materials	\$2,894,218.00	\$2,894,218.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
M & J Trucking CO, LLC	F/W	Trucking	Not listed	\$40,000.00	\$40,000.00	\$2,047.50	\$0.00	\$2,047.50	\$1,945.13	\$102.37
Mac's Roll-Off Service, INC	F/W	Dumpster Service	\$250,000.00	\$250,000.00	\$0.00	\$118,464.74	\$15,670.80	\$134,135.54	\$107,787.38	\$10,677.36
MBE INC	M/AP	Trucking	\$37,500,000.00	\$37,500,000.00	\$0.00	\$16,585,811.02	\$1,238,559.43	\$17,824,370.45	\$14,630,518.12	\$1,955,292.90
Midwest Window Systems, LLC	M/B	Metal Ceiling	\$1,200,000.00	\$1,200,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Modern Electrical Solutions, INC	F/AP	Electrical Work	\$277,743.00	\$277,743.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
On Call Pavement Sweeping INC	F/W	Sweeping	\$517,000.00	\$517,000.00	\$0.00	\$268,295.00	\$0.00	\$268,295.00	\$226,107.25	\$42,187.75
Pete's Water & Sewer, INC.	M/NA	Utility Contracting (sub to Northern Lines)	Not listed	\$114,600.00	\$114,600.00	\$43,843.56	\$0.00	\$43,843.56	\$41,651.38	\$2,192.18
Pete's Water & Sewer, INC.	M/NA	Utility Contracting (sub to CS McCrossan)	\$13,544,173.00	\$13,544,173.00	\$0.00	\$5,403,986.35	\$0.00	\$5,403,986.35	\$4,373,491.26	\$1,030,495.09
Pine Waterproofing and Sealant, INC										
	F/W	Waterproofing Services	Not listed	\$479,003.56	\$479,003.56	\$7,976.00	\$0.00	\$7,976.00	\$7,577.20	\$398.80
Povolny Specialties, INC	F/W	Electrical Equipment	\$628,839.00	\$628,839.00	\$0.00	\$261,744.05	\$0.00	\$261,744.05	\$242,016.66	\$19,727.39
Princess Trucking, INC (DBA PTI)	F/W	Trucking Beams	\$89,500.00	\$89,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Procellis Technology, INC.	M/B	Electrical Equipment Supply (Sub to Egan)	\$208,426.00	\$208,426.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Procellis Technology, INC.	M/B	Electrical Furnish & install (Sub to Egan)	\$97,807.00	\$97,807.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Public Solutions Group, INC.	F/W	Public Involvement	\$675,000.00	\$675,000.00	\$0.00	\$295,800.01	\$15,800.00	\$311,600.01	\$266,000.01	\$29,800.00
Reiner Contracting INC	F/W	Sawcutting	\$133,508.00	\$133,508.00	\$0.00	\$30,890.78	\$3,041.00	\$33,931.78	\$27,698.56	\$3,192.22
Rock On Trucks, LLC	F/W	Trucking (Sub to Railworks/Delta)	Not listed	\$1,100,000.00	\$1,100,000.00	\$138,448.26	\$27,474.05	\$165,922.31	\$131,526.84	\$6,921.42
Rock On Trucks, LLC	F/W	Trucking (Sub to Northern Lines)	Not listed	\$40,000.00	\$40,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
R Olson Trucking, LLC	M/NA	Trucking	\$1,295,000.00	\$0.00	-\$1,295,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Safety Signs	F/W	Traffic Control, Install Signs (Sub to LMJV)	\$5,285,318.00	\$7,115,286.31	\$1,829,968.31	\$3,356,104.49	\$0.00	\$3,356,104.49	\$2,877,826.85	\$478,277.64
Safety Signs	F/W	Traffic Control, Install Signs (sub to Egan)	\$70,880.00	\$70,880.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00
Skyview Construction CO LLC	F/W	Turf Establishment Materials	\$795,000.00	\$795,000.00	\$0.00	\$117,762.04	\$0.00	\$117,762.04	\$111,873.94	\$5,888.10
Standard Contracting, INC	F/W	Temporary Erosion Maintenance	\$7,800,000.00	\$9,275,200.00	\$1,475,200.00	\$4,085,115.70	\$385,800.32	\$4,470,916.02	\$3,631,294.98	\$453,820.72
Stonebrook Fence, INC	F/W	Fence	\$4,945,023.00	\$5,354,971.39	\$409,948.39	\$1,604,790.80	\$0.00	\$1,604,790.80	\$1,546,470.24	\$58,320.56
Sun Mechanical INC	F/W	Mechanical	\$4,546,000.00	\$4,661,000.00	\$115,000.00	\$1,751,325.34	\$0.00	\$1,751,325.34	\$1,541,886.75	\$209,438.59
Tegan Marketing, INC.	F/W	Building Material Supply	\$1,206,229.00	\$1,206,229.62	\$0.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Trackworks LLC	F/W	Railroad Flagging	\$1,925,000.00	\$1,925,000.00	\$0.00	\$351,652.40	\$600,000.00	\$951,652.40	\$336,482.33	\$15,170.07
Zaczkowski Trucking Service, INC										
DBA ZTS, INC	F/W	Trucking	\$650,000.00	\$650,000.00	\$0.00	\$749,909.80	\$48,184.76	\$798,094.56	\$670,675.13	\$79,234.67

Gender/ Ethnicity Legend

M: Male

F: Female

AP: Asian Pacific Islander

AS: Asian Subcontinent

B: Black

H: Hispanic

W: White

NA: Native American

Totals :	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
	\$ 158,530,978.14	\$ 178,441,564.00	\$19,910,585.86	\$57,090,595.04	\$4,932,319.59	\$ 62,022,914.63	\$ 49,466,562.55	\$ 7,624,032.49
		Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date		DBE Goal	LMJV DBE Commitment	Current DBE % ²
		\$ 817,112,184.00	\$ 311,595,602.22	38.13%		16.0%	16.17%	19.90%

¹ AMT Unpaid excludes the billed amount this month and reflects "Total Previously Billed" less "DBE Paid to Date". This may be due to retainage withheld or disputed invoice amounts.

² Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

³ Red text in this column indicates reductions to the contract. Green text indicates additions to the contracts. These colors indicate changes from the previous month's DBE Progress Report

Systems DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
B & L Supply, INC	M/B	Materials	\$2,000,000.00	\$2,000,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Big G Tech Support, LLC	M/B	IT, Mobilizing, Construction Trailer	\$1,000,000.00	\$1,000,000.00	\$0.00	\$159,281.99	\$24,950.00	\$184,231.99	\$184,231.99	(\$24,950.00)
Carlo Lachmansingh Sales INC	M/AS	Materials	\$1,062,000.00	\$1,062,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
DDE Inc. dba Generation Cable Co.	F/W	Cable Supply	\$3,600,000.00	\$3,600,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dione Construction	M/B	Landscaping	\$785,000.00	\$785,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Gunnar Electric, INC	F/W	TPSS Furnish and Install	\$17,676,000.00	\$17,754,080.00	\$78,080.00	\$63,080.00	\$0.00	\$63,080.00	\$59,926.00	\$3,154.00
Public Solutions Group, INC.	F/W	Public Involvement	\$250,000.00	\$250,000.00	\$0.00	\$16,699.29	\$0.00	\$16,699.29	\$16,699.29	\$0.00

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	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
Totals :	\$ 26,373,000.00	\$ 26,451,080.00	\$ 78,080.00	\$ 239,061.28	\$ 24,950.00	\$ 264,011.28	\$ 260,857.28	\$ (21,796.00)

Gender/ Ethnicity Legend

M: Male F: Female AP: Asian Pacific Islander AS: Asian Subcontinent B:
Black H: Hispanic W: White NA: Native American

Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date
\$ 194,411,000.00	\$ 28,842,069.00	14.84%

DBE Goal	APJV DBE Commitment	Current DBE % ²
12.0%	12.19%	0.92%

¹ AMT Unpaid excludes the billed amount this month and reflects "Total Previously Billed" less "DBE Paid to Date". This may be due to retainage withheld or disputed invoice amounts.

² Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

³ Red text in this column indicates reductions to the contract. Green text indicates additions to the contracts. These colors indicate changes from the previous month's DBE Progress Report

Franklin O&M Building Expansion DBE Progress Report



DBE Name	Gender/ Ethnicity	Scope	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
AirFresh Industries, INC	F/W	Site Prep, Rental Services	\$32,337.50	\$32,337.50	\$0.00	\$0.00	\$8,952.90	\$8,952.90	\$0.00	\$0.00
Always Tile & Stone LLC	F/B	Tile	\$43,368.90	\$43,368.90	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Am-Tec Designs, INC	F/W	Metals	\$720,000.00	\$777,285.00	\$57,285.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bald Eagle Erectors, INC	M/NA	Rebar Install	\$80,000.00	\$87,690.00	\$7,690.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Bald Eagle Erectors, INC	M/NA	Install Misc. Metals	\$124,076.00	\$124,076.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Camacho Contractors, INC dba Industrial Roofin	F/H	Roofing, Flashing, Sheet Metal	\$715,140.00	\$715,140.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Crocus Hill Electric CO	F/W	Electrical	\$878,325.00	\$878,325.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dispatch Trucking	F/W	Trucking	Not listed	\$50,000.00	\$50,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dzeidzic Caulking	F/W	Joint Sealant	\$29,824.00	\$38,824.00	\$9,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Dzeidzic Caulking	M/NA	Expansion Joints	\$39,835.00	\$39,835.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
E-Con-Placer INC	M/NA	Concrete Pumping Services	\$50,000.00	\$50,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Go Fetsch Mechanical	F/NA	Mechanical	\$3,807,561.00	\$3,807,561.00	\$0.00	\$0.00	\$82,551.00	\$82,551.00	\$0.00	\$0.00
Hydrov-Vac, INC	F/W	Hydro-Excavation	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Minnesota Street Works	F/W	Street Sweeping	\$5,000.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Painting by Nakasone, INC	M/AP	Painting	\$695,442.00	\$734,884.00	\$39,442.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Rock On Trucks INC	F/W	Ballast Supplier	\$91,310.00	\$91,310.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Insulation, INC	F/W	Plumbing Insulation	\$144,500.00	\$144,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Willis Trucking INC	F/W	Trucking	\$135,000.00	\$0.00	-\$135,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Wissota Supply Company Inc.	M/NA	Furnish and install lockers	Not listed	\$87,300.00	\$87,300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

	Original DBE Bid Commitment	Current Contract Value	Contract Changes to Date ³	Total Previously Billed	Billed This Month	DBE Billed to Date	DBE Paid to Date	AMT Unpaid ¹
Totals :	\$ 7,601,719.40	\$ 7,717,436.40	\$ 115,717.00	\$ -	\$ 91,503.90	\$ 91,503.90	\$ -	\$ -

Gender/ Ethnicity Legend

M: Male F: Female AP: Asian Pacific Islander AS: Asian Subcontinent
B: Black H: Hispanic W: White NA: Native American

Revised Contract Amount:	Total Contract Billed to Date:	% of Contract Billed to Date
\$ 38,650,000.00	\$ 3,335,478.66	8.63%

DBE Goal	APJV DBE Commitment	Current DBE % ²
15.0%	18.66%	2.74%

¹ AMT Unpaid excludes the billed amount this month and reflects "Total Previously Billed" less "DBE Paid to Date". This may be due to retainage withheld or disputed invoice amounts.

² Based on "Total DBE Billed to Date" / "Total Contract Billed to Date"

³ Red text in this column indicates reductions to the contract. Green text indicates additions to the contracts. These colors indicate changes from the previous month's DBE Progress Report

LUNDA / C.S. McCROSSAN, Joint Venture**Green Line LRT Extension (“Southwest LRT”)
Civil Construction
Project No. 15P307A****TOTAL HOURS****(August 2020 Report)****August 2020:**

<u>Total Hours</u>	<u>People of Color & Indigenous People Hours</u>	<u>POCI%*</u>	<u>Women Hours</u>	<u>Women%</u>
82,332	18,672	23%	8,448	10.26%

- Women of Color = 2,576 (3.13%)
- Race/Ethnicity Not Specified = 269 (0.33%)

**Project to Date:
(12/2018 – 8/31/2020)**

<u>Total Hours</u>	<u>POCI Hours</u>	<u>POCI%</u>	<u>Women Hours</u>	<u>Women %</u>
735,054	156,124	21.24%	59,649	8.11%

- Women of Color = 15,508 (2.11%)
- Race/Ethnicity Not Specified = 1,678 (0.23%)

Goals on Project:

POCI	32%
Women	20%

* POCI - People of Color & Indigenous People

AN EQUAL OPPORTUNITY EMPLOYER

540 Fairview Ave. N, Suite 201 • St. Paul, MN 55104 • Tel 651.539.1100

MN Relay 711 or 1.800.627.3529 • Toll Free 1.800.657.3704 • Fax 651.296.9042 • mn.gov/mdhr

SWLRT - Lunda/C.S. McCrossan JV

Contractor/Subcontractor Participation (August 2020)

Company	DBE	Total Hours	% of Overall Total Monthly Hours (C/B4)	Women Hours	Women % *	People of Color & Indigenous People Hours	POCI % **	Women Goal Commitment	POCI Goal Commitment	Notes
All Companies on Project		82,332		8,448	10.26%	18,672	23.00%	20%	32%	
LMJV		26,460	32.14%	1,729	6.53%	8,336	32.00%	20%	32%	
Lunda		11,666	14.16%	1,147	9.83%	1,932	16.50%	20%	32%	
C.S. McCrossan		12,110	15%	1,812	14.96%	2,448	20.2%	20%	32%	
Advanced Concrete Sawing		0	0.00%	-	0.00%	-	0.00%	0.00%	0.00%	no work this month
American Environmental		40	0.05%	-	0.00%	-	0.00%	3 days work		
Atlas Foundation		175	0.21%	-	0.00%	-	0.00%	0.00%	0.00%	
Berwald Roofing		320	0.39%	84	26.25%	34	10.63%	?	?	
Big G Tech		231	0.30%	73	31.60%	-	0.00%	20%	32%	
Big Horn Trucking		8	0.01%	-	0.00%	-	0.00%	?	?	
Blackstone Contractors LLC	Yes	2	0.00%	-	0.00%	2	100.00%	4.40%	25%	
Blake Drilling Company		4	0.00%	-	0.00%	4	100.00%	0%	30%	
CI Utilities		2	0.00%	-	0.00%	-	0.00%	20%	32%	Egan sub
Central Minnesota Sawing		0	0.00%	-	0.00%	-	0.00%	24%	0%	no work this month
Delta Railroad (JV-RailWorks Track)		237	0.29%	237	100.00%	237	100.00%	20%	32%	JV-RailWorks Track
E&J Rebar Inc	Yes	6,028	7.32%	259	4.30%	1,374	22.80%	20%	32%	
E-Con Placer	Yes	22	0.03%	-	0.00%	-	0.00%	20%	32%	
Egan Company		6,334	7.70%	707	11.16%	1,198	18.91%	20%	32%	
EJM Pipe Services		9	0.01%	-	0.00%	9	100.00%	20%	32%	
Gestra Engineering		20	0.02%	-	0.00%	20	100.00%	Intermitent		
Gunnar Electric	Yes	113	0.14%	-	0.00%	113	100.00%	20%	32%	Egan sub
Hanson Custom Crushing		0	0.00%	-	0.00%	-	0.00%	0%	33%	no work this month
Harris St. Paul, Inc.		64	0.00%	-	0.00%	-	0.00%	?	?	
Infinity Access		7	0.00%	-	0.00%	-	0.00%	0.00%	0%	
MBE	Yes	55	0.07%	-	0.00%	55	100.00%	1%	1%	
Minger Construction		22	0.03%	-	0.00%	22	100.00%	15%	22%	
Mix On Site		156	0.20%	-	0.00%	-	0.00%	0%	33%	
Neaton Brother Erosion		69	0.10%	-	0.00%	69	100.00%	0.00%	15%	
North Country Concrete		2	0.00%	-	0.00%	2	100.00%	0.00%	11%	
Northern Lines Contracting		9	0.01%	-	0.00%	-	0.00%	0.00%	32%	
Olson's Sewer Services		4	0.00%	-	0.00%	-	0.00%	?	?	

<div>SWLRT - Lunda/C.S. McCrossan JV</div> <div>Contractor/Subcontractor Participation (December 2018 - August 2020)</div>										
Company	DBE	Total Project Hours	% of Overall Total Hours (C/C-4)	Women Hours	Women % *	People of Color & Indigenous People (POCI) Hours	POCI % **	Women Goal Commitment	POCI Goal Commitment	Notes
All Companies on Project		735,054		59,649	8.11%	156,124	21.24%	20%	32%	
LMJV		257,358	35.01%	15,563	6.05%	64,554	25.08%	20%	32%	
Lunda		95,998	13.1%	5,981	6.23%	14,717	15.33%	20%	32%	LMJV Sub
C.S. McCrossan		102,432	13.94%	15,933	15.55%	22,228	21.70%	20%	32%	LMJV Sub
Advanced Concrete Sawing		235	0.03%	0	0.00%	23.5	10.00%	0.00%	0.00%	
Allstates Pavement Recycling & Stabilization		30	0.00%	0	0.00%	10.5	35.00%	Work completed		
American Environmental		70	0.00%	0	0.00%	0	0.00%	3 Days work		
Antigo Construction		5	0.00%	0	0.00%	0	0.00%	Work completed.		
Armstrong Crane & Rigging		22	0.00%	0	0.00%	0	0.00%	0.00%	0.00%	Intermintent
Atlas Foundation		1,839	0.25%	0	0.00%	15	1.00%	0.00%	0.00%	
Berwald Roofing (New)		484	0.07%	127	26.24%	65	13.43%	?	?	
Big G Tech	Yes	4,712	0.64%	1,261	26.76%	273	5.79%	20%	32%	
Bighorn Trucking (New)		20	0.00%	0	0.00%	0	0.00%	?	?	
Blackstone Contractors	Yes	963	0.13%	185	19.21%	174	18.07%	4.40%	25%	
Blake Drilling Company Inc		558	0.08%	3	0.54%	74	13.26%	0.00%	30%	
C I Utilities	Yes	87	0.00%	5	5.75%	0	0.00%	20%	32%	Egan
Central Minnesota Sawing LLC		247	0.03%	37	14.98%	0	0.00%	24.00%	0%	
Davids Hydro Vac		14	0.00%	0	0.00%	0	0.00%	0.00%	0%	Intermintent
Delta Railroad Construction		8,792	1.20%	315	3.58%	315	3.58%	20%	32%	JV-RailWorks Track
E&J Rebar Inc	Yes	28,118	3.83%	661	2.35%	6,028	21.44%	20%	32%	
E-Con Placer	Yes	5,845	0.80%	0	0.00%	108	1.85%	20%	32%	
Egan Company		50,547	6.90%	5,630	11.14%	8,571	16.96%	20%	32%	
EJM Pipe Services		5,375	0.73%	0	0.00%	27	0.50%	20%	32%	
Gestra Engineering	Yes	1,040	0.14%	0	0.00%	117	11.25%	Intermintent		
Gunnar Electric	Yes	2,016	0.27%	298	14.78%	281	13.94%	20%	32%	Egan Sub
H & R Construction		201	0.03%	0	0.00%	0	0.00%	0.00%	0%	
Hanson Custom Crushing		328	0.05%	0	0.00%	161	49.09%	0.00%	33%	
Harris St. Paul, Inc. (New)		101	0.01%	0	0.00%	0	0.00%	?	?	
Infinity Access		153	0.02%	0	0.00%	0	0.00%	0.00%	0%	
J L Theis		93	0.01%	7	7.53%	47	50.54%	20.00%	32%	
Mavo Systems		21,464	2.92%	0	0.00%	12822	59.74%	Work completed.		

SWLRT DWAC Hiring Summary Table											
Reporting Period: September 2020											
Company	Trade	Male Caucasion	Female Caucasion	Male POCI	Female POCI	Union	Transfers	Rehires	Community Based Organization	Employee Referral/Referral	Did Not Disclose
LMJV											
	Carpenters										
	Foreperson	2	1				3				
	Journey	3	1	1			5				
	Apprentice	3					3				
	Laborers										
	Foreperson										
	Journey	5		1			6				
	Apprentice	4					4				
	Pile Driver										
	Foreperson										
	Journey										
	Apprentice										
	Miners										
	Foreperson										
	Journey										
	Apprentice										
	Operators										
	Forepersons										
	Journey										
	Apprentice										
	Cement Masons										
	Foreperson										
	Journey										
	Apprentice										
Lunda											
	Operators										
	Foreperson										
	Journey										
	Apprentice										
SWLRT DWAC Hiring Summary Table											
Reporting Period: September 2020											
Company	Trade	Male Caucasion	Female Caucasion	Male POCI	Female POCI	Union	Transfers	Rehires	Community Based Organization	Employee Referral/Referral	Did Not Disclose
CS McCrossan											
	Operators										
	Foreperson										
	Journey										
	Apprentice										
Totals		17	2	2	0	0	21	0	0	0	0



Construction Career Recruiting and Retention

SWLRT DBE & Workforce Advisory Committee Meeting
Thursday, October 15, 2020

Minnesota Building Trades



State Building Trades Council Priorities

- Growing Minnesota Jobs that Support Minnesota Communities
- Investment in Transportation, Energy, Water, and Building Infrastructure
- Ensuring Fair Wages and Safe Workplaces for Construction Workers
- Developing Minnesota's Current and Future Construction Workforce
- Supporting Diversity and Inclusion in the Construction Industry

Minnesota Building Trades



- Boilermakers
- Bricklayers
- Carpenters
- Cement Masons
- Electricians
- Elevator Constructors
- Glaziers
- Insulators
- Iron Workers
- Laborers
- Operating Engineers
- Painters
- Pipefitters
- Plumbers
- Roofers
- Sheetmetal Workers
- Sprinkler Fitters
- Teamsters

Minnesota Building Trades Membership



70,000
members in
Minnesota

- 18 construction trades
- 48 affiliated local unions
- 9 regional councils
- 54 privately funded training programs
- 10,000 registered apprentices

Construction Careers



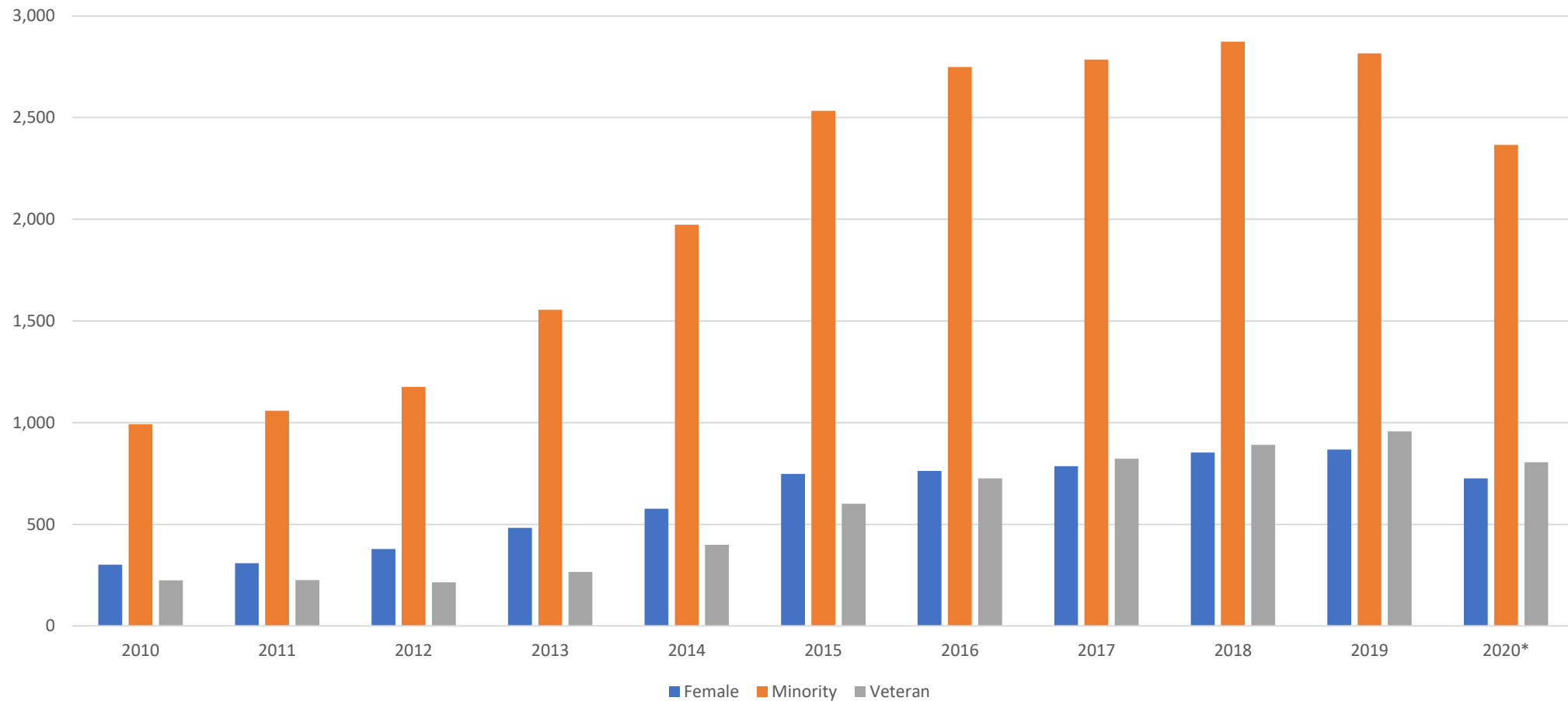
Registered Apprenticeship

- **Training.** Apprenticeship training is a formal system of employee training that combines on-the-job training with related technical instruction.
- **Competency.** Apprentices become fully competent in all aspects of an occupation including knowledge, skill and proficiency on the job and become journeymen.
- **State and Federal Recognition.** With apprenticeship training, there is a written contract between the apprentice and the employer or apprenticeship program sponsor, which is approved by and registered with the State of Minnesota.
- **Earn while you Learn.** The Apprenticeship Agreement specifies the total length of training, related technical instruction to be received, and the progressively higher wages the apprentice will receive as they develop higher skills.

Demographics Information



Union Construction Apprenticeship Demographic Data



Construction Careers Partnerships



Construction Careers Foundation



CONSTRUCTION CAREER PATHWAYS

COMMON TO ALL TRADES

18 YEARS OLD

DRIVERS LICENSE
(preferred by most)

LEGAL TO WORK IN THE U.S.

HIGH SCHOOL DIPLOMA OR GEO

PHYSICALLY FIT

MATH & READING PROFICIENCY

LICENSED TRADES

- Trade school can be helpful yet not always necessary
- Exams and assessments are given specific to each of the licensed trades
- Applications are taken on an as needed basis (see individual trade websites)
- Panel interview with apprenticeship committee prior to acceptance
- Typically union halls place apprentices with employers
- Apprenticeships are 4-5 years (8,000 - 8,750 hours requires formal training at JATC)

PLUMBER	SPRINKLER FITTER
HVAC INSTALLER-TECHNICIAN	PIPERITTER / STEAMFITTER
CONSTRUCTION ELECTRICIAN	ELECTRICIAN LINE WORKER

UNLICENSED TRADES

- Applications are always being taken
- Hired by company first
- Apprenticeships are 3-4 years (5,000-8,000 hours / many require formal training at JATC)

CARPENTER	BRICKLAYER	FLOOR COVERER
SIGN & DISPLAY	TAPER & FINISHER	TERRAZZO
LABORER & TENDER	LATHER	MILLWRIGHT
PAINTER	PLASTERER	TILE SETTER & TILE FINISHER
ROOFER & WATERPROOFER	GLAZIER / GLASSWORKER	CEMENT MASON / CONCRETE FINISHER
LOW VOLTAGE / LIMITED ENERGY INSTALLER-TECHNICIAN <small>(A Power Limited Technician license is required to become a Technician)</small>		

SPECIALTY TRADES

- Applications are taken on an as needed basis (see individual trade websites)
- All jobs are through the union hall (except operating engineer - may apply with contractors)
- Exams and assessments are given specific to each trade
- Apprenticeship is 2-4 years (4,000-8,000 hours requires formal training at JATC)

BOILERMAKER	ELEVATOR CONSTRUCTOR
IRONWORKER	OPERATING ENGINEER
PILE DRIVER	SHEET METAL WORKER
HEAT & FROST INSULATOR	

START A REWARDING CAREER TODAY AT: [CONSTRUCTIONCAREERS.ORG](https://www.constructioncareers.org)

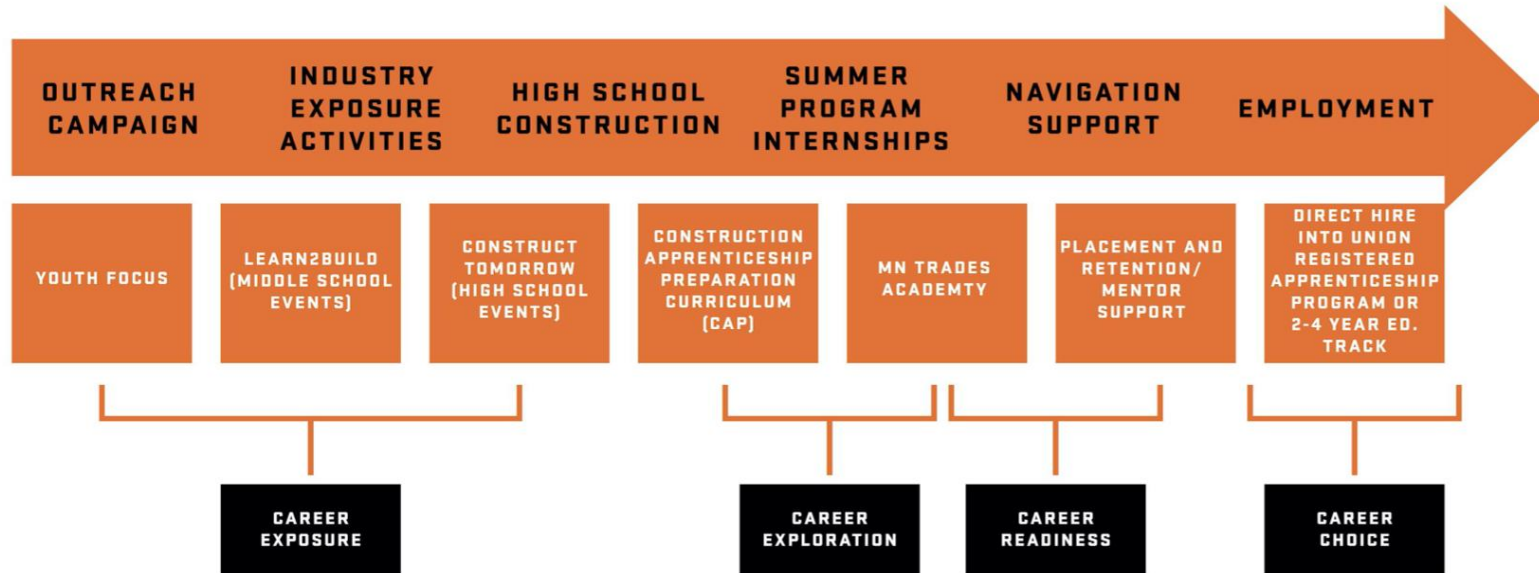
The information on this poster is for general guidance only. Please visit specific trade websites for current information.

Construction Careers Foundation

Construction Careers Pathway Framework

**COMMITTED TO ENHANCING ACCESS TO CONSTRUCTION
CAREER OPPORTUNITIES FOR THE YOUTH IN MINNESOTA**

CONSTRUCTION CAREERS PATHWAY (CCP)- A CONSTRUCTION COMMUNITY AND
CONSTRUCTION CAREERS FOUNDATION (CCF) INITIATIVE

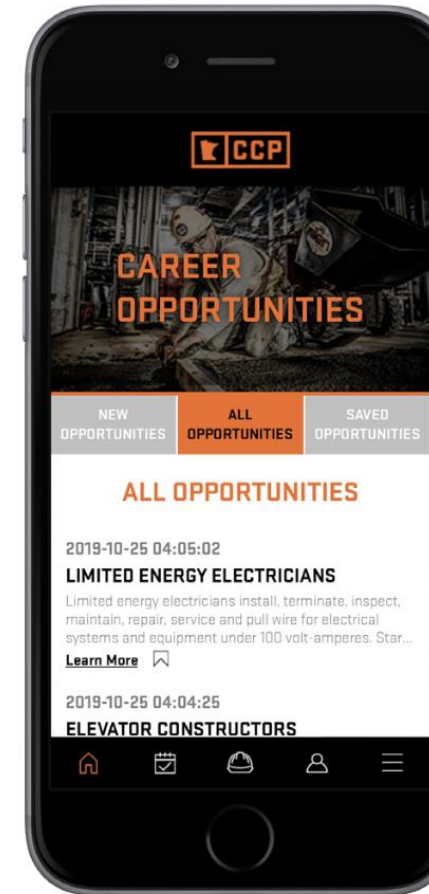
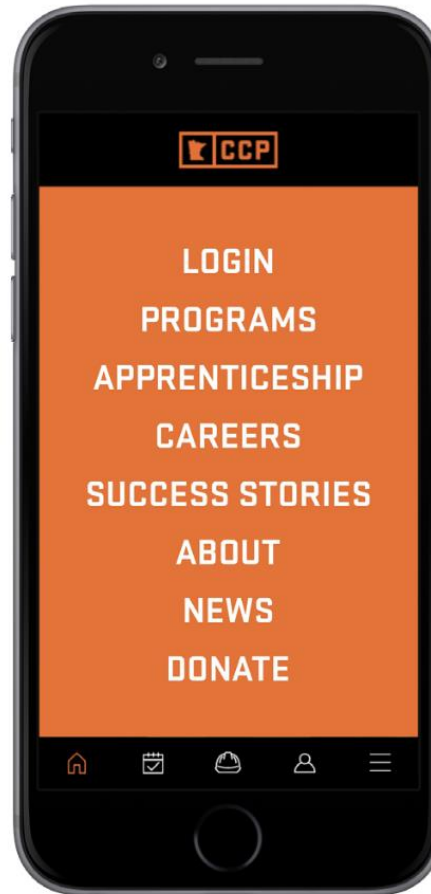
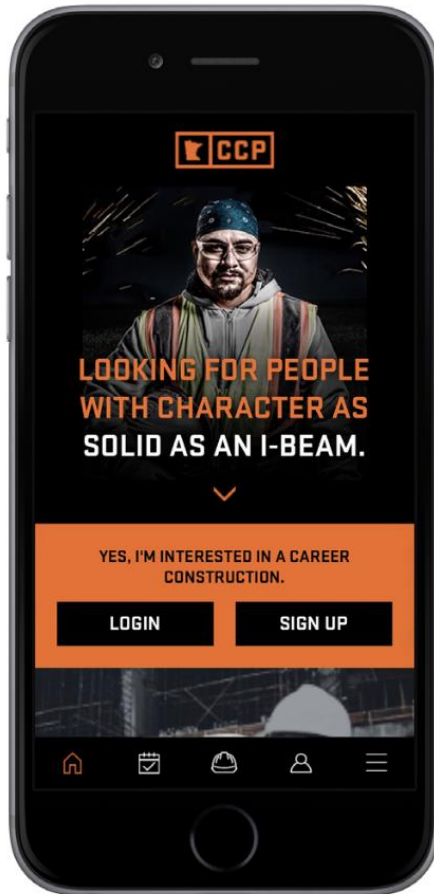


The diagram above illustrates how the pathway integrates the full range of experience from middle school through employment, connects our work, and guides our activities .

Construction Careers Foundation



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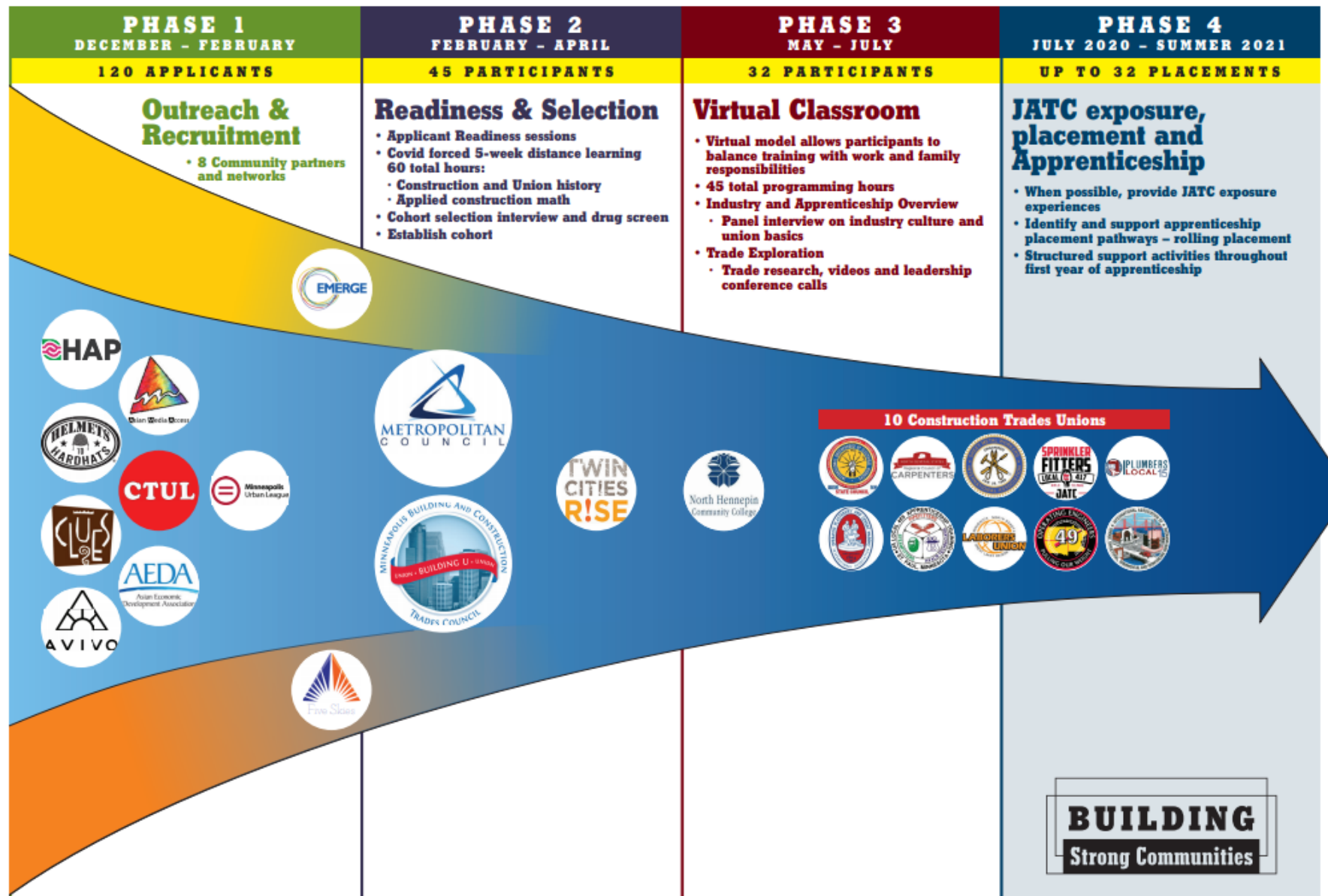


The Construction Career Fair

- Hosts engaging and informative events that provide hands-on activities in the trades.
- Teams students with industry leaders and representatives from the various unions.
- Hosts events statewide, in both rural and urban areas.
- Provides follow-up services to those participants that express interest in construction trades.

More Partners





PROGRAM FUNDERS	PROJECT PARTNERS	CONSTRUCTION PARTNERS

Retention Best Practices



- Early identification of individual retention and support needs
- Programs and resources in place to support success



MENTORSHIP
PROGRAMS



AFFINITY
GROUPS



PRO-10
TRAINING



WORK

Panel Discussion



Jessica Looman, Executive Director

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