Disadvantaged Business Enterprise and Workforce Advisory Committee

October 15, 2020
Today’s Topics

• Project Update
• DBE Reporting
• Workforce Reporting
• Fall 2020 Construction Industry Assessment
• Construction Career Recruiting and Retaining
• Workforce Development Workgroup Update
• Building Strong Communities Update
SWLRT Project Update
SouthWest Station, Eden Prairie
SouthWest Station, Eden Prairie
LRT Bridge at Prairie Center Drive, Eden Prairie
LRT Tunnel at TH 62, Minnetonka
LRT Bridge Pier Table Construction at Excelsior Boulevard, Hopkins
TH 100 Freight Bridge, St. Louis Park
Kenilworth Tunnel/Lift Station, Minneapolis
Glenwood Avenue Bridge, Minneapolis
DBE Achievement Report
# DBE Achievement as of Aug. 31, 2020

<table>
<thead>
<tr>
<th>Contractor</th>
<th>Contract Description</th>
<th>Contract Amount</th>
<th>Contractor Billed to Date</th>
<th>DBE Billed to Date</th>
<th>DBE Date %</th>
<th>As of Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>LMJV (16% Goal)</td>
<td>Civil</td>
<td>$817,292,497</td>
<td>$310,995,602</td>
<td>$62,022,915</td>
<td>19.9%</td>
<td>8/31/20</td>
</tr>
<tr>
<td>APJV (12% Goal)</td>
<td>Systems</td>
<td>$194,252,670</td>
<td>$28,842,069</td>
<td>$264,011</td>
<td>0.9%</td>
<td>8/31/20</td>
</tr>
<tr>
<td>LS Black (15% Goal)</td>
<td>Franklin O&amp;M Exp.</td>
<td>$38,650,000</td>
<td>$3,335,479</td>
<td>$91,504</td>
<td>2.7%</td>
<td>7/31/20</td>
</tr>
<tr>
<td>17% Goal</td>
<td>Closed Contracts</td>
<td>$404,992</td>
<td>$404,992</td>
<td>$74,610</td>
<td>18.4%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contract Amount</th>
<th>Billed to Date</th>
<th>$ DBE to Date</th>
<th>% DBE to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>15% Goal</td>
<td>$1,050,600,159</td>
<td>$343,578,142</td>
<td>$62,453,040</td>
</tr>
</tbody>
</table>
Lunda/CS McCrossan Joint Venture:
Civil DBE Activities Update
LMJV Update on Change Orders

- Owner Change Orders approved thru 09/15: $17,939,360

- DBE Change Order participation: $2,513,353
  - DBE Change Order Participation: 14.2%
  - DBE Job To Date Participation: 19.9%
Anticipated DBEs: One Month Look Ahead

- Airfresh Industries - Sanitary Facilities
- Am-Tec Designs - Stations Structural Steel Fabrication
- Big G Tech Support - Project Offices and Support
- Blackstone Contractors - Block walls construction
- 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
- Public Solutions - Public Information
- Safety Signs - Maintenance of Traffic
- Standard Contracting Inc - Dewatering, Erosion Control
- Stonebrooke Fence Inc. - Fencing
- Zaczkowski Trucking Service - Project Trucking
- MBE Inc - Project Trucking
- Pete's Water and Sewer Inc. - Water and Sewer Installations
- Biffs Inc - Sanitary Facilities
- CI Utilities LLC - Electrical Testing
- M&J Trucking - Project Trucking
- Rock On Trucking - Project Trucking
LMJV DBE Feature

• Big G Tech Support
  - Contract value $2,702,842.23
  - $1,110,137 Paid Thru 9/15/20

• SWLRT Scope of Work
  - Project LMJV Offices including
    - Tech support
    - Office build outs
    - Janitorial services
    - And much much more

The LMJV team will continue to work with and support Big G throughout the project and after. Gerald has built a great team and strong company. It is an honor to have them as a part of our team!
Our thoughts are with the Big G team during this tough time.
Aldridge Parsons Joint Venture: Systems DBE Activities Update
APJV Systems Contract DBE Update

• Gunnar completed initial communications work at Hopkins, Golden Triangle, Opus Stations
• Gunnar schedule to perform communications work Shady Oak (end of October)
• Meyer Contracting Subcontract - for TPSS Foundations: $693.5K
• Bald Eagle Erectors, Inc - Reinforcing Steel: $130,401
• MBE Trucking - Trucking, & Aggregates: $400,000
• Moltron Builders - Construction Labor: $163,100
APJV Update on Change Orders

• Owner Change Orders approved thru 09/1
  $272,069.82
• DBE Change Order Participation: $86,893.00 (FE)
  ▪  DBE Change Order Participation: 31.9%
  ▪  DBE Job To Date Participation: 3.96%
• Pending CO’s To Gunnar: $100.5K
APJV DBE Feature

• Gunnar Electric
  ▪ Original contract value $17,676,000
  ▪ $86,893 in change orders
LS Black Constructors:
Franklin O&M DBE Activities Update
Franklin O&M Contract DBE Update

• Working DBEs
  ▪ Airfresh Industries
  ▪ Bald Eagle Erectors
  ▪ Go Fetsch Mechanical
  ▪ Dispatch Trucking
  ▪ E-con Placer
  ▪ Hydro-Vac

• Highlights
  ▪ Am-Tec Design is gearing up to deliver the structural steel package to the project in October
  ▪ Camacho Contractors have completed Metro Transit Safety Training and will mobilize in October
Franklin O&M Contract DBE Update

• DBEs not currently active:
  - Always Tile & Stone
  - Camacho Contractors
  - Crocus Hill Electric
  - Dziedzic Caulking
  - Minnesota Street Works
  - Painting by Nakasone
  - Rock On Trucks
  - Total Insulation
  - Wissota Supply Company Inc.
Workforce Participation Reports
Civil Workforce Participation Percentage*

- August 2020: 82,332 hrs
- Civil Construction Total: 735,054 hrs

*Based on MDHR Workforce Report for August 2020

People of Color/Indigenous People (POCI)
Civil Workforce Participation*

- August 2020: 82,332 hrs
- Hours worked by category:

- White Men: 57,519 (70%)
- POCI Men: 16,096 (20%)
- POCI Women: 2,576 (3%)
- White Women: 5,872 (7%)
- Unspecified: 269 (0%)

*Based on MDHR Workforce Report for August 2020
Civil Workforce Participation: Trucking

• Trucking participation on Project* being counted:
  ▪ MBE: 15,501 hours
  ▪ ZTS: 2,996 hours
  ▪ Rock-On Trucks, Inc: 452 hours

* Based On Project To Date
Systems Workforce Participation Percentage*

- August 2020: 50 hrs
- Systems Construction Total: 223 hrs

*Based on MDHR Workforce Report for August 2020

People of Color/Indigenous People (POCI)
Franklin O&M Workforce Participation Percentage*

- August 2020: 2753 hrs
- Franklin O&M Construction Total: 3909 hrs

*Based on MDHR Workforce Report for August 2020
People of Color/Indigenous (POCI)
Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update
LMJV Workforce Activities - August 2020

• September 21, 2020: Christa Seaberg, new JV EEO Representative, starts on the project
• September 30, 2020: Introduction meeting with MNDHR & Met Council
• September 21 – Present:
  ▪ Review previous workforce/EEO reports and activities
  ▪ Begun intro reach out to all partners on the project and other industry potentials: subcontractors, internal team, associations, unions, owners reps
15 Total New Hires for LMJVep: Sept 2020*

- White Male: 17
- White Female: 2
- POCI Male: 2
- POCI Female: 0

Note: No new hires for C.S. McCrossan & Lunda

*New hires are from LMJV, Lunda and CS McCrossan only; see the handout for detailed data
Aldridge Parsons Joint Venture: Systems Workforce Activities Update
Systems Contract Workforce

- Plan to meet the workforce goal
  - APJV Craft Labor will not begin until Dec 2020
  - Had meetings with Local 292, Local 160 & Local 49
  - Work to identify opportunities to increase POCI and women participation on the project through retention
  - Had meeting with Ramsey County Workforce
  - Aldridge is scheduling to meet the Building Strong Communities Cohort in October
  - Participating in Mock Interviews at Summit Academy – Oct 21
  - Update Meeting with MDHR – Oct 21
LS Black Constructors: Franklin O&M Workforce Activities Update
Franklin O&M Contract Workforce

• Plan to meet the workforce goal
  ▪ LSB met with Building Strong Communities on 10/6/20. LSB has made a new hire through this program to increase POCI and woman participation for LSB Self Perform work
  ▪ Working with Local 49 and Building Strong Communities, LSB will participate in upcoming workforce training programs
  ▪ Scheduling meetings with North Central States Regional Council of Carpenters and Metropolitan Local 563 to identify POCI hiring opportunities
  ▪ Met with MDHR on 10/1/20 to discuss and plan GFE
Fall 2020 Construction Industry Assessment
Most of this data has come from these organizations who have prepared recent assessments of the construction industry.
<table>
<thead>
<tr>
<th>Industry Sector</th>
<th>OTY Job Change</th>
<th>OTY Growth Rate (%)</th>
<th>US OTY Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>-256,062</td>
<td>-8.5</td>
<td>-7.7</td>
</tr>
<tr>
<td>Private</td>
<td>-220,409</td>
<td>-8.5</td>
<td>-8.2</td>
</tr>
<tr>
<td>Logging &amp; Mining</td>
<td>-1,429</td>
<td>-20.6</td>
<td>-15.3</td>
</tr>
<tr>
<td>Construction</td>
<td><strong>-8,336</strong></td>
<td><strong>-5.9</strong></td>
<td><strong>-4.3</strong></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>-20,070</td>
<td>-6.1</td>
<td>-5.7</td>
</tr>
<tr>
<td>Trade, Transport. &amp; Utilities</td>
<td>-15,709</td>
<td>-3.0</td>
<td>-5.7</td>
</tr>
<tr>
<td>Information</td>
<td>-7,398</td>
<td>-15.6</td>
<td>-10.6</td>
</tr>
<tr>
<td>Financial Activities</td>
<td>-7,616</td>
<td>-3.9</td>
<td>-1.6</td>
</tr>
<tr>
<td>Prof. &amp; Business Services</td>
<td>-18,426</td>
<td>-4.7</td>
<td>-6.7</td>
</tr>
<tr>
<td>Ed. &amp; Health Services</td>
<td>-39,766</td>
<td>-7.3</td>
<td>-5.1</td>
</tr>
<tr>
<td>Leisure &amp; Hospitality</td>
<td>-86,132</td>
<td>-29.2</td>
<td>-24.2</td>
</tr>
<tr>
<td>Other Services</td>
<td>-15,527</td>
<td>-13.3</td>
<td>-10.0</td>
</tr>
<tr>
<td>Government</td>
<td>-35,653</td>
<td>-8.8</td>
<td>-4.5</td>
</tr>
</tbody>
</table>
What impact, if any, has the pandemic had on your firm's projects? (Mark all that apply) Responses: 37

- Some projects have been halted, postponed or canceled: 70%
- Scheduled projects have been postponed or canceled: 70%
- Projects under way have been halted: 16%
- We have won additional projects or add-ons to current projects: 3%
- No impact: 11%

Published 9-2020
By what percentage has your firm’s headcount changed in the past 12 months? Responses: 39

- Reduced headcount: 51%
- Increased headcount: 15%
- No change: 33%

Published 9-2020
CBOs and training organizations use relationship building as one of their best practices to help graduates obtaining and retaining their jobs.

92% Word of mouth
Stakeholders identified many barriers for minority, women, and disadvantaged individuals' participation in highway heavy construction projects.

Highway heavy contractors: What barriers do you face in meeting the OJT goals and program objective?

- Lack of qualified applicants: 82%
- Lack of women applicants: 82%
- Lack of minority applicants: 68%
- Decreased interest in construction careers: 64%
- Trainee recruitment: 45%
- Reliable recruitment: 41%
- Other: 36%
- None: 9%
DBE And Workforce Goals

Per MNDOLI, you need 9 journey level workers for 5 apprentices = 14 workers

<table>
<thead>
<tr>
<th>Team 1</th>
<th>Team 2</th>
<th>Team 3</th>
<th>Team 4</th>
<th>Team 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1:1</td>
<td>1:1</td>
<td>1:1</td>
<td>3:1</td>
<td>3:1</td>
</tr>
<tr>
<td>2 workers</td>
<td>2 workers</td>
<td>2 workers</td>
<td>4 workers</td>
<td>4 workers</td>
</tr>
</tbody>
</table>

The first three teams are 3 journey level to 3 apprentices and then 3 journey level to one apprentice meaning the first four “teams” need 6 journey level workers to 4 apprentices (6:4 ratio). Five teams would need 9 journey level to 5 apprentices.
<table>
<thead>
<tr>
<th>Establishments by Employee Size</th>
<th>Number of Establishments</th>
<th>Annual Payroll ($1,000)</th>
<th>Number of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total, All Establishments</td>
<td>16,781 (93.2% under 20)</td>
<td>9,400,168</td>
<td>125,337</td>
</tr>
<tr>
<td>Less than 5 employees</td>
<td>12,292 (73.2%)</td>
<td>1,009,283</td>
<td>16,873 (13.5%)</td>
</tr>
<tr>
<td>5 to 9 employees</td>
<td>2,199 (13.1%)</td>
<td>833,851</td>
<td>14,029 (11.2%)</td>
</tr>
<tr>
<td>10 to 19 employees</td>
<td>1,160 (6.9%)</td>
<td>1,029,757</td>
<td>15,468 (12.3%)</td>
</tr>
<tr>
<td>20 to 49 employees</td>
<td>760 (4.5%)</td>
<td>1,790,898</td>
<td>22,617 (18.0%)</td>
</tr>
<tr>
<td>50 to 99 employees</td>
<td>211 (1.3%)</td>
<td>1,174,986</td>
<td>14,445 (11.5%)</td>
</tr>
<tr>
<td>100 to 249 employees</td>
<td>118 (0.7%)</td>
<td>1,458,293</td>
<td>18,399 (14.7%)</td>
</tr>
<tr>
<td>250 to 499 employees</td>
<td>29 (0.2%)</td>
<td>922,649</td>
<td>10,089 (8.0%)</td>
</tr>
<tr>
<td>500 to 999 employees</td>
<td>9 (0.1%)</td>
<td>497,011</td>
<td>6,179 (4.9%)</td>
</tr>
<tr>
<td>1,000 employees or more</td>
<td>3 (&lt;0.1%)</td>
<td>683,440</td>
<td>7,238 (5.8%)</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau County Business Patterns (CBP)
Construction Career
Recruiting and Retaining
Recruitment and Retention Panelists

• **Jessica Looman**, MN State Building and Construction Trades Council Executive

• **Jenny Winkelaar**, Director of Workforce & Community Development, IUOE Local 49

• **Christa Seaburg**, LMJV Project EEO Representative
Workforce Development
Workgroup Update
Building Strong Communities
October Update
# Building Strong Communities: October Update

## Hired Per Trade - YTD

<table>
<thead>
<tr>
<th>Trade</th>
<th>Male</th>
<th>Female</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cement Masons #633</td>
<td>1</td>
<td>1</td>
<td>LS Black</td>
</tr>
<tr>
<td>Operating Engineers #49</td>
<td>2</td>
<td>1</td>
<td>EJM Pipe Services, Inc., Michels</td>
</tr>
<tr>
<td>Iron Workers #512</td>
<td>3</td>
<td>2</td>
<td>Architectural Wall Systems (AWS), E &amp; J Rebar, Inc.</td>
</tr>
<tr>
<td>Laborers #563</td>
<td>3</td>
<td>1</td>
<td>Lunda/McCrossan JV, Knutson, Ti-Zack Concrete, Inc.</td>
</tr>
<tr>
<td>Plumbers #15</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pipefitters #539 - Helper</td>
<td>2</td>
<td>1</td>
<td>Gilbert Mechanical</td>
</tr>
<tr>
<td>Sprinkler Fitters #417</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricians #292</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sheet Metal Workers #10</td>
<td>1</td>
<td>1</td>
<td>S.R. Mechanical, Inc.</td>
</tr>
<tr>
<td>Carpenters NCSRC</td>
<td>1</td>
<td>1</td>
<td>Acoustics Associates, Inc.</td>
</tr>
</tbody>
</table>

### Apprentice - Ethnicity

- **American Indian**: 1 (8%)
- **Black**: 4 (31%)
- **Hispanic**: 6 (46%)
- **White female**: 2 (15%)
Closing

- Next Meeting Date: November 19, 2020
  - Agenda topics
  - Actions items for the next meeting
  - Adjourn
Stay Updated!

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