Today’s Topics

• Building Strong Communities Update
• Project Update
• DBE Reporting
• Workforce Reporting
• CBO Workforce Discussion
Building Strong Communities: March Update

2021 Outreach

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

93 Applicants

70 Attended Info. Session

46 Completed Intake Interview

37 Selected 2021 BSC Participants

Referrals
- TC Urban League
- HIRED
- Lunda Const.
- Operating Engineers
- Productive Day
- SOARS Career Solution
- Takoda Institute
- YMCA
Building Strong Communities: March Update

2021 Applicants

- Ethnicity
  - American Indian: 5, 7%
  - Black / African American: 29, 41%
  - White: 26, 37%
  - Hispanic: 11, 15%

- Gender
  - Man: 23, 32%
  - Woman: 48, 68%

- Education
  - GED / High School Diploma / Equivalent / International Equivalent: 27, 38%
  - Some College: 34, 48%
  - Two-year degree: 5, 7%
  - Four-year degree or higher: 5, 7%

93 Applicants
Building Strong Communities: March Update

37 Participants

2021 Cohort

- Ethnicity
  - American Indian: 3, 8%
  - Black / African American: 6, 16%
  - White: 12, 33%
  - Hispanic: 16, 43%

- Gender
  - Man: 24, 65%
  - Woman: 13, 35%

- Education
  - GED / High School Diploma / Equivalent / International Equivalent: 17, 46%
  - Some College: 3, 8%
  - Two-year degree: 2, 5%
  - Four-year degree or higher: 15, 41%
SWLRT Project Update
SouthWest Station, Eden Prairie
Shady Oak Road/TH 212 LRT Bridge, Eden Prairie
TH 62 LRT Tunnel, Minnetonka
Opus Area Retaining Walls, Minnetonka
Smetana Roadway Bridge, Minnetonka
LRT Bridge at Excelsior Boulevard, Hopkins
Beltline Blvd Pedestrian Bridge, St. Louis Park
Excavation at Kenilworth LRT Tunnel, Minneapolis
Glenwood Avenue LRT Bridge, Minneapolis
Franklin O&M Facility Modifications
DBE Achievement Report
### DBE Achievement as of Jan. 31, 2021

<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</td>
<td>Civil</td>
<td>$840,066,156</td>
<td>$418,314,385</td>
<td>$84,895,072</td>
<td>20.3%</td>
<td>1/31/21</td>
</tr>
<tr>
<td>APJV</td>
<td>Systems</td>
<td>$193,819,580</td>
<td>$47,782,995</td>
<td>$7,455,628</td>
<td>15.6%</td>
<td>1/31/21</td>
</tr>
<tr>
<td>LS Black</td>
<td>Franklin O&amp;M Exp.</td>
<td>$38,704,353</td>
<td>$14,880,678</td>
<td>$2,626,223</td>
<td>17.6%</td>
<td>1/31/21</td>
</tr>
<tr>
<td></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>$1,072,995,081</td>
<td>$481,383,050</td>
<td>$95,051,533</td>
</tr>
</tbody>
</table>
Civil DBE Participation as of Jan. 31, 2021

*DBE Goal for the Civil Contract is 16%
Systems DBE Participation as of Jan. 31, 2021

*DBE Goal for the Systems Contract is 12%*
Franklin DBE Participation as of Jan. 31, 2021

*DBE Goal for the Franklin Contract is 15%*
SWLRT Construction DBE Contracts Disaggregated*

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

<table>
<thead>
<tr>
<th>Ethnic Group</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian Pacific</td>
<td>$277,743</td>
<td>$40,020,187</td>
<td>$40,297,930</td>
</tr>
<tr>
<td>Asian Subcontinent</td>
<td>$0</td>
<td>$1,900,001</td>
<td>$1,900,001</td>
</tr>
<tr>
<td>Black</td>
<td>$43,369</td>
<td>$10,519,430</td>
<td>$10,562,798</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$715,140</td>
<td>$28,426,050</td>
<td>$29,141,190</td>
</tr>
<tr>
<td>Native American</td>
<td>$3,812,256</td>
<td>$15,610,191</td>
<td>$19,422,447</td>
</tr>
<tr>
<td>White Women</td>
<td>$116,009,551</td>
<td></td>
<td>$116,009,551</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$217,333,918</strong></td>
<td></td>
<td><strong>20.25%</strong></td>
</tr>
</tbody>
</table>

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

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

- Asian Pacific: $40,297,930 (19%)
- Asian Subcontinent: $19,422,447 (9%)
- Black: $1,900,001 (1%)
- Hispanic: $10,562,798 (5%)
- Native American: $29,141,190 (13%)
- White Women: $116,009,551 (53%)

*Contract values are as of 1/31/21 and includes: Civil, Systems, Franklin O&M Expansion, and OMF Demolition.
Lunda/CS McCrossan Joint Venture: Civil DBE Activities Update
Anticipated DBEs: One Month Look Ahead

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

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

Public Solutions (PSG)

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

“PSG Contracting has provided a strong partnership with the LMJV Safety & Security Team to effectively respond to security fencing repair and replacement needs. The PSG Contracting crew is very professional and their commitment to immediately respond to the LMJV Safety & Security Teams needs has been outstanding!!” Larry Wall, CS McCrossan
Aldridge Parsons Joint Venture: Systems DBE Activities Update
Anticipated DBEs: One Month Look Ahead

• Gunnar Electric Pre-Construction Planning
• Bald Eagle Erectors Pre-Construction Planning
• Moltron Builders Pre-Construction Planning
APJV Systems Contract DBE Update

- Subcontract Awarded To Following DBE’s
  - Top Line – $280K For Project Signs. APJV scheduled to issue a Subcontract
  - IMO Consulting – $300K Pre & Post Inspection Services. APJV scheduled to issue a Subcontract

- Request For Quotes (RFQ’s) To Following DBE’s
  - Boys Water Products (Material Supplier To Minger Construction Companies) Pumps For Tunnel: Approximately $81K WBE
APJV Update on Change Orders

• Owner Change Orders approved thru 2/1/21
  ▪ $1,005,600.10

• DBE Change Order Participation:
  ▪ Gunnar Electric $191,683
  ▪ Generation Cable $413,311 ($247,986: 60% Material Only)
  ▪ DBE CO Participation 60%
  ▪ DBE Job To Date Participation: 15.6%
LS Black Constructors:
Franklin O&M DBE Activities Update
LS Black Update on Change Orders

• Owner Change Orders approved thru 01/15: $39,077,597.13

• DBE Change Order participation: $7,776,901.20
  - DBE Participation: 20%
  - DBE Job To Date Participation: 20%
LS Black Update on DBE Activity

• Continued participation from GoFetsch Mechanical
• Future work for Nakasone Painting
• Rock On Trucks upcoming work in late Feb
• Bald Eagle Erectors misc metal work
Workforce Participation Report
Civil Workforce Participation Percentage*

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

*Based on MDHR Workforce Report for January 2021

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

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

- White Men: 21,217 (77%)
- White Women: 1,009 (4%)
- POCI Women: 402 (1%)
- POCI Men: 4,735 (17%)
- Unspecified: 206 (>1%)

*Based on MDHR Workforce Report for January 2021
Civil Workforce Participation Cumulative*

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

*Based on MDHR Workforce Reports through January 2021
Civil Workforce Participation Cumulative*

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

*Based on MDHR Workforce Reports through January 2021
Civil Workforce Trucking Participation*

Trucking participation on Project* being counted:

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

*Based on MDHR Workforce Reports through January 2021
Civil Workforce Participation Disaggregated Percentages

**January 2021**

- NonSpec: 1%
- Multi: 1%
- Native Am: 1%
- H/L: 7%
- White: 81%
- Asian: 3%
- Black: 6%

**PROJECT TO DATE**

- NonSpec: 0%
- Multi: 2%
- Native Am: 2%
- H/L: 9%
- White: 78%
- Asian: 3%
- Black: 6%
Civil Workforce Participation Disaggregated*

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

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

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

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

*Based on MDHR Workforce Report for January 2021

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

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

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

- Women:
  - January LSB %: 10.01%
  - Goal %: 20%
  - Contract % To Date: 9.64%

- POCI:
  - January LSB %: 20.61%
  - Goal %: 32%
  - Contract % To Date: 26.12%

- Unspecified:
  - January LSB %: 4.16%
  - Goal %: 2.63%
  - Contract % To Date:
Franklin O&M Workforce Participation *

- Total POCI hours to date: 8,338 hrs
- Cumulative Participation: 26.12%

*Based on MDHR Workforce Reports through January 2021. Data points are based on monthly participation percentage.
Franklin O&M Workforce Participation*

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

*Based on MDHR Workforce Reports through January 2021. Data points are based on monthly participation percentage.
Franklin O&M Workforce Disaggregated*

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

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

*People of Color and Indigenous People (POCI) & Women participation from 6/1/20 - 1/31/2021
Lunda/CS McCrossan Joint Venture: Civil Workforce Activities Update
LMJV Workforce Activities – Feb. 2021

• Monthly GFE meeting with MDHR & Met Council
• Monthly Subcontractor Workforce Participation Meeting
• Meeting with Building Strong Communities
• Continual update meetings with LMJV representatives & Lunda Field Operations on upcoming hiring needs
• SWLRT DBE Update Meeting
• Planning for Women in Construction Week Participation
• Work on LMJVs Enter/Grow/Exit process
• Construction Trades Outreach planning
LMJV Workforce Activities – Feb. 2021 (cont.)

- Review field training potentials with parent company – EEO and Harassment
- Continue work on new Good Faith Effort tracking report template to utilize with Lunda and also share with subcontractors
- Meet with NECA representative regarding participation in Workforce Panel for Women in Construction week
- Continue updating CBO list and scheduling one on one meetings with CBOs
Total New Hires/Transfers for LMJV: Feb. 2021

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

There will be new hire action for the month of March!!
Aldridge Parsons Joint Venture:
Systems Workforce Activities Update
Systems Contract Workforce

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

- Scheduled monthly GFE meetings with MDHR
- Still need to set up a meeting with Christa
- Reminder emails to trade partner teams about participation and plans to increase workforce as necessary
2021 Committee Focus Survey
What Topics To Focus On In 2021

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

• Prompt payment
• DBE contributions to the workforce participation
• Analysis of DBE participation vs. DBE availability
• Cost and schedule impacts to DBEs from the delays
• Setting up a subcommittee to focus on long term challenges for DBEs on projects
Responses To Date For Workforce Topics

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

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

• Melanie Williams
  - Twin Cities Rise, Director, Workforce Development

• Julie Brekke
  - Hired, Executive Director

• Sheila Olson
  - Goodwill-Easter Seals, Chief Services and Programs Officer

• Tony O’Brien
  - Summit Academy, Director, Academic Programs
Nonprofits – Pipeline to the Trades

How can we help you?
Our Purpose Today:

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

• Growing interest in trades and construction industry
• Industry need to fill open positions
• Help trades & contractors meet their workforce needs & diversity goals
• Retirement and changing demographics in Twin Cities
• Minnesota’s total population is currently 79 percent non-Hispanic White but is changing rapidly.

• Between 2013 and 2018, the non-Hispanic White population grew by less than one percent, while BIPOC grew by 18 percent

• Projections indicate that non-Hispanic White population will begin declining within the next decade.

• BIPOC are expected to swell by more than one million residents between 2018 and 2053—exceeding one-third of the total population.
Apprentice Participation Demographic Trends
By calendar year

PEOPLE OF COLOR: 2,358 (20%)
WOMEN: 791 (6.7%)
VETERAN PARTICIPANTS: 832 (7%)
## Nonprofit Demographics of Individuals Served

<table>
<thead>
<tr>
<th>NONPROFITS</th>
<th>BIPOC</th>
<th>WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summit Academy</td>
<td>77%</td>
<td>15%</td>
</tr>
<tr>
<td>Construction Program only</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hired</td>
<td>59%</td>
<td>35%</td>
</tr>
<tr>
<td>Construction Program only</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Twin Cities Rise!</td>
<td>82%</td>
<td>57%</td>
</tr>
<tr>
<td>Goodwill-Easter Seals</td>
<td>77%</td>
<td>31%</td>
</tr>
<tr>
<td>Construction Program only</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Strengths & Commonalities of Nonprofits
Recruitment & Community Outreach

• Community Connections
• Nontraditional locations to recruit
• Programs **free** for participants
• Pre-screen to ensure readiness
Core Job Skill Development

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

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

Jennifer Allshouse

https://youtu.be/wv4idmpfn-s
Participant success story

MnDOT-DEED Reconstruction Training/Placement Program
Participant success story

Rodjerick Courtney

https://youtu.be/h_-0FMYTfvM

SUMMIT

ACADEMY OIC
Participant success story

The Importance of Empowerment!
Questions & Conversation
Closing

• Next Meeting Date: April 15, 2021
  ▪ Agenda topics
  ▪ Actions items for the next meeting
  ▪ Adjourn
Stay Updated!

Online: SWLRT.ORG

Twitter: @SouthwestLRT

Facebook: @MetropolitanCouncil

Instagram: @southwest_lrt