

SOUTHWEST

Green Line LRT Extension



Disadvantaged Business Enterprise and Workforce Advisory Committee

November 21, 2019



Today's Topics

- 2020 Meeting Schedule
- Project Update
- SWLRT Systems Contract
- DBE Reporting
- Workforce Reporting
- Construction Apprenticeships
- Building Stronger Communities



2020 Advisory Committee Schedule

Third Thursday of each month, potential dates:

- January 16
- February 20
- March 19
- April 16
- May 21
- June 18
- July 16
- August 20
- September 17
- October 15
- November 19
- December 17

SWLRT Project Update

Temporary Bus Shelter at Southwest Station, Eden Prairie



Pile Supported Retaining Wall Adjacent to Southwest Station, Eden Prairie



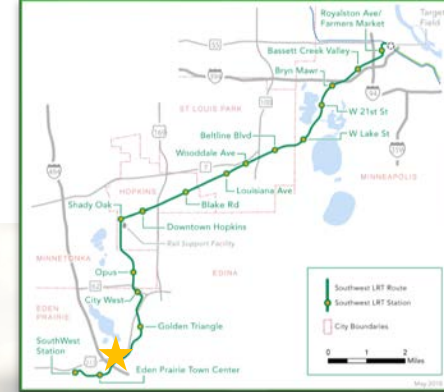
Retaining Walls Adjacent to Eden Prairie Town Center Station, Eden Prairie



LRT Bridge at I-494, Eden Prairie



LRT Bridge at Valley View Road, Eden Prairie



Grade Beams, Track Slab Supports & OCS Foundations at Golden Triangle Station, Eden Prairie



LRT Bridge at TH 212/Shady Oak, Eden Prairie



Roadway Work for Lane Shift for TH62 Tunnel Instruction, Eden Prairie



Utility Work at Smetana and Feltl roadways, Minnetonka



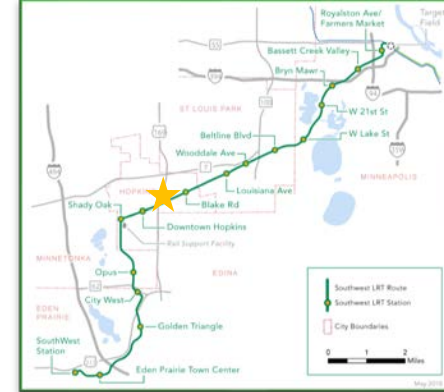
Surcharge Near Shady Oak Station, Hopkins



Foundation and Conduit Work for Downtown Hopkins Station, Hopkins



Track Shift for Excelsior Bridge, Hopkins



Pedestrian Tunnel Construction Blake Road Station, Hopkins



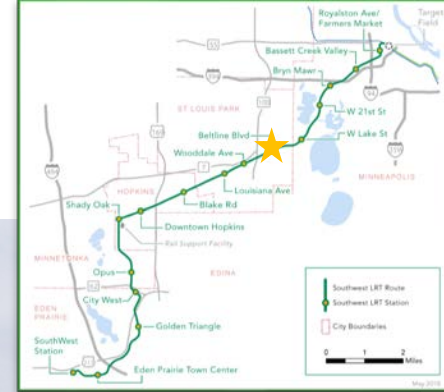
Bridge Abutment Construction at Minnehaha Creek, St. Louis Park



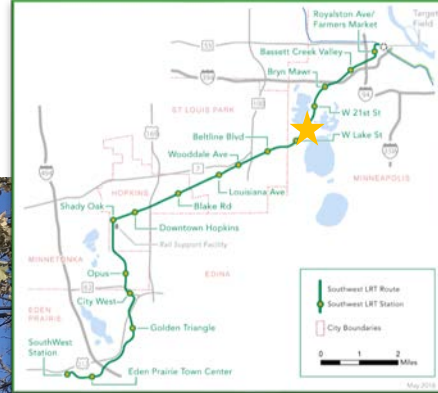
Abutment Work for Pedestrian and Freight Bridges at Louisiana Ave, St. Louis Park



Pedestrian Bridge Construction at Beltline Blvd, St. Louis Park



Tunnel Sheeting in Kenilworth Corridor



Construction of Freight Bridge over Cedar Lake Channel, Minneapolis



CenturyLink Duct Bank Relocation, Minneapolis



Xcel Relocation of Power Lines at Royalston, Minneapolis



SWLRT Systems Contract Overview

Systems Contract Overview

- Contract Award: Sept 18, 2019
- Contractor: Aldridge-Parsons, a Joint Venture



PARSONS

Aldridge: HQ in Libertyville, IL

- Lead contractor for Systems on CCLRT
- Engaged in utility, transportation and commercial/industrial projects across the US with an emphasis on electrical and communications systems

Parsons Corporation: HQ in Centerville, VA

- Technology focused contractor engaged in defense, intelligence, security and infrastructure engineering
- Experienced in systems integration and project planning

Systems Contract Overview

- Contract Value: \$194,411,000.00
 - Lowest of 3 bids received; approximately \$5M low to high
- Limited Notice to Proceed issued Oct 17, 2019
- Contract Time began Oct 24, 2019
- Substantial Completion due April 21, 2023
- Revenue Ready due May 21, 2023
- Final Completion due Jan 13, 2024

Systems Contract Overview: Scope

- 20 traction power substations
 - Design, fabricate and install
- Overhead contact system
 - Poles, hangers, cabling
- Tunnel facilities
 - Ventilation, fire suppression, lighting
- Communications
 - Network, voice, paging, cameras
- Wayside signaling system
 - Signals, interlockings, crossings
- Testing and integration



Systems Contract Overview

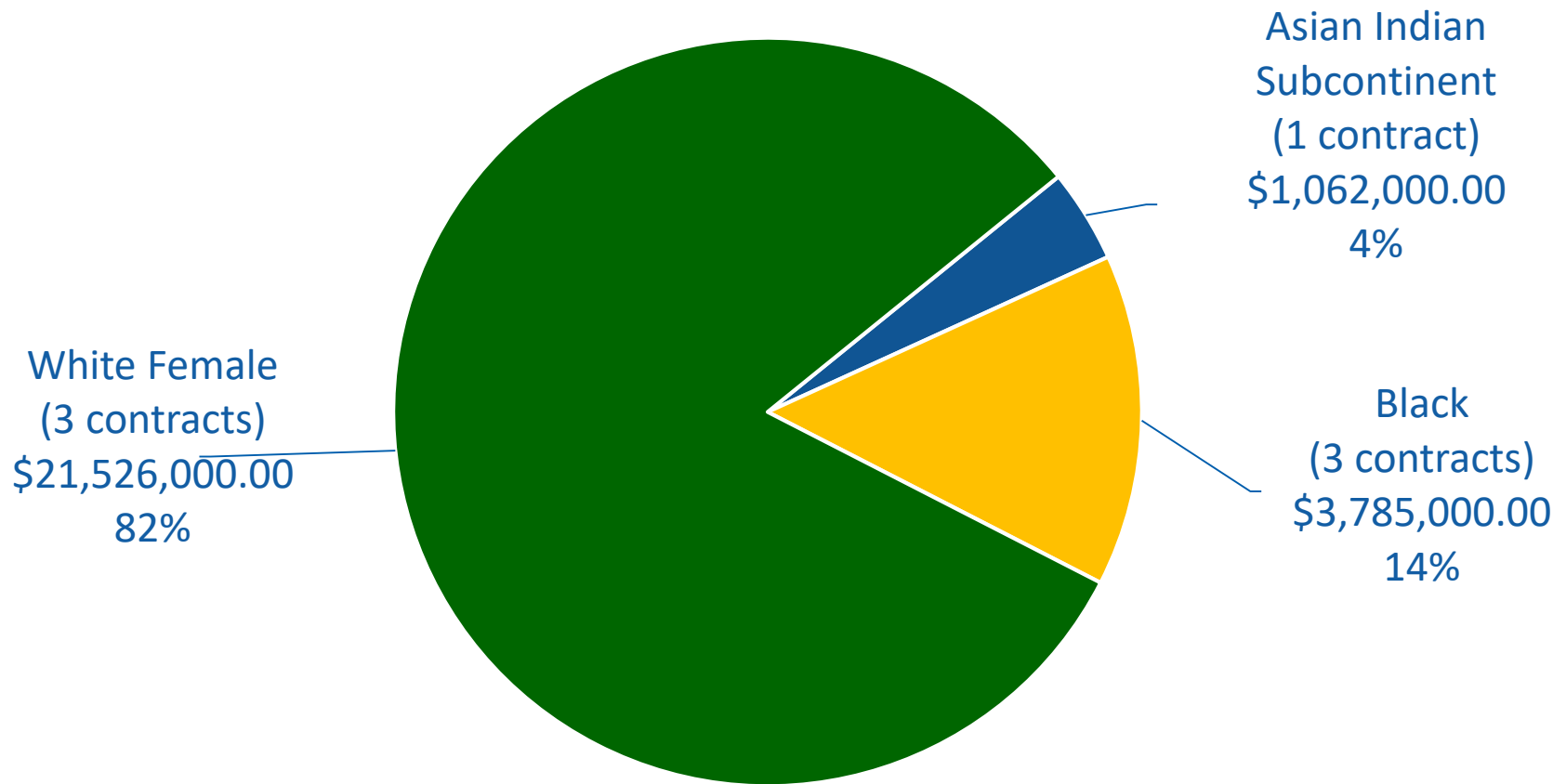
- Anticipated Systems Project Timeline
 - 2019-2020
 - Design and product data submittals
 - Long lead time product procurement
 - Installation and test procedures
 - First alignment turnover from Civil due Nov 30-Dec 30, 2020
 - 2021-2022
 - Construction and installation of systems components
 - Boots on the ground across the alignment
 - First alignment turnover to SCADA due Dec 21, 2022
 - 2023
 - Remaining segments completed by April 21, 2023
 - Systems integration testing
 - Pre-revenue testing by Metro Transit

Systems Contract Overview

- DBE Goal: 12%
- APJV DBE Commitment: 12.19%
- DBEs on the Systems Contract:
 - B & L Supply Inc
 - Big G Tech Support
 - Carlo Lachmarsingh Sales, Inc
 - DDE Inc. DBA Generation Cable Corp
 - Dionne Construction Inc
 - Gunnar Electric Inc
 - Public Solutions Inc

Systems Contract Overview

- DBE contracts total: \$26,373,000

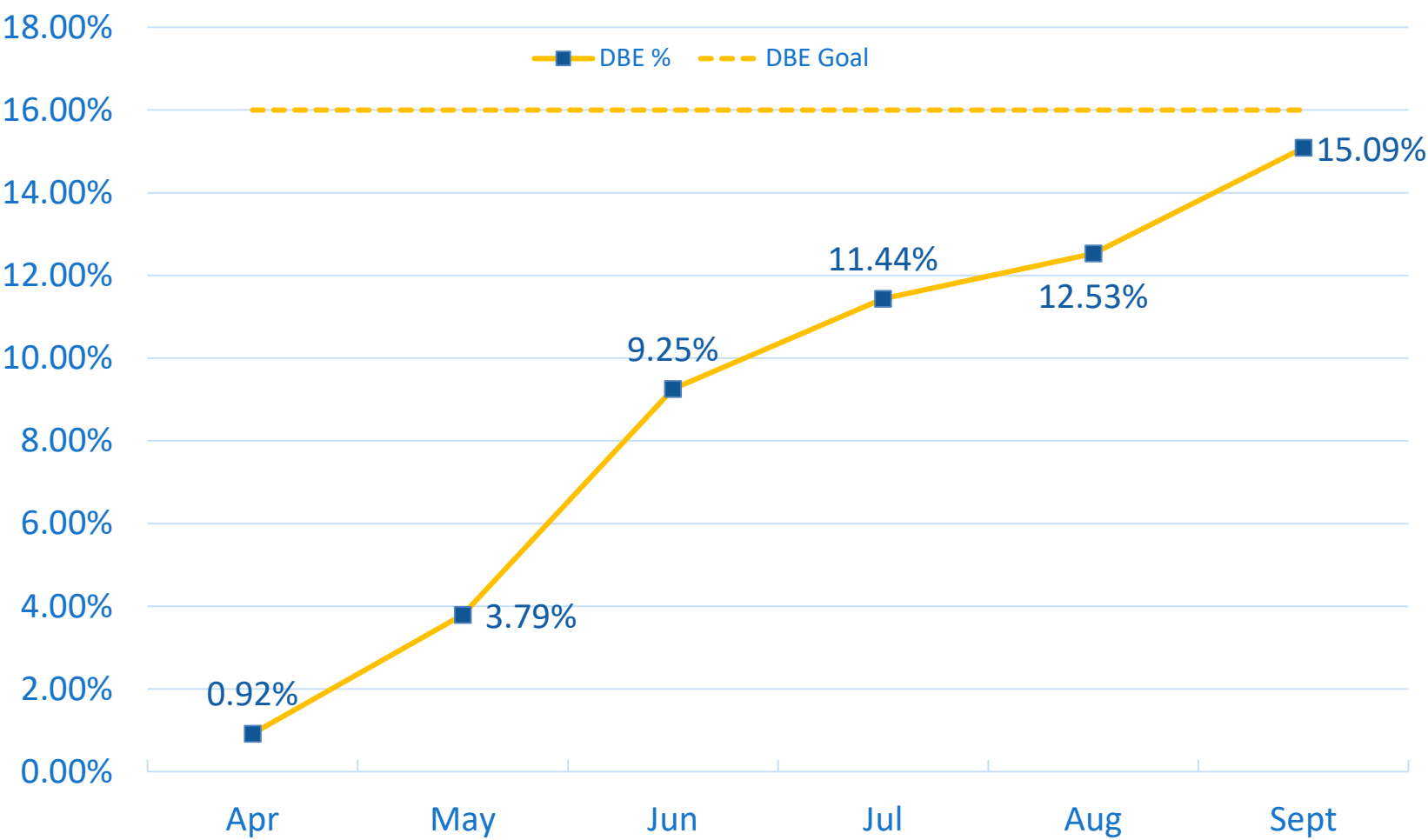


DBE Achievement Report

DBE Achievement as of Sept. 30, 2019

Contractor	Contract Description	Contracts	\$ DBE Goal	Billed to Date	\$ DBE to Date	% DBE to Date	Date
LMJV 16% Goal	Civil	\$802,061,069	\$128,329,771	\$86,436,066	\$13,039,770	15.09%	9/15/19
Veit 17% Goal	OMF Demo	\$404,992	\$68,849	\$399,225	\$74,610	18.69%	7/31/19
DBE Goals Average to Date		Contracts	\$ DBE Goal	Billed to Date	DBE Billed to Date	% DBE Billed to Date	
16.5% Goal		\$802,466,061	\$128,398,620	\$86,835,291	\$13,114,380	15.10%	

Civil DBE Payments as of Sept. 30, 2019



Lunda/CS McCrossan Joint Venture: Update on DBE Activities

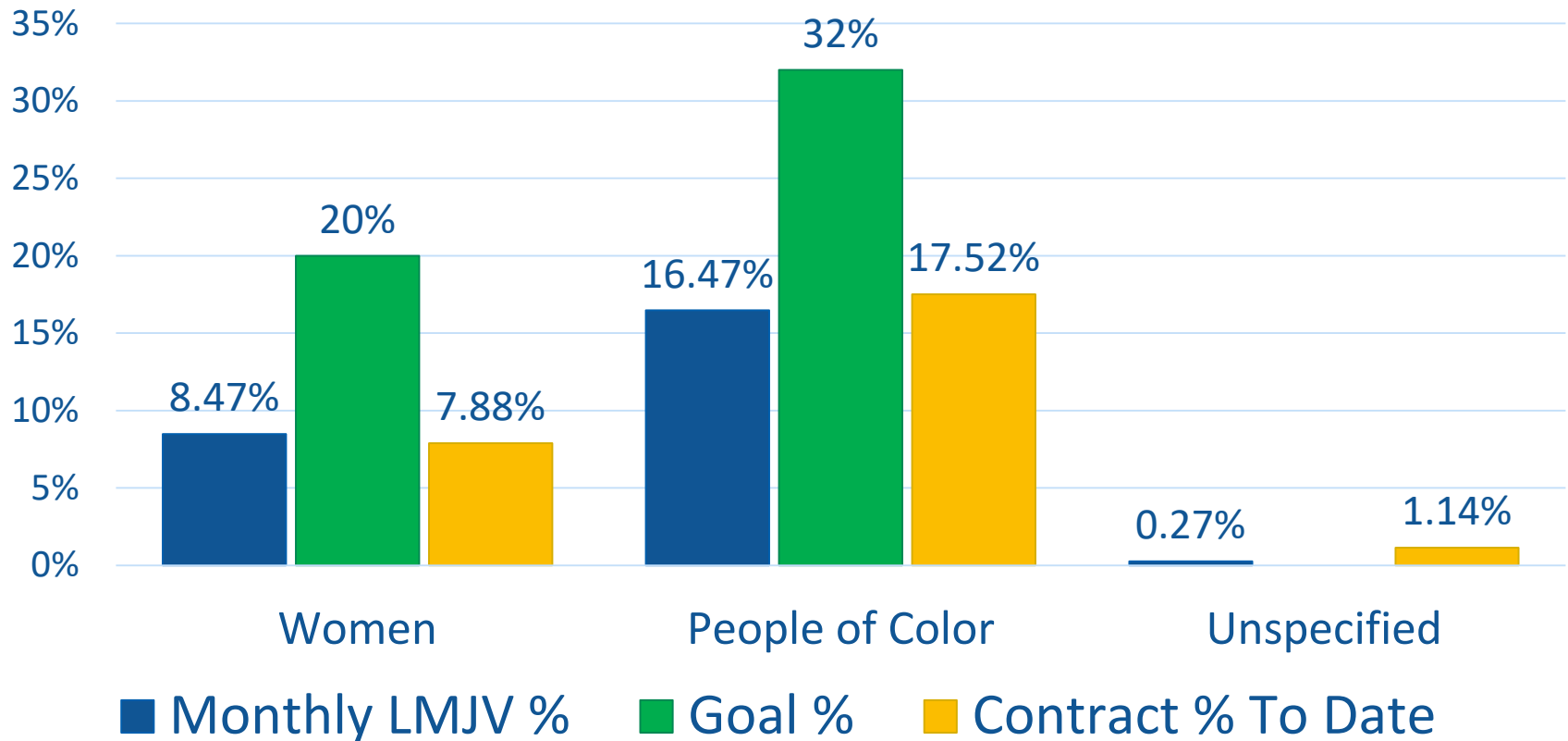
LMJV Update on DBE Activities

- Mentoring of DBE's
 - Dale Even and Manny Walk are assigned as DBE Mentors
- LMJV to hold first SWLRT Small Business Workshop in December 2019; date to be announced
- LMJV actively pursuing DBE participation in Change orders
 - \$2M in approved Changes with COUNCIL, \$876k is Sub Cost
- Assistance to DBE's on cash flow handled through Mentoring with Dale and Manny
- Mentor Protégé; no request to date

Workforce Participation Report

Workforce Participation Percentage*

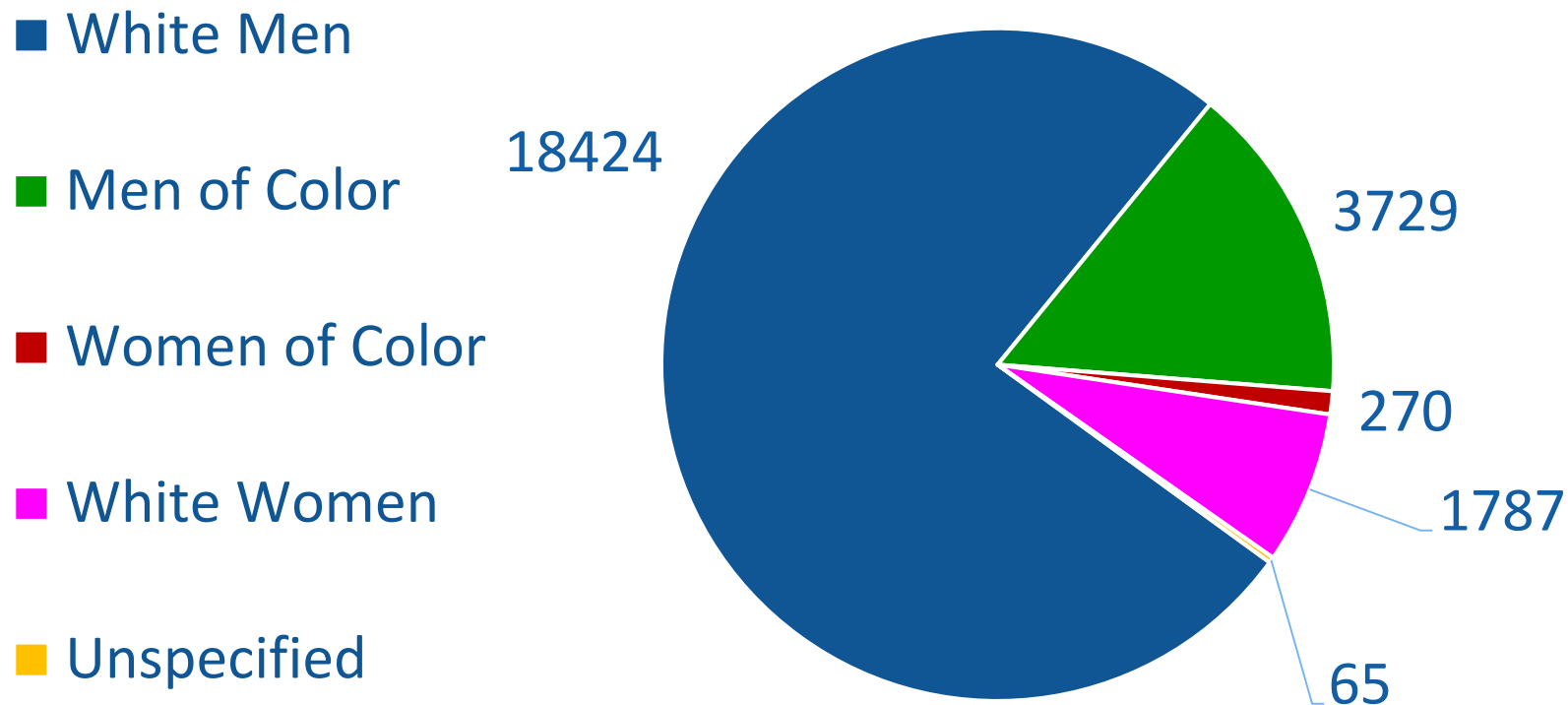
- September 2019: 24,275 hrs
- Civil Construction Total: 58,238 hrs



*Based on MDHR Workforce Report for September 2019

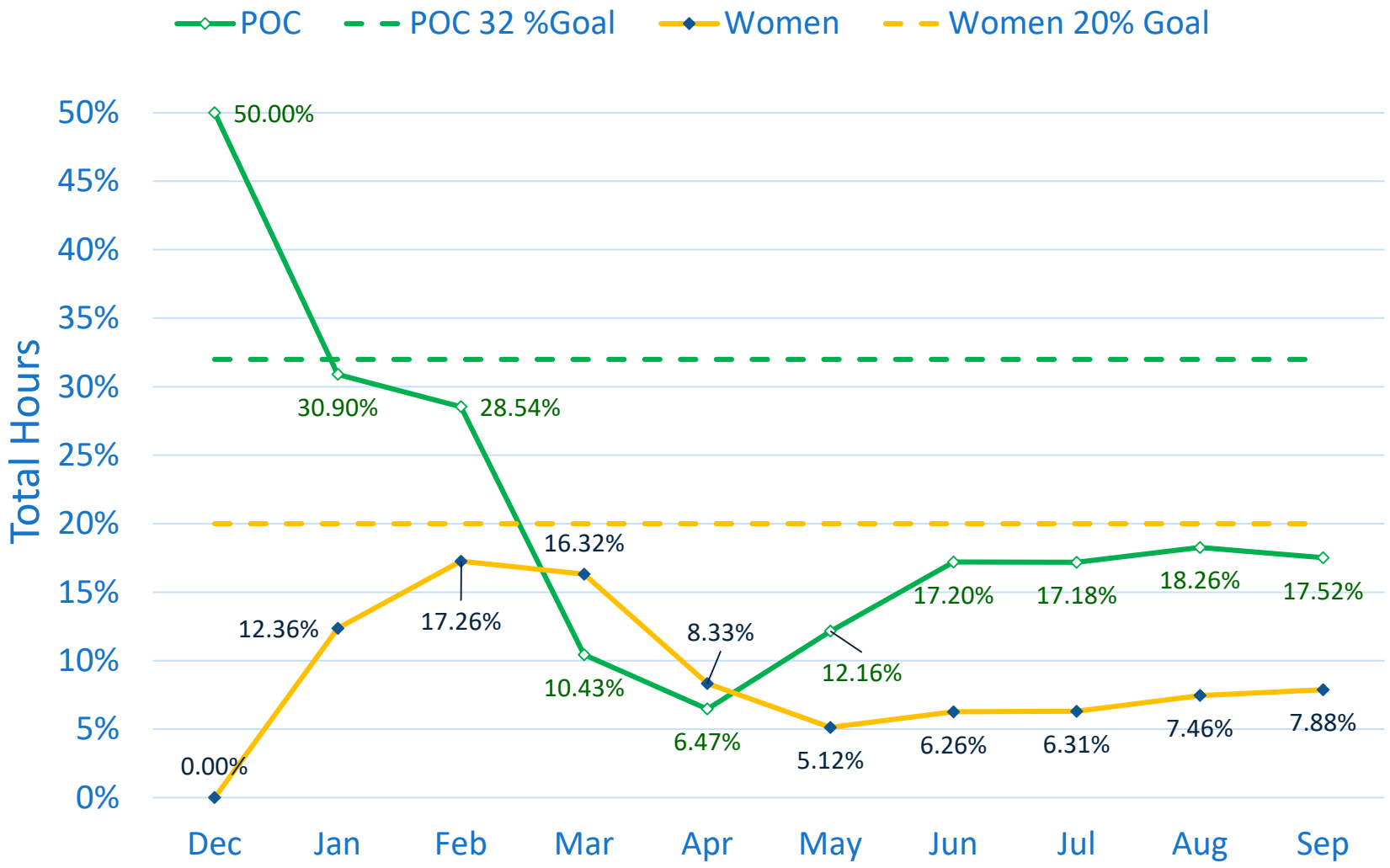
Workforce Participation*

- September 2019: 24,275 hrs
- Hours worked by category:



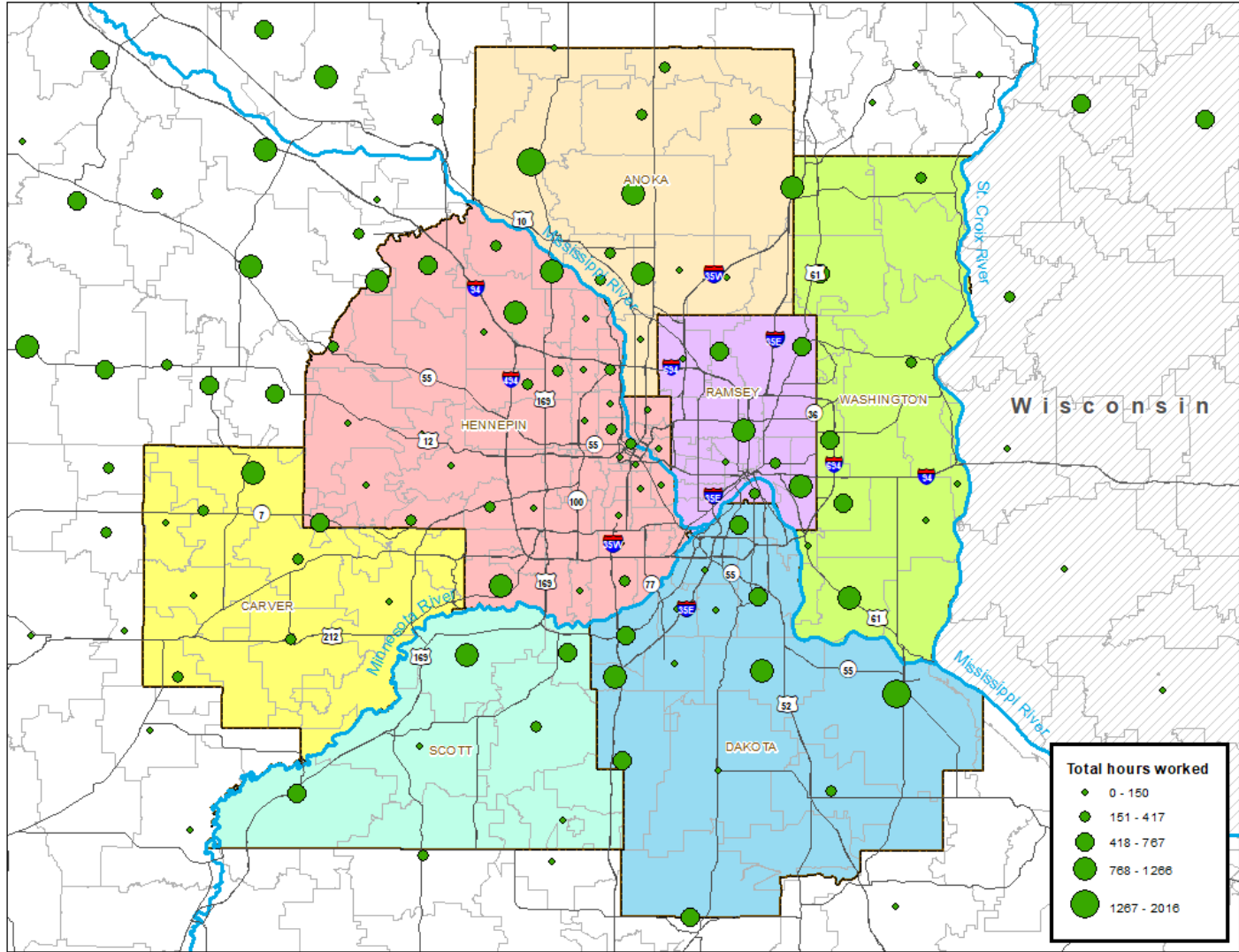
*Based on MDHR Workforce Report for September 2019

Workforce Participation Cumulative*

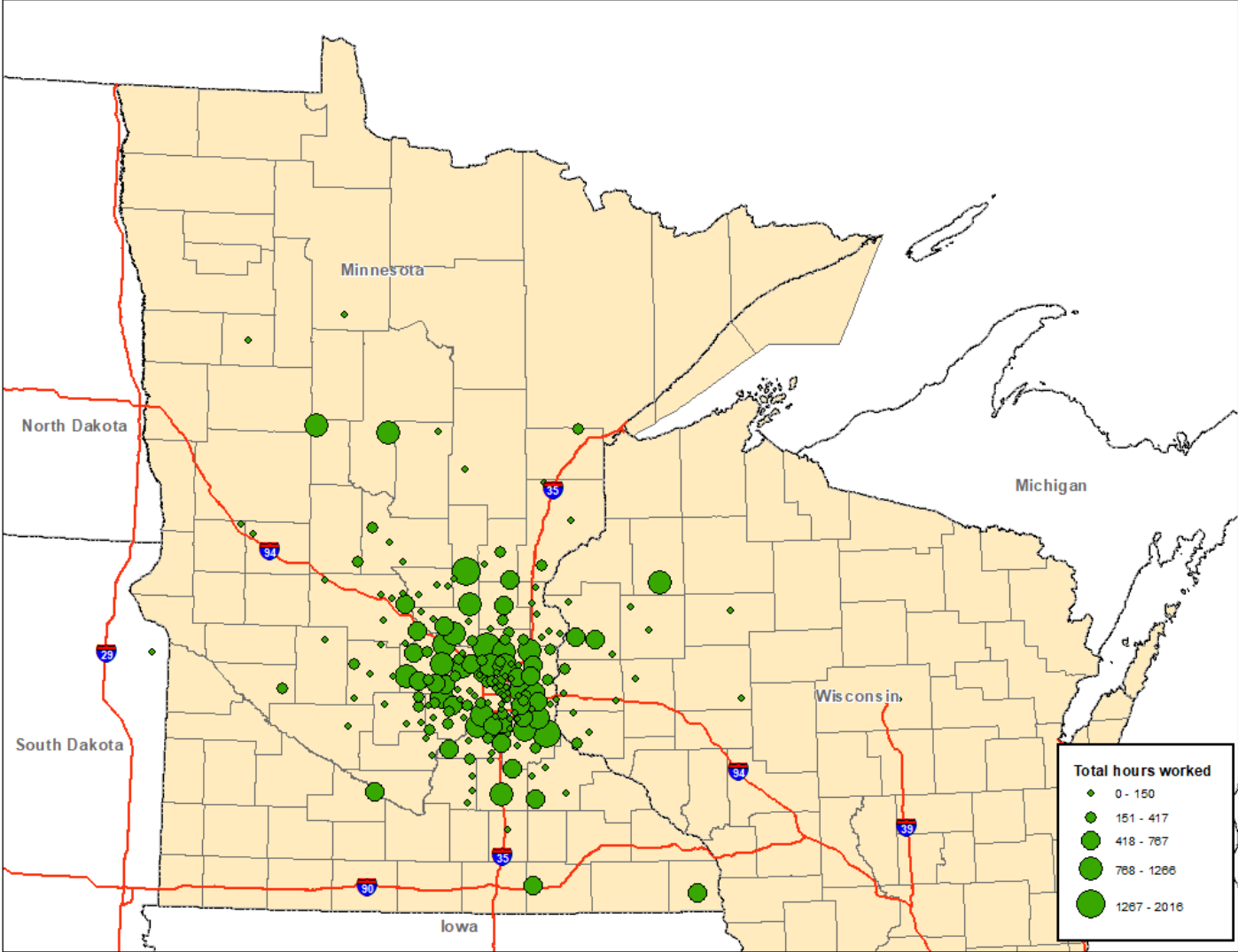


*Based on MDHR Workforce Report for September 2019

Civil Workforce Zip Code Report



Civil Workforce Zip Code Report



Lunda/CS McCrossan Joint Venture: Update on Workforce Activities

LMJV Proactive Approach to Maintaining a “Welcoming Culture” for Women & POC

- Partnering with unions
- Partnering with Community Based Organizations
- Partnering with government entities
- Participate in the following activities:
 - Career fairs
 - Mock interviews
 - Guest speaker at graduations
 - Conduct project tours for students participating in pre-apprentice programs

LMJV Proactive Approach to Maintaining a “Welcoming Culture” for Women & POC

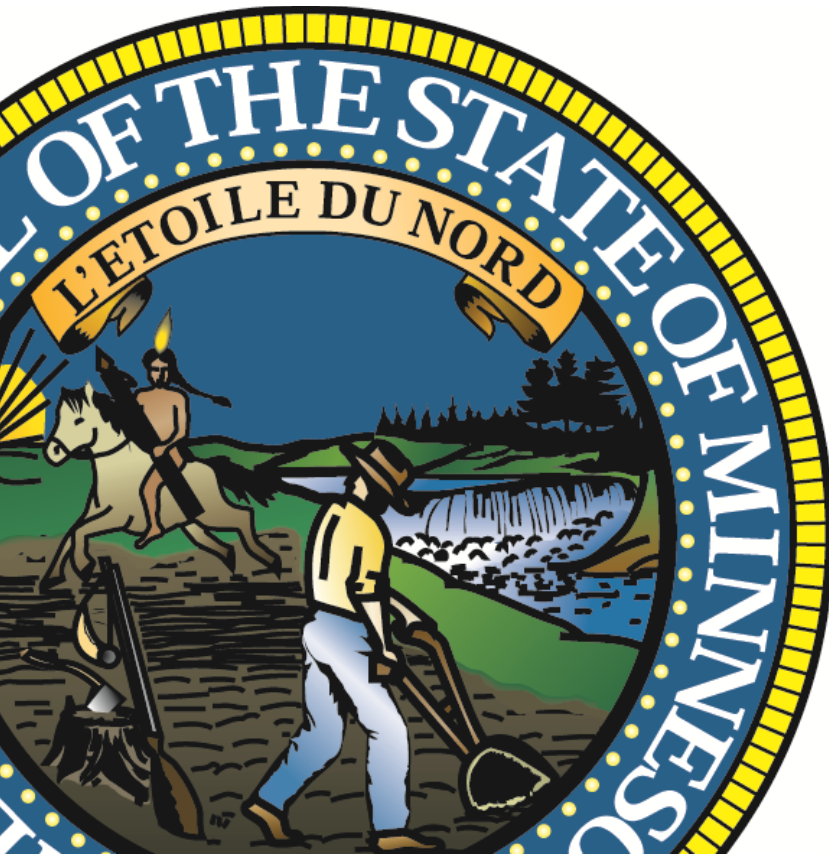
- Assign Mentors
- Annual EEO/AA onsite training
- Conduct random EEO site visits at least once a year
 - Random onsite employee interviews
 - Voluntary surveys

LMJV Internal Equity Initiatives

- Hire and retain non-trade women and POC key personnel
 - Safety Manager
 - Human Resources Generalist
 - EEO Officer

Registered Apprenticeship

A Winning Strategy to Recruit, Train and Retain
a Highly Skilled and Diverse Workforce





MISSION

Ensure Minnesota's work and living environments are equitable, healthy and safe.

VISION

Be a trusted resource, service provider and impartial regulator.



OBJECTIVE

Support Minnesota's economy by promoting, and supporting the development of quality registered apprenticeship programs that recruit, train and retain a highly skilled and diverse workforce.



Skilled labor remains big issue for Minnesota employers

90% of Minnesota contractors having trouble finding skilled labor

By Jim Spencer Star Tribune | SEPTEMBER 9, 2019 — 8:16PM

LONSDALE NEWS REVIEW.com

Workforce discussion centers around lack of workers in the region

By ANDREW DEZIEL adeziel@faribault.com Oct 4, 2019

MINNEAPOLIS/ST. PAUL
BUSINESS JOURNAL

Help Wanted Minnesota: Construction industry braces for worker shortages 🔑

FINANCE & COMMERCE

Study shows apprenticeship programs on the rise in Minnesota

By: Brian Johnson | October 1, 2019 4:18 pm

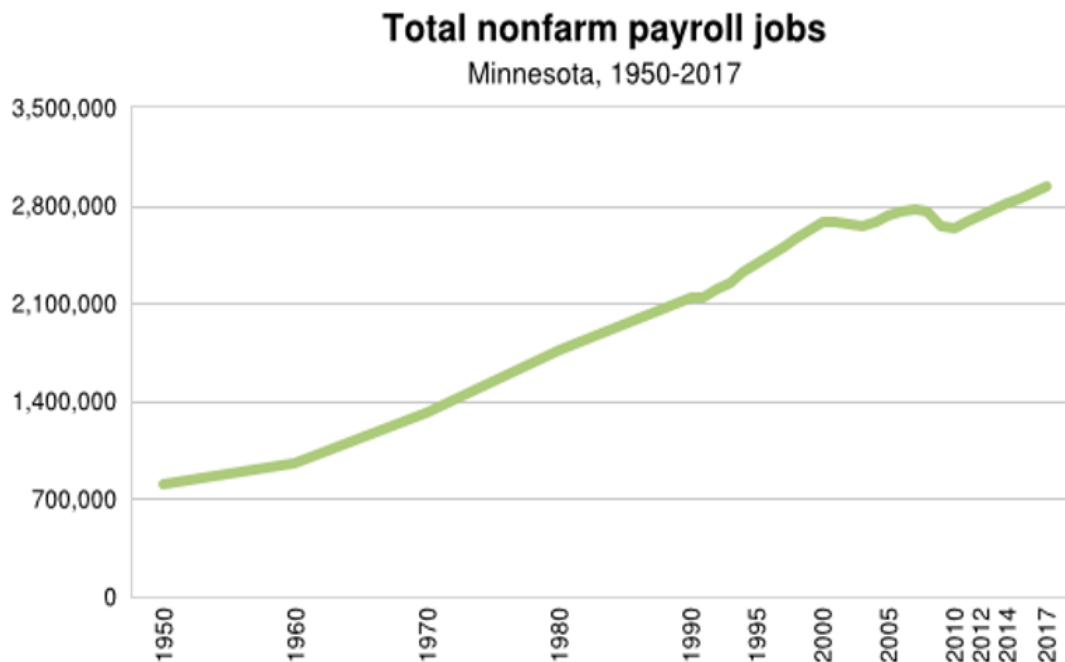
TwinCities.com
PIONEER PRESS

By CHRISTOPHER MAGAN | cmagan@pioneerpress.com | Pioneer Press

PUBLISHED: May 9, 2017 at 11:51 pm | UPDATED: May 10, 2017 at 4:08 pm

MN companies have jobs they can't fill. Here's how some are trying to reduce that

Minnesota has more than recovered jobs lost during the Great Recession



161,500
more jobs than
pre-recession peak

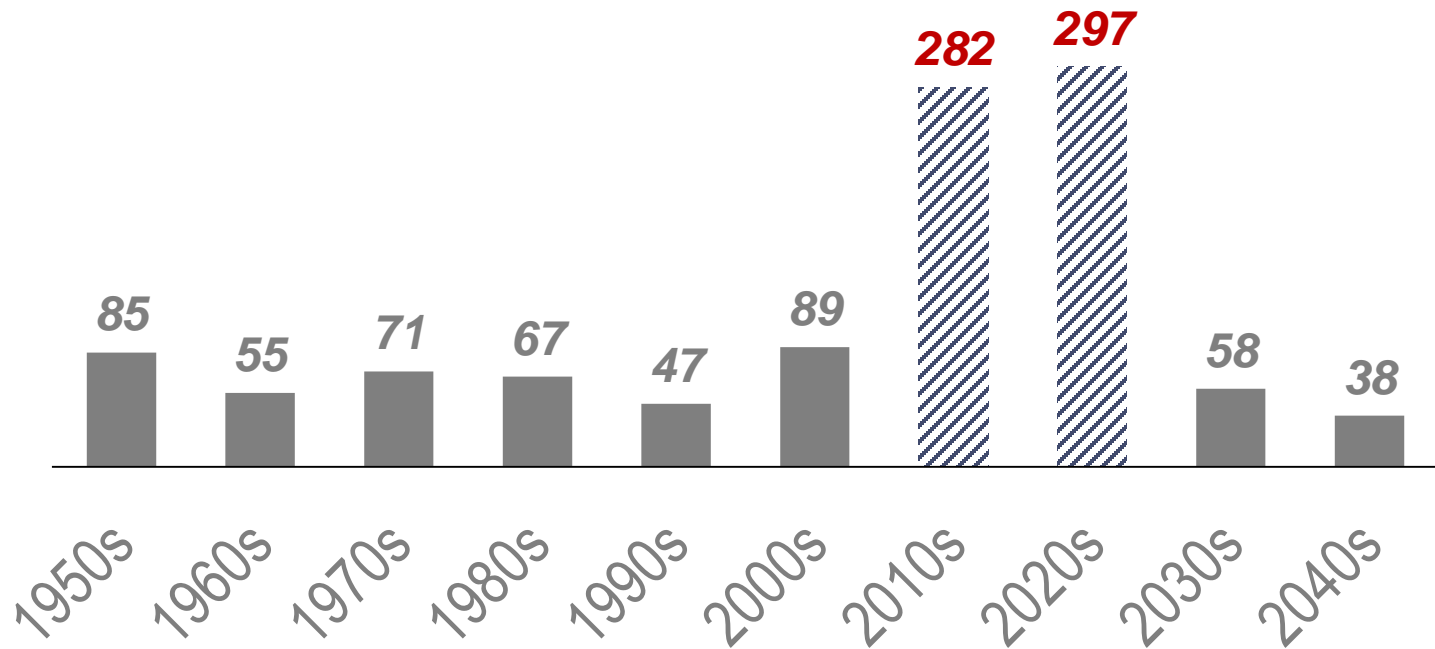
SOURCE: @MNCompass



**Our communities
will continue to grow
older at least for the
next two decades**

SOURCE: @MNCompass

Growth in Minnesota's older adult population (65+, in thousands)



SOURCE: <https://www.mncompass.org/demographics/age#1-5228-g>



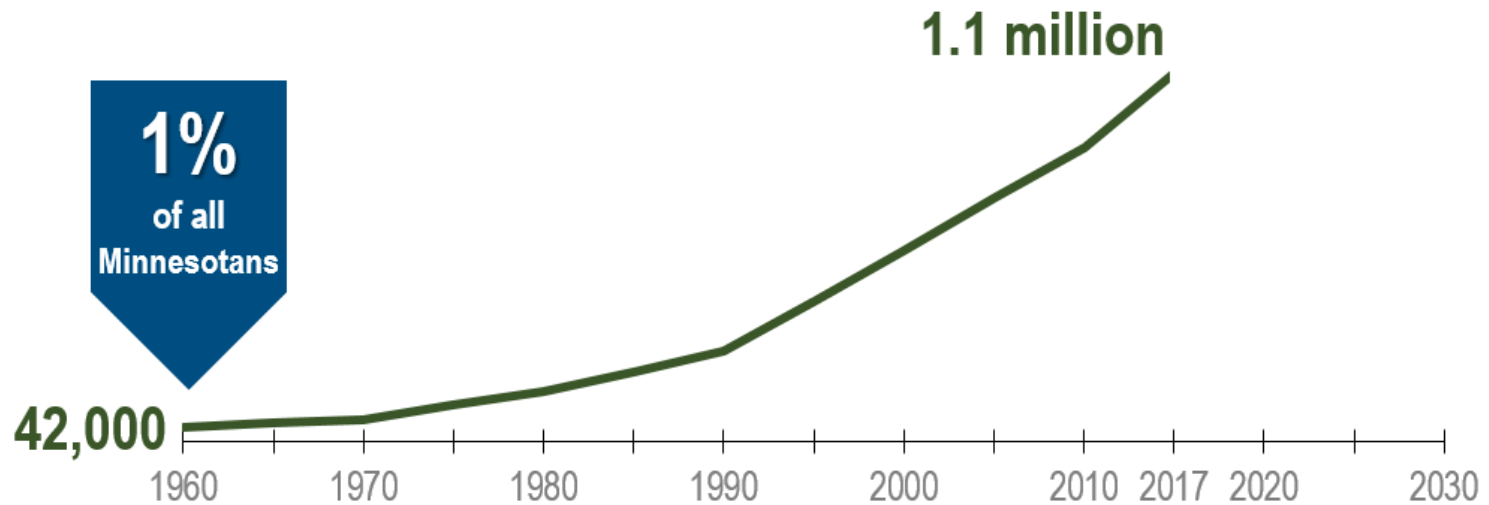
Our emerging workforce is more racially and ethnically diverse than those retiring from the workforce

SOURCE: @MNCompass

Minnesota's populations of color

23%
of all
Minnesotans

1%
of all
Minnesotans



SOURCE: <https://www.mncompass.org/demographics/race#1-5105-g>



Workforce Solutions for Minnesota's Changing Economy

What is Registered Apprenticeship?



Employment



On-the-job training



Related instruction



Wages



Credentials

Benefits of apprenticeship: **Workers**

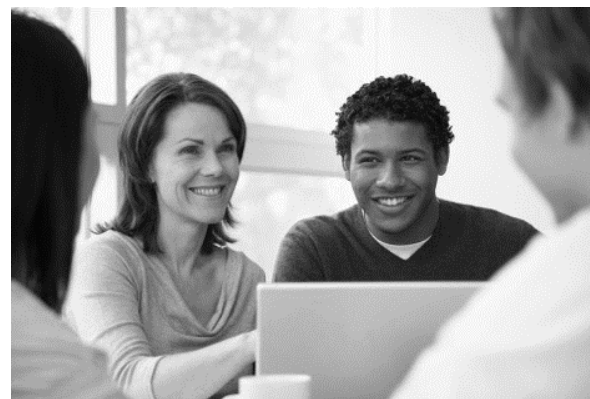
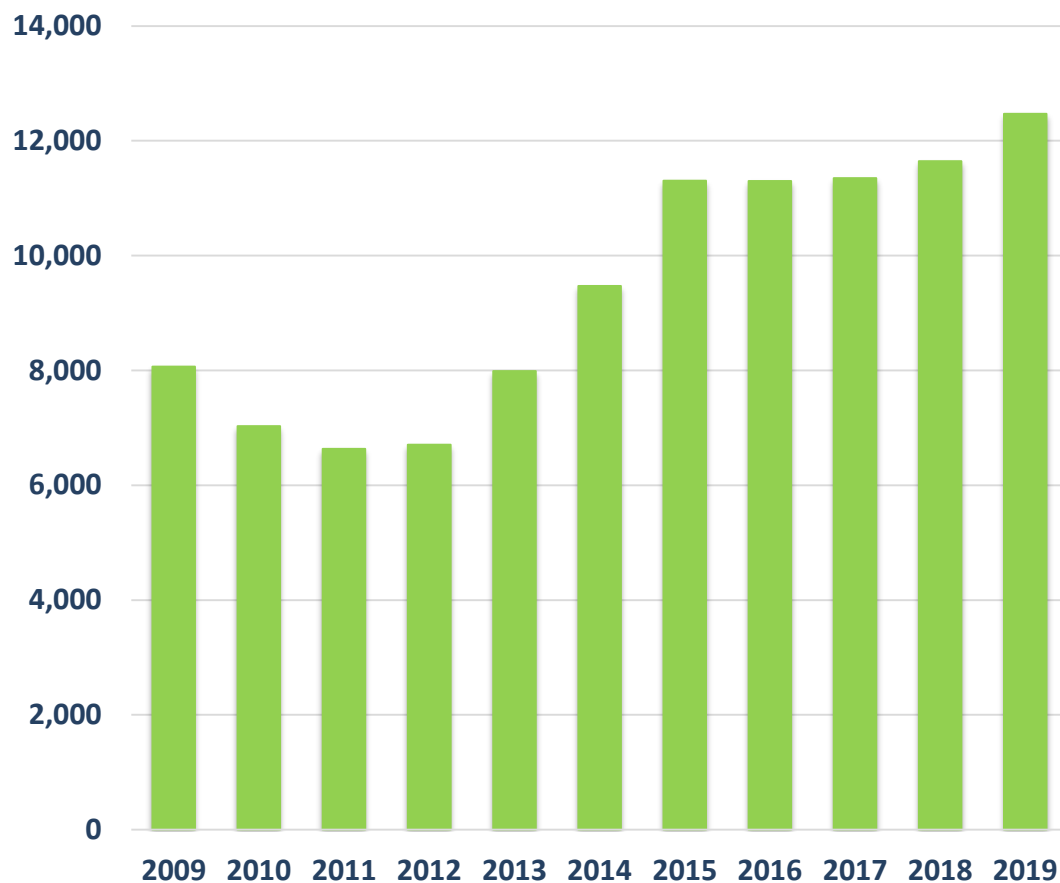
- Employment
- Comprehensive job training
- Safety instruction
- “Earn while you learn” – wages increase with progress
- Master in-demand skills
- Nationally recognized credential

Benefits of apprenticeship: **Employers**

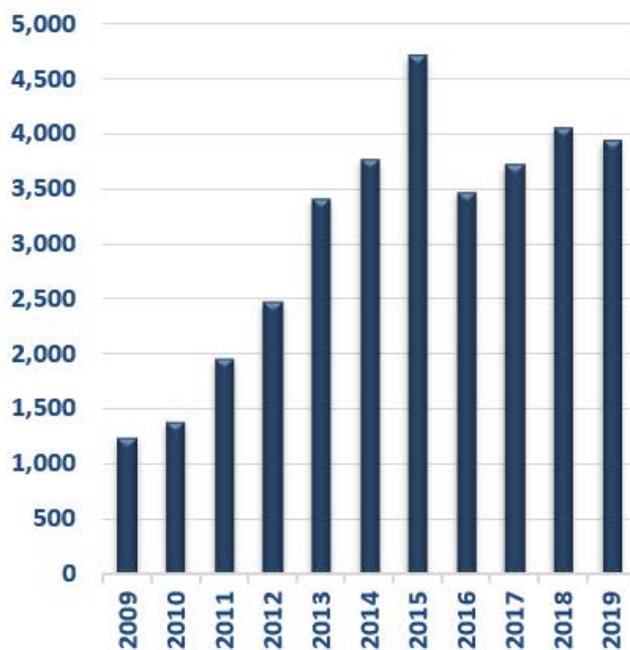
- Build and shape their own workforce
- Create new skilled worker pipeline
- Workers produce as they train
- Improve productivity
- Reduced employee turnover

ACTIVE APPRENTICES
By Calendar Year

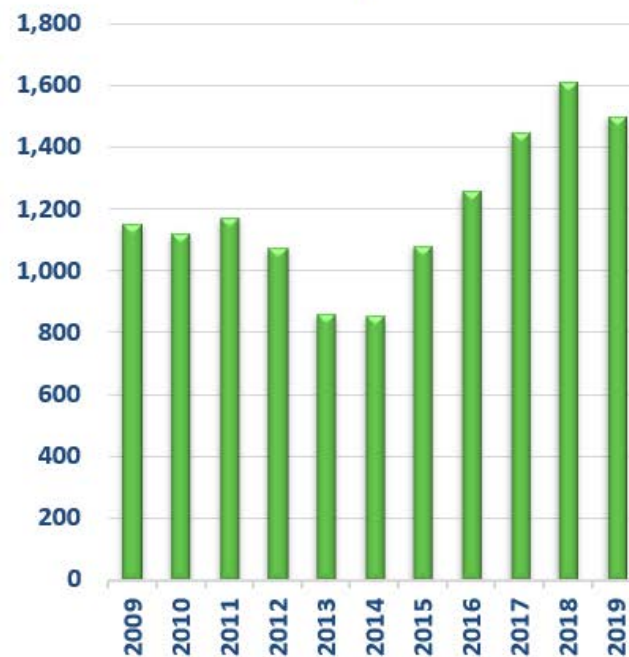
12,474



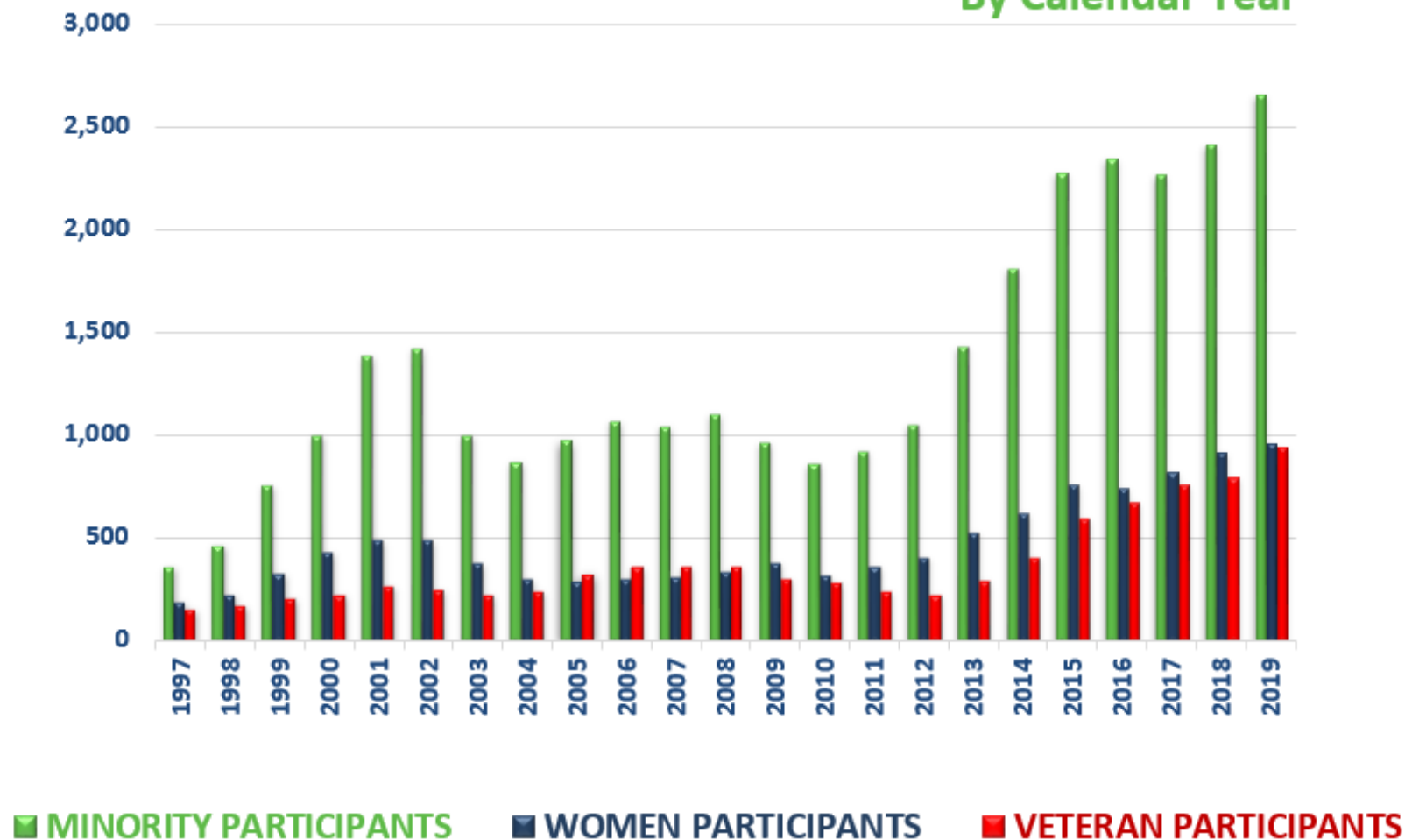
Apprentice Registrations By Calendar Year



Apprentice Completions By Calendar Year



Apprentice Demographic Trends By Calendar Year



Industries



Construction

Healthcare

Manufacturing

Technology

Agriculture

Transportation

And more

REGISTERED SPONSORS

Apprenticeship Minnesota Database

CONSTRUCTION

62

UTILITIES

49

MANUFACTURING

36

HEALTHCARE

23

TRANSPORTATION

8

AGRICULTURE

6

PUBLIC

2

INFORMATION TECHNOLOGY

1

APPRENTICESHIP SPONSORS: 197
PARTICIPATING EMPLOYERS: 2,300+
Occupations & Trades: 300+



ADVANCED MANUFACTURING:

- **Aero Design** – Sewing Machining Repairer (Duluth)
- **AGCO**– Mechatronics Technician (Jackson)
- **Ajax Metal Forming Solutions** (Fridley)
- **Alliance Machine** – Machinist Level 1 (Elk River)
- **Custom Mold & Design** – Machinist (Forest Lake)
- **Diversified Plastic** – Tool Maker (Minneapolis)
- **MTS Systems** – CNC Machinist Level 1/Mechanical Assembler
- **Innovize** – Flexographic Press Operator (Vadnais Heights)
- **K & G Manufacturing** – CNC Operator (Faribault)
- **Logic PD** – Solderer & Machine Operator (Eden Prairie)
- **MRG Tool & Die** – CNC Machinist Level 2, Supervisor (Faribault)
- **NTM** – Machine Operator (Fridley)
- **Owens Corning** – Maintenance Mechanic (Minneapolis)
- **Pequot Tool and Manufacturing** - CNC Machinist (Pequot Lakes)
- **Potlach** – Mechanical Technician (Bemidji)
- **Schwing America Inc.** - Welder (Vadnais Heights)
- **Seneca Foods** – Maintenance and CNC Machinist (Rochester)
- **Spectro Alloys** – Mechatronics Technician (Rosemount)
- **TLC Precision** – Radar Technician (St. Paul)
- **Uponor, Inc.** – Maintenance Technician (Apple Valley)
- **Viracon** – Maintenance Mechanic (Owatonna)
- **Wells Academy** – CNC Operator (Bemidji)

AGRICULTURE:

- **Shadywood Tree Experts** – Arborist (Hopkins)
- **ProTree** – Arborist (Excelsior)
- **SavATree** – Arborist (Afton)
- **Ardent Mills** – Miller (Hastings)
- **Rainbow Treecare** – Arborist (St. Louis Park)
- **Tree Trust** – Arborist (St. Paul)

HEALTH CARE:

- **All Star Academy** – Community Health Worker (Burnsville)
- **Amherst Wilder Foundation** - Mental Health Practitioner (St. Paul)
- **Caledonia Care and Rehabilitation** – Health Support Specialist (Caledonia)
- **CentraCare** – Community Health Worker (St. Cloud)
- **Essentia Health** – Health Support Specialist (Duluth)
- **Fairview Health Services** – BSN, Medical Assistant & Surgical Tech (Minneapolis)
- **Good Shepard Lutheran Services** – Health Support Specialist (Rushford)
- **Healthpartners** – RN and Careline Nurse (Bloomington, St. Paul)
- **Matrix Home Healthcare** – Health Support Specialist (Edina)
- **Mt. Olivet Rolling Acres** – Direct Support Professional (Chanhassen)
- **Pioneer Care** – Health Support Specialist (Fergus Falls)
- **Progressive Individual Resources** – Mental Health Aide (West St. Paul)
- **The Hartford** – Disability Analyst (Bloomington)
- **Thorne Crest Senior Living** – Health Support Specialist (Albert Lea)
- **Three Links Care** – Health Support Specialist (Northfield)
- **Traverse Care Center** – Health Support Specialist (Wheaton)

INFORMATION TECHNOLOGY:

- **cmERDC** – Software Developer (St. Cloud)

TRANSPORTATION:

- **Boyer Trucks** – Diesel Mechanic (Minneapolis)
- **Dan's Southside Marine** – Outboard Motor Technician (Bloomington)
- **Harry Brown's Automotive** – Automotive Technician (Faribault)
- **Metropolitan Transportation Network** – Diesel Mechanic (Fridley)
- **Metro Transit** – Coach Operator (Minneapolis)
- **Miller Marine** – Outboard Motor Technician (St. Cloud)
- **Roseau Ford** – Automotive Technician (Roseau)
- **St Paul Public Works** – Transportation Service (St Paul)

Apex Initiative

- Funding organizations to host and support affinity and mentorship group activities with the goal of improving recruitment and retention of women and minorities in construction registered apprenticeship.
- \$350,000 Available in funding to support construction career-readiness.
- \$60,000 Available in funding to support additional career exploration programs.
- Funding an apprentice research project: Currently in development. Purpose is to engage apprentices, stakeholders and journey workers by voluntary survey. Survey input will inform the Department on any resources and tools it may develop that could make future apprentices more successful.
- Contracted with Labor Education Services (LES) for media services: Producing two videos that will target influencers such as parents, caregivers and school counselors about the benefits of registered apprenticeship. Footage has been shot and final videos being edited by LES.

Apex Initiative

- Hosting statewide presentations with featured speakers on changing demographics and recruitment and retention of apprentices are taking place statewide throughout 2019.
- Hosting bus tours to apprenticeship training centers throughout Minnesota. Developing two tours for Roosevelt High School in Minneapolis.
- Developing construction industry employer resources to support recruitment and retention of a diverse workforce.
- Working with Russell Herder to promote the benefits registered apprenticeship: Social Media; Newsletter and other communications.

Apex Initiative – Career Exploration and Readiness Training

- Concluding the recent round of construction career-readiness program pilots specifically targeting women and communities of color (underrepresented in apprenticeship).
 - Partners: Bricklayers and Allied Craftworkers, Cement Masons and Plasterers, Carpenters and Finishing Trades Institute of the Upper Midwest.
 - To date: 425 participants have been trained through APEX construction career-readiness programs.

- Concluding the recent round of construction career-exploration programs designed to provide youth with a hands-on experience with a registered apprenticeship in the construction industry.
 - Partners: Carpenters, Cement Masons and Plasterers, Construct Tomorrow, Finishing Trades Institute of the Upper Midwest, SOAR Career Solutions (Rochester), White Bear Lake Area Schools, ISD #624, St. Paul Public Schools ISD, #625 and Workforce Development Inc. (Duluth).
 - To date: Over 2,000 individuals have been introduced to the construction trades with program support from APEX career exploration funding.

MN Registered Apprenticeship Expansion (MNRAE) Initiative

- USDOL ETA Grant to support the expansion of registered apprenticeship
 - Funding: \$1,356,276.90
 - Period of performance: July 1, 2019 to June 30, 2022
- Goals for MNRAE funding
 1. Support the development and recruitment of a diverse pipeline of apprentices
 2. Support the rapid development of new registered apprenticeship programs and/or the significant expansion of existing registered programs
 3. Fully integrate apprenticeship into state workforce development, education, and economic development strategies and programs
 4. Build state capacity to make it easier for industry to start registered apprenticeship programs and for apprentices to access opportunities.



THANK YOU

APPRENTICESHIP WORKS.

APPRENTICESHIPMN.COM   

JOHN AIKEN

Director of Labor Standards & Apprenticeship

Minnesota Department of Labor and Industry

443 Lafayette Road N., St. Paul, MN 55155

(651) 284-5285 | John.Aiken@state.mn.us

Building Strong Communities: Construction Workforce Development Model



Building Strong Communities

LRT Build Pilot Effort:

- 2017 launch, in anticipation of 2017 SWLRT construction
- 100+ interested individuals; program graduated 16 individuals
 - 100% placement opportunity for graduates
- Program Owners: Minneapolis Building and Construction Trades & Metropolitan Council
- Key Partners:
 - Four Construction Unions
 - Twin Cities Rise
 - North Hennepin Community College
 - McKnight Foundation
 - Hennepin County



Building Strong Communities: Construction Workforce Development Model

Lesson Learned:

- Need for multiple placement options
- Community Training Partner candidate sourcing, preparation and support
- Provide participant stipend
- Increase number of participating trades
- Post-program support

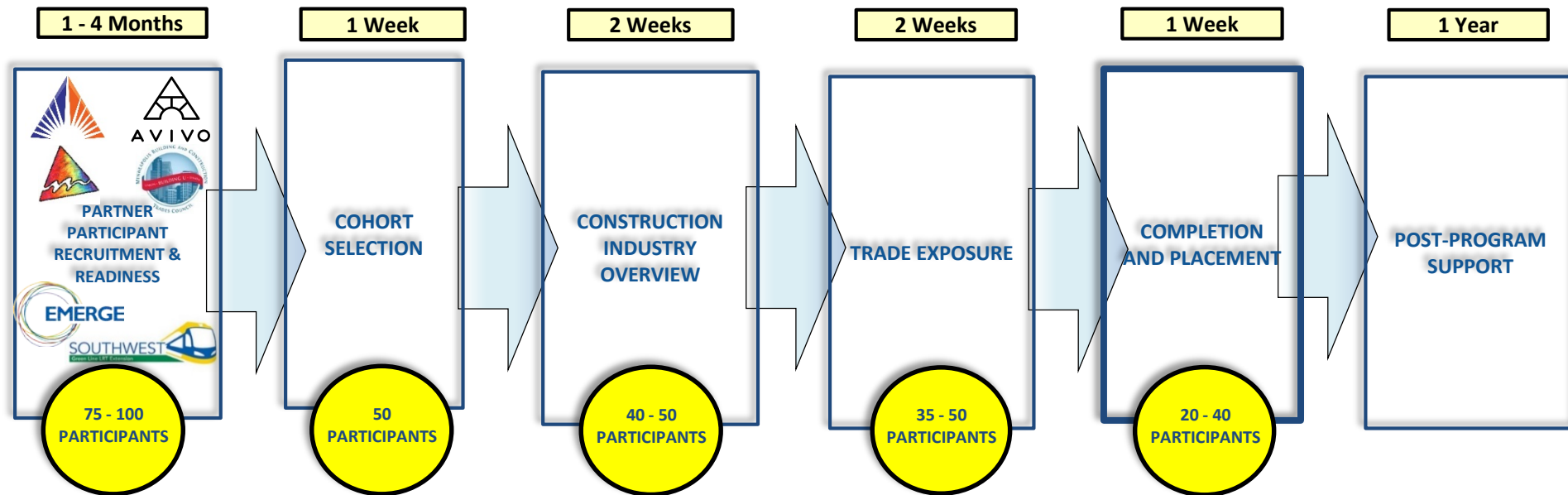


Building Strong Communities: Construction Workforce Development Model

- **Building Strong Communities** is a workforce development model designed to meet construction industry demands by aligning community organizations, trade unions, project owners and contractors to provide construction apprenticeship pathway opportunities
- Program outreach partners identify, evaluate and provide ongoing support to program participants from under employed, underrepresented communities with no or minimal construction industry experience
- Program provides construction industry exposure to prepare participants for an apprenticeship with construction unions and contractors



Building Strong Communities: Program Model



Building Strong Communities: Partnered Participant Recruitment & Readiness

- Each Community Training Partner will recruit and provide tailored readiness training to prepare participants to pursue construction careers



Five Skies Training
and Consulting LLC



Building Strong Communities: Partnered Participant Recruitment & Readiness

Participant Activity:

- Participants spend a minimum of 20 hours and 2 weeks participating in programming
- Able to receive a stipend
- Must meet Community Training Partner participant standards



Minneapolis
Urban League



Building Strong Communities: Cohort Selection

- Community Training Partners advance their participants who completed Phase 1 for consideration to join the Cohort
- The Cohort participant selection process is determined a selection committee comprised of Minneapolis Building and Construction Trades Unions, End Users / Contractors and Community Training Partners



Building Strong Communities: Cohort Selection

Participant Activity:

- Participants will complete required selection tasks and participate in panel interview
- Participants who are offered to join the Cohort must pass a drug test



Building Strong Communities: Construction Industry Overview



- 2 weeks, M-F, 5 hours per day
- Participants complete in classroom construction industry overview at North Hennepin Community College
- Union developed Multi Core Craft Curriculum includes:
 - Construction industry basics
 - Construction math
 - Construction site visits / vertical horizontal
 - Construction site safety
 - Construction industry culture



Building Strong Communities: Construction Industry Overview



Participant Activity:

- All participants receive a training stipend in Phase 3 & 4
- Participants must adhere to Participant Code of Conduct to remain in cohort
- Phase 3 activity includes guided tours of active construction sites
- Participants gain foundational understanding of construction industry and culture



Building Strong Communities: Trade Exposure

- 2 weeks, M-F, 8 hours per day
- Participants participate in structured hands-on exposure activities with 10 Joint Apprenticeship Training Centers



Building Strong Communities: Trade Exposure

Participant Activity:

- Participants exposed to multiple trades and are educated on Union specific information
- Participants build a catalogue of craft specific information that will inform their construction career pathway opportunities



Building Strong Communities: Completion & Placement

- Community Training Partners prepare participants for placement activities
- Participating Contractors and Unions conduct placement interviews
- Participants encouraged to engage in multiple placement interviews
- Participants and stakeholders participate in program completion ceremony



Building Strong Communities: Post Program Retention Support

- Community Training Partners, Unions and End Users will provide scheduled follow-up and ongoing needs assessments after the participant has graduated from the program:
 - 30 days
 - 90 days
 - 180 days
 - 1-year



Building Strong Communities: Program Partners















Building Strong Communities: MBCTC & Met Council Outreach Strategy

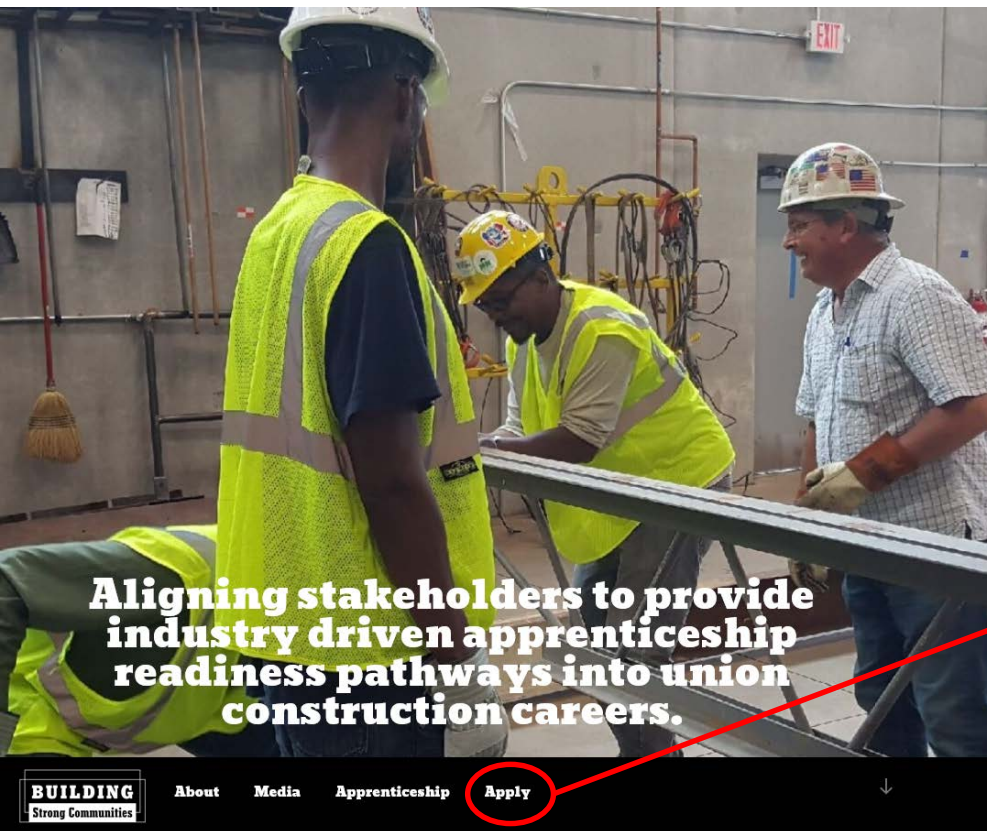
- **December 10:** Minneapolis Urban League
- **January 9:** Comunidades Latinas Unidas en Servicio (CLUES)
- **January 22:** Southwest Light Rail Construction Training Program Expo
 - Time: 3 – 7 PM
 - Location: Minneapolis Urban League
 - Meet representatives of training programs
 - Outreach efforts of community training partner Twin Cities R!SE



17

Building Strong Communities: MBCTC & Met Council Outreach Strategy

Website: www.buildingstrong.org



BUILDING Strong Communities About Media Apprenticeship Apply

Application

Program Eligibility:

To be eligible for this program, you must:

- Be at least 18 years old
- Have earned a high school diploma / GED / or equivalent
- Be able to pass a drug screen
- Possess a valid driver's license and reliable transportation
- Pass a background check if required by employer upon placement
- NOT be currently enrolled in a construction union or construction trade training program

☐ I understand

Please fill out ALL the fields to apply:

Name *

First Last

Thank you!

- Aaron Koski, Metropolitan Council
- Barry Davies, Business Manager Iron Workers 512, Chair of Minneapolis Building & Construction Trades Council Workforce Committee
- Sam Heimlich, Business Agent North Central States Regional Council of Carpenters



Closing

Next Meeting Date: TBD

- 2019 topics recap
 - Pay Cycles
 - Workforce Industry Overview
 - Retainage
 - Change Order Process
- Agenda topics for the future
- Actions items for the next meeting
- Adjourn

Stay Updated!

Online: SWLRT.ORG

Twitter: [@SouthwestLRT](https://twitter.com/SouthwestLRT)

Facebook: [@MetropolitanCouncil](https://www.facebook.com/MetropolitanCouncil)

Instagram: [@southwest_lrt](https://www.instagram.com/southwest_lrt)

