

Southwest LRT DBE and Workforce Advisory Committee

Thursday, June 17th, 2021

2:00 – 4:00 p.m.

[Handouts] [Presentation]

1. **ATTENDEES** – Barry Davies, Gilbert Odonkor, Marvin Smith, Tony O'Brien, Mel Reeves, Maura Brown, Barb Lau, Dale Even, Katy Maus, Chris Gannon, Mike Toney, Elaine Valadez, Salima Khakoo, Ashanti Payne, Jon Tao, Mahad Omar, Aaron Koski, Nick Dial, Mary Schmidt, Eli Brandenburg, Cyrenthia Jordan, Brian Leitch
2. **BUILDING STRONG COMMUNITIES UPDATE BY AARON KOSKI (Slides 3-4)**
 - a. Aaron shares the current placements to date: 1 carpenter, 1 cement mason, 1 iron worker, 3 laborers and 4 operating engineers. About half of the apprentices are POCl, and 40% are women.
 - b. **Question** (Marvin Smith): Who is running the apprenticeship program? Is it a union apprenticeship?
 - i. It's a partner between all of the unions and the Met Council, and 7 other contractors that have been a partner of the program from the beginning.
 - c. Barb: AWC awarded 7 apprenticeships with scholarships, the first they've been doing it in 8/9 years.
3. **SWLRT PROJECT UPDATE BY NIC DIAL(Slides 5-15)**
 - a. Nicholas shares updates on the following locations: Prairie Center Drive LRT bridge in Eden Prairie, Golden Triangle Station in Eden Prairie, Shady Oak Road/TH212 LRT Bridge in Eden Prairie, Smetana Road Bridge in Minnetonka, Excelsior Boulevard LRT Bridge in Hopkins, Kenilworth LRT Tunnel in Minneapolis, Corridor Protection Barrier in Minneapolis, Signal System Cut Section Case 2218, and the TPSS SW303 Enclosure.
4. **DBE ACHIEVEMENT REPORTING**
 - a. **DBE Progress Reports and Disaggregated DBE Data by Jon Tao (Slides 16-22)**
 - i. Jon shares the DBE Achievement across all SWLRT projects. He also shows disaggregated Construction DBE data (contracts total as well as in/out of state participation data).
 - ii. Jon shows line graphs of DBE participation by contract.
 - b. **Civil: LMJV DBE Activities by Dale Even (Slides 23-27)**
 - i. Dale shares the SWLRT DBE Participation during the month of May
 - ii. Dale shares LMJV's update on change orders
 - iii. Dale shares LMJV's DBE highlight, E-Con Placer who's scope of work is concrete pumping. Their total paid to date is \$368,346 out of their \$500,000 total contract.
 - c. **Systems: APJV DBE Activities by Chris Gannon (Slides 28-31)**

- i. Chris shares APJV's one month look ahead. IN June, they have Gunnar doing work. In July, they have work by Dionne Construction, Bald Eagle Erectors, Moltron Builders, MBE and IMO.
- ii. Chris shares APJV's DBE update: IMO Consulting has a fully executed subcontract of \$266,000.
- iii. Chris share's APJV's update on change orders. Owner change orders approved thru 5/1/21 is at \$1,005,600.10

d. Franklin O&M: LS Black DBE Activities by Brian Leitch (Slides 32-34)

- i. Brian shares LS Black's update on change orders. Current contract amount thru 5/1/21 is at \$39,084,536.
- ii. Brian shares LS Black's update on DBE activity. They have ongoing participation from GoFetsch Mechanical and Nakasone painting. As well as involvement from several other DBEs.

5. WORKFORCE PARTICIPATION REPORTING

a. Workforce Participation Reports and Disaggregated Workforce Data by Elaine Valadez (Slides 35-45)

- a. Elaine shares the Civil workforce participation percentage bar charts. She then shares data on workforce participation by hours worked by category. ____ She then shares line charts on POCI/Women hours participation cumulative. Trucking participation is at 20,222 hours by MBE, 4,083 hours by ZTS and 683 hours by Rock-On Trucks.
- b. Elaine shares the Systems workforce participation percentage bar charts.
- c. Elaine shares the Franklin O&M workforce participation percentage bar charts. She then shares data on workforce participation using a pie chart on hours worked by category. She then shares line charts on POCI/Women hours participation cumulative.

b. Civil: LMJV Workforce Activities by Dale Even (Slides 46-49)

- a. Dale shares LMJV's workforce activities update for May 2021. This includes their monthly SWLRT meetings with subcontractors & internal LMJV, Interviewing 4 BSC candidates and 1 cement finisher candidate, SWLRT project tour for BSC and other updates.
- b. Dale also shares LMJV's upcoming Stand Out Workforce Activities for June 2021. This includes SWLRT outreach planning meeting with all big contracts, MN Con Crew Hiring Event, EEO/Harassment training for field staff and other updates.
- c. Dale shares LMJV's new hires and transfers: 4 new hires (1 white female, 3 POCI males) and 17 transfers (10 white males, 8 POCI males). This totals to 4 apprentices, 9 journeymen and 8 foremen.

c. Systems: APJV Workforce Activities by Mike Toney (Slides 50-51)

- a. Mike shares the Systems contract workforce updates. He laid out APJV's plan to meet workforce goal which includes participation in second zoom meeting with

3 SWLRT primes and subcontractors introducing local CBOS, participation in Metro Region Construction Virtual Hiring Event and other updates.

- b. Question (Jon): Do you know what is the workforce makeup for Moltron? Any opportunity to have POI candidates on?
 - i. Mike: I think they are predominantly POI, and I think that is their intention from my understanding.

d. Franklin O&M: LS Black Workforce Activities by Brian Leitch (Slides 52-53)

- a. Brian Leitch shares the Franklin O&M contract workforce activities updates. This includes monthly GFE meetings with MDHR, attending outreach opportunities with CBOS with subcontractor team participation and other updates.

6. USING SMALL CONTRACTS TO ADVANCE EQUITY (Slides 54-88)

- a. Presentation by Mary Schmidt – MnDOT
 - i. Mary shares how MnDOT is using contracting and purchasing power to advance equity and shows the breakdown of where funds are going by 3 categories.
 - ii. Mary shares data on economic disparities in MN that are affecting the construction industry and access to opportunity. She shows a table by the MN State Demographer on per capita income, race/ethnicity, % below the poverty threshold and % of who own a home between White non-Latino folk and POI.
 - iii. Mary shares reasons why MnDOT’s commitment to contracting equity matters to combat disparities.
 - iv. Mary shares the purpose, roles, and funding of the Advancing Equity Office. They are working towards developing capacity, increasing access, and building community.
 - v. Mary shares the 3 principles to making every contract a catalyst for individual prosperity and community vitality: Less is more, use your leverage, and keep it simple.
 - vi. Mary shares MN Construction business patterns from 2018, by the US Census Bureau’s County Business Patterns.
 - vii. Mary shares the availability of diverse construction firms to perform MnDOT work by providing data from 2017 disparity study: a table that details number/percentage of firms by race/ethnicity and gender.
 - viii. Mary shares programs they are running, and resources being used to level the playing field and remedying past discrimination to continue building a diverse contractor pool.
 - ix. Mary shares the MN designated 40 counties that are looking for economically disadvantaged businesses to get them certified as an ED.
 - x. Mary shares estimated cash value of prime contracts awarded to underutilized businesses from FY16 – FY20.
 - xi. Mary shares how many underutilized businesses win MnDOT advertised low-bid construction contracts. She shares data on these stats.

- xii. Mary mentions that contracting and procurement methods matter and gives examples of specific methods that have been great at providing contracts to underutilized businesses. This includes working directly with small businesses to construct and maintain MnDOT infrastructure.
- xiii. Mary shares the state statute on Direct negotiation.
- xiv. Mary shares that MnDOT has awarded more than 300 negotiated contracts to local small businesses, and a table on negotiated maintenance and construction (NMC) work types.
- xv. Mary shares NMC's by districts of FY20. Counties, cities, townships, and school districts can use this contracting method.
- xvi. Mary shares details on Small Business Preference for Construction.
- xvii. Mary shares estimated prime professional-technical contracts with under-utilized consultant firms (all MnDot). This includes a demographic breakdown of awarded contracts.
- xviii. Mary shares the types of firms that MnDOT works with to help them plan, prepare and carry out projects.
- xix. Mary shares demographics of prequalification program consulting firms as of June 15th, 2021.
- xx. Mary shares TGB/DBE/VET/ED Prequal program contractors by work types.
- xxi. Mary explains what Equity Select is and suggests using it for firms not in prequalification program. This is an opportunity to demonstrate and acquire experience that helps MnDOT's industry.
- xxii. Mary explains the Quick Call Multi-award method which can present multiple opportunities.
- xxiii. Mary explains Direct Select from prequalification. And shares a quote by HDR on this approach.
- xxiv. Mary shares the reasons why small businesses want to perform prime contracts: quick payment, size = risk, relationships, and employees.
- xxv. Mary shares the MnDOT ADA small business opportunity program's purpose and issue they are trying to tackle. She then shares their approach (ex. Training small businesses in basics of ADA specs). She shares more information on the ADA program's Hands-on training.
- xxvi. Mary shares that there are more than \$4 million invested in ADA projects and small businesses. This is over 50 projects. This includes projects like Midwest Select, Simmonds Contracting Services, and Pride Cleanup. One of MnDOT's proudest moments included when MnDOT received the WTS Rosa Parks Diversity Leadership Award back in 2019.
- xxvii. Mary mentions that they are always looking for projects and encourage attendees to contact the Advancing Equity Office so they can determine if its

possible. She then shows ways that MnDOT accelerated their contracting with underutilized businesses.

xxviii. Mary closes the presentation and opens a discussion to answer the following questions:

1. What barriers are you facing when trying to hire small businesses
2. What experience do you have with using small contracts as gateways of opportunity?
3. How can we collaborate?
4. Marvin: Are there any pilot programs that you guys are setting up on schedule to be implemented so that it is even more far-reaching into POCI communicates and provide much needed trainings to perform on small projects you've mentioned?
 - a. Mary: "We are actually trying to take the lessons out of the pilot program and apply it, not confine it to just a program affecting a few million dollars a year. We are trying to incorporate that program throughout our agency and investments. We want to have strategies in place to have more small businesses capable of performing our work. We had intended to do more hands-on training last year because if CIVUD, and still haven't gotten the go ahead for this year but we want to.

7. ADJOURN

Next Scheduled Meeting: July 15th, 2021 from 2:00 - 4:00 pm

Chat: from Omar, Mahad to everyone: 2:04 PM

Ronald Brandenburg from the Council as well

from Salima Khakoo, Human Rights to everyone: 2:10 PM

Very exciting

from Maura Brown to everyone: 2:10 PM

Hi Salima and all, sorry for joining late!

from Salima Khakoo, Human Rights to everyone: 2:11 PM

Thaks Maura- Welcome!



from Salima Khakoo, Human Rights to everyone: 2:13 PM

Barb it would be good to know about how the scholarship program works, and what it is used for

from Salima Khakoo, Human Rights to everyone: 2:13 PM

for

from Salima Khakoo, Human Rights to everyone: 2:14 PM

Ashanti, agreed- Barb would love to have you share more.

from Barb Lau to everyone: 2:19 PM

Here is a link to our scholarship page. Applications run from February 1-April 30th each year to females in MN Construction Careers. We do a mix of academic scholarships paid out to the accredited college/technical school and apprentice scholarships paid out to the apprentice directly in 2 disbursements if the recipient stays in the registered apprenticeship program. 1 at time of award and 2 six months later to encourage the recipients to stay in the industry. This year our recipients were awarded 500, 1,000 or 2,000 dollars each.

from Barb Lau to everyone: 2:19 PM

<https://awcmn.org/programs/scholarships/>

from elainev to everyone: 2:20 PM

Can't hear you Ashanti.

from Salima Khakoo, Human Rights to everyone: 2:20 PM

Thank you Barb!

from Maura Brown to everyone: 3:01 PM

Mary, do you have this DBE award data disaggregated by race?

from Barb Lau to everyone: 3:29 PM



Thank you Mary. I have to run all. Until next month.

from Salima Khakoo, Human Rights to everyone: 3:34 PM

Schmidt, Mary B (DOT) <mary.b.schmidt@state.mn.us>

from elainev to everyone: 3:36 PM

Great presentation Mary. Thank you!

from Salima Khakoo, Human Rights to everyone: 3:37 PM

Excellent work Mary- thank you!