

Southwest LRT DBE and Workforce Advisory Committee

Thursday, October 15, 2020

2:00 – 4:00 p.m.

WEBEX MEETING

Meeting Minutes

Meeting called to order at 2:02PM

1. Roll Call by Salima Khakoo:

- a. Barry Davies - MN Buildings and Trades; Gilbert Odonkor - Hennepin county; Marvin Smith – interim president-NAMC; Sheila Olson - Goodwill Easter Seals; Julie Brekke – HIRED; Melanie Williams - Twin Cities RISE; Tony O’Brien – Summit Academy; Mel Reeves and Maura Brown - Hire MN; Dan Peterson – City of Minneapolis; John O’Phelan - Ramsey County Solutions; Mary Schmidt – MNDOT; Barb Lau - Association of Women Contractors; Dale Even and Christa Seaburg – LMJV; Katy Maus - C.S. McCrossan; Chris Gannon and Mike Toney – APJV; Salima Khakoo, Elaine and Brianne - MDHR; Tracey Jackson, Mahad Omar, Sam O’Connell and Jon Tao – Metropolitan Council; Vince Fuller and Aaron Koski – Metropolitan Council/BSC, Brian Leitch and Lykahnu Lysongtseng – LS Black; and Yolanda McIntosh – Association of General Contractors

2. SWLRT Project Update by Sam O’Connell (Slides 3-11):

- a. Construction updates on Southwest station, LRT Bridge at Prairie Center Drive, LRT Tunnel at TH 62, LRT Bridge Pier Table Construction, TH 100 Freight Bridge, Kenilworth Tunnel/Lift Station and Glenwood Avenue bridge

3. DBE Achievement Reporting by Jon Tao (Slides 12-13):

- a. We processed the pay apps for the Systems and Civil contract. The Franklin O&M contract didn’t make it prior to the deadline but should be up before the next month. Overall, we are up 18.2% on DBE participation to date which is very good.

b. Civil: LMJV DBE Activities by Christa Seaburg (Slides 14-17):

- i. Owner Change Orders approved thru 09/15: \$17,939,360. DBE Change order Participation is \$2,513,353. Change Order Participation is at \$2,513,353, DBE

change order participation is at 14.2% and DBE job to date participation is 19.9%.

- ii. We have several anticipated DBE's. It's really exciting to see the amount of DBE's involved since it brings so much opportunity to the small contractors even if it doesn't make much of a difference to the project total overall.
- iii. LMJV featured Big G for their DBE feature. Their contract value was \$2,702,842.23 and were paid \$1,110,137 thru 9/15/20. Their scope of work on SWLRT included Project LMJV offices which included: Tech Support, Office build outs, Janitorial services and several other services. LMJV will continue to work with and support Big G throughout the project and afterwards. Thoughts are with the Big G team due to the passing of Gerald Ben-Ami.

c. Systems: APJV DBE Activities by Chris Gannon (Slides 18-21)

- i. Gunnar completed initial communications work at Hopkins, Golden Triangle, Opus Stations. Gunnar schedule to perform communications work at Shady Oak by the end of October. Meyer Contracting Subcontract – for TPSS foundations at \$693.5k. Bald Eagle Erectors will have reinforcing steel work at \$130,941. MBE Trucking is doing trucking and aggregate work at \$400,000. Moltron Builders is doing construction labor at \$163.100.
- ii. Owner change orders are approved at \$272,069.82 thru September 1st. DBE change order participation is at \$85,893.00 (FE). This is broken down as DBE change order participation being at 31.9% and the job to date participation at 3.96%. Pending CO's to Gunnar Electric is \$100.5k.
- iii. APJV featured Gunnar Electric. Their original contract is \$17,575,000 and they have had \$85,893 in change orders

d. Franklin O&M: LS Black DBE Activities by Brian Leitch (Slides 22-24)

- i. LS Black has about 6 working DBE's. For their feature, 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
- ii. There are about 9 DBE's not currently active on the Franklin Project, but the project is still new.

4. Workforce Participation Reporting by Elaine Valadez (Slides 25-30)

a. The participation of women and POCI on the Civil contract went up in the month of August. The participation on the Systems project is high at the moment, but the total hours accumulated are very low due to low construction activity. The participation on Franklin is just starting, but we are watching closely because this contract is shorter and ends in Oct. 2021.

b. Civil: LMJV Workforce Activities by Christa Seaburg (Slides 31-33)

- i. LMJV reported 82,332 hours for the month of August and overall holds 735,054 hours. Women are at 10.26% and POCI is at 23% for the month of August, approaching the respective goals of 20% and 32%.
- ii. White men come at 70%, White women come at 7%, POCI women come at 3%, POCI men come at 20% and unspecified come in at 0% for the 82,332 hours worked in August.
- iii. Trucking participation on the project being counted include 15,501 for MBE, 2,996 for ZTS and 452 hours for Rock-On Trucks.
- iv. In September 21st, Christa Seaberg the new JV EEO representative started on the project. She was introduced to MDHR and the Met Council on September 30th. Since she started, she is reviewing previous workforce and EEO reports and activities and has begun into reaching out to all partners of the project and other project potentials (subcontractors, internal team, associations, unions, owners reps).
- v. LMJV has 15 new hires as of September 2020: 17 are white male, 2 are white female, 2 are POCI male and 0 are POCI female. There are no new hires for C.S. McCrossan and Lunda.
 - a. Marvin Smith question: Are there any data for apprentice utilization?
 - i. Christa will find information for job site total data for this question. Christa will also include updates for that moving forward in future meetings.
 - vi. Yolanda joined the conversation and answers some questions and said her farewell

c. Systems: APJV Workforce Activities by Mike Toney (Slides 34-35)

- a. APJV reported 50 hours for August, with a total of 223 hours to date. Women come in at 32% and POI come in at 30%, which exceeds (for women) and reaches (for POI) their goals of 20% and 32% respectively.
- b. APJV plans to meet the workforce goal. APJV craft labor will not begin till December 2020. They've had meetings with Local 292, Local 160 and Local 49. They are working to identify opportunities to increase POI and women participation on the project through retention. They've had a meeting with Ramsey County workforce. Aldridge is scheduling to meet with Building Strong Communities Cohort this month. They are participating in mock interviews at Summit Academy on October 21st. They also have an update meeting with MDHR on October 21st.

d. Franklin O&M: LS Black Workforce Activities by Brian Leitch (Slides 36-37)

- a. LS Black reported 2753 hours for the month of August, totaling to 3909 hours. 3.63% participation for women and 11.48% for POI, which they are trying to improve to reach their respective goals of 20% and 32%.
- b. Regarding their plan to meet the workforce goal:
 - i. LSB met with Building Strong Communities on October 6th and made a new hire through the program in order to increase POI and women participation for LSB Self Perform work. They are working with Local 49 and Building Strong Communities, LSB will participate in upcoming workforce training programs. They are scheduling meetings with North Central States Regional Council of Carpenters and Metropolitan Local 563 to identify POI hiring opportunities. They met with MDHR on October 1st to discuss and plan out their GFE's.
 - ii. Question by John O'Phelan: "Coming into this project, what is the diversity makeup of your core team when you started this project?"
 - 1. LSB will circle back to the next meeting with those numbers.

5. Fall 2020 Construction Industry Assessment by John O'Phelan (Slides 38-47)

- a. John O'Phelan describes findings from studies/surveys:
 - i. From July 2019 – July 2020, they have lost 5.9% of their construction workforce. There is a slowdown which has been happening in the last year, but not as dramatic as others that have been seen. Out of the 300 responses of Minnesota

companies, 70% stated that their projects have been halted, postponed or cancelled. 39 companies responded to a firm's headcount survey, and the findings found that 51% have had reduced headcount. Although, there has been an increase in apprentice participation demographic trends, and a growing POCI and Veterans pool for apprentices.

- ii. Minnesota Highway Heavy contractors recruit and retain a diverse workforce via word of mouth at 92% and build relationships with employees at 77%. CBOs and training organizations use relationship building as one of their best practices to help graduates obtaining and retaining their jobs. Highway heavy contractors responded to a survey of Barriers that they face in meeting the OJT goals and program objectives, with 82% a lack of qualified applicants and 82% reporting a lack of women applicants.
- iii. John spoke on some stats from a MN Construction Business Patterns study which is current for 2020. Regarding companies that are getting more established (Tier ½ contractors that are 10-99 employees) are highlighted. These are the companies that are not at the table but represent a large amount of workforce. We should not sweep apprentices and POCI workers but help them learn and grow, and not just commit specific hours to POCI workforce and not be able to retain them in the future. John stated that it is worth calling out.

6. Construction Career Recruiting and Retaining Panel (Slides 48-49)

- a. Recruitment and Retention begins.
- b. Jessica Looman (MN State Building and Construction Trades Council Executive), Jenny Winkelaar (Director of Workforce & Community Development, IUOE Local 49) and Christa Seaburg (LMJV Project EEO Representative)
- c. Salima: Can you tell us a little about the connect and attract part? Any interesting feature that unions are doing to connect and retain POCI and women?
 - i. Jessica: We do have a business manager who is an apprentice leader. One of the things we should remind ourselves is that the primary pipeline in the construction trades is the apprenticeship models. We spend around \$30m projects in construction training to provide the best professionals. We are very much career focused and we are multi-employer. When a worker develops their own skills, they own those skills and take it with them. Regardless of which

employer a construction worker is working for, they will continue to be covered by the same wages and benefits. We also have early education by working with 4th-9th graders to show them what it means to create and build, primarily focused on kids of color within the Minneapolis area.

- ii. Jenny: Starting early by reaching out to middle schoolers in the Learn2Build program. In September, they launched a high school program in an online format to allow any high schooler in the state of Minnesota to access their 4 and soon to be 5 semester modules. The course is an industry partnership with operating engineers and contracting partners. Another approach is that unions are really working to get more streamlined data to provide concise information to prospective apprentices, so they are fully aware of what they need to do to achieve their objectives. They are also working with all grade levels to make sure they understand about apprenticeship and access to apprenticeships.
 - iii. Christa: Over the last ten years, you can see the active growth of contractors becoming more and more involved with different programs regarding recruitment and retention. Moving forward, Christa believes it can only get better and better.
- d. Salima: What are some challenges and opportunities that you see in the future?
- i. Jessica: Some of the things that we really need to talk about is that the private market can shrink due to a variety of reasons, so there can be a 10-25% reduction of work hours and unemployment can also become an issue. The bonding bill that just got passed in the MN Senate and other stimulus programs are opportunities, so there are also things that alleviate the hardships. The constraints are that they have higher unemployment, lower workhours in the construction industry, and the challenge that they have is making sure that people who have committed to becoming construction professionals are doing what they need to do and have a path that they can take to move forward without overpromising something they cannot fulfill.
- e. Melanie Williams question for panelists: Are the unions utilizing some of the emerging career exploration platforms to promote different occupations in the trade to provide different information about apprenticeships.

- i. Jessica: There is an app being used to allow people to explore on their own about the different opportunities that are available. Keep in mind, apprentices are not workers and that they are there to learn. The purpose of them being there is that they get on the job training and related instruction so they can continue to grow their skills.
 - ii. Jenny: Safety is important. It is important for the apprentices to have a meaningful opportunity. From a workforce development perspective, the goal is to move through the various levels of apprenticeship and ultimately become a journey worker.
 - iii. John O'Phelan: It is important for a lot of coaches to be on there and teach people to get through the trade. People that go through an apprenticeship program do not just get a trade down.
 - iv. Christa: People who were watchers of the project kept asking why they were not bringing in more people. There was safety and the mentorship piece. People are in participation need to be aware and cognitive of why they are there.
- f. Marvin: To Jenny, Jessica, and Christa, when talking about people of color, what does that make up? For example, in the George Floyd situation, what are some of the challenges presented in situations like these? Minority companies are the ones that will hire minority workers and have a better chance of being successful.
- i. Salima: Every 3 months we provide disaggregated data which is broken down by race. That information can be sent over to Marvin Smith
 - ii. Jessica: Specific data related to African American black construction workers vs others; the Department Labor of Industry keeps that disaggregated information as well if you are interested. These are important points that we are all continued to be challenged on. We need to face the realities of how systemic racism looks like, especially with how disparities have affected communities differently. When we are talking about construction workforce, we need to keep in mind that our industries have evolved. We are smaller than we have ever been, even though we have incredibly labor-intensive work. That has created some additional barriers. We have expectations around several things that we need to continue to work on. Regarding your point on culture, that's where we circle back on the retention piece. How are we making sure that we created an

industry where women and people of color can become successful? We have recognized that in addition to meet the collective need, but to also identify the individual needs early to provide that support and provide that experience that they want and need. We have also developed programs and resources regarding retention. Several of our unions have also created affinity groups and advocated from there. We also have professionalism training and other skills fostering programs.

- iii. Christa: We need to emphasize how important the mentorship programs are. Proper work culture, work procedures and general information that is taken for granted needs to be taught to these prospective POI and women apprentices. There are greater strides that need to be taken within this field.

7. Workforce Development Workgroup Update by Aaron Koski (Slide 50)

- a. Aaron, alongside other partners, have come up with next steps to relaunch the second cohort of building strong communities. This should happen hopefully within the next month or the following.

8. Building Strong Communities Update by Vince Fuller (Slides 51-52)

- a. Regarding apprentices, there are about 13 current apprentices. 5 are male, 8 are female. 15% (2) are White females, 8% (1) is an American Indian, 46% (6) are Black, and 31% (4) are Hispanic.
- b. It is mentioned that we need jobs to keep the program working, so the Building Strong Communities team can see what jobs are in the pipeline and adjust their program accordingly.
- c. Jenny Winkelaar states that she is super proud of the program, the team and the participants. She is looking forward to bringing more people into the team and participants as well.

9. Adjourn

Messages in the Chat:

from Jon Tao to everyone: 1:57 PM

yes

from Barb Lau to everyone: 1:58 PM

Notes edits: Page 2

from Barb Lau to everyone: 2:00 PM

first sentence should read: workforce 32% POCI and 20% female. LS Black has approximately 16 DBE subcontractors to date, and Jeff says that it could increase as will as.....

from Barb Lau to everyone: 2:00 PM

5. first bullet point. Jon Tao presented..... lower case p

from Barb Lau to everyone: 2:01 PM

on the second line I recommend staying consistent and instead of Franklin O&M it should say LS Black is currently at 2.7.....

from Barb Lau to everyone: 2:02 PM

6. first bullet. Barb Lau summarizes the AGC and Fed Survey results.

from Barb Lau to everyone: 2:02 PM

Also halfway down it should say terminating up to 24% not 24

from Jon Tao to everyone: 2:08 PM

Leslie Woyee (City of Mpls.) will not be in attendance

from Salima Khakoo, Human Rights to everyone: 2:08 PM

Thanks Jon.

from Salima Khakoo, Human Rights to everyone: 2:08 PM

Thanks Barb.

from Melanie Williams to everyone: 2:33 PM

We can hear you.

from Melanie Williams to everyone: 2:33 PM

Yes

from Julie Brekke to everyone: 2:46 PM

Congratulations Yolanda!

from Melanie Williams to everyone: 2:48 PM

Congratulations, Yolanda!

from Sheila Olson to everyone: 3:06 PM

Congrats Yolanda! Looking forward to working with you in your new role!

from Julie Brekke to everyone: 3:11 PM

Thank you, John, for the report of this integrated data.

from Salima Khakoo, Human Rights to everyone: 3:18 PM

Handouts in your packet has the high-level information about the current presentation.

from John O'Phelan to everyone: 3:18 PM

Can jon share this presentation? It might help....

from John O'Phelan to everyone: 3:20 PM

OK Thanks!

from Salima Khakoo, Human Rights to everyone: 3:27 PM

Please let us know if you have questions for the panel.

from Salima Khakoo, Human Rights to everyone: 3:28 PM

Feel free to type in chat if you prefer.

from Julie Brekke to everyone: 3:29 PM

Are the unions promoting various trades occupations on some of the emerging virtual career exploration and training platforms, such as Elevate Futures and/or Coursera?

from Melanie Williams to everyone: 3:57 PM

My question is around ideas to action - so what are the timelines to increase the 20% for POC in registered apprenticeships. To prevent repeating this same issue a year from now. Thank you Jenny, Christa and Jessica for your work and insight. I have to drop off for a 4 pm meeting.
Melanie, TCR

from Salima Khakoo, Human Rights to everyone: 4:02 PM

We just have 5 min left hope everyone can hang on.

from Julie Brekke to everyone: 4:07 PM

Thanks for your comments, John! We need to talk about retention from project to project, in helping to complete apprenticeships and build sustainable construction careers for BIPOC and women. Let's keep the conversation going and figuring out ways to align our resources for better outcomes. Thanks all!

from Vincent Fuller to everyone: 4:09 PM

Thank you Team

from jwinkelaar to everyone: 4:10 PM

Thank you to everyone on the committee. I truly appreciate your work! Thank you for your time and attention today!

from Salima Khakoo, Human Rights to everyone: 4:10 PM

Thank you everyone. Welcome new members. November 19th is the next meeting and will have a DBE panel. Thank you all

from Julie Brekke to everyone: 4:10 PM

Thank you!