

Great Minds

DBE / Workforce Retreat

January 20, 2010



Objectives

- Present and exchange information that is essential to establishing and implements a strategic plan for the Central Corridor Light Rail DBE and Workforce goal achievement.
- Provide an opportunity for stakeholders to become acquainted.
- Discuss, develop, and present strategies for the most important issues affecting the CCLRT DBE and Workforce goal achievement.
- Develop action plans for strategies.
- Prepare a document to elicit support for the strategies.

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DBE Program



Core Aspects

- Why we have a DBE program
- DBE program management
- DBE Goal Setting
- Bidder Evaluation – Good Faith Efforts
- Types of work on CCLRT
- Outreach
- Current statistics

CCLRT DBE Goals

- DBE goals are not the same as a preference or set-aside.
- CCLRT contract specific DBE goals are assigned using the methodology established in USDOT 49 CFR Part 26.
- This methodology takes into consideration information obtained from our bidder's list; the availability of ready, willing and able DBE firms in the target area; past DBE goal attainment; goals of other local DOT recipients; and a breakdown of the type of work to be performed.

CCLRT DBE Goals

- Contract specific goals will be assigned to each CCLRT contract.
- Bidders can count ONLY MnUCP certified DBE's towards meeting the contract goal. Firms certified under any other program are not eligible to be counted.
- The dollar amount of services obtained by DBE trucking companies, suppliers, manufacturers, brokers or dealers will be counted towards meeting the DBE goals per the USDOT 49 CFR Part 26 regulation and as referenced in the IFB solicitation documents.

Evaluation of Good Faith Efforts

- Bidders must demonstrate either their commitment to reaching the numeric participation and/or provide documentation of good faith efforts taken to meet the full goal.

Current Outreach & Support

- HLRT Lessons Learned session
- DBE/prime/major subcontractor networking
- Reconstitution of DBE/AA Joint Committee
- Pre-award DBE/Workforce interview panels
- Site Visits
- Broadcasting bid opportunities directly
 - Eblast / CCLRTbids
- Community meetings for each major ethnic/social group — (Latino and women in planning)

Achievement to date

- Three major contracts to date

Contractor/Contract Value	Contract Goal	Achievement to date
AECOM (\$100 M)	17%	19%
HDR (\$3.5 M)	17%	15%
Carl Bolander (\$12 M)	15%	TBD / 15% commitment

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Workforce Program

Central Corridor Monitoring



CCLRT Construction Workforce Inclusion Goals

18 % Minority

6% Women

(State of Minnesota Public Construction
Hiring Goals)

Trades Needed for CCLRT Construction

- Plumber
- Roofer
- Sheetmetal Worker
- Sprinkler fitter
- Taper
- Tender
- Truck Drivers
- Landscaper
- Waterproofer
- Concrete Finisher
- Electronic Technician
- Electronic Installer
- Glazer
- Tilesetter
- Bricklayer
- Carpenter
- Cement Mason
- Electrician
- Equipment Operator
- Insulator
- Ironworker
- Laborer
- Lineman
- Mechanic
- Painter
- Pipefitter
- Pile Driver

Current Outreach & Support

- First annual workforce/training/union event held
- Reconstitution of DBE/AA Joint Committee
- Pre-award DBE/Workforce interview panels
- Site Visits by State Dept of Human Rights
- Broadcasting opportunities directly
 - CCLRTWorks
- Community meetings for each major ethnic/social group – (Latino and women in planning)

Achievement to date

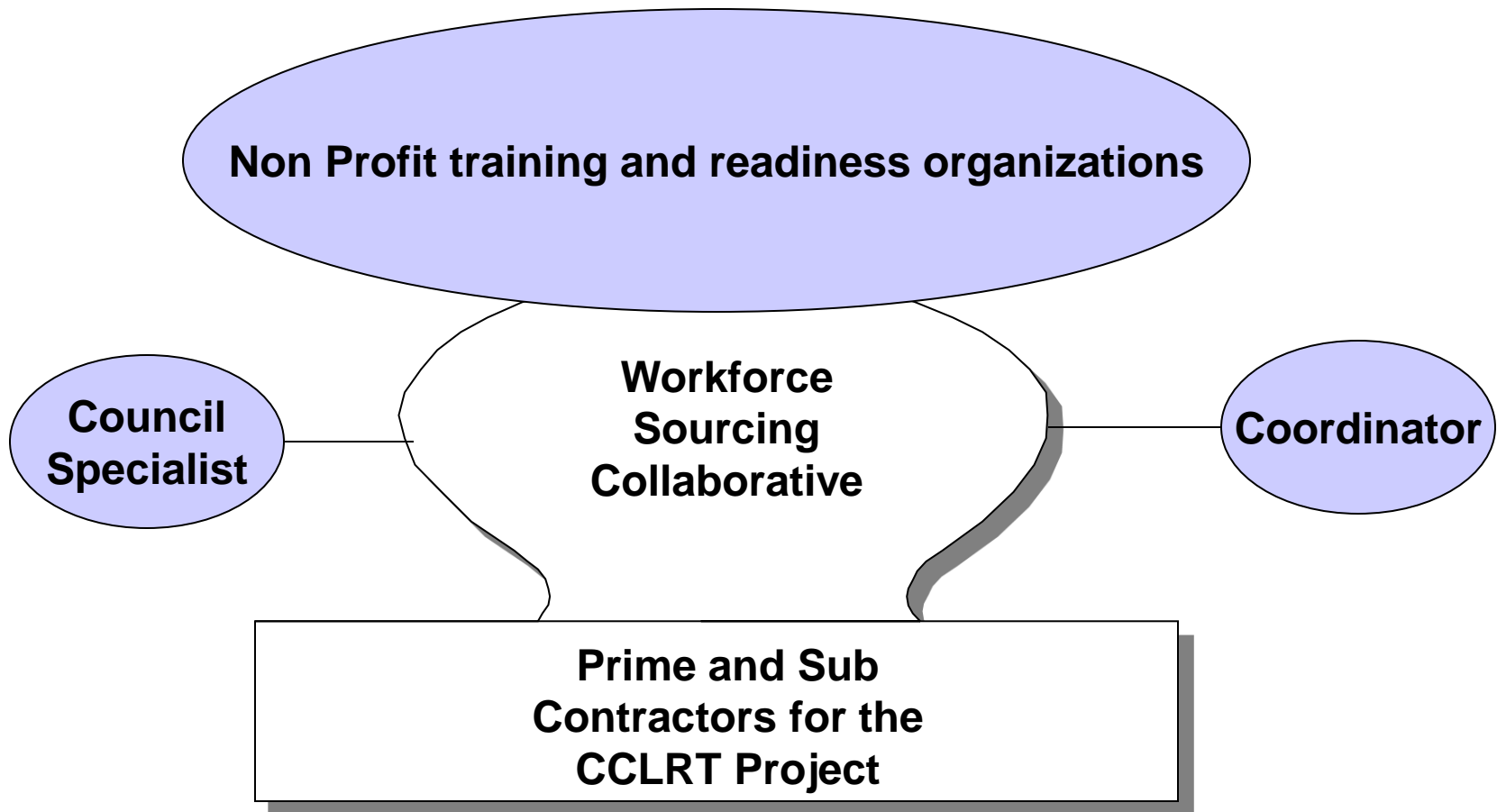
- Three major contracts to date
- One is construction

Contractor/Contract Value	Contract Goal	Achievement to date
AECOM (\$100 M)	N/A	N/A
HDR (\$3.5 M)	N/A	N/A
Carl Bolander (\$12 M)	18% M & 6% W	TBD

Upcoming Workforce Elements

- Hiring a CCLRT Workforce Specialist
- Implement the Workforce Sourcing Collaborative

CCLRT Workforce Sourcing Collaborative – organization internal



Workforce Sourcing Collaborative

**Non Profit training and
readiness organizations**

**Organizations such as:
Goodwill / Easter Seals
Summit Academy OIC
American Indian OIC
Women Venture**

**Hmong American Partnership
Merrick Services
Rise**

Workforce Sourcing Collaborative



**Workforce
Sourcing
Collaborative**

Organizations such as:

St. Paul Regional Labor Federation

County Workforce Centers

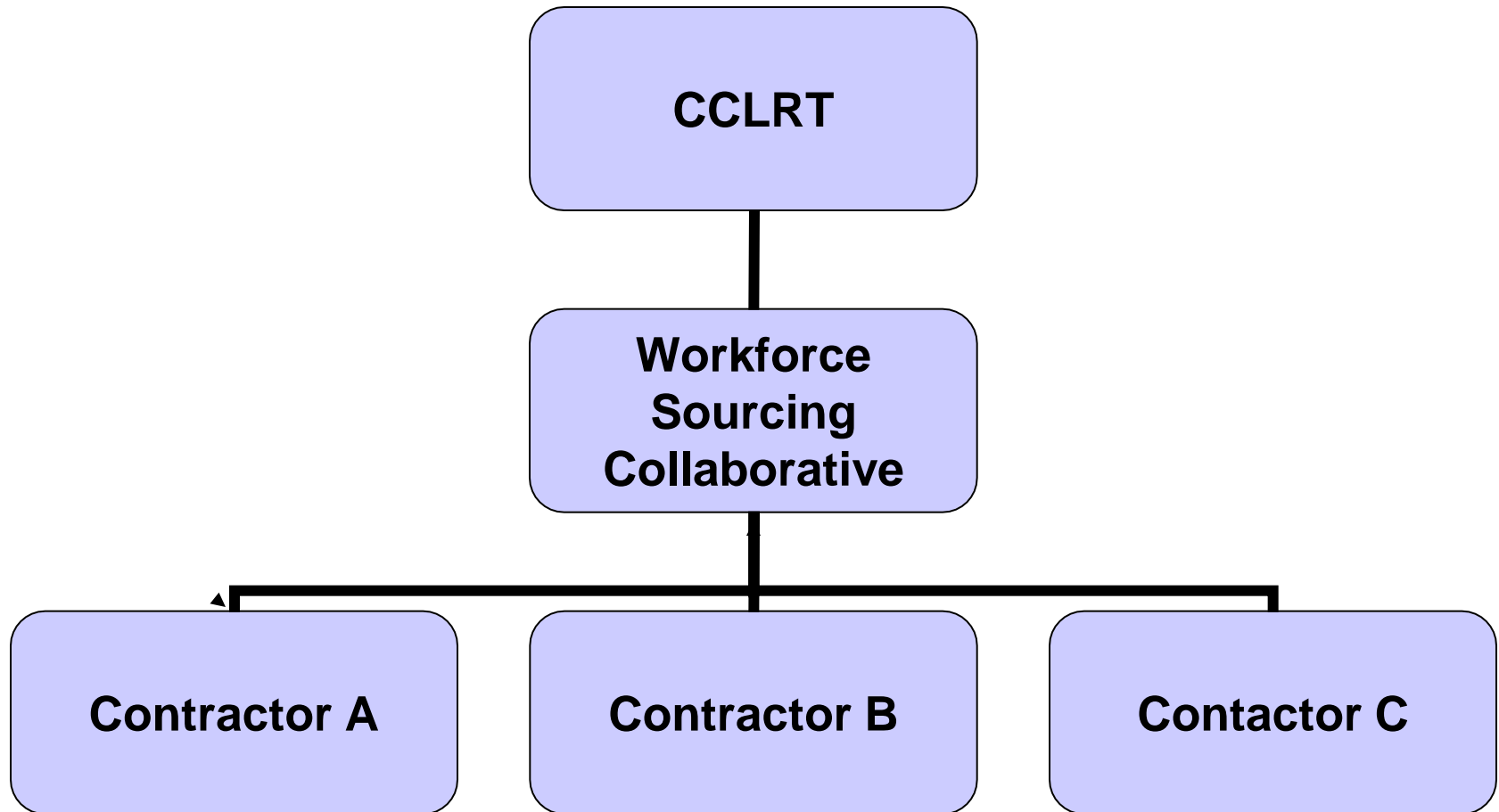
Minneapolis Labor Unions

MN Department of Human Rights

Metropolitan Council

OFCCP

CCLRT Workforce Sourcing Collaborative – organization external



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Retreat Outcomes



Retreat Participants

- Saint Paul Regional Labor Federation
- Metropolitan Airports Commission
- Summit Academy OIC
- State of Minnesota Dept. of Adm
- Upward Consulting Group
- Chicano Latino Affairs Council
- Minnesota Department of Transportation
- City of Minneapolis
- DBE/Falcon Communications
- Minneapolis Building and Trades Council
- Minnesota Department of Human Rights
- Goodwill / EasterSeals
- DBE/Safety Signs
- National Association of Minority Contractors
- Mortenson Construction
- Association of Women Contractors
- City of Saint Paul
- Funders Collaborative / Observer
- Metropolitan Economic Development Association
- Associated General Contractors of Minnesota
- YWCA of Saint Paul
- Construction Worker
- Hmong American Partnership
- Ramsey County Workforce
- Neighborhood House
- Metropolitan Consortium of Developers
- WomenVenture
- Tri-Met
- DBE/Holte Contracting
- Merrick Services
- and more

Great Minds Retreat (workforce)

- Access to information
- Retention and Tracking
- Enforcement
- Changing attitudes
- Poor economy / High construction unemployment

Outreach & Support

- DBE Capacity
- Communication DBE Enforcement
- Streamlined Business Assistance
- DBE / Prime Contractor Relationship
- Use of non-union DBE's

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