

# Increasing Workforce Diversity for the I-35W@94: Downtown to Crosstown Project

Presentation by: Byron Millea, MnDOT Office of Civil Rights

Panelists: Yolanda McIntosh (Lunda Construction Co.), Tom Reger (Cement Masons Local 633), John O'Phelan (Ramsey County), Charleen Zimmer (Zan Associates), Ben Lovin (Ames Construction)



Ames Construction, Inc. • Lunda Construction Company • Shafer Construction Company, Inc.

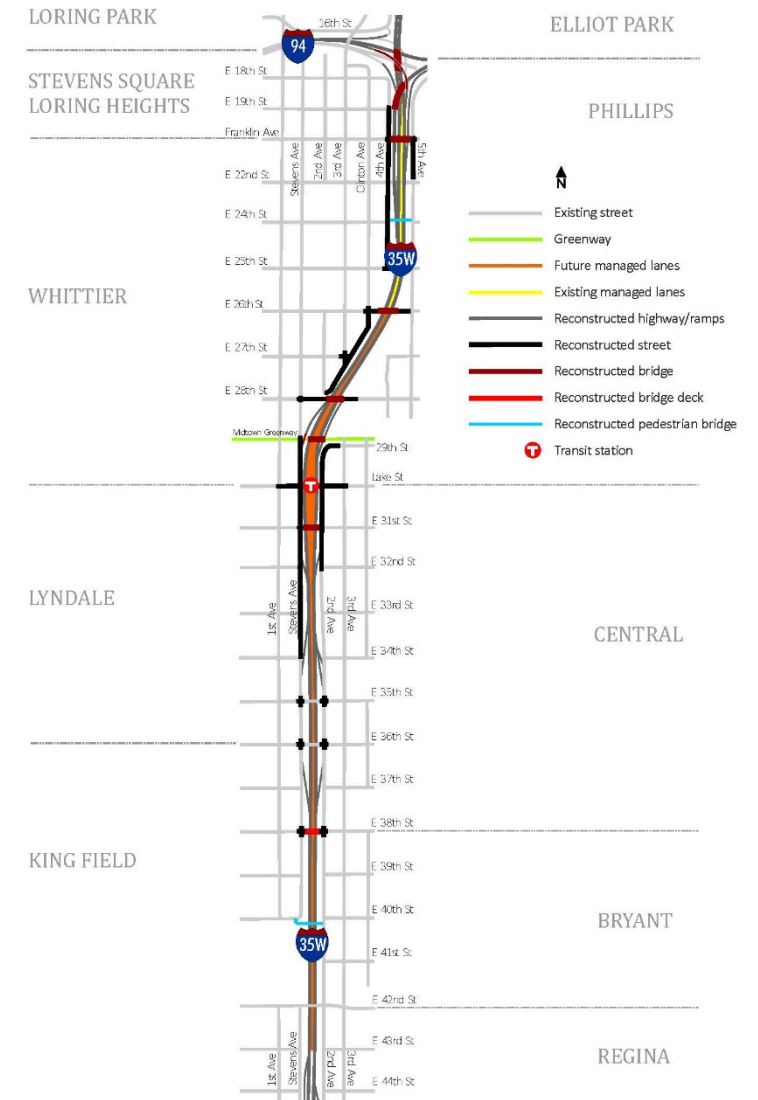


# Overview

- I. Project Overview
- II. Best Value Selection
- III. Workforce Outreach
- IV. Panel Q&A

# I-35W @ 94: Project Overview

- Sept 2017 to Fall 2021
- Estimated cost: \$240 million
- New MnPASS Lane from 26<sup>th</sup> St. to 46<sup>th</sup> St. Northbound and Southbound
- Constructing Orange Line Bus Rapid Transit Station at Lake St.
- Replace/realign Northbound I-35W flyover connection to Westbound I-94
- New exit ramps to Lake Street Business District
- Reconstruction of roadways and replacement of 17 bridges





# Best Value Selection

- **What is it?**

- National Cooperative Highway Research Program Definition:

*A procurement process where price and other key factors can be considered in the evaluation and selection process to minimize impacts and enhance the long-term performance and value of construction.*

- More than just price

- Scoring Criteria: Other factors taken into consideration (qualifications, technical capacity, risk management, etc.)

# Best Value Selection

- **How does it work?**

- Coordinate across all stakeholders (i.e. Pilot Project II)
- Choose relevant criteria
- Assign values to chosen criteria
- Bidding: Contractors submit technical proposals

- **How is each factor evaluated?**

- Feedback from experts on each criteria presented to Panel
- Panel provides total score on “technical component”

- **Commitments made by bidder become contractually binding upon award**



U.S. Department  
of Transportation

**Federal Highway  
Administration**



# Diversity and Inclusion in Best Value

1. Complete Total Company Workforce Tool and Underutilization Analysis Tool
  - a. Identify trades where contractor lacks diversity and compare with availability in the metro area
2. Complete Targeted Recruitment List
3. Provide a narrative describing approach to increasing people of color and women representation and retention
  - a. Strategy for outreach to Targeted Recruitment List
  - b. Planned activities with timelines
4. EEO Officer – 1 year experience and large project experience

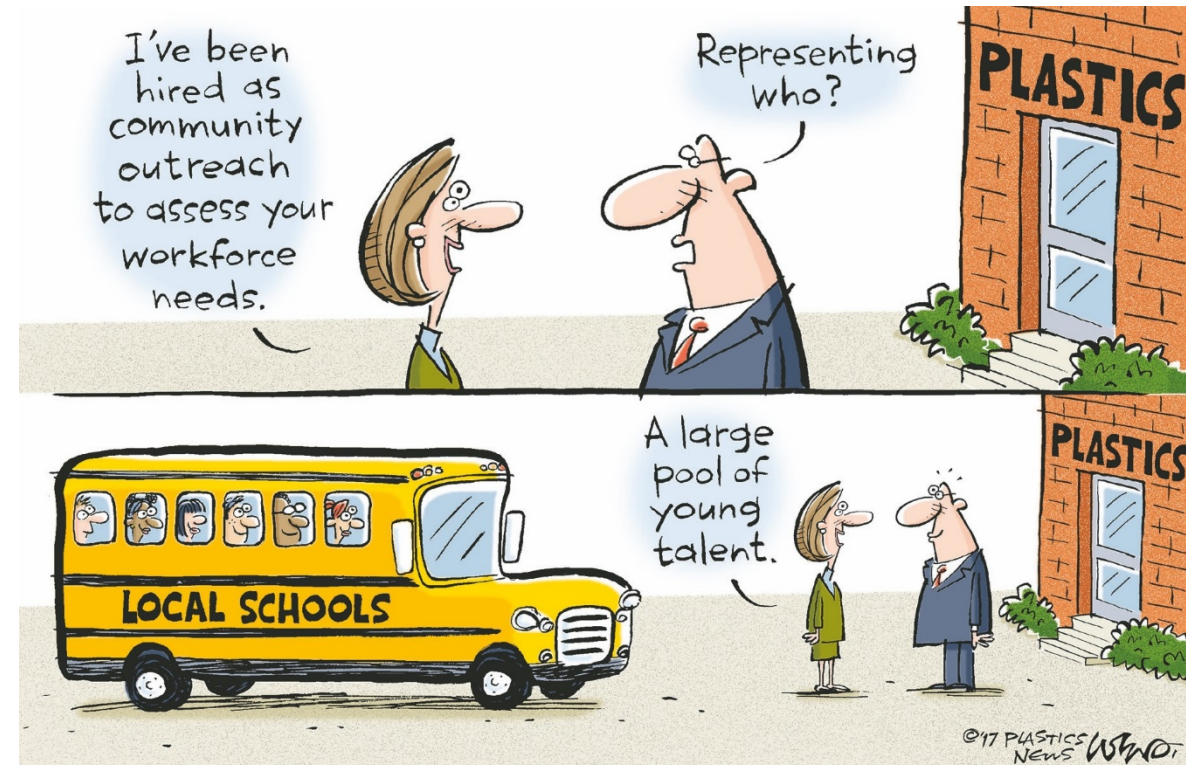
# Ames Lunda Shafer's Technical Proposal

- Community-based org outreach event at start-up and annually in spring
- Quarterly job fairs at Sabathani Community Center
- Mandatory bi-weekly calls with subs addressing workforce issues
- Continuing to attend job fairs, mock interviews, training graduations, etc.
- Diversity and inclusion training
- Committed to meet goals:
  - PoC: 32%
  - Women: 6.9%



# Workforce Outreach

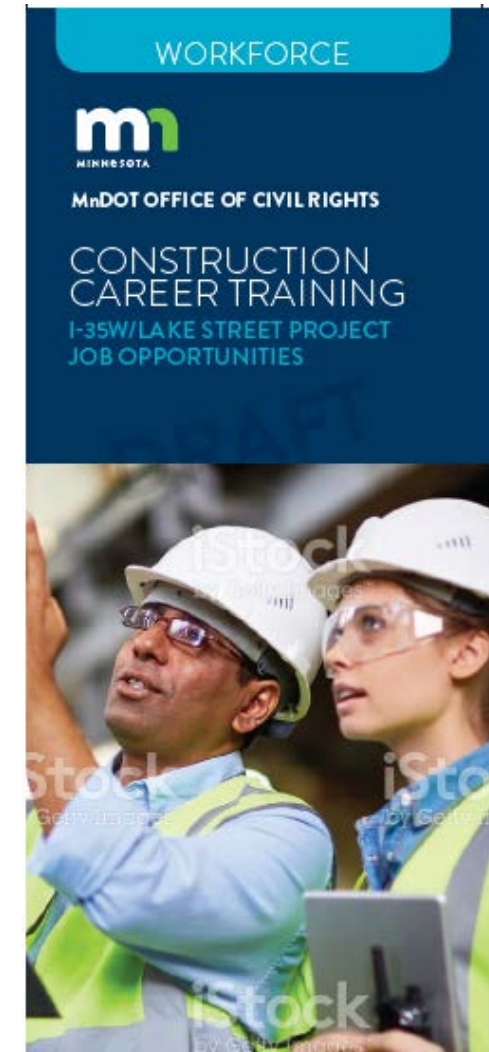
- Contract with Zan Associates
- Deliverables include:
  - Industry Interviews
  - Marketing Materials
  - Outreach
  - Event Planning/Coordinating





# Workforce Outreach

- Brochure – Construction Career Training Info
- Community Outreach
  - Community-based orgs in project area
  - Faith community in project area
  - Summer festivals
  - Farmer’s markets
  - Job Fairs
- Workforce Events (late March)





# MnDOT-DEED Training & Placement Program

- Introductory construction training by Cement Masons Union
- HIRED provides recruitment, screening, and supportive services
- Supportive Services max of \$350 per participant (basic tools, work clothing, etc.)
- 18 candidates graduated in August 2017
- Post-graduation job fair
- Next training will be conducted in late April 2018



# Workforce Development & Supportive Services

- **Construction Trades Highway Heavy Training**
- **Tribal Construction Trades Highway Heavy Training**
- **National Summer Training Institute (NSTI)** - An education initiative established by the United States Department of Transportation (USDOT) to create awareness and stimulate interest in middle and high school participants
- **Workforce Outreach**

# Panel Discussion

- Best Value Bidding Process
- Recruitment
- Education: Attracting Youth to Construction
- Retention
- Coordination