Community Workforce Roundtable

June 4, 2009

Welcome & Opening Remarks

DBE Waiver and Dual Goal Process Overview

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Partnering Agreement-Stakeholders

- MoDOT/ IDOT
- FHWA
- The MRB Advisory
- Pre-Apprentice Training programs
- Apprenticeship programs & Labor Management
- Organizations representing the Contractors and Subcontractors
- The Contractors, Subcontractors, and Consultants
- Faith based organizations
- The community at large

MoDOT/ IDOT Roles and Responsibilities

- Request a DBE goal waiver from the US DOT and establish M/WBE goals for the MRB project.
- Create a separate partnering agreement for DBE utilization and supportive services.
- Acknowledge that the Federal standards of 14.7% minorities and 6.9% women will be the contract goal for the MRB project as determined by the U. S. Department of Labor;
- Endeavor that at least 20% of the workforce for this project will be comprised Journeymen and of approved On-the-Job Training (OJT) individuals who are minorities, women, and economically disadvantaged individuals according to the federal regulations;
- Award a partial wage reimbursement to contractors who exceed the training RFP OJT training goal by up to 5% in terms of representation and utilization of workers from pre-apprentice, vocational and apprentice programs within allowable federal regulations;

MoDOT/ IDOT Roles and Responsibilities

- Award a partial wage reimbursement to contractors for up to 5% for professional services individuals within allowable federal regulations;
- Award a partial wage reimbursement to contractors for up to 5% for professional services individuals within allowable federal regulations;
- Utilize the collaborative effort to exceed the federal standards with the use of contractor partial wage reimbursement and training programs within allowable federal regulations;
- Ensure and report to the advisory committee all aspects of the work force utilization program effectively monitored by MoDOT's staff;
- Consider funding support services for trainees that may include transportation and child care in accordance with local, state and federal laws;

MoDOT/ IDOT Roles and Responsibilities

- Continue to be receptive to new strategies and ideas to help achieve the desired results of this partnering agreement; and
- Incorporate diversity and sensitivity training to eliminate harassment and other barriers.

FHWA Roles and Responsibilities

- Attend and participate at all of the round table discussions;
- Offer guidance and points of clarity on all federal highway issues and concerns;
- Support MoDOT with its pro ratio of federal dollars for the project;
- Pursue and make available OJT/Supportive Services (SS) funding where at all possible;
- Monitor its progress throughout the life of the project to ensure a strong adherence to the regulations, spirit and intent of the law.
- Advise MoDOT whenever discrepancies are noted so as to achieve compliance;
- The Division Office will evaluate the project upon completion to determine if the objectives were achieved, and if not, what caused us to fail. Build from "best practices" noted and ensure the mistakes, if any, are not repeated.

MRB Advisory Committee Roles and Responsibilities

- Facilitate collaboration of stakeholders, agencies, organizations, public and private entities in the area of work force development for the St. Louis and East St. Louis region;
- Develop training RFP and review proposals from pre-apprenticeship, vocational and employment programs and make recommendations to MoDOT/IDOT for funding;
- Establish and review performance measurements to determine success of pre-apprenticeship, vocational and employment programs;
- Monitor, in partnership with MoDOT/IDOT, the progress of individuals through the pre-apprenticeship to apprenticeship programs and recommend corrective actions and best practices; and
- Investigate (career path) barriers preventing completion of pre-apprenticeship training to apprenticeship programs to journeyman status.
- Promote apprentices (OJTs) who have worked on the I-64 project for employment on the MRB project.

Pre-apprentice Training Program Roles and Responsibilities

- Operate a sanctioned pre-apprentice training program certified to send workers to the apprentice level and includes a mentoring component;
- Submit training proposals to MoDOT for approval in order to obtain funding for training under this initiative;
- Recruit minorities, women and economically disadvantaged individuals for training programs;
- Maximize relationships with employers, contractors, unions, and hiring agencies;
- Perform necessary testing, such as drug testing, for students to be accepted into apprenticeship programs;
- Track and document the success of minorities, women and economically disadvantaged individuals through the work force, in partnership with MoDOT;
- Maintain records and provide required reports;
- Investigate (career path) barriers preventing completion of pre-apprenticeship training to apprenticeship programs to journeyman status; and
- Incorporate diversity and sensitivity training to eliminate harassment and other barriers.

Apprentice Programs & Labor Management Roles and responsibilities

- Recruit, prepare, and train minorities, women and economically disadvantaged individuals for journey level status in the construction industry;
- Maximize relationships with pre-apprenticeship programs, vocational programs, employers, contractors, and hiring agencies;
- Track and document the success of minorities, women and economically disadvantaged individuals through the work force;
- Investigate (career path) barriers preventing completion of apprenticeship programs to journeyman status; and
- Incorporate diversity and sensitivity training to eliminate harassment and other barriers.

Contractors and Subcontractors Roles and Responsibilities

- Develop a work force development plan that promotes hiring minorities, women and economically disadvantaged graduates of pre-apprentice and apprenticeship training programs to achieve the workforce utilization plan;
- Provide necessary documentation for trainees to be accepted into the apprentice program;
- Maximize relationships with pre-apprenticeship, vocational and apprenticeship programs, and hiring agencies;
- Investigate (career path) barriers preventing completion of apprenticeship programs to journeyman status; and
- Incorporate diversity and sensitivity training to eliminate harassment and other barriers.

Community At-Large Roles and Responsibilities

- Facilitate community outreach and referrals by publicizing the various pre-apprentice and apprentice programs;
- Participate in information distribution/sharing; and
- Refer minorities, women and economically disadvantaged individuals to the pre-apprenticeship, vocational and apprenticeship programs.

OJT Goals

Trade	OJT%	J-level/Apprentice Ratio Requirement
Laborers	17%	5 to 1
Ironworkers	20%	4 to 1
Operators	15%	6 to 1
Carpenters	20%	No ratio requirement
Cement Masons	20%	3 to 1
Teamsters	20%	No ratio requirement
Pile Drivers	17%	5 to 1
Electrical	50%	1 to 1

OJT Goal Con't

- Total Workforce 88
- Total OJT 18
- the OJT Program is ONLY intended to be utilized if the contractor is failing to achieve the affirmative action goals in its contact which 14.7% minority and 6.9% female. If the contractor is meeting or exceeding that goal in the crafts, then the OJT mandates are not necessary.

Advisory Committee Membership Nominations & Selection

- Time commitment –Meet weekly for the next 8 weeks.
- Establish subcommittees.
- Address the consensus and non-consensus items. Submit recommendations to MoDOT/IDOT.
- Develop by-laws and select officers.
- Plan to meet monthly once construction begins.

Question and Answers