

MoDOT's Construction Workforce Program



*Working Together to
Improve Workforce
Diversity*

What is Workforce (WF)?



- People resources building MoDOT projects...
 - Condition of Federal Aid
- WF - Minority and Female utilization
 - Apprentice and journey level
 - DBE and OJT are different, but can influence WF



End result...This isn't just about the numbers, it's about the people in jobs and careers and who is actually working on the job.

Goals of Workforce:



- **Highlight**..... Existing Federal Aid Provisions
- **Enhance**..... Existing Federal Aid Provisions
- **“PILOT”**..... New Provisions During 2015
- **Improve**..... Diversity on Construction Projects
- **Move Closely**.... Resemble Communities Work is Performed

What is the History?



- **Workforce Provisions are Not New.....!**
 - Existing Federal Contract Provision
 - Under Authority of US DOL
 - Female and Minority Goals are Set by County and Craft
 - Missouri's Female goal is 6.9%
 - Current reporting requirements
- **Not Consistently Monitored**



..... but we have been improving:



Contract Work....



DBE Provisions/Goals

- New Statewide Goal = 16.05%
- Previous Goal = 15.38%

OJT Provisions/Goals

- Design Build projects
- Supplement raised from \$3.50/hr to \$10.00/hr
- Liquidated Damages raised from \$7.00/hr to \$20.00/hr

Workforce Provisions/Goals

- Design Build projects

..... but we have been improving:



Design Consultants....

- Consultant Solicitations require the consultant to describe their company's approach to promoting and developing a diverse workforce.



Workforce Reported in 2018



2018	AFRICAN AMERICAN	HISPANIC	AMERICAN INDIAN	ASIAN	PACIFIC ISLANDER	CAUCASIAN	NON-MINORITY	MINORITY	FEMALE (MINORITY & NON)
EQUIPMENT OPERATORS	3.23%	0.99%	1.51%	0.08%	0.05%	94.15%	86.2%	13.8%	5.8%
LABORERS	10.68%	6.68%	3.99%	0.21%	0.22%	78.22%			
CARPENTERS	3.91%	7.88%	2.16%	1.19%	0.08%	84.78%			
IRON WORKERS	12.36%	6.36%	0.67%	0.13%	0.02%	80.46%			
CEMENT FINISHERS	9.39%	10.43%	0.20%	0.08%	0.16%	79.74%			
TRUCK DRIVERS	3.73%	2.93%	1.73%	0.11%	1.06%	90.44%			
PAINTERS	3.55%	15.40%	1.87%	0.01%	0.05%	79.12%			
PLUMBERS	5.62%	7.18%	1.39%	0.91%	0.00%	84.90%			
ELECTRICAL	3.31%	0.15%	0.09%	2.80%	1.96%	91.69%			
SUPERVISORS	2.81%	34.00%	0.82%	0.01%	0.00%	96.03%			
PROJECT MANAGERS	1.78%	1.79%	0.20%	0.00%	0.00%	96.23%			
QUALITY CONTROL	0.26%	9.00%	0.24%	0.00%	0.00%	90.50%			
OFFICE STAFF	1.54%	0.17%	0.51%	0.68%	0.01%	97.09%			



- 86.2% Non-Minority
- 13.8% Minority
- 5.8% Female

These numbers include 170 pilot projects tracked statewide since 2015.



Flexibility

- Project specific or Companywide + sub- contracts) approach
 - GFE elements with both
 - Construction support staff could be part of GFE's!
- Contractor's submit "their" plan:
 - Reviewed before Notice to Proceed
 - "Overall" utilization of minority and female workers regardless of CRAFT
 - Monthly reporting will include CRAFT
 - Pro-active management during project
 - Communication with MoDOT's RE



Job Special Provision Workforce Plan – How It Workscontinued



- **Prime works through the RE, who works with ECR!**

- **Pre-bids ---**
 - By Craft -- changed to overall minority and female
Construction support staff element for GFE added
 - ✓ \$10.00 / hour not available
 - Plan “approved” at start of project.....Goal or GFE

- **Not a condition of Award**



Job Special Provision Workforce Plan – No Surprises !!!



- **Regional Diversity Committees**
 - KC and STL.
 - WF Reports due by the 15th of each month. The first report is due beginning the next month after the start of the project.
 - MoDOT's RE and ECR staff are here to help.
 - **No Surprises.....** Continued communication is the key!

At project completion...



- Contractor accomplished “their” plan – (% met or Good Faith Efforts documented)
 - Otherwise.... **the provision includes a \$1,500 LD**
 - Administrative review/appeal would be available to the Contractor
 - ❑ **Similar to the DBE and OJT process**

For the Future.....

- **More Diverse workforce**



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