

HIRE MINNESOTA

Presentation to the Minneapolis City Council Public Safety, Civil Rights
and Emergency Management Committee

November 5, 2014

Action Steps

- Adopt Staff Directive requiring the Department of Civil Rights to publish monthly workforce reports consisting of the following data:
 - Project Title
 - Contractor
 - Projected hours for the Project
 - Total Hours worked
 - Percentage of hours worked by people of color
 - Percentage of hours worked by women
- Administration facilitates meetings between contractors, HIRE Minnesota and Department of Civil Rights

HIRE Minnesota works to ensure public investments in job creation reduce racial disparities and lift people out of poverty



**FROM WORST
TO FIRST!**

Successes

- Minnesota Department of Transportation
 - Began work in 2009
 - Steady increase in people of color in workforce
 - MnDOT reports workforce achievement on 70 projects each month
- Green Line
 - Actively engaged in public monthly meetings held by the Met Council
 - HIRE Minnesota created workforce projection tool aid in meeting goals
 - Achieved 19 percent people of color and 7 percent women (exceeding both goals)
- MSFA
 - Successfully advocated for the creation of an Equity Plan and for the use of an Employment Assistance Firm to ensure available workforce of people of color and women
 - Over 150 trainees available to work
 - Over 38 percent people of color and over 9 percent women on project so far

Contract Compliance

- Department of Civil Rights is charged with monitoring and enforcing workforce participation goals on city funded construction projects
- Hiring goals if 32 percent people of color have applied to all projects that began after January 1, 2013
- Hiring goals apply to projects over \$50,000
- Department of Civil Rights has committed to publishing monthly workforce reports
- These are spelled out in every contract – expectation not aspiration

Workforce Reports

- Department has promised to publish monthly reports
- Reports have been inconsistent in frequency and format over the last 5 years
 - Only 10 reports in the last 5 years
- Communities have been asking for better and more consistent reporting for years
- 2 reports in 2014 posted on October 30

Current Reports

Minority and Female Workforce Inclusion 2nd Quarter 2014 (Active Projects \$10M+)							
	Project Name	Contractor	Total Project Hours	Minority Hours	Minority %	Female Hours	Female %
1	520 2nd Avenue Apartments	Black & Dew	69,912.54	13,342.50	19.08%	3,034.16	4.34%
2	Downtown East - Green Space	Ryan Companies	210.50	70.50	33.49%	32.50	15.44%
3	Dunwoody Apartments	Frana & Sons, Inc.	101,546.95	18,235.20	17.96%	4,096.00	4.03%
4	Emanuel Housing	Frerichs Construction Co.	66,140.12	13,560.76	20.50%	2,158.75	3.26%
5	Lifesource	Greiner Construction	11,105.00	856.50	7.71%	291.50	2.62%
6	Pillsbury Lofts	Weis Builders	80,586.49	10,195.49	12.65%	2,326.50	2.89%
	TOTALS		329,501.60	56,260.95	17.07%	11,939.41	3.62%

MSFA Report

Subcontractor	Cumulative Hours thru June 2014						Hours for July 2014					
	Total Hours	Total Minority	Total Female	Total Veteran	Total Minority %	Total Female %	Total Hours	Total Minority	Total Female	Total Veteran	Total Minority %	Total Female %
Carl Bolander & Sons - Xcel	1366.50	500.00	183.00	0.00	36.59%	13.39%	0.00	0.00	0.00	0.00	0.00%	0.00%
Standard Contracting (t) - Xcel	407.75	181.00	47.50	0.00	44.39%	11.65%	0.00	0.00	0.00	0.00	0.00%	0.00%
Total for Carl Bolander & Sons	1774.25	681.00	230.50	0.00	38.38%	12.99%	0.00	0.00	0.00	0.00	0.00%	0.00%
Tri-Construction, Office Build-Out	1054.00	502.00	140.50	0.00	47.63%	13.33%	0.00	0.00	0.00	0.00	0.00%	0.00%
Show Me Painting (t) Build Out	98.00	98.00	0.00	0.00	100.00%	0.00%	0.00	0.00	0.00	0.00	0.00%	0.00%
Minnesota Acoustics (t) Build Out	53.50	0.00	0.00	0.00	0.00%	0.00%	0.00	0.00	0.00	0.00	0.00%	0.00%
Advancements in Flooring (t) Build Out	185.00	5.00	7.00	34.00	4.08%	5.71%	0.00	0.00	0.00	0.00	0.00%	0.00%
Total for Tri-Construction	1390.50	605.00	147.50	34.00	43.51%	10.61%	0.00	0.00	0.00	0.00	0.00%	0.00%
GC Action Fence	571.25	19.50	18.25	0.00	3.41%	3.19%	13.50	0.00	0.00	0.00	0.00%	0.00%
Total for Action Fence	571.25	19.50	18.25	0.00	3.41%	3.19%	13.50	0.00	0.00	0.00	0.00%	0.00%
SC1.1 LeJeune Steel	0.00	0.00	0.00	0.00	0.00%	0.00%	0.00	0.00	0.00	0.00	0.00%	0.00%
SC1.1t Bald Eagle Erectors	392.00	92.00	243.00	27.00	23.47%	61.99%	724.50	198.00	145.00	0.00	27.33%	20.01%
SC1.1t Thor Construction, Inc.	502.50	118.50	0.00	0.00	23.18%	0.00%	8.00	0.00	0.00	0.00	0.00%	0.00%
SC1.1t Sarens USA	0.00	0.00	0.00	0.00	0.00%	0.00%	379.50	103.50	0.00	0.00	27.27%	0.00%
SC1.1t Veit Company	0.00	0.00	0.00	0.00	0.00%	0.00%	759.50	236.50	8.50	0.00	31.14%	1.12%
SC1.1t Danny's Construction	1754.50	993.50	173.00	208.00	56.63%	9.86%	4155.00	2449.75	626.50	693.50	58.96%	15.08%
SC1.1t Infinity Access, Inc.	0.00	0.00	0.00	0.00	0.00%	0.00%	12.00	0.00	0.00	0.00	0.00%	0.00%
SC1.1t Rainbow, Inc.	0.00	0.00	0.00	0.00	0.00%	0.00%	359.00	92.00	128.00	0.00	25.63%	35.65%
SC1.1t Truck Crane Service Co.	0.00	0.00	0.00	0.00	0.00%	0.00%	161.50	0.00	0.00	0.00	0.00%	0.00%
Total for LeJeune Steel	2649.00	1202.00	416.00	235.00	45.38%	15.70%	6559.00	3079.75	908.00	693.50	46.95%	13.84%

Met Council Report

Contractor	Total hours	Minority hours	Minority %	Women hours	Women %
Walsh	580,063.26	102,903.79	17.74(+.15)	34,051	5.87 (-.11)
AMJV	215,087	38,421.25	17.9% (+.6)	15,950.25	7.4% (+.1)
PCL	66,479.65	12,618.05	18.98%(-.54)	4,182.75	6.29% (+.53)
ACJV	3,889.5	21	.54%(+.17)	33	.85% (-.78)

The Impact

- City has enormous racial disparities in employment
- Worst disparities are between Black and White workers and between Native American and White workers
- City spends a great deal of money on construction
 - Construction = career path and family sustaining wages
- Civil Rights monitors projects totaling over \$620 million in cost
- More than the public money spent on Vikings Stadium

What's the Problem

- Construction jobs are bright spot in job growth
- This is an opportunity to reduce racial disparities by training new workers and bringing them into the field
- 32 percent goal is a tool to reduce disparities
- This is not an *aspiration* but an *imperative* in a city with over 40 percent people of color

Solutions

- Transparency
 - City must fulfill commitment to publish monthly workforce reports
 - Must be consistent in frequency and form to show progress towards meeting goals
 - Must include:
 - Project Title
 - Contractor
 - Projected hours for the Project
 - Total Hours worked
 - Percentage of hours worked by people of color
 - Percentage of hours worked by women
- Transparency and reporting have been keys to success with MnDOT, Met Council and MSFA

Solutions

- Facilitated meetings with Contractors
 - Contractors should meet with appropriate government agencies together with HIRE Minnesota who has expertise and tools to help all parties
 - Solutions to be implemented
 - Workforce projections
 - Contractors will produce projections to show their future workforce needs
 - Partnerships with training institutions
 - Contractors will partner with training programs to meet those needs
 - Internal Staff/Commitment
 - Contractor will hire a staff member focused on employment equity
 - Subcontractor management
 - Contractor will work with Subcontractors to ensure they are also hiring people of color

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