Contact Sensitive Solutions
Diversity and Demographics

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MnDOT Office of Civil Rights
http://www.dot.state.mn.us/civilrights/
Outline of Discussion

- Understanding Public Participation
- MnDOT Strategic Vision
- DBE and Workforce Collaborative - Collaborative Public Management (Handout) Enhancing Public Engagement (Handout)
- State Demographics/Project Understanding
- Focus and Results (Handout)
- Pilot Project (Handout) and Suggestions
Understanding Public Participation - Handout

Spectrum of Public Participation
Inform – Consult – Involve – Collaborative – Empower

Moving Beyond Participation – What’s Involved
Participatory – Deliberative – Collaborative – Adaptive – Inclusive
MnDOT Strategic Vision

Global leader in transportation, committed to upholding public needs and collaboration with internal and external partners to create a safe, efficient and sustainable transportation network.

Core Values – Value diversity and cultural capital through inclusion and opportunity and promote collaboration, research and innovation.

Critical Issue: Maintain a workforce that reflects the communities we serve.
Collaborative Mission – “have the contractors and workforce participation within the Minnesota transportation industry reflect the demographics of the State of Minnesota”

Eleven Project Teams: 1) Results Transparency; 2) Coordinated Access Point; 3) On-The-Job Training (OJT) Program; 4) Civil Rights Program Training; 5) OJT Trainee Tracking and Retention; 6) Targeted Group Business (TGB); 7) DBE Program; 8) Veteran’s Program 9) Mentor Protégé; 10 Working Capital Fund; 11) Pilot Project.
Collaborative Stakeholders Groups

- DBE Contractors
- General and Sub Contractors
- Workforce Developers/Training Providers
- Unions
- Employment/business Advocates
- Non-Union Workforce
- FHWA
- MnDOT
## Workforce Progress

### Workforce - Goals set by County (Human Rights Sets)

<table>
<thead>
<tr>
<th>Minority Part.</th>
<th>2009 6.1%</th>
<th>2010 7.5%</th>
<th>2011 8.5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women Part.</td>
<td>2009 3.3%</td>
<td>2010 3.9%</td>
<td>2011 4.5%</td>
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</tbody>
</table>

### On the Job Training Placements - Goal 70

<table>
<thead>
<tr>
<th>Year</th>
<th>Goal</th>
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</thead>
<tbody>
<tr>
<td>2009</td>
<td>70</td>
</tr>
<tr>
<td>2010</td>
<td>111</td>
</tr>
<tr>
<td>2011</td>
<td>127</td>
</tr>
</tbody>
</table>

### Transportation Equity Network (TEN)

One of four States in the top rankings for breakthroughs in the use of OJT and apprenticeship programs.
Work with Office of Civil Rights

- Early Project Identification
- Contact Regional DBE and Workforce Specialist
- Understand the Demographics in the Project Location – [www.demography.state.mn.us](http://www.demography.state.mn.us)
- Engage Community Groups – MnDOT Collaborative
MnDOT Pilot Project

- Consider Mandatory Subcontracting and Debundling
- Small Business Assistance Program
- Earlier Trades Identification
- Focused Job Training Opportunities
- Increased Community Outreach
- Pre-Bid and Post Award Meetings
- Measuring Performance through Life of Project
2012 Workforce Focus

- CDL Programs – Brainerd, Duluth, Winona and Twin Cities
- Women Wear Hardhats Too – Summit Academy in Mpls.
- Top 10 Projects
- Employee Retention
Upcoming

Targeted Group Business (TGB) Legislation (MnDOT)

Veterans Program (MnDOT)