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**Diversity and Strategic Development  
Update**

March 28, 2013

# Objectives

- 2012 Highlights
- 2013 Key Goals



# Brief History

## ■ Diversity and Strategic Development Department created December 2011

### ■ Goals:

- ❑ Increase access to contract opportunities for certified disadvantaged, minority- and women-owned business enterprises
- ❑ Effectively communicate Tollway diversity programs and initiatives
- ❑ Level the playing field for all businesses through growing competition
- ❑ Help diversify skilled and construction trades
- ❑ Improve monitoring of Tollway contracts to maximize economic benefit and ensure prompt payment and diversity compliance



# Disadvantaged Business Enterprise Program

## ■ January 2008 through December 2012

- \$2.7 billion paid on construction and professional services contracts, with \$634.5 million or **23.6 percent** paid to D/M/WBE businesses
  - Of the \$2.2 billion paid on construction contracts, \$480.5 million or **22 percent** went to D/M/WBE businesses
  - Of the \$510.2 million paid on professional services contracts, \$154.0 million or **30.2 percent** went to D/M/WBE businesses



# 2012 Highlights

## ■ Outreach

- ❑ 155+ meetings with industry and community stakeholders
- ❑ Hosted two networking events attracting 400+ participants
- ❑ Hosted free Construction Careers Expo for nearly 500 people

## ■ Access to contracting opportunities

- ❑ Unbundled contracts
- ❑ Communication of bid opportunities
- ❑ DBE special provision revisions



# 2012 Highlights

## ■ Technical Assistance

- ❑ Construction Contracts 101 Webinar
- ❑ Focused outreach on unbundled contracts



## ■ Reconvened ECP Advisory Council

- ❑ Added new community partners to serve more communities
- ❑ Updated ECP promotional materials
- ❑ Increased contractors' interest in the program



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# 2013 Key Goals

## ■ Establish technical assistance programs

- Agreements with IHCC, DCEO and ICCB for training programs
- 2013 RFP to provide training through community groups

## ■ Expand strategic partnerships

- Illinois Finance Authority
- Illinois Department of Transportation
- Advocacy agencies

## ■ Increase contract threshold for performance bonds

## ■ Establish small business initiative (next month)

## ■ Explore community hiring program



# Other Community Hiring Programs

## ■ City of Baltimore Red Line

- Local hiring incentive provision in contracts
- Reimburses contractors and subcontractors for hiring workers from local communities
- Contractors hire from referring agency



## ■ Bay Area Rapid Transit (BART)

- Establishes goals for hiring local residents
- Agreement between trade unions and agency
- Race and gender neutral
- Monitored by Joint Advisory Committee





# Tollway Community Hiring Incentive

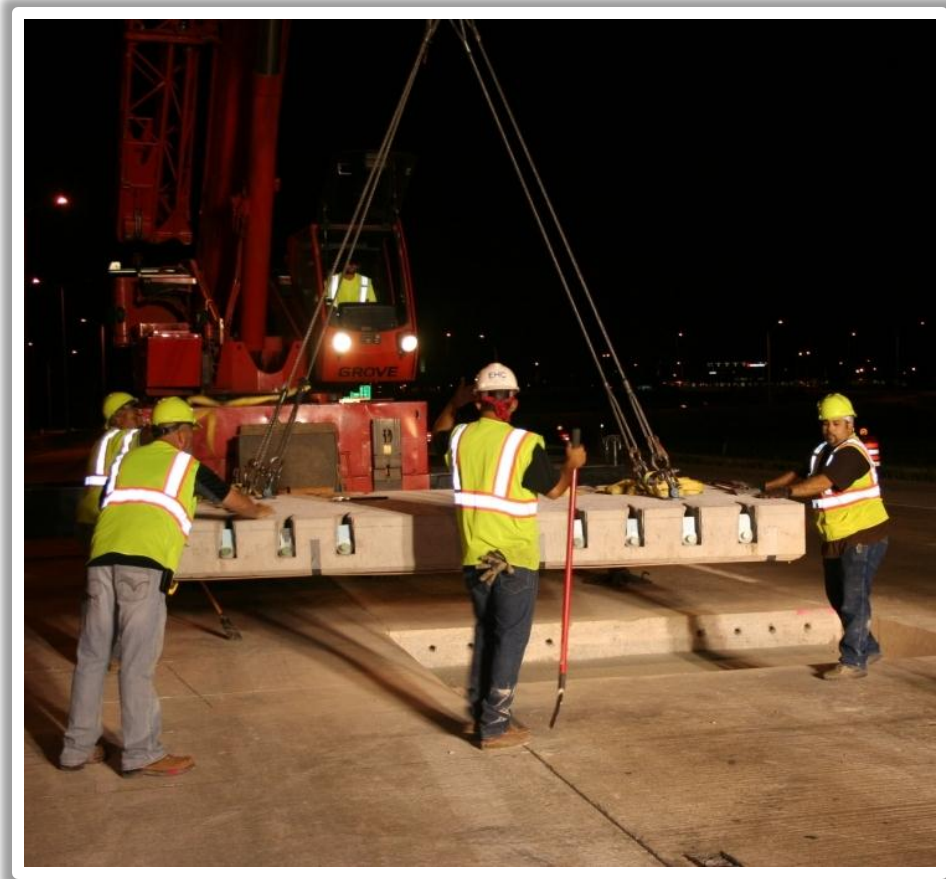
- ***Move Illinois*** projects = employment opportunities
- Voluntary initiative to encourage contractors to hire local tradespeople
- Open to primes and subcontractors
- Race, gender and trade neutral
- Works as an incentive

*Tollway reimburses contractor at \$10 per hour worked by an eligible employee, up to a maximum amount established for the contract.*



# Eligibility

- Defined by the following criteria:
  - ❑ Proximity to project based on zip code
  - ❑ Local unemployment rate
  - ❑ Percentage of households below poverty level
  - ❑ Average median household income

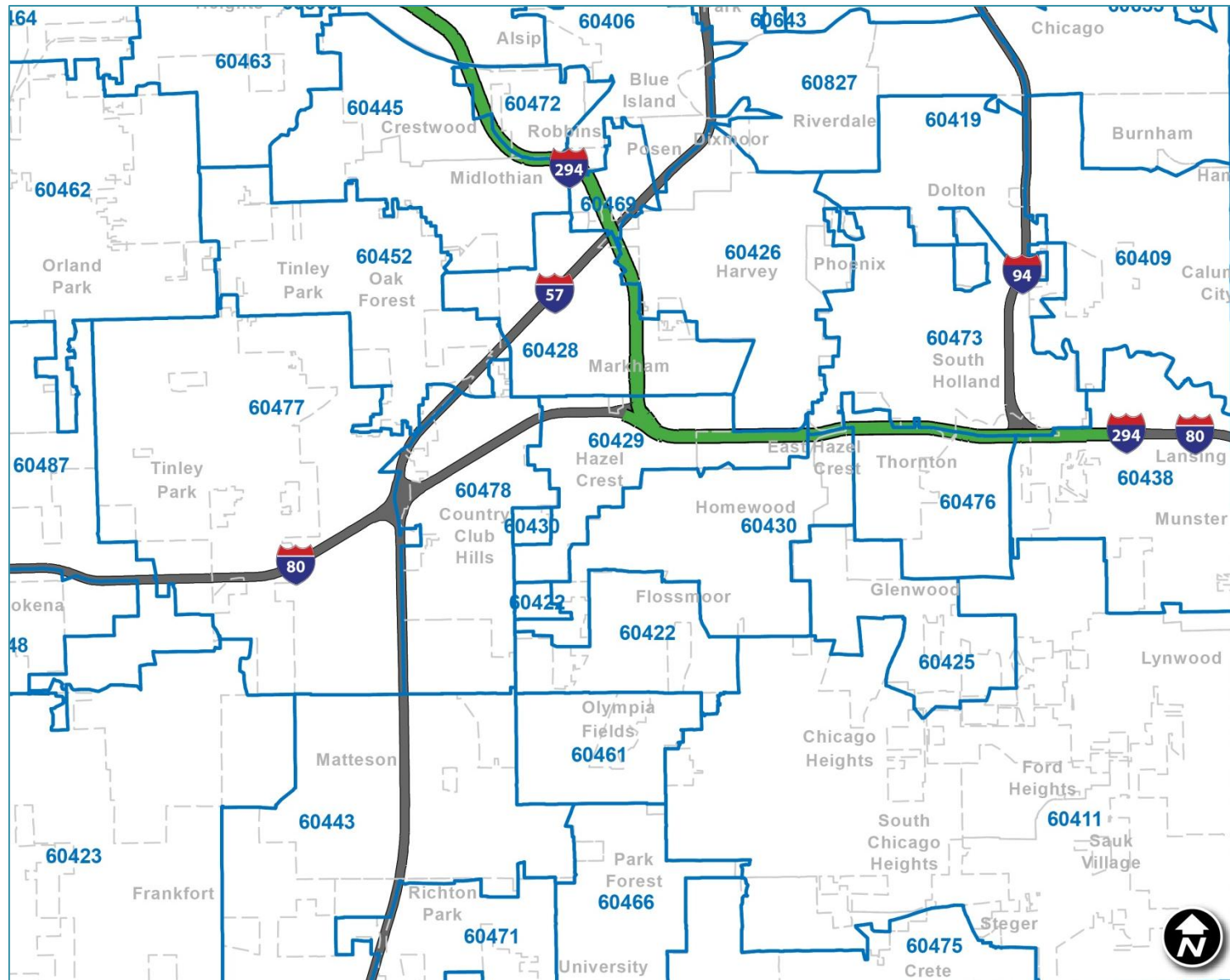


# Pilot Program: I-294/I-57 Interchange

- Areas of high unemployment and underemployment
- Deploy through existing employment programs
  - Coordination with local community agencies
- Apply to current and upcoming construction contracts



# Pilot Program: I-294/I-57 Interchange





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**THANK YOU**