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# Illinois Tollway

## Diversity Initiatives Update

Gustavo Giraldo, *Chief of the Department of Diversity and Strategic Development*

February 15, 2017

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# Agenda

**Diversity Advisory Council Meeting**

**Earned Credit Program**

**Networking Events**

**Partnering for Growth (P4G) Program for  
Construction**

**Technical Assistance Requests For Proposals**

**Navigating the Tollway Bid Process Webinar**

**Elite SDVOB Veteran Business Champion Award**

**Diversity Report Recommendations**

**Apprentice Hours Contract Language Discussion**

**Upcoming Diversity Advisory Council Meetings**

# Diversity Advisory Council Meeting *Update*

Meeting held January 10

Trends in Nonprofit Management  
presentation by Northwestern University

Approval of new policies and procedures  
document, attendance policy and 2017  
meeting schedule

Next Diversity Advisory Council meeting on  
**April 12**



# Earned Credit Program *Update*

Contractors earn virtual bid credits for hiring and retaining pre-screened qualified individuals

New Hiring Portal for ECP eligible hires

Resume and background information from community training partners

- Chicago Urban League
- Chicago Women in Trades
- Highway Construction Careers Training Program
- Lawndale Christian Legal Center
- National Latino Education Institute
- Salute the Armed Forces
- St. Paul Church of God in Christ
- Community Development Ministries, Inc.
- YouthBuild Lake County



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# Recent Events

## Making a Connection: Workforce Resources Working for You

Wednesday, February 1, 2017



## M6 Marengo Maintenance Site – Networking Event

Tuesday, February 7, 2017



# Partnering for Growth (P4G) Program for Construction *Update*

## Work completed on P4G Program framework includes:

- Terms and guidelines
- Application forms
- Evaluation portal
- Virtual bid credit incentive
- Special provision review

## Two tentative agreements in place pending approval



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# Technical Assistance Requests for Proposals

## *Update*

### Technical Assistance for Small Businesses

- Evaluated responses from vendors
  - Based on curriculum, expertise, experience and pricing
- Recommendations for Board approval in March

### Workforce Development Technical Assistance Program

- Continue to work on the RFP
- Meetings held with key stakeholders to discuss partnering opportunities
- Program may require vendors to assemble consortium capable of managing various partners
- Goal to issue the RFP in spring 2017



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# Navigating the Tollway Bid Process Webinar Update

## Host first webinar on February 24

- Tollway subject matter experts from Diversity and Engineering will address questions from participants
- Provide support to assist agencies and key stakeholders

## Registration now open

For more information visit the “Doing Business” section of [illinoistollway.com](http://illinoistollway.com)



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The screenshot shows the Illinois Tollway website's 'Training Programs' page. At the top, there is a navigation bar with the Illinois Tollway logo, 'I-PASS', and a search icon. Below the navigation bar, there are three buttons: 'Invite Training Video', 'DSE and CM Training Videos', and 'Safety Videos'. A blue button labeled 'Traffic Barrier Guidelines Training Series' is also visible. The main content area is titled 'Navigating The Tollway Bid Process' and contains a series of educational videos. The first video is 'How to Do Business with the Tollway - Up', which is described as an overview of the requirements for bidding on a Tollway construction contract. The second video is 'Contract Requirements: Bonds/Indemnification/Insurance', which discusses the types of contract surety bond and insurance required. The third video is 'Diversity and Strategic Development', which focuses on promoting and ensuring diverse participation in Tollway construction contracts. The fourth video is 'Starting the Bid Process - All Documents', which covers the submission of certifications, financial disclosures, and prequalifications. The fifth video is 'The Proposal', which describes the bidder's offer to perform the work. The sixth video is 'Tollway's Response to Bid', which describes the bid opening process. The page also includes a search bar and a navigation menu.



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# Elite SDVOB Veteran Business Champion Award

## *Background*

Elite assists veterans to establish self-sufficient and thriving businesses

Tollway is the first recipient of this award

Award recognizes the Tollway's commitment to providing opportunities and challenging the industry to do more for veterans

*"The Illinois Tollway is a clear leader among state government agencies and tolling agencies nationwide in supporting veteran-owned businesses."*

*John Scifers, President  
Illinois Chapter of the Elite SDVOB Network*



THE ELITE  
SDVOB  
NETWORK

# Diversity Recommendations Report

## *Implementation Update*

### Twelve Diversity Report recommendations are complete/ongoing, including:

- Release of retainage
- Unbundling
- Partnering for Growth program
- Goal setting with Disparity Study data
- Continue Diversity and Inclusion /Diversity Advisory Council committees
- construction bid checklist
- posting EEO compliance data online

### Six recommendations are in progress, including:

- Review prequalification barriers
- Create DBE Program document
- Implement diversity software
- Workforce Development Technical Assistance
- Require EEO workforce projections prior to start of construction
- Diversity Advisory Council union liaison committee

**Diversity Staff will continue to work with the Diversity Advisory Council to monitor progress of recommendations**



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# Apprentice Hours

## *Background*

### Exploring contract language requiring construction contractors to utilize apprentices

- Implemented successfully in other states
- Meetings with regional transportation partners and union representatives to discuss viability of including language

### Practice complements future Tollway Workforce Diversity efforts

### If implemented, would position Tollway as a regional leader for workforce diversity



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# Upcoming Meetings/Events

## CMS/CPO Veterans Outreach Event

February 23, 2017, 3 -5 p.m.

Moraine Valley Community College  
9000 W. College Parkway, Palos Hills  
Building M, Conference Center

## Policy Subcommittee

March 6, 2017 at 10 a.m.

Michael Baker International  
200 W. Adams Street, Suite 2800, Chicago

## Workforce Diversity Subcommittee

March 9, 2017 at 10 a.m.

National Latino Education Institute  
1737 West 18th Street, Chicago

## Diversity Advisory Council

April 12, 2017 at 1:30 p.m.

Illinois Tollway  
2700 Ogden Avenue, Downers Grove



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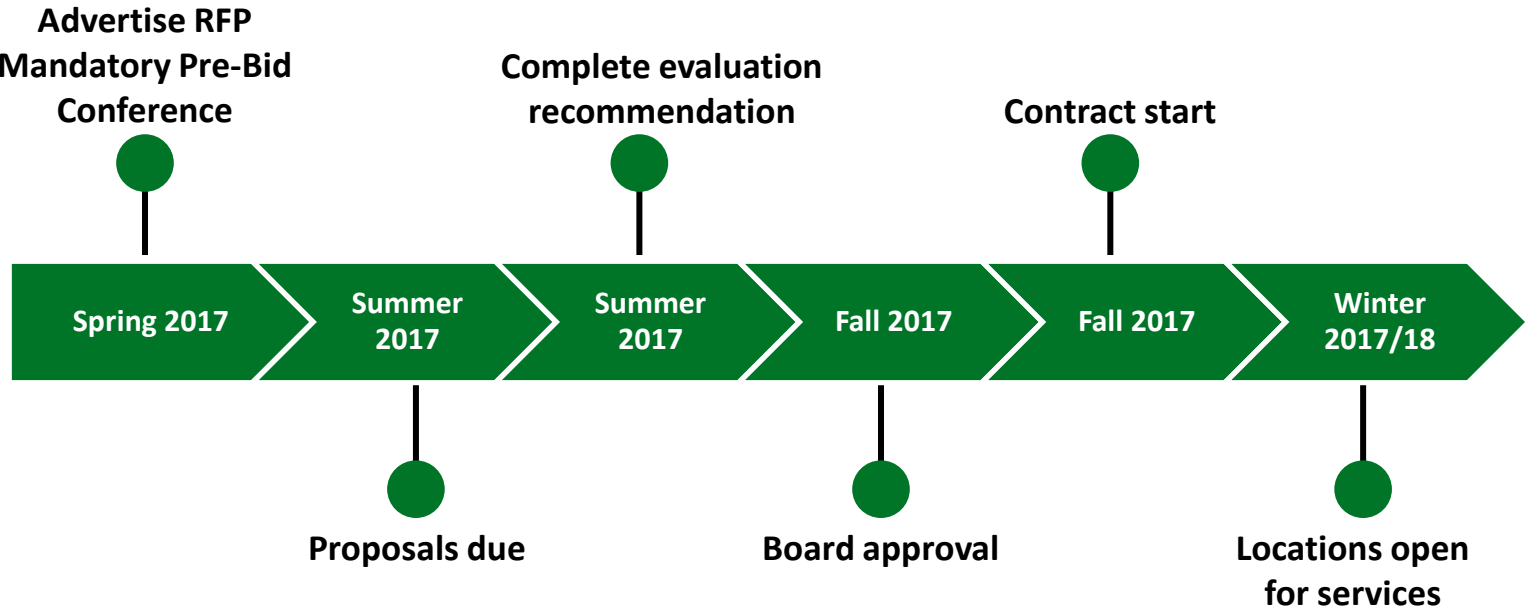
**THANK YOU**

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# APPENDIX

# Workforce Development Technical Assistance Initiative

## *Contract Award Timeline*



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