

Illinois Tollway

Diversity and Inclusion

Committee Update

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March 14, 2018

Agenda

Vision statement

Strategic framework

Workforce development RFP

Regional initiatives and strategic partnerships

Diversity compliance consultant RFP

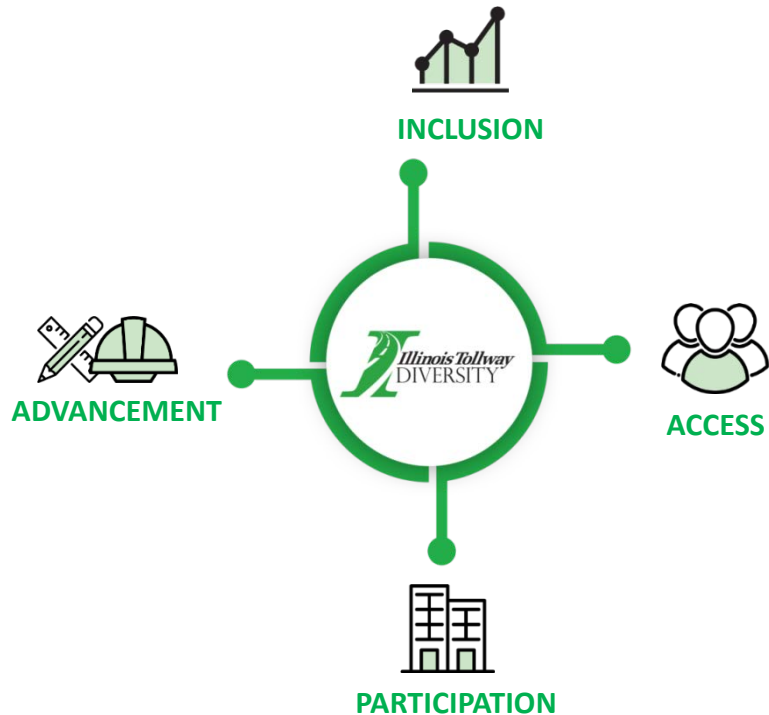
Technical Assistance Program

Vision Statement

The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve.



Strategic Framework



Inclusion

- Teaming arrangements

Access

- Workforce Development Technical Assistance Initiative
- Regional initiatives and strategic partnerships

Participation

- Construction and professional services DBEs paid more than \$126.5 million in 2017
- Veteran firms paid nearly \$20.1 million in 2017

Advancement

- 39 Partnering for Growth (P4G) relationships launched in 2017
- Expanded P4G Program to construction
- 13 Technical Assistance programs

Workforce Development

Approved by Tollway Board in July 2016

- Prepare historically underrepresented men and women for construction industry opportunities
- Up to \$1.5 million budget annually
- Training, placement and support services
- Minimum 150 placements in first three years of contract

Five RFP responses received February 22

Contract start early 3rd quarter



REQUEST FOR PROPOSAL

17-0057 / Workforce Development Technical Assistance Initiative



Regional Initiatives and Strategic Partnerships

Regional Initiatives

- Address lack of diversity in skilled construction trades
- Partner meeting in late March to develop multi-year strategy

MacArthur
Foundation



THE
CHICAGO
COMMUNITY
TRUST
AND AFFILIATES



ComEd®
An Exelon Company

Strategic Partnerships

- Drafting agreement with ComEd to provide additional training program opportunities for underrepresented men and women
- Tollway – Workforce Initiative
- ComEd – CONSTRUCT Program



Diversity Compliance Consultant RFP

Required services include:

- Create and review construction and professional engineering services documentation
- Contract compliance activities
- Contract goal-setting and final release of retainage review
- Statistical reporting and analysis
- General department administrative, logistical and strategic support

Since 2014:

- More than 1,300 construction site and field office visits
- Review/oversight of more than 100 construction contracts and P4G agreements

Since 2016:

- Goal-setting and bid review for more than 80 construction contracts
- Final release of retainage review for nearly 70 construction contracts

Existing contract expires August 31, 2018

Technical Assistance Program

Technical Assistance – Mission and Benefits

Prepare small, disadvantaged and veteran firms for stability and growth in the transportation-related construction industry

Provide comprehensive, customized business development assistance

- Access to capital
- Bonding
- Business management and operations
- IDOT Prequalification
- Estimating
- Financing
- Project management

Customized service plan

- Construction-centered curriculum
- Access to subject matter experts

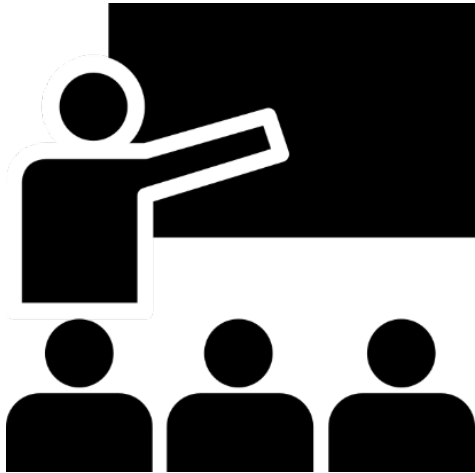
Strategic relationships

- Exposure to Tollway



Technical Assistance – Delivery Models

Classroom style cohort – programs offer a group setting that invites a collaborative learning environment



Self-paced – allows clients to determine how quickly program is completed



Technical Assistance Program Growth

2013-15 – Two Program providers

- Construction Business Development Center (CBDC) – Chicago Heights
- Illinois Hispanic Chamber of Commerce (IHCC) – Chicago



2016 – Four Program providers

- CBDC
- IHCC
- Hispanic American Construction Industry Association (HACIA) – Aurora
- Illinois Black Chamber of Commerce (ILBCC) – Waukegan



2017 – Seven Program providers

- CBDC – Chicago Heights and Rockford
- IHCC – Chicago
- HACIA – Chicago and Aurora
- ILBCC – Chicago, Rockford and Waukegan
- Chicago Minority Supplier Development Council – Chicago
- Griggs Mitchell Alma – Chicago and Rockford
- Inner City Underwriting – Chicago

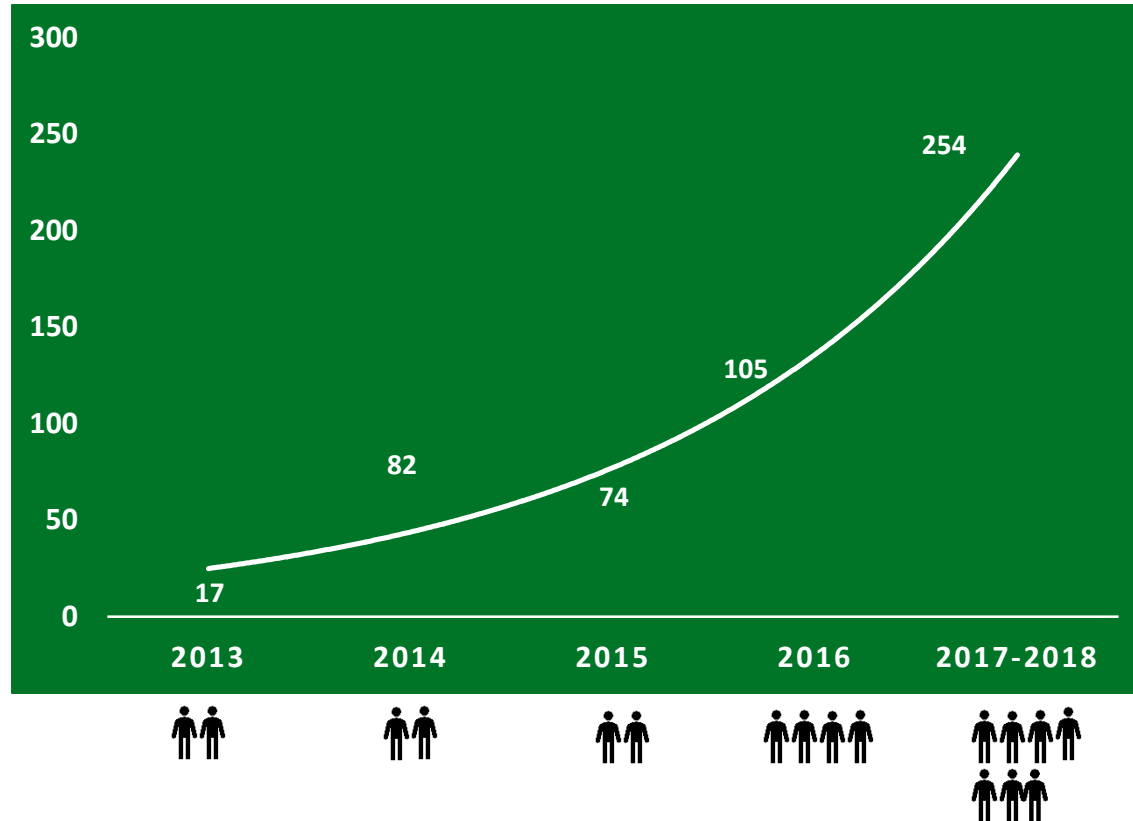


Technical Assistance Program – Requirements

- ✓ Stay focused on long-term success
- ✓ Be willing to make short-term changes to improve program
- ✓ Move program forward as one cohesive unit – not as individual providers
- ✓ Maintain commitment to small business set-aside contracts
- ✓ Demonstrate growth by TA Program clients
- ✓ Sustain commitment by Tollway leadership

TA Program Statistics

Technical Assistance – Number of Times Clients Served



Technical Assistance Program Clients – Since 2016

245 unique clients

92 percent minority-owned businesses

- 66 percent African American
- 20 percent Hispanic
- 6 percent Asian/other

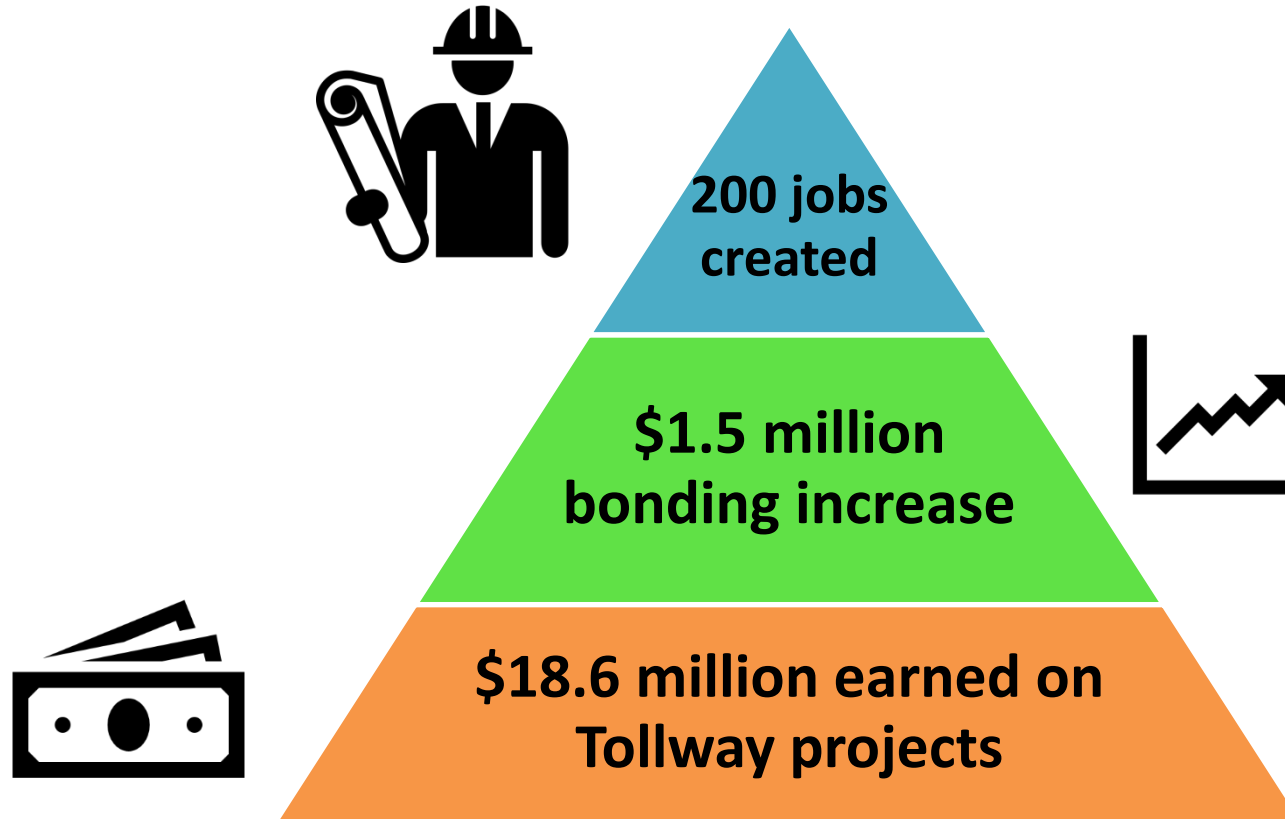
30 percent women-owned businesses

Top services provided

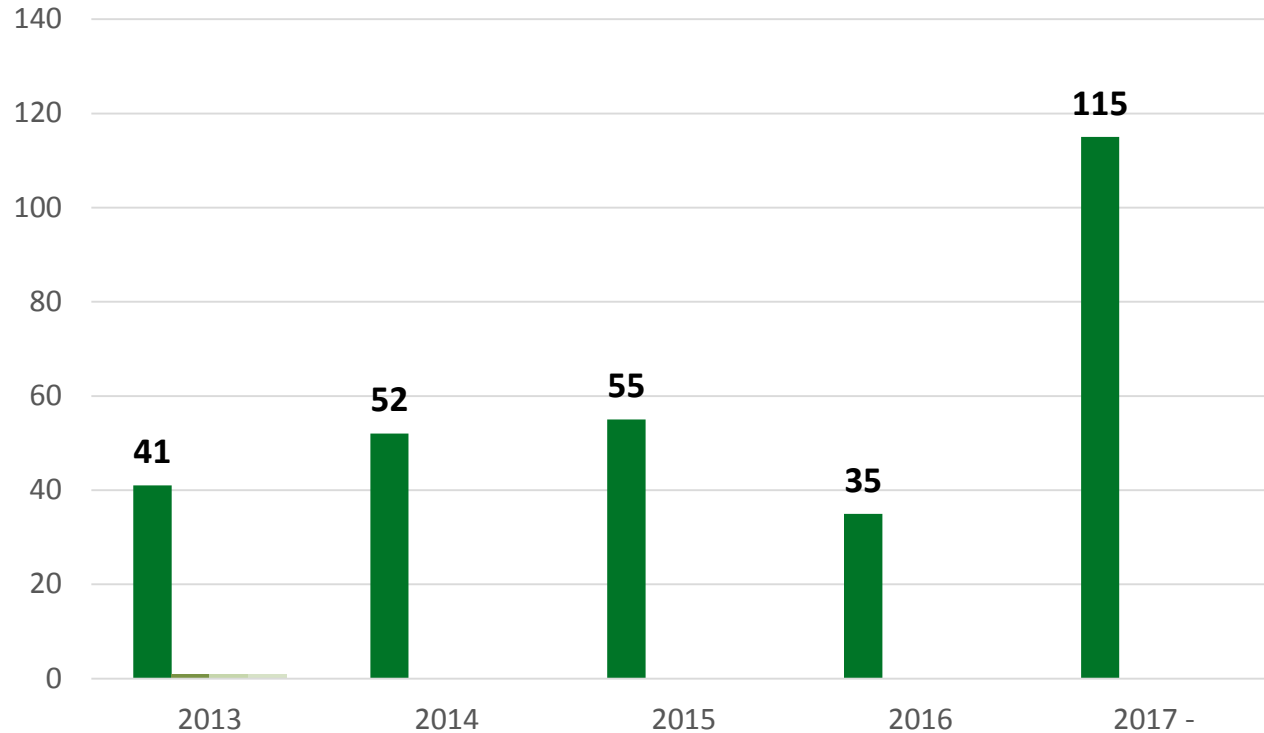
- Bid assistance
- Certification assistance
- Project management/planning/estimating
- Accounting/finance
- Access to Tollway bid opportunities and information
- Bonding
- Business/marketing plan



Technical Assistance Program – Client Growth



Technical Assistance – Bids Submitted



Technical Assistance Program – Internal Audit

Third party, independent analysis and review

Included in Tollway's 2018 internal audit plan

Purpose – to identify:

- Successful practices
- Opportunities for improvement – lessons learned
- Challenges to address

Begins in late March, anticipated completion in 3rd quarter 2018

Final report made available later this year

Partner renewals due in 1st quarter 2019

THANK YOU