

Illinois Tollway Diversity and Inclusion Committee Presentation

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May 17, 2018

Workforce Development Initiative

DIVERSITY REPORT

*A Summary of Diversity Recommendations
and a Proposed Path Forward*

July 2016

Board consideration:

9

**Establish a workforce
development technical
assistance program**

The Workforce Development Subcommittee has identified the need to increase the number of historically underemployed individuals in the heavy highway construction industry as a priority. The subcommittee makes this recommendation in order to provide the Tollway, already an economic engine for the region's economy, with an enhanced mechanism for recruiting, training and placing more diverse candidates in construction industry jobs – something that ultimately benefits both the Tollway and the greater Illinois economy. The Tollway program should emphasize job placement and retention. In addition, the Workforce Development Subcommittee recommends the Tollway explore sponsoring a portion of costs or support services associated with working in construction-related industries such as Commercial Driver's License fees, pre-apprenticeship dues, union application fees and other related costs.

Approved by Tollway Board in 2016

Prepare disadvantaged individuals for construction industry opportunities

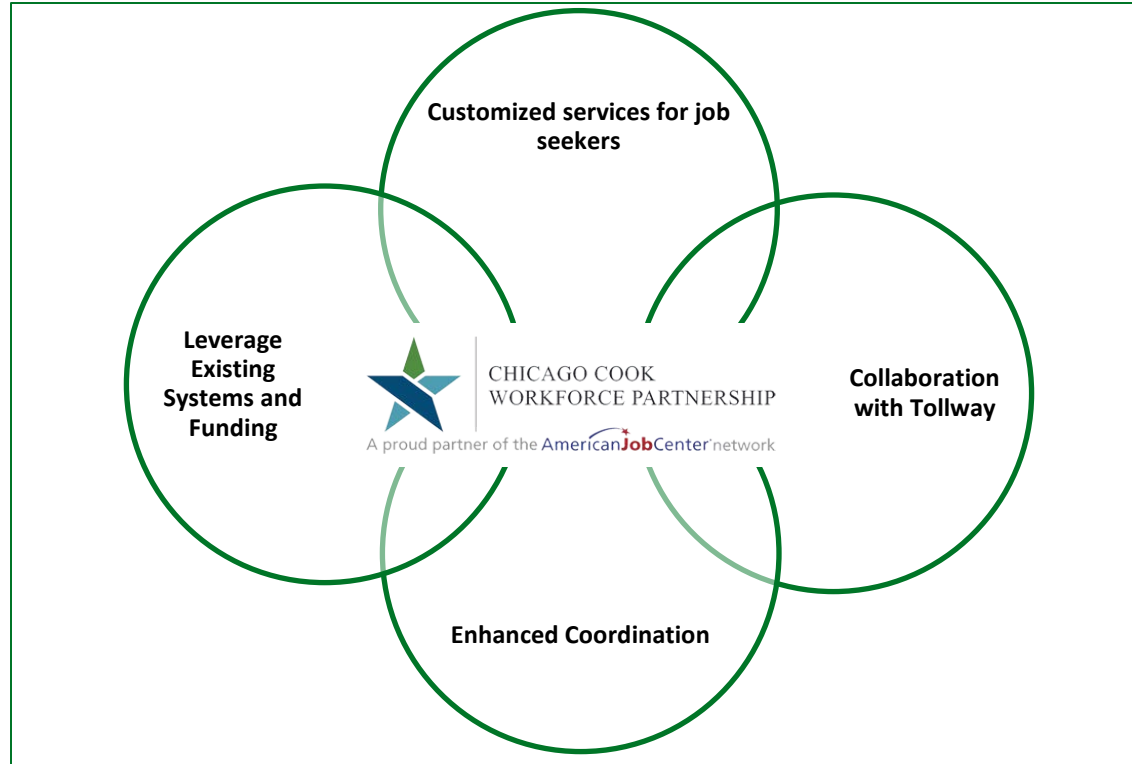
- Minority groups, women, veterans
- Apprenticeship and training programs
- Training/assistance for current (“incumbent”) workers

Increase diversity in top trades

- Laborers
- Equipment operators
- Carpenters
- Electricians
- Iron workers
- Cement masons



Tollway Expectations



Chicago Cook Workforce Partnership



Established in 2012

Joint collaboration between Cook County and City of Chicago

Largest nonprofit Local Workforce Investment Act (LWIA) in the United States

Achieves results in three key areas

- Reduced costs
- Improved services
- Engaging the business community

Cook County Workforce Partnership - Strengths

Diverse funding sources

- Federal and state grants
- Private and public funders

Proven administrator of job training and employment programs

Innovative workforce programs

- Youths and adults seeking jobs
- Training programs for employers

Understands regional workforce needs

Strong community relationships

Transparency in funding decisions

Financial capacity

- More than \$70 million budgeted for programs (2017)



Construction Industry Success

Chicago Transit Authority

- Since 2012
- Identified qualified tradespeople for CTA contractors
- Red Line, Blue Line and 95th Street Station projects
- Red Purple Modernization project

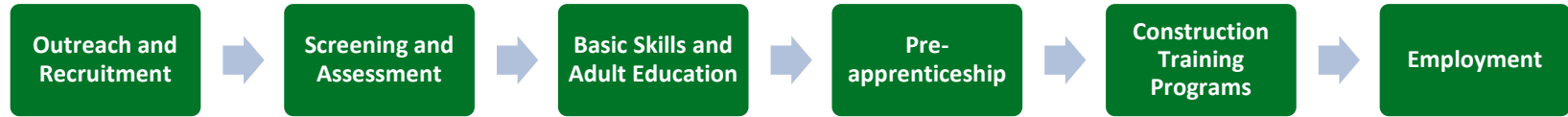


Cook County Healthy and Hospital Systems

- Since 2016
- Outreach and screening job seekers for employment on Central Campus
- Screening/referrals nearly 100 percent minority



Proposed Delivery Model



Satellite service providers

- Workforce (11 subcontractors, 15 total sites)
- Recruitment (2 subcontractors)
- Technical Assistance (2 subcontractors)
- Training (3 subcontractors)

Workforce Development Advisory Committee

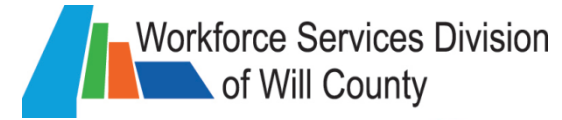
Labor affiliate partners

- CISCO, Chicago Federation of Labor, CBTC, others

Business affiliate partners

- FH Paschen, Aldridge, Turner, Kiewit, Clayco, McHugh, others

Consortium Partners



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Incentives

Up to \$300,000 in incentive pay can be earned during initial three-year term

- All placements employed on a Tollway contract for more than 160 hours earn a \$500 bonus

Each placement above annual minimums* earn an incentive bonus

- \$1,000 for any placement that works 160 hours in a 12 month period
- \$1,000 for any placement that works 1,200 hours in a 12 month period

* 30/50/70 placements in years 1-3

Workforce Development Initiative

Complements existing Tollway programs like ECP

Enhances Tollway regional initiatives and partnerships with transit agencies, funders and ComEd

Involves coordination with trade associations and private sector employers

Rebuilds workforce to replace baby-boomer retirees

Milestones and Deliverables

Year 1 – 2018

- Subcontractors agreements signed
- Open main site
- Open satellite service provider sites
- Develop community recruitment plans
- Develop industry engagement strategies

Year 2 – 2019

- First construction season

Remainder of initial term – deliverables

- 1,000 screened for enrollment
- More than 200 participants receive pre-apprenticeship training
- At least 170 placed in apprenticeship/construction industry employment
- At least 90 percent of trainees from targeted underserved populations
- Nearly 100 trade association/business partnerships built
- Advisory Committee formed and engaged

THANK YOU

Consortium Partners

Business & Career Services

Central States SER, Jobs for Progress Inc.

Chicago Federation of Labor Workforce & Community Initiative

Chicago Women in Trades

DuPage County Workforce Development Division

EDDR Corporation

Employment & Employer Services

F.H. Paschen

Illuminative Strategies

KRA

Lake County Workforce Development Department

Midwest Business Consulting

National ABLE Network

SERCO

Skill Smart

United Way of Metropolitan Chicago

Workforce Development Division of Kane County

Workforce Services of Will County

XD Technology Industry



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