

A photograph of two construction workers at a site. The worker in the foreground is wearing a grey hard hat with an orange chin strap, an orange t-shirt, a yellow safety vest, and grey pants. He is using a red power tool on a concrete slab. The worker in the background is wearing a red hard hat, a grey t-shirt, a yellow safety vest, and dark pants. He is walking towards the right. The site has orange and white traffic barrels, a red pickup truck, and a sign in the background. The sky is overcast.

WEBINAR SERIES #35

Diversity Hiring Portal Training

Presented by: IL Tollway Diversity Department

June 7, 2021



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

BUILDING FOR SUCCESS

WEBINAR SERIES

Housekeeping

All attendees will be muted

Please submit questions via the “chat box” function

- Please provide name & company along with question

Today’s presentation will be recorded and posted online at later date

Please fill out survey following the presentation

WEBINAR SERIES

Commitment to Diversity

Tollway's Diversity Department is a driving force for increasing economic opportunities in the diverse communities we serve

- Tollway programs and initiatives provide small, diverse and veteran businesses and individuals with opportunities to grow and succeed

Tollway Diversity's renewed focus

- Increased training and education opportunities
- PSB review process
- Outreach to broader small/DBE/veteran companies
- Recruiting new firms
- Innovative ideas to create new contracting and employment opportunities



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WEBINAR SERIES

TODAY'S TOPIC: *Diversity Hiring Portal Training*



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

Diversity Hiring Portal Training
June 7, 2021

AGENDA

- I. Introduction
- II. Program Overview
 - I. ConstructionWorks
 - II. Earned Credit Program
 - III. P4G – Mentor – Protégé
- III. Hiring Portal Tool
 - I. Purpose & Use
 - II. Process
 - III. Registration
 - IV. Completion of Hiring Process
- IV. Questions & Answers



CONSTRUCTIONWORKS(CW)

Overview

CW creates a pipeline of diverse men and women ready for careers in the heavy highway and related construction industry

- Potential candidates are connected to a network of experienced career and pre-apprenticeship training partners throughout Northern Illinois who offer customized construction industry preparation
- These candidates have unprecedented level of access to key industry resources throughout the region, including construction contractors and regional transportation agencies
- To better assist with long-term career success, the CW program is designed to provide support services for candidates to attain and retain employment

Nearly 200 candidates hired since 2018

- 40 candidates hired to work on Tollway construction projects



ConstructionWorks

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Teaching Trades, Building Careers

CONSTRUCTIONWORKS

Contractor Benefits

CW offers incentives to contractors that hire and retain eligible participants

- \$15 cash reimbursement for every hour worked by a CW participant hire on Tollway projects – up to \$100,000
- First time CW hires earn additional \$5,000 bid credit bonus after accumulating 160 hours of work
- Contractors and Subcontractors can earn virtual dollars as follows:
 - Operating Engineers and Structural Steel Ironworkers: .75 cents on the dollar
 - Skilled Trades and Fabricators – .65 cents on the dollar
 - Laborers – .55 cents on the dollar



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EARNED CREDIT PROGRAM (ECP)

Overview

ECP provides opportunities for historically underrepresented segments of the heavy highway construction workforce

- Contractors and Subcontractors earn bid credits when they hire from a pool of eligible job candidates. These candidates include underemployed minorities, women, eligible offenders and exonerated individuals, veterans and other economically disadvantaged individuals
- Race- gender-neutral program
- Candidate eligibility is determined through the IDES screening process

Over \$30.5 million in wages paid to hired ECP and CW candidates since 2007 by participating contractors



EARNED CREDIT PROGRAM

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Putting your Best Bid Forward

EARNED CREDIT PROGRAM (ECP)

Contractor Benefits

Bid Credit incentives

- Lowers base bid amount
- Increases chances of being the low bidder
- Gives contractors a bidding advantage on Tollway construction contracts
- Contractors and Subcontractors can earn virtual dollars as follows:
 - Operating engineers and structural steel ironworkers – .50 cents on the dollar
 - Skilled Trades and Fabricators – .40 cents on the dollar
 - Laborers – .30 cents on the dollar
 - First time ECP hires earn additional \$5,000 bid credit bonus after accumulating 160 hours of work



EARNED CREDIT PROGRAM

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Putting your Best Bid Forward

P4G GROWTH CONSTRUCTION PROGRAM

Overview

Encourages contractors to assist small, diverse, women and veteran-owned businesses in remaining self-sufficient and competitive

Flexible agreements allow firms to gain experience on active contracts (professional services) or work together without a contract (construction)

Contractors determine areas of assistance

Tollway Technical Assistance providers support agreements



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Taking your Business to the Next Level

P4G CONSTRUCTION PROGRAM

Contractor Benefits

Bid Credit incentives

- The Partnering for Growth Construction Program offers participating contractors the opportunity to earn up to \$100,000 per year in bid credits that may be applied toward future Tollway construction bids
- Both mentors and protégé firms can earn bid credits



PARTNERING for GROWTH

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Taking your Business to the Next Level

HIRING PORTAL

Overview

The Hiring Portal is a Tollway-operated database containing eligible CW and ECP candidates

Portal streamlines the hiring process

- Allows contractors to review, select and contact pre-qualified and eligible candidates
- Contains candidate profile (contact information, resume, certificates and completed safety training courses)
- Users can filter candidates via keyword search (laborers, carpenters, electricians, etc.)

The screenshot displays the Illinois Tollway Hiring Portal interface. The top navigation bar includes links for Home, Reports, Applicant Activity, Applicants (selected), Contractors, Source Agencies, and Users. A search sidebar on the left is titled "Search Applicants" and contains input fields for First Name, Last Name, and Source Agency (a dropdown menu with "--Select Source Agency--"). Below these is a "Trade" section with a list of checkboxes: Carpenter, Cement Mason, Draftsperson/Blueprints, Driver CDL, and Electrician. The main content area shows "165 results for Applicants" and a table of candidate profiles.

| Name | ECP Start Date | Trade | Certification | Phone |
|--------------------|----------------|---|------------------------------|---------------------|
| Bryant [REDACTED] | 8 / 19 / 2019 | Laborer | | [REDACTED] 9474 |
| Rolando [REDACTED] | 5 / 14 / 2019 | Cement Mason Laborer Machine Operator Operating Engineer Painter Plumber | Other (Asbestos Certificate) | 2 [REDACTED] 94 |
| Karim [REDACTED] | 8 / 26 / | Electrician Machine Operator | | 7 [REDACTED] 7-2869 |

HIRING PORTAL

Dashboard Home Screen

- View detailed applicant information by clicking on profile
- Other information available includes:
 - Resume
 - Certifications

Illinois Tollway Home Reports Applicants My Applicants Hello newUser11117 User Guide Log off

Details of James A. [REDACTED]

Applicant Information

| | | | |
|-----------------------|-------------------------------------|----------------------------|-------------------------------------|
| First Name | James | Source Agency | Chicago Urban League |
| Last Name | [REDACTED] | ECP Eligibility Date | 10/19/2016 12:00:00 AM |
| Email | [REDACTED] | Has a Valid Driver License | Yes |
| Phone Number | [REDACTED] | Has a Valid CDL | Yes |
| Address | [REDACTED] | CDL Type | Class C |
| City | Chicago | Trade Status | Second Year Apprentice |
| State | IL | Is a Veteran | <input checked="" type="checkbox"/> |
| Zip Code | 64545 | | |
| Is Eighteen Years Old | <input checked="" type="checkbox"/> | | |

Certifications

| Certification Information | Description |
|-----------------------------|------------------------------|
| Certification Type: Flagger | Description: State Certified |

Equipment Operated

| Equipment Information | Description |
|-----------------------------|---|
| Equipment Name: Jack Hammer | Description: 5 years experience |
| Equipment Name: Fork Lift | Description: Certified |
| Equipment Name: CPR | Description: Defibrillator Practice and Certified |

Education

| Education Information | Address |
|--|--------------------------|
| Education Institute Name: ITT | Address: 123 Chicago ave |
| Education Type: University/College | City: Chicago |
| Courses Taken: Programming | State: IL |
| Graduated: <input checked="" type="checkbox"/> | Zip: 60601 |

HIRING PORTAL

Dashboard Home Screen

- Search applicants by criteria
 - Trade
 - Training source agency
- Save searches under “Add to My Applicants”
- Access new applicants or continue interview/hiring process

The screenshot displays the Illinois Tollway Hiring Portal dashboard. The top navigation bar includes 'Home', 'Reports', 'Applicants', and 'My Applicants'. The main content area is divided into a search sidebar on the left and a table of applicants on the right. The sidebar contains search filters for First Name, Last Name, Source Agency, Trade, ECP Eligible, and Veteran status. A red box highlights the 'Add to My Applicants' button in the top right of the search sidebar. The table of applicants has columns for Name, ECP Start Date, Trade, Phone, Email, Source Agency, and Veteran status. The table shows 5 applicants available.

| Name | ECP Start Date | Trade | Phone | Email | Source Agency | Veteran |
|-----------------------|----------------|---|------------|------------|---|-------------------------------------|
| James Al [REDACTED] | 10/19/2016 | Electrician Cement Driver Foreman Laborer Painter Trucker Carpenter | [REDACTED] | [REDACTED] | Chicago Urban League | <input checked="" type="checkbox"/> |
| John Fa [REDACTED] | 11/10/2016 | Electrician Foreman Operating Engineer Iron Worker | [REDACTED] | [REDACTED] | Highway Construction Careers Training Program | <input checked="" type="checkbox"/> |
| Irma Mi [REDACTED] | 9/20/2016 | Electrician Trucker | [REDACTED] | [REDACTED] | St. Paul Church of God in Christ | <input checked="" type="checkbox"/> |
| Eduardo Pe [REDACTED] | 10/10/2016 | Electrician Cement Driver Foreman Laborer | [REDACTED] | [REDACTED] | National Latino Education Institute | <input checked="" type="checkbox"/> |
| Jeremy Ri [REDACTED] | 10/31/2016 | Electrician Foreman Plumber Welder | [REDACTED] | [REDACTED] | St. Paul Church of God in Christ | <input checked="" type="checkbox"/> |
| Joe Sm [REDACTED] | 10/19/2016 | Electrician Cement Driver Foreman Carpenter | [REDACTED] | [REDACTED] | National Latino Education Institute | <input checked="" type="checkbox"/> |

HIRING PORTAL

Interested Applicants

Interested Applicants

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Interested Applicants Interested Applicants Contacted Applicants In Progress Applicants Hired Applicants

| Contacted the applicant? | Name | Trade | Phone | Email | Source Agency | Remove Applicant |
|-------------------------------------|----------------------|---|------------|----------------------------|---|-----------------------------------|
| Contacted Applicant | John F [REDACTED] | Electrician Foreman Operating Engineer Iron Worker | [REDACTED] | e[REDACTED]@[REDACTED].com | Highway Construction Careers Training Program | Remove Applicants |
| Contacted Applicant | Jeremy R [REDACTED]s | Electrician Foreman Plumber | [REDACTED] | e[REDACTED]@[REDACTED].com | St. Paul Church of God in Christ | Remove Applicants |

HIRING PORTAL

Contacted Applicants

Contacted Applicants

Illinois Tollway Home Reports Applicants My Applicants Hello newUser1117 User Guide Log off

Contacted Applicants Interested Applicants **Contacted Applicants** In Progress Applicants Hired Applicants

| Had Interviewed? | Name | Contacted On | Phone | Enter Possible Position | Enter Comments | Remove Applicant |
|------------------------------|--------------------|--------------|-------|-------------------------|----------------------|-------------------|
| Interviewed Applicant | Eduardo [REDACTED] | 1/16/2017 | | <input type="text"/> | <input type="text"/> | Remove Applicants |

HIRING PORTAL

In Progress Applicants

In Progress Applicants

Interviewed Applicants

Interested Applicants Contacted Applicants **In Progress Applicants** Hired Applicants

| Hire Applicant? | Name | Interviewed On | Position | Comments | Enter Wage | Remove Applicant |
|------------------------|----------------------|----------------|----------|----------|----------------------|-------------------|
| Hire Applicant! | Eduardo F [REDACTED] | 1/16/2017 | | | <input type="text"/> | Remove Applicants |

HIRING PORTAL

Hired Applicants

Hired applicants

| Hired Applicants | | | |
|--|-----------|-------|----------|
| Interested Applicants | | | |
| Contacted Applicants | | | |
| In Progress Applicants | | | |
| Hired Applicants | | | |
| Name | Hired on | Wage | Position |
| James A. [REDACTED] | 1/16/2017 | 25.00 | Mason |
| Eduardo P. [REDACTED] | 1/16/2017 | 25.00 | |

TOLLWAY DIVERSITY

Contact Information

ConstructionWorks & Earned Credit Programs at Tollway:

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- Patty Ross; Program Coordinator; 630-864-8249; pross@getipass.com
- Alexander Karahalios; Program Coordinator; 630-297-6297; akarahalios@getipass.com

ConstructionWorks Registration Assistance:

- Patty Ross; Program Coordinator; 630-864-8249; pross@getipass.com
- Tony Garritano; ConstructionWorks Liaison; 773-569-781; tony@xdtechindustry.com

Earned Credit Eligibility Assistance:

- Maria Talis; IDES Liaison; 312-243-6795; maria.talis@Illinois.gov
- Telly Cheung, IDES Liaison; 312-243-6795; telly.cheung@Illinois.gov

Partnering for Growth (P4G) Construction Program Assistance:

- Kristen Bennett; DBE Program Manager; 630-631-3232; kbennett@getipass.com
- Lynette Robinson; Program Liaison; 630-241-6800, ext. 1908; lrobinson@getipass.com





Q&A

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Ultimate resource for doing business with the Tollway

Doing Business

Construction and Engineering

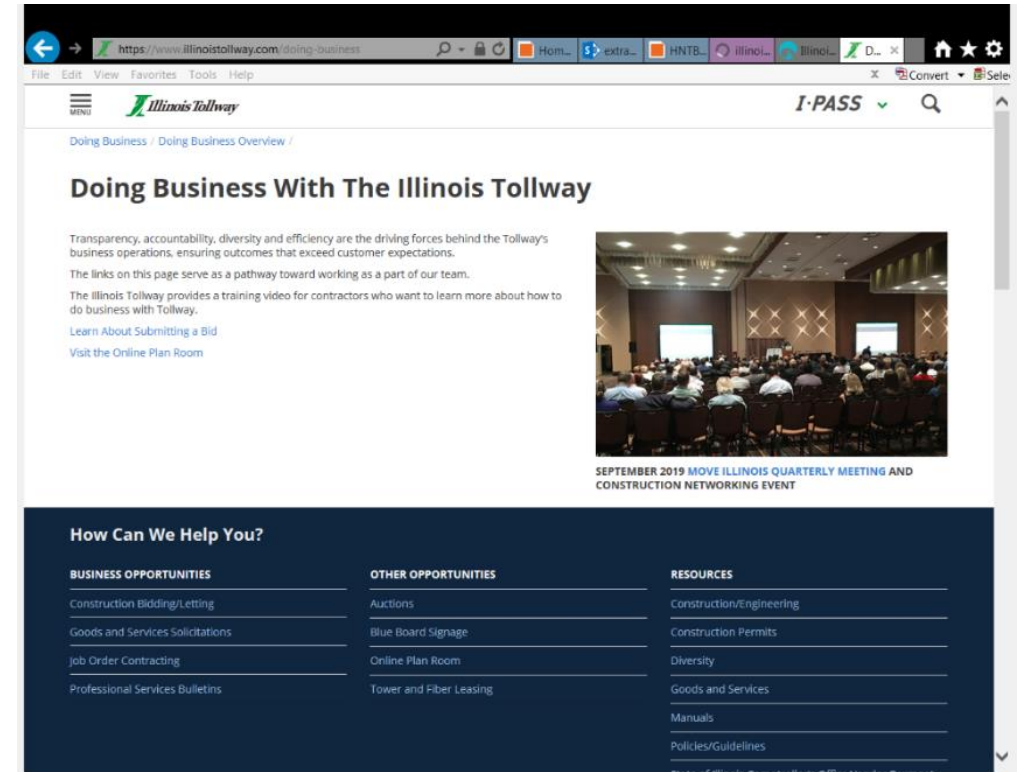
- Contractor and consultant resources

Goods and Services

- Current goods and services bidding information

Diversity Programs

- Outreach and networking events



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