

<u>Responsibilities</u> <i>Who will do it?</i>	<u>Communication/Reporting Plan</u>
Explanation <ol style="list-style-type: none"> 1) Either this committee can make direct requests or control 2) Entity for which this is a task that is already their responsibility 3) Entity for which this is a task that is consistent with their purpose, function 	How do we deliver our committee to the relev
Examples <ol style="list-style-type: none"> a) Stakeholder Committee Members b) WisDOT DBE c) WisDOT Project Team d) Contractors e) Unions f) Elected Officials: local or state 	Email ▶▶ Personal ▶▶ Constant contact Newsletter Website Phone Call Personal Letter Information Session
Frequency	Regularly or As Needed Monthly, Quarterly Annually (based on them)



WisDOT's Labor Commitments

Wisconsin Department of Transportation

WisDOT



Responsible for planning, building and maintaining Wisconsin's network of state highways and Interstate highway systems

- ❖ Plans, promotes and financially supports statewide air, rail transportation, as well as bicycle and pedestrian facilities
- ❖ Works closely with other state, federal and local agencies changing and growing travel needs
- ❖ Five Divisions: DTIM, DMV, DSP, DBM, DTSD

Equity & Access Evaluation



Civil Rights

"No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination on the basis of race, color, or national origin, in any program or activity receiving Federal financial assistance."

Environmental Justice

- ❖ Ensure full and fair participation by all potentially affected communities in transportation planning
- ❖ Avoid, minimize, or mitigate disproportionately high and adverse human health and environmental effects, *including social and economic effects*, on minority populations and low-income populations.
- ❖ Prevent the denial of, reduction in, or significant delay in the receipt of benefits by low-income populations.

WisDOT's Disparate Impact Survey

- 1) Does the existing TRANS program have the capacity to meet the demand of the project?
- 2) USDOL goals are not commensurate with current area demographics
- 3) WisDOT can promote higher goals but cannot enforce them without threatening federal funding
- 4) Closed nature of the construction industry requires nontraditional recruitment involvement for inclusion

Mega Project Committees

PAST LABOR DEVELOPMENT COMMITTEE



- **MISSION:** To cultivate innovative solutions to the community's expectation for access to employment opportunities resulting from the MIP by using divergent insight and resources to combat our construction industry's diversity shortages with inclusive, insightful, resourceful, and functional solutions
- **MEMBERS:** BIG STEP, CBO's, Minority Chambers of Commerce, Senator Coggs, DWD, Laborers' Apprenticeship Coordinator, Laborers' Local 113, MATC, MPS, NAMC, OFCCP, County Elected Officials, State Representatives, WTBA



Advises WisDOT, informs the community and facilitates solutions that promote community inclusion, stakeholder commitment accountability

Labor Efforts

- Set Aspirational Goals based on current demographics
- Contract Provisions
 - » ASP-1: *Sets TrANS hiring goals:*
 - Type of work in contract
 - Region's census data
 - TrANS program candidates
 - Create Wage Subsidy \$5/hr
 - » SPV contract provision requires contractors to participate in TrANS class
- Civil Rights Tracking System
 - » Utilizes Certified Electronic Payroll to follow \$\$
 - » Provides tangible measure of community economic impact analysis
 - » System interfaces with DWD apprentice system

- TrANS Provider *Labor RFP*
 - » Utilizes Workforce Community-based ap
 - » Service Provider Team diverse, representative involvement
 - » Stakeholder team respondents
- Access
 - » Civil Rights & TrANS program at every pre-construction meeting
 - » TrANS providers receive Awarded Contractors
 - » Has access to WisDOT project leaders
 - » Speed networking events mega-project contracts

DBE Program Functional Areas

7

Contract Provisions

- ✓ ASP 1: TrANS Graduates hiring goals & incentives
- ✓ ASP 3: DBE Program Implementation
- ✓ ASP 4: Prompt Payment
- ✓ ASP 7: 1st Tier & DBE Payment Tracking
- ✓ ASP 9: Electronic Certified Payroll Submittal
- ✓ FHWA 1273 Nondiscrimination provision

Labor Development

- TrANS Program
- Facilitated Networking
- Construction Resource

Labor Compliance Reporting

- 1391 Report: *Contractors' Analysis*
- 1494 Report: *Contract Award & Back Wage Collection*
- *Contractor EEO Reviews*

What is TRANS?



Supply & Demand Model Industry Driven Plan Collaborative Effort



- **TrANS** is Wisconsin DOT's investment in a resource supply a diverse workforce to meet the demand created its road construction projects.
- **TrANS** Addresses the construction contractor's comment, "there are no qualified minorities"

Who Is TRANS?



INDUSTRY



+

LABOR



+

GOVERNMENT



=

TrANS is a stakeholder-driven Public Private Partnership created, designed, & refined to fill the diversity void in Wisconsin's road construction industry.

Timeline

TrANS in All 5
WisDOT Regions

1995

**Pilot Program
Implemented**

Service Area:
Milwaukee
Service Provider:
YWCA-NET
Placements:
Traffic Control
General Laborer

1998

Service Areas Added:
Madison
Beloit
Service Providers:
YWCA of Madison
Rock County OIC
Placements:
General Laborer
Flaggers
Truck Drivers

2001

Service Areas Added:
Keshena
Crandon
Service Providers:
College of Menominee Nation
Forward Service Corp.
Placements:
General Laborer for
Road & Building

2008

Service Areas Added:
Racine/Kenosha
Service Providers:
Human Capital-First Choice
Placements:
General Laborer
Flaggers
Truck Drivers

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TrANS Labor Development Model



A. Outreach to Contractors

- ✓ Marketing
- ✓ Orientation

B. Screening

- ✓ Initial
- ✓ Final

C. 120-hr Industry Awareness

D. Job Pool Coordination

- ✓ Contractor solicitation
- ✓ Graduate skill resume

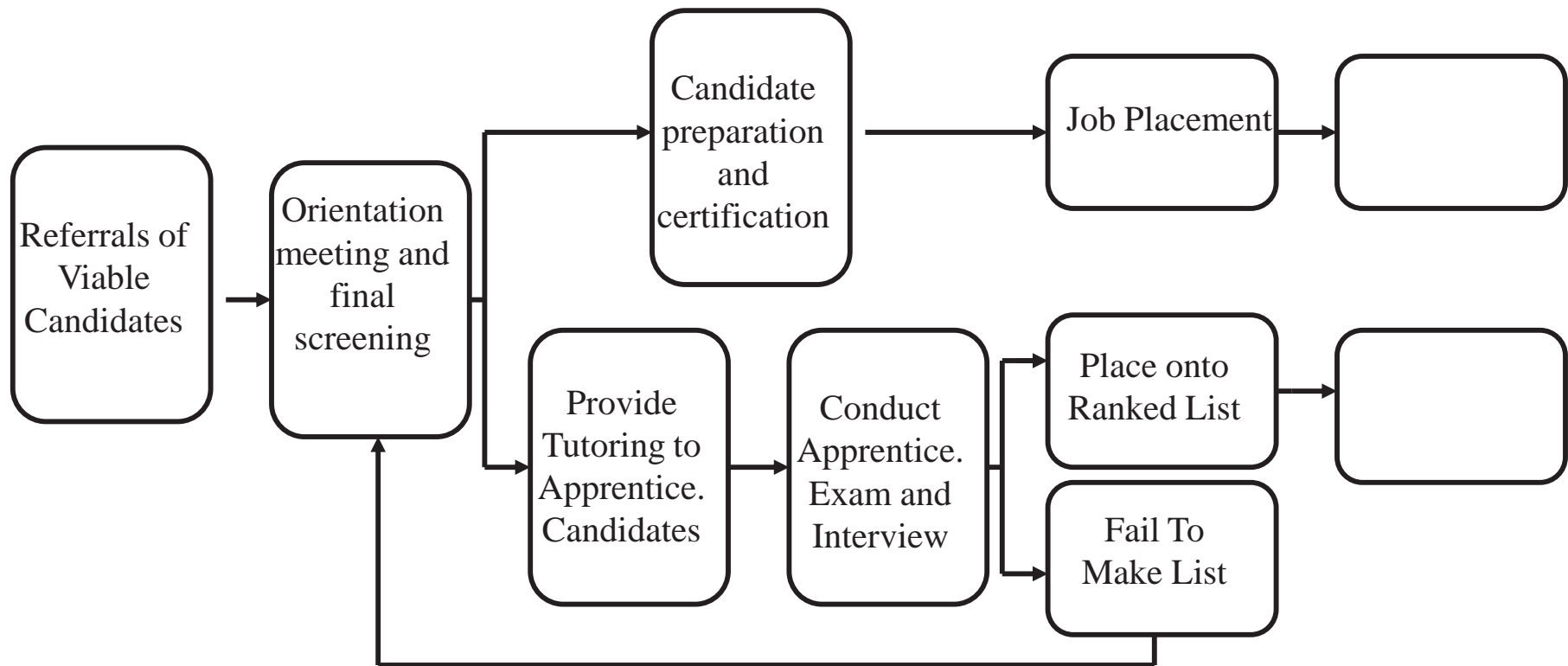
E. Retention of Candidates & Contractors

120-Hour Industry Awareness Benchmarks



- Construction Math
- Tool Identification
- Flagging/Traffic Control Safety Certification
- Commercial Driver's License (CDL) Permit
- Apprenticeship Preparation
- Basic Road Building skills ie: curb and gutter, jackhammer, basic framing, cement finishing
- Physical Conditioning
- Essential workplace skills (Positive attendance communication, conflict management, teamwork)

TrANS Candidate Flow



TRANS Service Providers

Current

- College of Menominee Nation
- Human Capital Development- First Choice Pre-apprenticeship
- Forward Service Corp
- Wisconsin Regional Training Partnership/BIG STEP

Previous

- YWCA of Milwaukee
- Rock County
- Boys & Girls Club of Milwaukee
- YWCA of Madison

