



# Contact Sensitive Solutions Diversity and Demographics

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[http://www.dot.state.mn.us/  
civilrights/](http://www.dot.state.mn.us/civilrights/)





# Outline of Discussion

- Understanding Public Participation
- MnDOT Strategic Vision
- DBE and Workforce Collaborative - Collaborative Public Management (Handout) Enhancing Public Engagement (Handout)
- State Demographics/Project Understanding
- Focus and Results (Handout)
- Pilot Project (Handout) and Suggestions





# Understanding Public Participation - Handout

## Spectrum of Public Participation

Inform – Consult – Involve – Collaborative –  
Empower

## Moving Beyond Participation – What's Involved

Participatory – Deliberative – Collaborative –  
Adaptive – Inclusive





# MnDOT Strategic Vision

**Global leader in transportation**, committed to upholding public needs and collaboration with internal and external partners to create a safe, efficient and sustainable transportation network.

**Core Values** – Value diversity and cultural capital through inclusion and opportunity and promote collaboration, research and innovation.

**Critical Issue:** Maintain a workforce that reflects the communities we serve.





## DBE & Workforce Collaborative (flagship)

**Collaborative Mission** – “have the contractors and workforce participation within the Minnesota transportation industry reflect the demographics of the State of Minnesota”

**Eleven Project Teams:** 1) Results Transparency; 2) Coordinated Access Point; 3) On-The-Job Training (OJT) Program ; 4) Civil Rights Program Training; 5) OJT Trainee Tracking and Retention; 6) Targeted Group Business (TGB); 7) DBE Program ; 8) Veteran’s Program 9) Mentor Protégé; 10 Working Capital Fund; 11) Pilot Project.





# Collaborative Stakeholders Groups

- DBE Contractors
- General and Sub Contractors
- Workforce Developers/Training Providers
- Unions
- Employment/business Advocates
- Non-Union Workforce
- FHWA
- MnDOT





# Workforce Progress

## Workforce - Goals set by County (Human Rights Sets)

Minority Part. 2009 6.1% 2010 7.5% 2011 8.5%

Women Part. 2009 3.3% 2010 3.9% 2011 4.5%

## On the Job Training Placements - Goal 70

2009 - 70 2010 - 111 2011 - 127

Transportation Equity Network (TEN) One of four States in the top rankings for breakthroughs in the use of OJT and apprenticeship programs.





## Work with Office of Civil Rights

- Early Project Identification
- Contact Regional DBE and Workforce Specialist
- Understand the Demographics in the Project Location –  
[www.demography.state.mn.us](http://www.demography.state.mn.us)
- Engage Community Groups – MnDOT Collaborative







# MnDOT Pilot Project

- Consider Mandatory Subcontracting and De-bundling
- Small Business Assistance Program
- Earlier Trades Identification
- Focused Job Training Opportunities
- Increased Community Outreach
- Pre-Bid and Post Award Meetings
- Measuring Performance through Life of Project





## 2012 Workforce Focus

- CDL Programs – Brainerd, Duluth, Winona and Twin Cities
- Women Wear Hardhats Too – Summit Academy in Mpls.
- Top 10 Projects
- Employee Retention





# Upcoming

Targeted Group Business (TGB) Legislation  
(MnDOT)

Veterans Program (MnDOT)

