

Tollway Recruitment Efforts



▶ September – December 2015

- ▶ 10 job fairs; 30 percent for veterans
- ▶ Malcom X College, South Suburban College, Wayne Township, Elgin Community College, Triton College, Orland Park Civic Center

▶ Career Opportunities Expo: Making a Connection

- ▶ February 26, 2016
- ▶ 10 a.m. – 2 p.m.
- ▶ New Beginnings Church
6620 S. King Drive, Chicago



Diversity Advisory Council (DAC)

- ▶ **First Diversity Advisory Council (DAC) meeting held October 7, 2015**
- ▶ **Members represent nearly 20 advocacy agencies**
- ▶ **Three subcommittees created to study Tollway policy, programs and workforce development initiatives and make recommendations for improvements/new initiatives**
- ▶ **Goal is to complete recommendations for Diversity and Inclusion Committee consideration in March 2016**

DAC Subcommittee – Policy

- ▶ **Two meetings (December 3 and January 7)**
- ▶ **Key issues discussed**
 - ▶ Tollway Disparity Study
 - ▶ Contract payment data
 - ▶ Current Tollway policies
 - ▶ Reviewing national and local best practices

DAC Subcommittee – Policy

▶ Initial Recommendations

- ▶ Consider indefinite continuation of Diversity Advisory Council and Board Diversity and Inclusion Committee
- ▶ Consider shorter cycle for Tollway goods and services contracts
- ▶ Continue unbundling construction contracts and review the process to identify any additional opportunities
- ▶ Enhance technical assistance programs that help subcontractors market themselves

DAC Subcommittee – Programs

- ▶ **Two meetings (December 4 and January 8)**
- ▶ **Key issues discussed**
 - ▶ Improving visibility for veteran-owned firms and all diverse firms
 - ▶ Mentor/Protégé Program for construction
 - ▶ Establishing criteria and eligibility requirements for mentor and protégé firms
 - ▶ Matching mentors and protégés for best outcomes
 - ▶ Connecting the mentor/protégé relationships to existing technical assistance programs

DAC Subcommittee – Programs

▶ Initial Recommendations

▶ Mentor/Protégé Program for construction

- ▶ Evaluate effective incentives for primes to participate
- ▶ Evaluate effective matchmaking to ensure successful partnerships
- ▶ Survey key prime contractor groups (i.e. IRTBA) to determine best attributes for protégés
- ▶ Collect input from subcontractors and technical assistance programs
- ▶ Consider term-based mentor/protégé relationships rather than contract-based ones and measure protégé success over time

▶ Technical Assistance Programs

- ▶ Review existing technical assistance programs to identify ways of increasing effectiveness
- ▶ Consider additional technical assistance programs (i.e. BEP/goods and services)

DAC Subcommittee – Workforce Diversity

- ▶ **Four meetings (November 18, December 1, December 15 and January 12)**
- ▶ **Key issues discussed**
 - ▶ Increasing participation by African Americans and women on Tollway projects
 - ▶ Increasing minority participation within the five primary union trades involved on Tollway projects
 - ▶ Holding prime contractors more accountable for workforce diversity on Tollway projects



DAC Subcommittee – Workforce Diversity

▶ Initial recommendations

- ▶ Evaluate incentives for unions and contractors to meet/increase EEO goals for African Americans and women
- ▶ Consider funding workforce development technical assistance for heavy highway and related industries with an emphasis on retention in construction-related fields
- ▶ Obtain feedback from contractors on Tollway workforce diversity programs
- ▶ Evaluate EEO compliance enforcement on Tollway projects



Diversity and Inclusion Committee Workplan

Key Events/Actions	Decision-Making Timeframe				
	January	February	March	April	May
<ul style="list-style-type: none"> Diversity and Inclusion (D&I) Committee meetings Diversity Advisory Council (DAC) meetings DAC subcommittee meetings 	X	X	X	X	X
<ul style="list-style-type: none"> Tollway Staff Provides DBE, BEP, EEO and Tollway workforce data to DAC Subcommittees DAC Subcommittees review data (ongoing) Tollway closes Disparity Study comment period D&I Committee recommends adopting study, starting new DBE Program Tollway Board adopts new DBE Program, sunsets existing program DAC Subcommittees prepare final recommendations for DAC approval 	X	X	X		
<ul style="list-style-type: none"> Tollway begins using study data to set DBE goals DAC makes final recommendations to D&I Committee D&I Committee reviews DAC recommendations Tollway staff completes review of DAC and studies recommendations D&I Committee prepares final report to Tollway Board 				X	
<ul style="list-style-type: none"> D&I Committee issues report for revised/new programs/initiatives Tollway Board reviews D&I Committee report, considers extension of D&I Committee charter 					X



THANK YOU
