Diversity survey results
Vision statement
Small Business Initiative
Diversity video
Meetings and events
Diversity Survey Summary
What description **best** describes your role and interaction with the Department of Diversity and Strategic Development?

<table>
<thead>
<tr>
<th>Role</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity Advisory Council</td>
<td>5</td>
</tr>
<tr>
<td>Earned Credit Program Advisory Committee</td>
<td>4</td>
</tr>
<tr>
<td>Illinois Tollway Senior Staff</td>
<td>7</td>
</tr>
<tr>
<td>Industry Stakeholder</td>
<td>14</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>7</td>
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</tbody>
</table>
Please identify your level of understanding of the following programs.

- **DBE Business Enterprise (BEP)**
- **Small Business Set-Aside (SBSP)**
- **Veterans Business Partnering for Growth**
- **Technical Assistance**
- **Small Business Initiative**
- **Earned Credit (ECP)**
- **Equal Employment Opportunity (EEO)**

The scale ranges from 0 to 4, with 4 being 'Excellent' and 0 being 'Need more information'.
What do you believe is the role of the Department of Diversity and Strategic Development?

- Help increase inclusion, training and minority participation on contracts for construction and professional services to maintain a quality transportation system.
- Continually monitor, track, gather data to assess programs success, areas of weaknesses, monitor compliance and make improvements to reach goals and objectives.
- Find ways to set and enforce goals and share amongst the industry in a fair and equitable manner.
What are the department’s biggest accomplishments?

Diversity

Work Participation DBE Development

Tollway Program

Veterans Technical Assistance New

Training ECP Together

Design Business
What can be improved within the Department of Diversity and Strategic Development programs?

• Include apprentice hours
• More planning opportunities for minorities
• Increase African American participation
• Improve mentor programs
• Too many different and competing programs
  Tollway manages competing programs to increase DBE and small business participation. Tollway programs should focus on all small businesses, regardless of ethnicity.
• Work on increasing firms’ capacities
  Not just increasing the number of firms.
What community and/or industry needs should the department’s programs focus on?

- More training opportunities for construction, particularly for African Americans
- More opportunities for Hispanic businesses
- Youth development/apprentice programs
- Small businesses along the Tollway corridors
- Track Partnering for Growth participation

More comprehensively across more areas of specialization – this will result in increased capabilities of DBEs to participate as primes or subs.
**What trends or conditions might positively impact the department’s programs?**

- **☑ Greater volume of work/continued expansion of Tollway Capital Program**
- **☑ More networking and information exchange events on how to work together**
- **☑ Mentorship**
- **☑ Smaller bid packages for small firms**
- **☑ ECP incentives could push industry to better performance**
- **☑ More opportunities will emerge with increasing number of VMI and JOC contracts**
- **☑ IDOT’s small program will increase firms’ interest in working for the Tollway**
What is your aspiration for the department?

- Change the program for DBE/MBE/WBE to small business so that firms with Caucasian ownership are not discriminated against
- Continue efforts to enhance participation
- To make changes that facilitate lasting growth and development

How would your community or group benefit if your aspiration came true?

- Everyone would be on the same field
- Raise the level of participation and to encourage more minorities to participate in engineering sector
- The pool of partners would increase, and disadvantaged people would become aware of the possibilities offered
- True growth and development of these firms helps the industry by making better, more talented work pools accessible
Looking forward five years, what do you believe should be the department’s biggest accomplishments?

- More African American participation
- Review the amount of work the Tollway and other agencies have, and balance the goals and objectives
- Continue to grow the number of firms and tradespeople impacted by programs and initiatives
- Expand capacity of all small businesses, not just DBE
- Find realistic methods of determining minority and veteran participation in Tollway contracts
- Ensure DBEs participate in all disciplines (construction, engineering design) and ensure DBE take full advantage of all mechanisms for participation
- Continue to encourage opportunities for minorities including on-the-job training and opportunities to be primes
- Ensure DBEs participate in all disciplines (construction, engineering design) and ensure DBE take full advantage of all mechanisms for participation
Proposed Vision
The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve.
Small Business Initiative

Provides prime contracting opportunities for small businesses

Attracts new firms to Tollway projects

Increases diversity
• Half of all bids come from firms that are also diverse or veteran-owned

Since Small Business Initiative began in 2013
• Awarded 45 small business set-aside contracts totaling $47.9 million
• 14 contracts approved in 2017
• 29 unique small contractors awarded prime contracts

At least 15 set-aside contracts will be advertised in 2018
Diversity Video

PLACEHOLDER FOR VIDEO FILE
Recent Events

Diversity Advisory Council – Meet & Greet with Tollway Board
Wednesday, November 29, 2017

Move Illinois Quarterly and 2018 Construction Networking Event
Thursday, November 30, 2017
Additional Items
Workforce Development Technical Assistance Initiative

The Tollway is seeking proposals to identify, assemble and coordinate a network of satellite providers to deliver training and education services.

The selected organization will propose a program that will:

• Identify unemployed or underemployed individuals from across the Tollway service area
• Prepare qualified candidates to enter U.S. Department of Labor registered apprenticeships and state-approved construction industry training programs
• Develop relationships with key partners to ensure apprenticeships, training programs, as well as employment and advancement opportunities
• Perform employment support and retention services
Request for Proposal seeking one prime vendor to coordinate the network of satellite providers

- Initial contract is for three years, with the option to renew for up to two additional years
- Includes a BEP goal of 28 percent and a veteran goal of 4 percent
- Responses due February 15, 2018

Focus on comprehensive service delivery coverage

- Chicago/Cook County/South suburbs
- Aurora area
- Rockford area
- Waukegan area

Expectation for job placement and open positions on Tollway projects

- Three-year placement goal of a minimum of 150 individuals
- Cost reimbursement for performance-based benchmarks
- Incentivized hiring for primes and subcontractors
- Placement bonuses for retention for prime vendor
Appendix
Incentives intended to encourage contractors to seek and hire Workforce Development Technical Assistance participants

Contractors earn incentives when:
• Participants are hired on a Tollway project
• Participants participate on any Illinois project

Incentives include:
• Virtual bid credits for work performed on any Tollway or Illinois project
• $15 wage reimbursement for work performed on a Tollway project
Workforce Development Strategies
Prime Vendor Incentive Bonus

The Tollway target minimum is 150 placements

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
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<tbody>
<tr>
<td>30 placements</td>
<td>50 placements</td>
<td>70 placements</td>
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</table>

Any placement employed on a Tollway contract for more than 160 hours earns a $500 incentive bonus

43 of the 150 placements must fall within 200 percent of the federal poverty level
- 8 in year 1
- 15 in year 2
- 20 in year 3

Each subsequent placement above annual minimums earns an incentive bonus
- $1,000 for each placement exceeding 160 hours worked
- $1,000 for each placement exceeding 1200 hours worked
THANK YOU