

---

# Illinois Tollway

## Diversity and Inclusion

## Committee Update

Gustavo Giraldo, *Chief of the Department of Diversity and Strategic Development*  
December 13, 2017

---

# Agenda

**Diversity survey results**

**Vision statement**

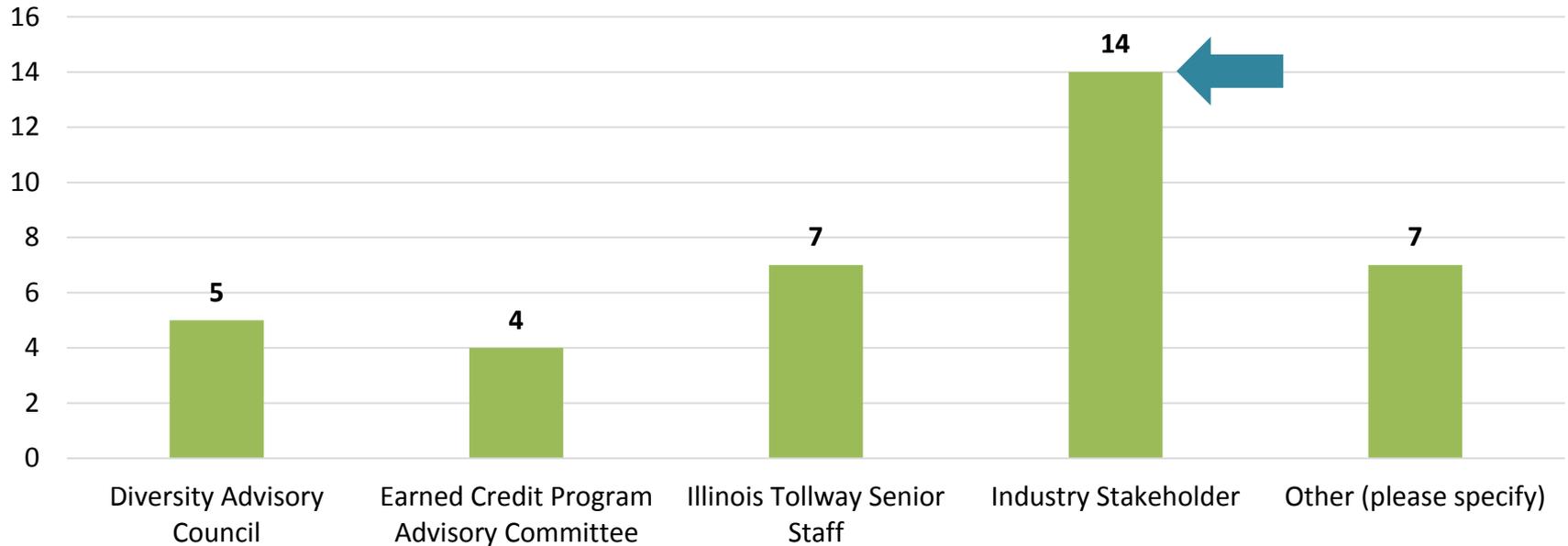
**Small Business Initiative**

**Diversity video**

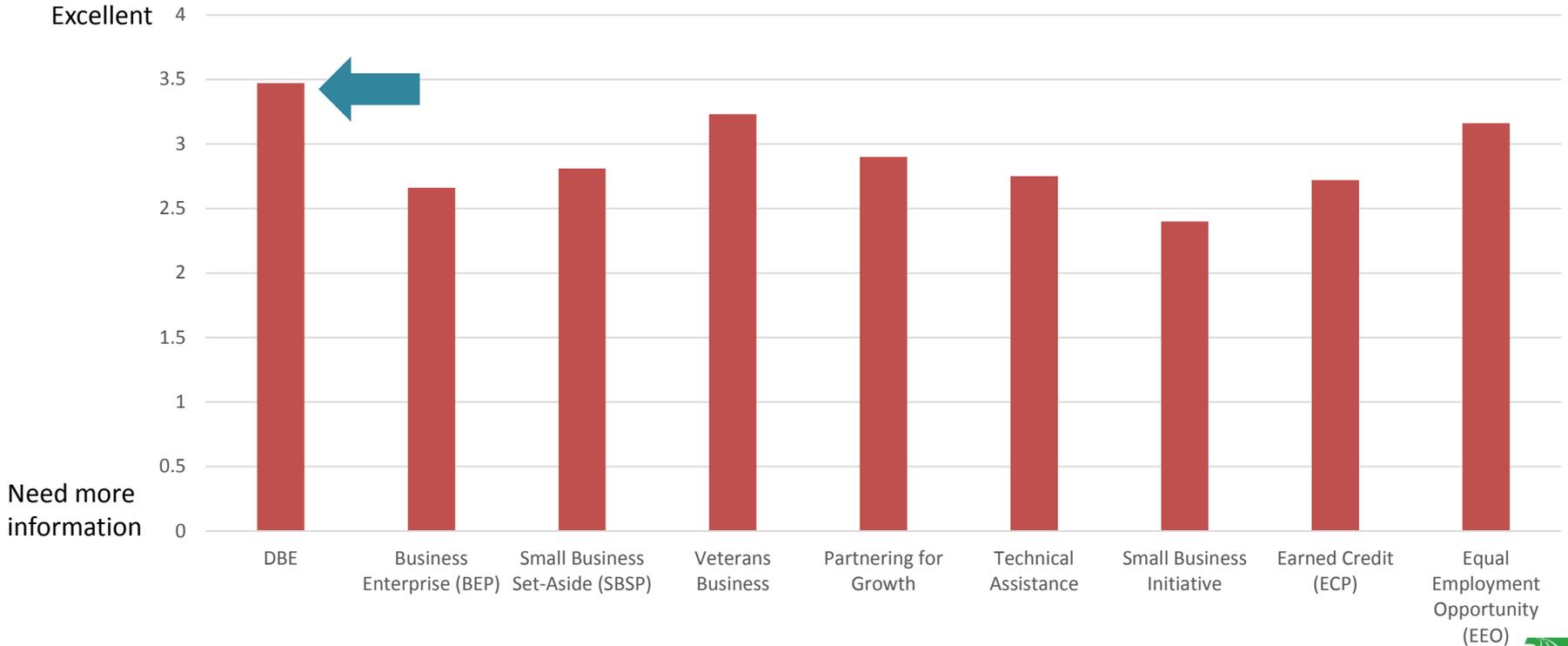
**Meetings and events**

# Diversity Survey Summary

# What description **best** describes your role and interaction with the Department of Diversity and Strategic Development?



# Please identify your level of understanding of the following programs.



# 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 Training  
New Together  
Construction Design ECP  
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

Continue to grow the number of firms and tradespeople impacted by programs and initiatives

Review the amount of work the Tollway and other agencies have, and balance the goals and objectives

Expand capacity of all small businesses, not just DBE

Find realistic methods of determining minority and veteran participation in Tollway contracts

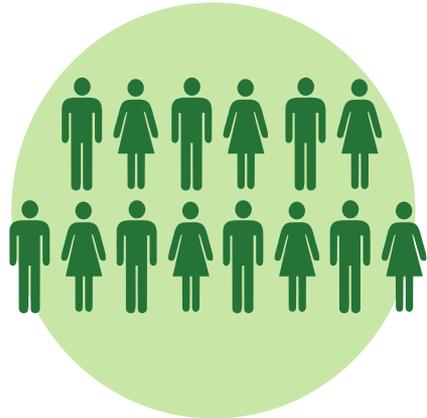
Ensure DBEs participate in all disciplines (construction, engineering design) and ensure DBE take full advantage of all mechanisms for participation

Continue to encourage opportunities for minorities including on-the-job training and opportunities to be primes



# 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**



The Illinois Tollway

**DRIVING  
THE FUTURE**

---

# 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



---

# Workforce Development Technical Assistance Initiative

## 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

---

# Workforce Development Technical Assistance Initiative

**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



The Illinois Tollway  
**DRIVING  
THE FUTURE**

# Workforce Development Strategies

## Prime Vendor Incentive Bonus

The Tollway target minimum is 150 placements

Year 1	Year 2	Year 3
30 placements	50 placements	70 placements

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**