



**MoDOT's**



# **Workforce Diversity Pilot Program**

**Zainab Jasim**  
**Civil Rights Specialist**





# Goals of Workforce

- **Highlight**..... Existing Federal Aid Provisions
- **Enhance**..... Existing Federal Aid Provisions
- **“PILOT”** ..... New Provisions During 2016
- **Improve**..... Diversity on Construction Projects
- **Move Closely**.... Resembling the Communities Work is Performed



## Background

- Workforce Provisions are Not New.....!
  - Federal Contract Provision since 1980
  - Under the Authority of the US DOL
  - Female and Minority Goals are Set by County and Craft
    - Missouri's Female goal is 6.9%
  - Currently, Contractors report workforce usage to MoDOT who then provides to FHWA and US DOL.

# Reporting Process



- **Workforce Plan**
- **Monthly Reports**
- **Final Determinations**
- **Incentives & Consequences**

# Workforce Plan



Contract ID:		<b>Workforce Utilization Plan at beginning of Project.</b>											
MoDOT Job No.:													
Route:													
County:													
Workforce Description		Contract Goal											
Minority													
Female													
		Total Hours				Project Workforce							
Contractors		Estimated Project Hours	Minority Hours	Minority %	Female Hours	Female %	Craft Hours		Construction Support		Non-Minority		
							Minority	Female	Minority	Female			
Prime											0		
Prime Office, if applicable											0		
Primes on-site Project Staff											0		
Sub 1(Enter Company Name)											0		
Sub 2											0		
Sub 3											0		
Sub 4											0		
Sub 5											0		
applicable to Construction Project.											0		
<b>Total Hours</b>		0	0								0		
			#DIV/0!		#DIV/0!		#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		
			Project Goals				CRAFT Element	+	GFE Element	+	Non -Minority	=	Total WF
							**		***				
<p>**Contractor is eligible to receive the \$10/hr supplement for new hires included in this amount.</p> <p>**Eligible to additional new hires during projects life up to achieving the goals.</p> <p>**Supplemental \$10/hr must be pre-approved by ECR.</p> <p>*** Could include Project managers, testers, surveying, office and others</p>													

# Monthly Reports



- Due 15<sup>th</sup> of every month to the RE on the project and a specialist:
  - NW/KC/SW: [Zainab.Jasim@modot.mo.gov](mailto:Zainab.Jasim@modot.mo.gov) & [Prenness.Taylor@modot.mo.gov](mailto:Prenness.Taylor@modot.mo.gov)
  - NE/CD: [Audra.Golson@modot.mo.gov](mailto:Audra.Golson@modot.mo.gov)
  - SL/SE: [April.Hendricks-Brown@modot.mo.gov](mailto:April.Hendricks-Brown@modot.mo.gov) & [Samone.Riney@modot.mo.gov](mailto:Samone.Riney@modot.mo.gov)

# Final Determinations



- Based on all project hours from all months reported.
- Constructive Approvals
- GFE's sent on projects that do not meet the goal.

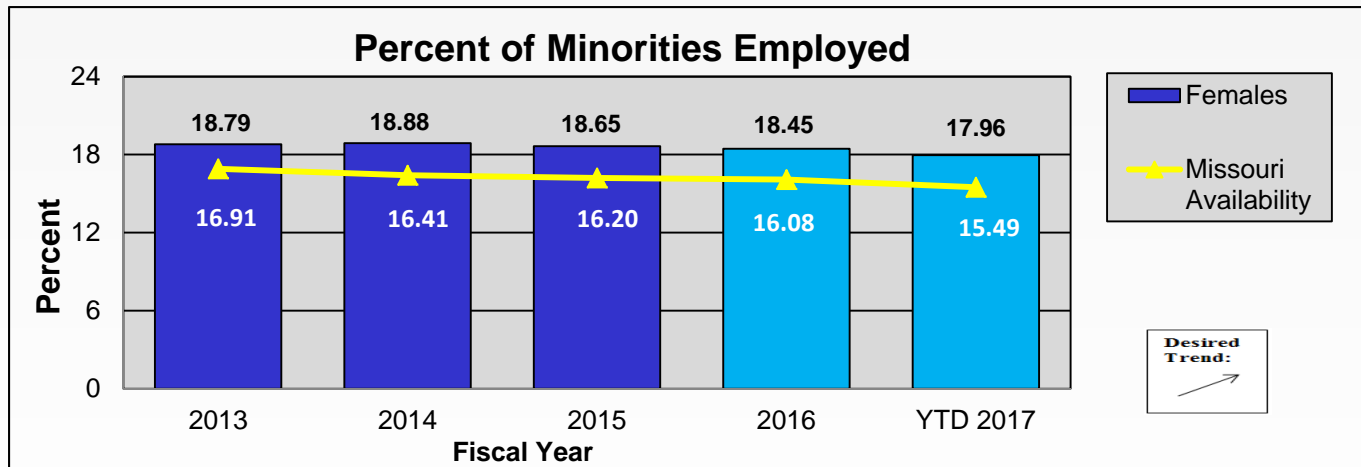
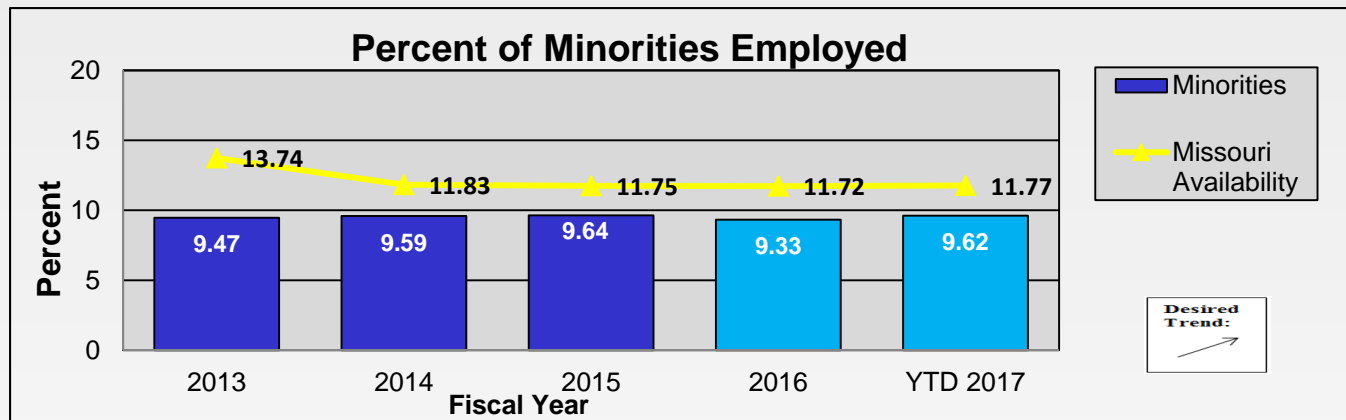


# Incentives & Consequences

- Incentives
  - OJT Goal: tread carefully!
  - New hires
- Consequences
  - Liquidated damages, up to \$1,500.00
  - Administrative review/appeal would be available to the Contractor
    - ❑ **Similar to the DBE and OJT process**



# At MoDOT....





# MoDOT Work Force Program Update

**39 pilot** projects selected in 2015

**51 pilot** projects selected in 2016

**134 pilot** projects selected in 2017

**21 projects** completed since start of pilot

**41 projects** are currently active

As of November 31, 2016 statewide **13.6%**  
**minority** utilization and **5.2% female**

# Outcomes

- More Diverse workforce.
- Projects that reflect the community.
- Continuously improve the provision
  - Industry feedback
  - Community feedback

