



---

# Workforce Community Roundtable

*June 12, 2009*





# Welcome and Open Remarks



# I-64 Advisory Committee Update





# Metropolitan Congregations United Update



# ACCESS Update



# Union Apprenticeship Programs Update



# Pre-Apprentice Training Program Update



# Pre-Apprentice Training Program Updates

	PPAT-O/E	PPAT-CCC	CPC	Total
Enrollment Day One	399	59	199	657
Graduated	288	4	138	430
Placed (MoDOT I-64)	12	4	5	21
Placed on (Non MoDOT)	74	2	50	126
Retained to date over 500 hrs (MoDOT I-64)	7	1	2	10
Retained over 500 hours (Non MoDOT)	46	0	Not Reporting	46
Total retained on work outside of construction industry	75	0	Not Reporting	75
Total hired directly by MoDOT who received CDL Training	2	0	0	2



## Non-Construction Categories of Graduate Placement:

- Medical/Nurse Assistants
- Entertainment/ Busch Stadium
- Janitorial
- Restaurant
- Delivery Services/ Fed Ex/ US Postal Service
- Security
- Promotions/ Marketing



## Pre-Apprentice Training Program - Specific Trades on I-64

---

	Construction Prep Center	PPAT- Construction Careers Center	PPAT- Operation Excel
Operating Engineers	0	1	0
Carpenters	2 (I-64 Funds)	1	6
Cement Finishers	0	1	0
Laborers	3 ( I-64 Funds)	0	6
Ironworkers	0	1	0
Total	5(I-64 Funds)	4	12



# MoDOT Special Training

---

- MoDOT Application Workshops
- MoDOT CDL Training
- Pre-apprentice Program Graduates who obtained CDL training are now working for MoDOT (Marc Jackson & Kevin Mullins)
- Other MoDOT Training and Site Visits

# MoDOT CDL Training





# MoDOT CDL Training Con't



# MoDOT Rebar Tying Workshop







# Local High School Students Site Visit & Construction Workshop

The New I-64  
Construction Project  
April 2009





# Gateway Constructors and MoDOT





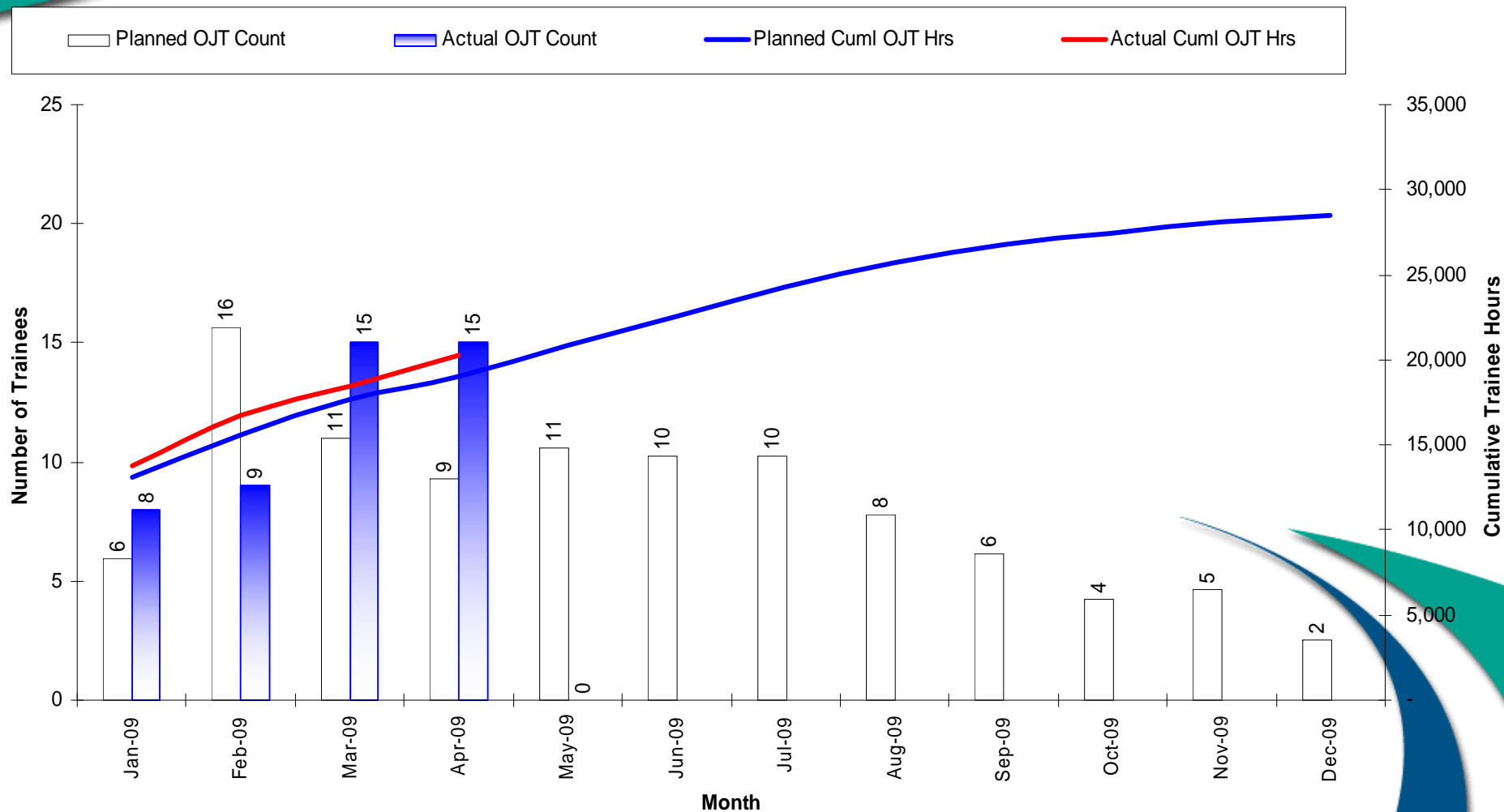
## Progress on Workforce Goals

	Goal	Participation To Date
Minorities	14.7%	19.3 %
Women	6.9%	6.6%
On-The-Job Training	20.0% of construction hours	93 OJTs Overall 65 Active (11.5% hours)



# Subcontractor OJT Projection

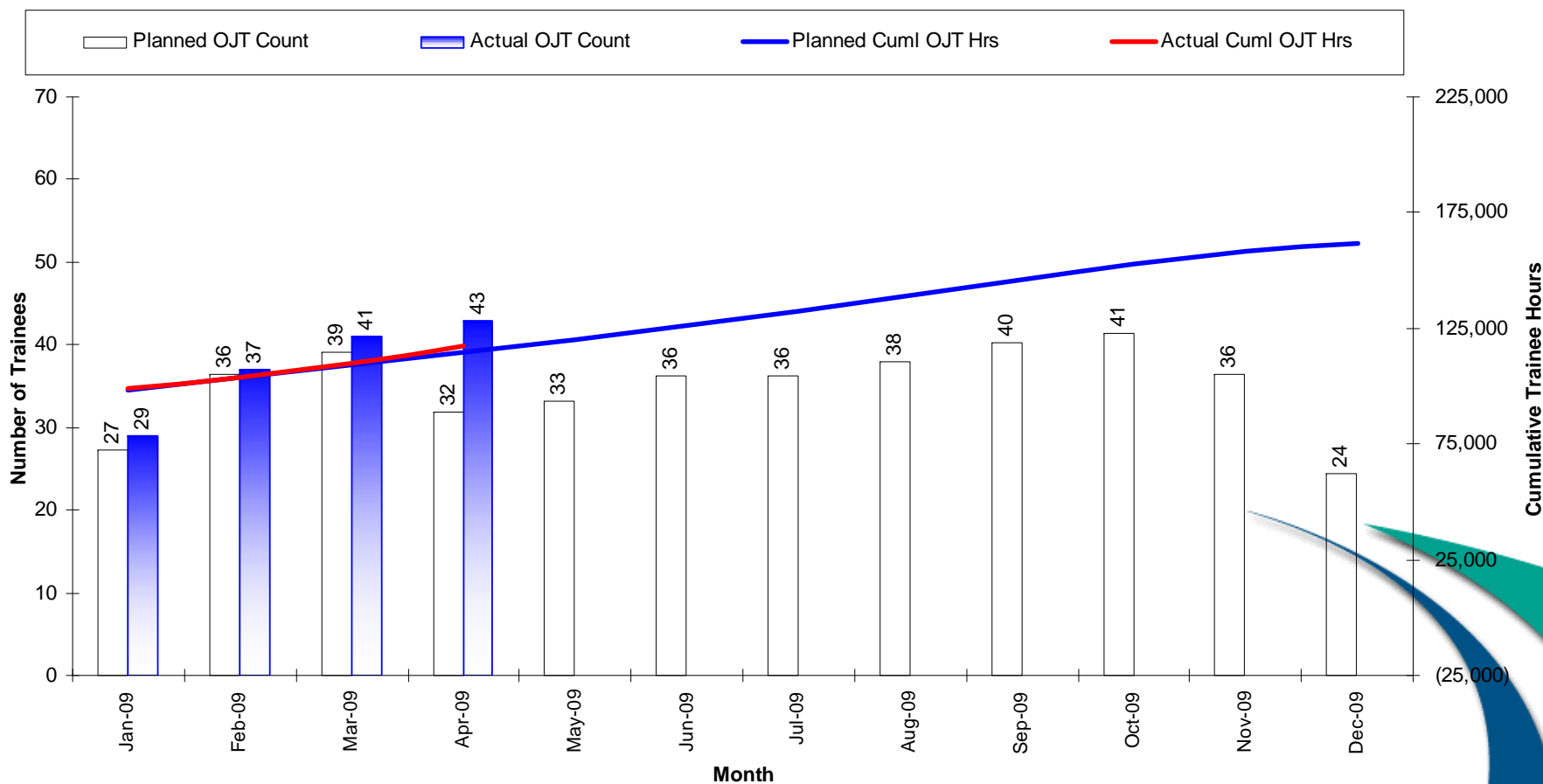
## Subcontract Workforce





# Gateway OJT Projection

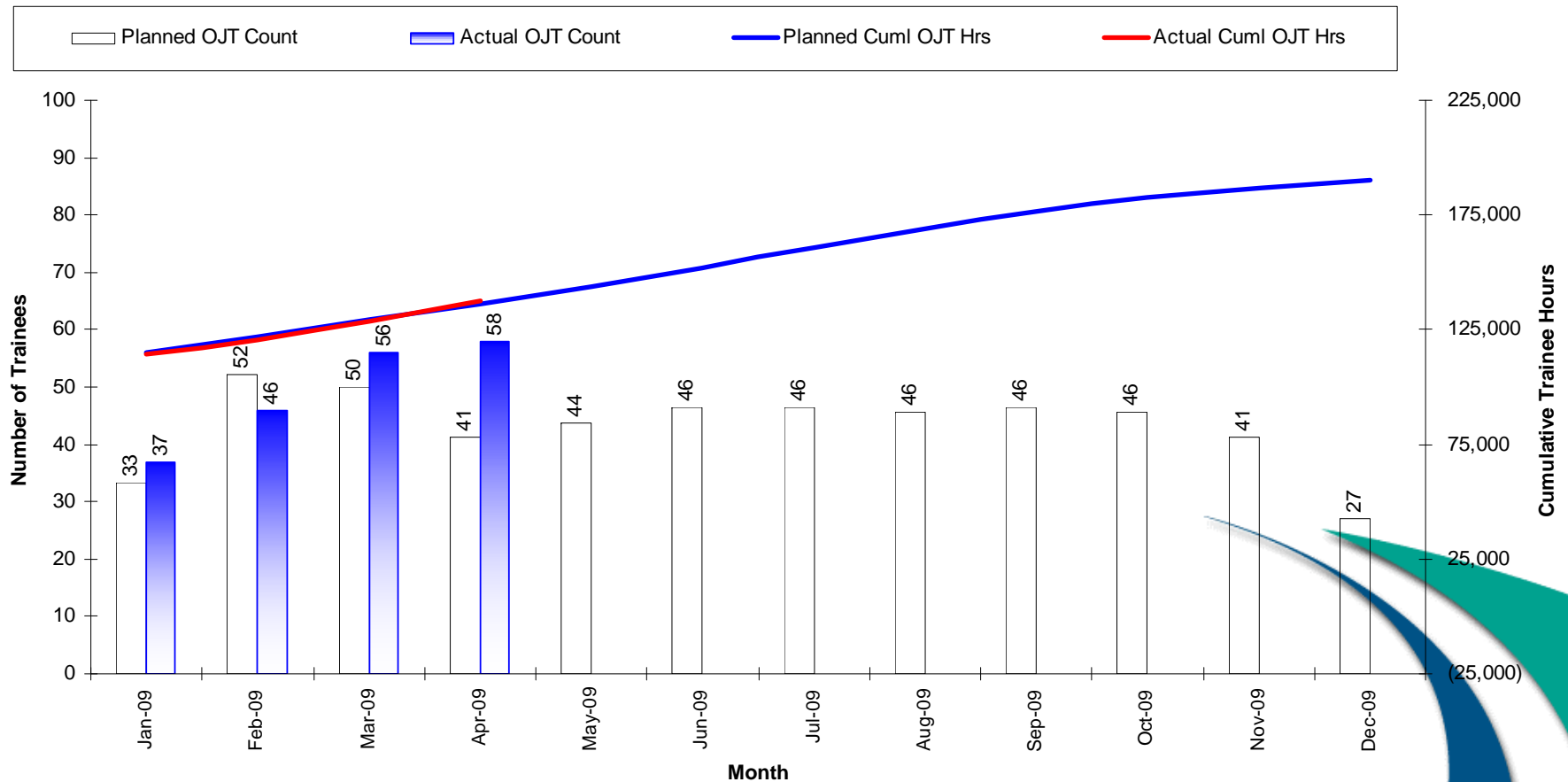
## Gateway Workforce





# Total Workforce Projection

## Total Workforce





# Gateway Applicant Update

---

	Reporting This Period	Numbers Hired
Journey-Level	69	0
Apprentice Level	53	7
MoDOT's Pre-Apprentice Programs Total	22	1

# OJT SAFETY

---

## OJT New Hire Safety Orientation

- 2 ½ Hours Sign-up, Drug Test, and Safety Videos
- Red Hat For OJT ( Minimum 90 Days)
- Supervisor and Site Safety Orientation (Field)
- Foremen and Safety Assess Readiness For White Hat

( Being A Part Of The Team )



# OJT SAFETY

---

From 2007-2008

- 85% Of Our Injuries Were By 16% Of Our Work Force(The OJT's)

## Central Safety

Granite Construction -  
Central Region  
Safety Newsletter  
3rd Quarter Review 2008

### Extra Training for OJT Employees at I-64

Contract specifications for "The New I-64" project in St. Louis, MO require staffing 20% of the work force with OJT employees who are new to the business. This program is working out very well for Gateway Constructors, as well as the OJT employees.

In addition to being mentored on-site by Union journeymen, these employees also receive extra monthly training from project supervision personnel. In September, they received training on working around heavy equipment. George Harvey, Todd Cook and Bart Bailey outlined the dangers about working near and around bulldozers. Employees got to sit in the rig to see for themselves where operator's blind spots are. Emphasis was placed on procedures such as never walking directly behind or in front of the unit without first

making positive eye contact with the operator.

In July, training was given by the Miller Fall Systems representative on the principles of fall protection and prevention. The group was shown fall arrest and fall restraints systems that included selection, inspection and maintenance of the equipment. A Dummy-Drop demonstration was provided. Discussion took place about Granite's 6' policy, handrails and fall clearance, as well as I-64 job-specific fall hazards.

Since implementing the extra training, OJT employees haven't had a single injury. That's right... May of 2008 was the last time a new employee had a doctor case. New employees - we salute you!!!! Continue to produce good, safe work.



OJT employees receive instruction on fall protection from Miller Fall Systems (above), as well as heavy equipment training from I-64 project supervision (below).



### I-64 Take-5 Meeting at the Clayton Warson Bridge



Bill Dorey-CEO, Bob Hofer-Supt., Bobby Reeves-Foreman and Fernando Niebla-BOD all participate in a Take-5 meeting at I-64 (left).

On September 18th, Bill Dorey and members of the Board of Directors attended an I-64 Take-5 meeting led by Foreman Bobby Reeves. The meeting was held at the Clayton Warson Bridge that is part of the I-64 project site.

The Daily Task consisted of using pressurized water to remove Cure Compound from the bridge deck. One of the Safety measures discussed was cooling down the muffler with water prior to fueling, preventing any fuel that may have spilled on the hot muffler from igniting. At the end of the meeting Bill announced that he had learned something new, remarking that he would remember to cool the engine muffler on his own sprayer at home.

The discussion continued as crew members were given the opportunity to ask questions of the Board members.

Granite Board of Directors members Take-5 before answering questions from the crew (right).



## Central Safety

Granite Construction -  
Central Region  
Safety Newsletter  
1st Quarter Review 2009

### I-64 Leads the Way in OJT Safety Training

The "New" I-64 Project continued their On-the-Job Training efforts in the 1st Quarter of 2009 with three major training sessions devoted to Safety.

**Gas Torch Training** - In January, Foreman/Journeyman Mike Brooks showed the proper way to cut with a Gas Torch. Before starting the cutting procedures Mike talked about the proper way to store, handle and transport gas cylinders. He expressed the importance of inspecting gauges before use, as well as storage. Gauge fittings and tank fittings should never be exposed to or stored near grease products due to incompatibility that results in a volatile reaction. Cylinders should always be transported and stored with caps secured. He then showed how to install gauges on Oxygen and Acetylene tanks. Mike spent time explaining how to properly mix the fuels, and the fine adjustments to obtain a blue feather flame for cutting. Fire safety was reviewed, stressing the importance of having a fire extinguisher near the area, the proper PPE to protect against burns and clothing from catching on fire, and practicing good housekeeping when setting up. Mike then gave a demonstration of his cutting skills before the class was invited to ask questions.



Mike Brooks adjusts a blue feather flame

**Trenching Operations Training** - Granite's Mike Campbell Jr. taught a February training session on trench operations. Class started with a review of the JJ Keller OSHA Excavation Standard Handbook. Each trainee had the opportunity to read a portion of this handbook. BMP's, such as the rule that no one enters a trench until the competent person checks to ensure it's in compliance, were emphasized. Mike spent considerable time on soil classification and sloping or benching the excavation, and followed with a Q & A session. Mike arranged for the group to have a hands-on demonstration of Hydraulic Shoring systems and Trench Box selection and use. Leah Hayden, an OJT operator, described how they dig and pull the trench box along in the excavation. Proper access and egress into the excavation was also reviewed, along with staying away from or being under any overhead loads.



Mike Campbell answers questions about soil classifications

**Ladder Safety Training** - Labor Leadsman Shaun Evans taught March training on Ladder Safety. He first explained to the group about different types of ladders and their uses, along with how to inspect a ladder for serviceability. Stressing to never "make do" or "cut corners" and the importance of selecting the right tool for the job; Shaun had a hands-on demonstration where he discussed the proper pitch for extension ladder safety. Two OJT's were chosen for the exercise so that one could hold the base of the ladder while the other climbed and secured it from movement. He stressed to always use a second person to ensure the ladder won't shift when securing. Another important topic was proper housekeeping around the base and top of the ladders, as clear access and egress are some of the most important safety rules to prevent trips, slips and falls. Shaun also discussed how to properly climb the ladder with 3-point contact:



Shaun Evans talks about the proper pitch of an extension ladder

- Never carry tool or other things while climbing the ladder.
- Always have a rope and bucket to hoist your equipment.
- Make sure this hoist area is away from the base of the ladder so material doesn't accumulate while waiting to be hoisted.



Mike Brooks shows the proper way to cut with a torch.



Mike Campbell teaches about trenching and excavation



Shaun Evans talks about job built ladders



# Monthly OJT Safety Meeting

Bart Bailey







# Monthly OJT Safety Meeting





# Monthly OJT Safety Meeting





# Monthly OJT Safety Meeting





# OJT SAFETY ON The New I-64

ZERO OJT INJURIES SINCE  
THE SAFETY TRAINING  
BEGAN IN MAY 2008!!!!!!



# In the Trenches with I-64 OJTs

LaVerne McCoy

MoKAN/ADE Consulting

# Total On-The-Job Trainees by Craft (including Gateway Subs)

	Operating Engineers	Laborers	Cement Finishers	Teamsters	Ironworkers	Painters	Electrical Lineman	Carpenters
PPAT Construction Careers Center	1	0	1	0	1	0		1
PPAT Operation Excel	0	6	0	0	0	0		6
Construction Prep Center	0	3 (I-64 Funds)	0	0	0	0		2(I-64 funds)
Union	12	22	3	3	12	2	4	4
Walk-ins	0	6	0	0	0	0		4
Total	13	37	4	3	13	2	4	17

# OJT/Apprentice Workforce Utilization

Booker, Chris	Walk In	Carpenter	Gateway	Active
Daniels, Quincy	CPC	Carpenter	Gateway	Active
Harrington, Phillip	Walk In	Carpenter	Gateway	Inactive
Scoggins, Louis	Walk In	Carpenter	Gateway	Active
Fleming, Bruce	Walk In	Carpenter	Gateway	Inactive
White, David	CPC	Carpenter	Gateway	Inactive
Duncan, Jesse	CPC	Laborer	Gateway	Active
Gibson, Ronnie	Walk In	Laborer	Gateway	Active
Johnson, Randy	Walk In	Laborer	Gateway	Active
Long, Alfred	Walk In	Laborer	Gateway	Active
Montgomery, Ortiz	Walk In	Laborer	Gateway	Active
Henderson, Lionel	CPC	Laborer	Gateway	Inactive
James, Alfred	Union	Laborer	Gateway	Active
Weber, Candy	Union	Operator	Gateway	Active
Word, Carl	Union	Operator	Gateway	Active



# OJT/Apprentice Workforce Utilization (cont'd)

Mitchell, Simeon	PPAT/ CCC	Cement Finisher	Gateway	Active
Henderson, Terrell	PPAT/ CCC	Ironworker	Gateway	Active
Sloan, Dwight	PPAT/ CCC	Operator	Gateway	Active
Patton, Garland	PPAT/CCC	Carpenter	Gateway	Inactive
Pearson, Mario	PPAT/ OE	Carpenter	Gateway	Active
Jackson, Larry	PPAT/ OE	Carpenter	Gateway	Active
Wynn, Armon	PPAT/ OE	Carpenter	Gateway	Inactive
Brandon, Jeanette	PPAT/ OE	Carpenter	Gateway	Inactive
Strong, Robert	PPAT/ OE	Carpenter	Gateway	Active
Swanson, Tremayne	PPAT/OE	Carpenter	Gateway	Active
Jones, Terrance	PPAT/ OE	Laborer	Gateway	Inactive
Adams, Jared	Union	Laborer	Gateway	Active
Adams, LaMour	PPAT/ OE	Laborer	Gateway	Active
Gant, Terrance	PPAT/ OE	Laborer	Gateway	Active
Ray, Kevin	PPAT/ OE	Laborer	Gateway	Inactive
Love, Allen	PPAT/ OE	Laborer	Gateway	Active
Foots, Rickey	PPAT/ OE	Laborer	Gateway	Inactive
Little, Charles	Union	Laborer	Gateway	Active

# OJT/Apprentice Workforce Utilization (cont'd)

*McNichols, James*	Union	Carpenter	Gateway	GRADUATED to Journeyman
Smith, Corey	Union	Carpenter	Gateway	Active
Bow, Jamie	Union	Carpenter	Gateway	Inactive
*Turner, Cortez*	Union	Carpenter	Gateway	GRADUATED to Journeyman
Claxton, Richard	Union	Ironworker	MTC	Inactive
Freeman, Roland	Union	Ironworker	D & S Fencing	Active
Morehead-Bey, Willie	Union	Ironworker	DKW	Active
Thorton, Charlie	Union	Ironworker	MTC	Active
Wise, Dannell	Union	Ironworker	DKW	Active
Barton, Davis	Union	Ironworker	MTC	Inactive
Booker, Tanner	Union	Ironworker	MTC	Inactive
Brady, Aaron	Union	Ironworker	MTC	Inactive
Turner, Michael	Union	Ironworker	MTC	Inactive
Williams, Benny	Union	Truck Driver (Teamster)	Fred Weber	Active

# OJT/Apprentice Workforce Utilization (cont'd)

*Bell, Tressa*	Union	Laborer	Gateway	GRADUATED to Journeyman
*Clynes, Amanda*	Union	Laborer	Gateway	GRADUATED to Journeyman
Davis, Lorenzo	Union	Laborer	Gateway	Active
Dorries, Kevin	Union	Laborer	Gateway	Active
Gilbert, Wayne	Union	Laborer	Gateway	Active
Mathew, Fredrich	Union	Laborer	Gateway	Active
Porter, Landes	Union	Laborer	Gateway	Active
Plesovski, Petra	Union	Laborer	Gateway	Inactive
Roberson, Christopher	Union	Laborer	DKW	Active
Vickers, Aaron	Union	Laborer	DKW	Active
Ward, Darin	Union	Laborer	Gateway	Active
*Essex, Corey*	Union	Laborer	Gateway	GRADUATED to Journeyman
Milton, Ronald	Union	Laborer	Gateway	Active
Hamber, Charles	Union	Laborer	Gateway	Inactive
Gray, Ryan	Union	Laborer	DKW	Inactive
Crittenden, Danyeal	Union	Laborer	Gateway	Active

## OJT/Apprentice Workforce Utilization (cont'd)

Gray, Michael	Union	Laborer	Gateway	Active
Godfrey, Raashan	Union	Laborer	Gateway	Active
Butner, Shannon	Union	Laborer	ATK	Active
Parchmon, Demetrius	Walk-In	Laborer	Gateway	Inactive
Hobbs, Tyrone	Walk-In	Laborer	D & S Fencing	Active
Baer, Angela	Union	Operator	Gateway	Active
Burklow, Jeremy	Union	Operator	Gateway	Active
Crimm, Ronald	Union	Operator	Gateway	Inactive
Hayden, Leah	Union	Operator	Gateway	Active
Johnson, Eddie	Union	Operator	Gateway	Active
Valle, Angela	Union	Operator	Gateway	Active
Webb, Curtis	Union	Operator	Gateway	Active
Wheelington, Robert	Union	Painter	Thomas Industrial	Active
Edmonds, Darren	Union	Cement Finisher	Gateway	Active
*Rycraw, Roy*	Union	Cement Finisher	Gateway	GRADUATED to Journeyman

# OJT/Apprentice Workforce Utilization

Bell, Yamiel	Union	Teamster	Fred Weber	Active
Baker, Bradford	Union	Electrical/Lineman	Gerstner	Active
Bazil, Leamon	Union	Ironworker	MTC	Active
Clemons, Grover	Union	Operator	Gateway	Active
Clemons, Alrichie	Union	Painter	Thomas Industrial	Active
Crockett, David	Union	Electrical Lineman	Gerstner	Inactive
Dodson-Oehling, Tina	Union	Operator	Gateway	Active
Edwards, Nichols	Union	Electrical Lineman	Gerstner	Active
Griffin, Robert	Union	Electrical Lineman	Gerstner	Active
Marshbanks, Gina	Union	Teamster	Fred Weber	Active
Rogers, Martell	Union	Cement Finisher	Millstone Bangert	Active
Sanchez, Carlos	Union	Ironworker	MTC	Active
Sauls, Corey	CPC	Laborer	Gateway	Active
Thomas, Cordell	Union	Laborer	Gateway	Active
Weber, Krista	Union	Ironworker	D & S Fencing	Active



# Disadvantaged Business Enterprise



## DBE Progress To Date

---

Contract Earnings	\$337.4 M
DBE Earnings	\$61.8 M
DBE Participation	18.3%
Project Goal	16.0%

Total Project DBE commitments = \$72.6M

79 DBEs Subcontracted on I-64



# **DBE Supportive Services Update**

**Patricia Weekley**

**Office of External Civil Rights**

**Phone: 314-340-4337**





# Closing Remarks

## Comments and Questions