



Record of Meeting | May 17, 2018

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Thursday, May 17, 2018 in the Boardroom of Tollway Headquarters in Downers Grove, Illinois. The Meeting was held pursuant to By-Laws of the Tollway upon call and notice of the Meeting executed by Chairman Robert J. Schillerstrom and posted in accordance with the requirements of the Illinois *Open Meetings Act*. The Meeting was open to the public.

[Bolded entries indicate issues which may require follow-up to present or report to Directors.]

Call to Order / Roll Call

Committee Chair Brooks called the Meeting to order at approximately 10:07 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He invited attendees to rise and join in the Pledge of Allegiance.

Committee Chair Brooks, observing the absence of two Committee members, appointed Director Gonzalez to serve as an alternate member for the duration of the Meeting.

He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Corey Brooks
Director David Gonzalez (<i>alternate</i>)
Chairman Schillerstrom

Committee Members Not Present:
Director Joe Gomez
Director Neli Vazquez Rowland

The Board Secretary declared a quorum present.

Public Comment

Committee Chair Brooks opened the floor for public comment.

Karin Norington-Reaves, CEO of the Chicago Cook Workforce Partnership, addressed the Committee. Ms. Norington-Reaves expressed her organization’s gratitude for being deemed the successful bidder for the Workforce Development Technical Assistance Initiative.

Committee Chair Brooks thanked Ms. Norington-Reaves for her comments.



Committee Chair's Items

Item 1: Approval of Minutes of the Regular Diversity & Inclusion Committee Meeting held March 14, 2018.

Committee Chair Brooks called for a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on March 14, 2018, as presented. Chairman Schillerstrom made a motion for approval; seconded by Director Gonzalez. Committee Chair Brooks asked if there are any questions, concerns or requests for amendment. Hearing nothing, Committee Chair Brooks called for a vote. The motion was PASSED unanimously.

Executive Director's Items

In the absence of Executive Director Gorman, Chief Operating Officer Kevin Artl introduced and welcomed Rich Bossert who will serve as the agency's new Chief of Communications.

Procurement

Committee Chair Brooks called on John Donato, Chief of Procurement, to present to the Committee the following Procurement item:

Item 1: Award of Contract 17-0057 to Chicago Cook Workforce Partnership for the purchase of the Workforce Development Technical Assistance Initiative in an amount not to exceed \$4,292,507.45 (Tollway Request for Proposal).

Mr. Donato informed the Committee that the award amount has been amended from that published on the agenda to \$4,292,507.45, which includes an originally omitted pricing component. He then introduced Gustavo Giraldo, Chief of Diversity and Strategic Development, to present the Workforce Development Technical Assistance Initiative. [See attached presentation.](#)

Upon conclusion of the item presentation, Committee Chair Brooks called for a motion to approve **Procurement Item 1** for placement on the May Board meeting agenda. Director Gonzalez made a motion for approval; seconded by Chairman Schillerstrom. Committee Chair Brooks asked if there are any questions, concerns or requests for discussion. Hearing nothing, Committee Chair Brooks called for a vote. The motion was PASSED unanimously.



Minutes of the
Diversity & Inclusion Committee Meeting

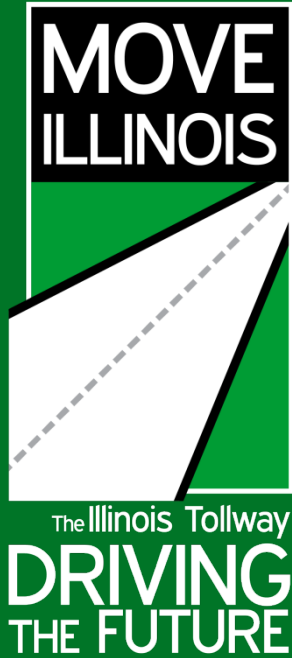
Adjournment

There being no further business before the Committee, Committee Chair Brooks requested a motion to adjourn. Motion to adjourn was made by Chairman Schillerstrom; seconded by Director Gonzalez. Committee Chair Brooks then called for a vote. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 10:26 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway

Diversity and Inclusion

Committee Presentation

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

May 17, 2018

Workforce Development Initiative

DIVERSITY REPORT

*A Summary of Diversity Recommendations
and a Proposed Path Forward*

July 2016

Board consideration:

9

**Establish a workforce
development technical
assistance program**

The Workforce Development Subcommittee has identified the need to increase the number of historically underemployed individuals in the heavy highway construction industry as a priority. The subcommittee makes this recommendation in order to provide the Tollway, already an economic engine for the region's economy, with an enhanced mechanism for recruiting, training and placing more diverse candidates in construction industry jobs – something that ultimately benefits both the Tollway and the greater Illinois economy. The Tollway program should emphasize job placement and retention. In addition, the Workforce Development Subcommittee recommends the Tollway explore sponsoring a portion of costs or support services associated with working in construction-related industries such as Commercial Driver's License fees, pre-apprenticeship dues, union application fees and other related costs.

Approved by Tollway Board in 2016

Prepare disadvantaged individuals for construction industry opportunities

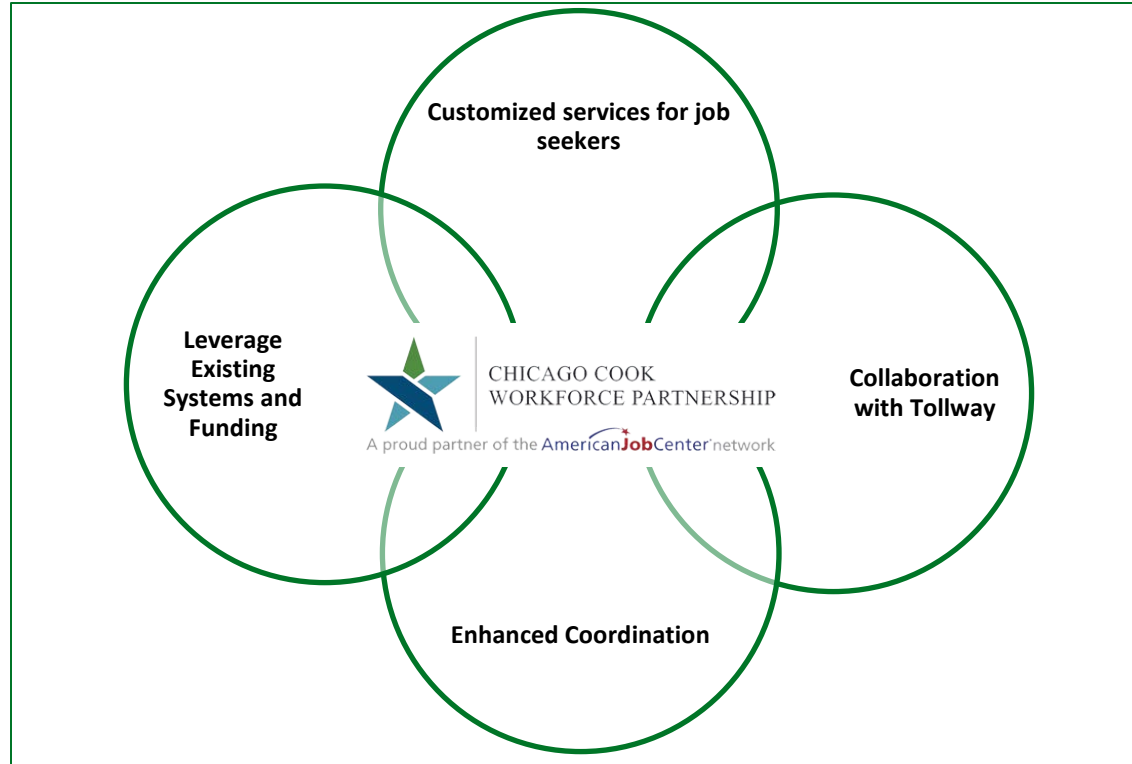
- Minority groups, women, veterans
- Apprenticeship and training programs
- Training/assistance for current (“incumbent”) workers

Increase diversity in top trades

- Laborers
- Equipment operators
- Carpenters
- Electricians
- Iron workers
- Cement masons



Tollway Expectations



Chicago Cook Workforce Partnership



Established in 2012

Joint collaboration between Cook County and City of Chicago

Largest nonprofit Local Workforce Investment Act (LWIA) in the United States

Achieves results in three key areas

- Reduced costs
- Improved services
- Engaging the business community

Cook County Workforce Partnership - Strengths

Diverse funding sources

- Federal and state grants
- Private and public funders

Proven administrator of job training and employment programs

Innovative workforce programs

- Youths and adults seeking jobs
- Training programs for employers

Understands regional workforce needs

Strong community relationships

Transparency in funding decisions

Financial capacity

- More than \$70 million budgeted for programs (2017)



Construction Industry Success

Chicago Transit Authority

- Since 2012
- Identified qualified tradespeople for CTA contractors
- Red Line, Blue Line and 95th Street Station projects
- Red Purple Modernization project

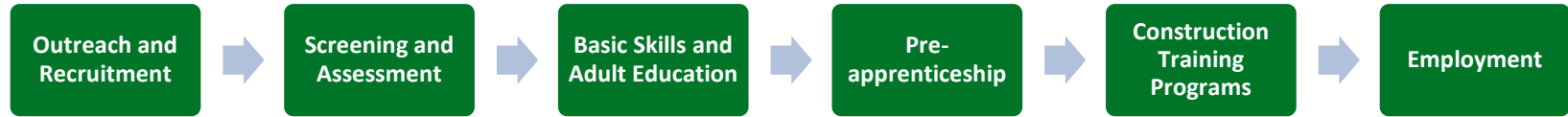


Cook County Healthy and Hospital Systems

- Since 2016
- Outreach and screening job seekers for employment on Central Campus
- Screening/referrals nearly 100 percent minority



Proposed Delivery Model



Satellite service providers

- Workforce (11 subcontractors, 15 total sites)
- Recruitment (2 subcontractors)
- Technical Assistance (2 subcontractors)
- Training (3 subcontractors)

Workforce Development Advisory Committee

Labor affiliate partners

- CISCO, Chicago Federation of Labor, CBTC, others

Business affiliate partners

- FH Paschen, Aldridge, Turner, Kiewit, Clayco, McHugh, others

Consortium Partners



Incentives

Up to \$300,000 in incentive pay can be earned during initial three-year term

- All placements employed on a Tollway contract for more than 160 hours earn a \$500 bonus

Each placement above annual minimums* earn an incentive bonus

- \$1,000 for any placement that works 160 hours in a 12 month period
- \$1,000 for any placement that works 1,200 hours in a 12 month period

* 30/50/70 placements in years 1-3

Workforce Development Initiative

Complements existing Tollway programs like ECP

Enhances Tollway regional initiatives and partnerships with transit agencies, funders and ComEd

Involves coordination with trade associations and private sector employers

Rebuilds workforce to replace baby-boomer retirees

Milestones and Deliverables

Year 1 – 2018

- Subcontractors agreements signed
- Open main site
- Open satellite service provider sites
- Develop community recruitment plans
- Develop industry engagement strategies

Year 2 – 2019

- First construction season

Remainder of initial term – deliverables

- 1,000 screened for enrollment
- More than 200 participants receive pre-apprenticeship training
- At least 170 placed in apprenticeship/construction industry employment
- At least 90 percent of trainees from targeted underserved populations
- Nearly 100 trade association/business partnerships built
- Advisory Committee formed and engaged

THANK YOU

Consortium Partners

Business & Career Services

Central States SER, Jobs for Progress Inc.

Chicago Federation of Labor Workforce & Community Initiative

Chicago Women in Trades

DuPage County Workforce Development Division

EDDR Corporation

Employment & Employer Services

F.H. Paschen

Illuminative Strategies

KRA

Lake County Workforce Development Department

Midwest Business Consulting

National ABLE Network

SERCO

Skill Smart

United Way of Metropolitan Chicago

Workforce Development Division of Kane County

Workforce Services of Will County

XD Technology Industry



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the AmericanJobCenter network

