

## **THE NEW I-64 WORK FORCE UTILIZATION PLAN PARTNERING AGREEMENT**

THIS PARTNERING AGREEMENT is the result of the collaborative effort of the following members of The New I-64 Work Force Utilization Roundtable, which is inclusive of the following agencies, organizations, private and public stakeholders:

ABNA Engineering  
Association of Community Organizations for Reform Now (ACORN)  
Associated General Contractors (AGC) of St. Louis  
Carpenters' District Council  
Conference Of Minority in Transportation Officials (COMTO)  
Conference Of Minority Transportation Officials (COMTO)-St. Louis Chapter  
Construction Careers Center  
Construction Craft Laborers' Apprenticeship Program  
Construction Prep Center (CPC)  
DKW Construction  
FAM-64  
Federal Highway Administration (FHWA)  
Gamaliel Foundation  
Gateway Constructors  
Ironworkers 396  
Kwame Building Group  
Metropolitan Congregations United (MCU)  
Missouri Department of Transportation (MoDOT)  
MoKAN Contractors Assistance Center  
NewPot Solutions  
Operation Excel-YouthBuild  
Operating Engineers Local 513  
Rosa Parks Minority Inclusion Initiative  
St. Louis Job Corps  
St. Louis Agency on Training and Employment (SLATE)  
St. Louis Black Leadership Roundtable  
St. Louis County  
United Congregations of Metroeast (UCM)  
V-1 Technologies, Inc.  
WES, Inc.  
YouthBuild St. Louis

As established in the previous roundtable discussions, the points of consensus among all organizations listed above were as follows:

- The RFP should clearly outline expectations for workforce participation;
- The New I-64 project presents an opportunity for a new way of doing business and an opportunity for MoDOT to increase the workforce and help small business grow;
- The workforce should reflect the demographics of the St. Louis Metropolitan Area;

- MoDOT should increase monitoring to ensure compliance;
- Minority-owned businesses should be sustained beyond the New I-64 project;
- Minority-owned businesses should grow their capacity;
- MoDOT acknowledges the "Sense of Congress" included in the new federal transportation bill, SAFETEA-LU; however, the "Sense of Congress" has no legal binding on MoDOT's projects;
- MoDOT will utilize up to ½ of 1% of The New I-64 Project dollars for workforce development for pre-apprentice training and employment programs and contractor incentives; and
- Build a collaborative to move forward.

**MoDOT agrees to do the following:**

- Undertake a construction project that will upgrade The New I-64 Project in the St. Louis metropolitan area from Spoede Road to Sarah Street (hereinafter referred to as "The New I-64 Project");
- Allocate up to ½ of 1% or \$2.5 million of MoDOT's The New I-64 Project for workforce development for pre-apprentice training and employment programs and contractor incentives within allowable federal regulations;
- Endeavor that at least 20% of the workforce for this project will be comprised of approved On-the-Job Training (OJT) individuals who are minorities, women, and economically disadvantaged according to the federal regulations;
- Award up to a 5% incentive to contractors who exceed the 20% OJT trainees in terms of representation and utilization of workers from pre-apprentice and apprentice programs within allowable federal regulations;
- Award an additional incentive up to 5% to contractors for professional services individuals within allowable federal regulations;
- Continue to be receptive to new strategies and ideas to help achieve the desired results of this partnering agreement;
- Acknowledge that the Federal standards of 14.7% minorities and 6.9% women will be the contract goal for The New I-64 project as determined by the U. S. Department of Labor;
- Utilize the collaborative effort to exceed the federal standards with the use of contractor incentives and training programs within allowable federal regulations;
- Ensure that all aspects of the civil rights program areas are effectively monitored by either its own in house staff or by the awarding of a consultant contract through a qualifications based selection process; and
- Consider funding support services that may include transportation and child care in accordance with local, state and federal laws.

The following chart is an example of the potential opportunity for minorities, females and economically disadvantaged individuals to be collectively trained, hired, and/or obtain journey-level status in their respective trade areas:

<u>Maximum</u> -- JOBS -- <u>Minimum</u>		
500	300	Total Positions
100	60	OJT incentive for contractors at 20% @ \$3.50 / hour
25	15	Additional incentives at 5% @ \$10 / hour
25	15	Professional Services at 5% @ \$10 / hour
<hr/>	<hr/>	Total
150	90	

**The parties agree to establish an advisory committee to perform the following duties:**

- Facilitate collaboration of stakeholders, agencies, organizations, public and private entities in the area of work force development for the St. Louis region;
- Review proposals from pre-apprenticeship training and employment programs and make recommendations to MoDOT for funding;
- Establish performance measurements and monitor effectiveness and success of pre-apprenticeship training and employment programs;
- Monitor the progress of individuals through the pre-apprenticeship to apprenticeship programs and recommend corrective actions to MoDOT;
- Investigate barriers preventing completion of pre-apprenticeship training and employment programs; and
- Advise minority and women owned businesses on opportunities in the heavy highway construction industry.

**Pre-Apprentice Training programs agree to do the following:**

- Operate an accredited pre-apprentice training program certified to send workers to the apprentice level;
- Submit training proposals to Advisory Committee to be approved to obtain funding for training under this initiative;
- Recruit individuals for training programs;
- Provide educational and experiential awareness to the heavy highway construction industry;
- Maximize relationships with employers, contractors, unions, and hiring agencies;
- Perform necessary testing, such as drug testing, for students to be accepted into apprenticeship programs;
- Track and document the success of minorities, females and economically disadvantaged individuals through the work force;
- Maintain records and provide required reports;
- Identify and address barriers preventing completion of pre-apprenticeship and apprenticeship training, and employment programs; and
- Incorporate diversity and sensitivity training to reduce and eventually eliminate harassment and other barriers.

**Apprenticeship programs agree to do the following:**

- Recruit, prepare, train, and equip minorities, females and economically disadvantaged individuals for journey level status in the construction industry;
- Maximize relationships with pre-apprenticeship programs, employers, contractors, and hiring agencies;
- Track and document the success of minorities, females and economically disadvantaged individuals through the work force; and
- Incorporate diversity and sensitivity training to reduce and eventually eliminate harassment and other barriers.

**The Contractors agree to do the following:**

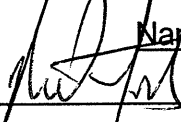
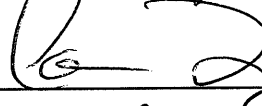
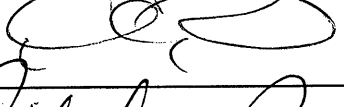
- Develop a work force development plan that promotes hiring graduates of pre-apprentice and apprenticeship training programs to achieve the workforce utilization plan;
- Provide necessary documentation for trainees to be accepted into the apprentice program;
- Maximize relationships with pre-apprenticeship and apprenticeship programs, and hiring agencies; and
- Incorporate diversity and sensitivity training to reduce and eventually eliminate harassment and other barriers.

**The community at large agrees to do the following:**

- Facilitate outreach and referrals by publicizing the various pre-apprentice and apprentice programs in the community;
- Participate in information distribution/sharing;
- Communicate referrals to the advisory committee; and
- Model and mentor.

We strive to collaboratively work together to grow a diverse workforce. The items outlined in this partnering agreement are entered into by the following parties to achieve this objective.

IN WITNESS WHEREOF, the parties have read and agreed to the terms of the Partnering Agreement herein. The parties have further caused this Partnering Agreement to be executed by their respective proper officials on Friday, May 12, 2006.

<u>Name</u>	<u>Organization</u>
	FAM-64
Rev. Tommie Brewer	MCU
Ronald K. Zimmer	KCM & Camaliel Foundation
Tom Jones	SLATE
Annas Paul	St. Louis Coal Interchange
<del>Wade</del> Wade Adewale	ABNA Engineering, Inc. EAST WEST GATEWAY COUNCIL OF GOVERNMENTS
D. Dings	
 Don Thompson	St. Louis Job Corps
John Paul	CAC / CJAP
Carl Henry	ABC OF ST. LOUIS
Dwight Hattain	CONSTRUCTION PREP CENTER
	NewPOT Solutions, Inc.
Robert M. Baker	Pyramid Consulting & Management LLC
_____	_____
_____	_____

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<u>Name</u>	<u>Organization</u>
	MoDOT The New I-64 Project Director
	MoDOT
	MoDOT
	MoDOT
	COMTQ WEBB ENGINEERING
	SERVICING, INC.
	FHWA
_____	_____
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<u>[Signature]</u>	<u>FAM-64</u>
<u>Rev. Tommie Simon</u>	<u>MCU</u>
<u>Ronald L. Trimmer</u>	<u>NCM &amp; Gamaliel Foundation</u>
<u>Tom Jones</u>	<u>SLATE</u>
<u>Amund Paul</u>	<u>ST. LOUIS CONST. INTAKE SLATE</u>
<u>[Signature] Mike Adewale</u>	<u>ABNA Engineering, Inc.</u>
<u>Kevin Sigg</u>	<u>EAST WEST GATEWAY COUNCIL OF Governments</u>
<u>[Signature]</u>	<u>St. Louis Job Corps</u>
<u>[Signature]</u>	<u>CDC/CJAP</u>
<u>Paul Price</u>	<u>AGC OF ST. LOUIS</u>
<u>Timothy Kuntz</u>	<u>CONSTRUCTION PREP CENTER</u>
<u>Julia Tibbo</u>	<u>OPERATION EXCEL YOUTH BUILD</u>
<u>[Signature]</u>	<u>NewPOT Solutions, Inc.</u>
<u>[Signature]</u>	<u>WEBB ENGINEERING SERVICES, INC.</u>
<u>Edward [Signature]</u>	<u>FHWA</u>

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<u>Name</u>	<u>Organization</u>
<u>Lester Woods, Jr</u>	<u>MoDOT</u> <u>THE NEW I-64 PROJECT DIRECTOR</u>
<u>Lesley S. Hoffarth</u>	<u>MoDOT</u>
<u>Ed [Signature]</u>	<u>MoDOT</u>
<u>Dave Nichols</u>	<u>MoDOT</u>
<u>Julie Cunningham</u>	<u>COMTO</u>
<u>Robert M. Baker</u>	<u>Pyramid Consulting/Management LLC.</u>
<u>Eddie Hassan</u>	<u>MO-KAN</u>
<u>DJ Rasmussen</u>	<u>Gateway Constructors</u>
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