



## Workforce Solutions and Metropolitan Council Light Rail Partnership Update (September 2011)

Ramsey County Workforce Solutions has been an active participant on Central Corridor Light Rail Transit (CCLRT) related workforce initiatives for the past two years. In November 2010, a contractual partnership was created between Workforce Solutions and the Metropolitan Council. The purpose of the contract was for Workforce Solutions to create and manage a website and database system that would help bridge the hiring disparities for construction workers in minority ethnicity and gender categories. The formal partnership, database and website (officially named LRTWorks) was launched in November 2010 at the IBEW Local 110 in Saint Paul.

This summary highlights the work that has transpired since the launch of LRTWorks and shares our excitement regarding this community effort.

As you read this summary, consider as both an update with our current project and what we may be able to do with this in the future. Based on the work we have already have done, we envision great potential for the use of a similar or expanded website and database system used in partnership with additional government entities that are responsible for future public construction projects.

*“Working in partnership with Job Connect, we have created a construction database that shows us whether or not we have minority and women workers in the community that are skilled in specific trades. This allows us to assure the construction contractors who work on our projects that the workforce they need to meet the goals are present in the community and identified. Contractors are beginning to understand that the old response of “we can’t find someone” does not work when we can point to skilled individuals who are in the database. By the same token, community members cannot always insist that we have a skilled tradesperson for every construction opening if they cannot also help us reach those persons and make sure they are registered in the LRTWorks.org database. LRTWorks.org, I believe, is growing into a national model for connecting workers with construction and training opportunities and verifying the availability women and minority tradespersons in the seven county region”.*

Wanda Kirkpatrick  
Director, Office of Diversity and Equal Opportunity  
Metropolitan Council

---

*“LRT Works has proven that qualified minority workers are available and has provided an easy way for them to be recruited. By providing quantifiable evidence of recruitment efforts, LRT Works has changed the expectations of everyone who is involved in workforce development. The recruitment efforts of employers may now be judged by the labor availability within the LRT Works system, whether they use the system or not.”*

Tim Kennedy  
Senior Business Consultant  
MEDA

---

*“We appreciate your referrals for Class A Drivers and would like to continue to receive them as our employment needs continue to change.”*

Joyce Brown, Compliance Coordinator  
Veit

## HIGHLIGHTS

- The hiring goals for the CCLRT project have been set at 18% minority and 6% female. In most cases, we are not only meeting our minority and female hiring goals but, in some circumstances, we are exceeding those numbers.
  - Data is from monthly reporting from our general contractors. To see the most recent reports [click here](#).
- From November 15 2010, to August 15 2011, there have been over 27,000 LRTWorks website hits.
- Since April 2011, we have had over 150 companies posting construction related jobs.
- In the peak of construction season (March/April), approximately 2,000 different computers accessed the LRTWorks' site.
- New features will be added to the LRTWorks' system in the fall of 2011. This includes:
  - The creation of a tracking and reporting system for construction companies to use when being monitored by EEO/AA compliance officers.
  - 24 hour access for our partners, contractors, union halls and job seekers to search and update data.
- LRTWorks regularly provides statistical workforce information to partners of the project including unions, construction training programs, community groups, government officials, professional associations, and many others.
- MNDOT and the City of Saint Paul are increasingly expressing interest in the LRTWorks' system as a tool to use for their public projects.
- Over 140 Veterans are registered on the LRTWorks' construction database

---

*"Thanks for the opportunity to post on LRT Job Connect."*

Kevin Nemick  
HRIS Assistant  
RailWorks Corporation

---

*"We have had quite a few responses to our posting. Thank you for this wonderful service!"*

Corinne Castano  
Terra's Canopies Tree Service

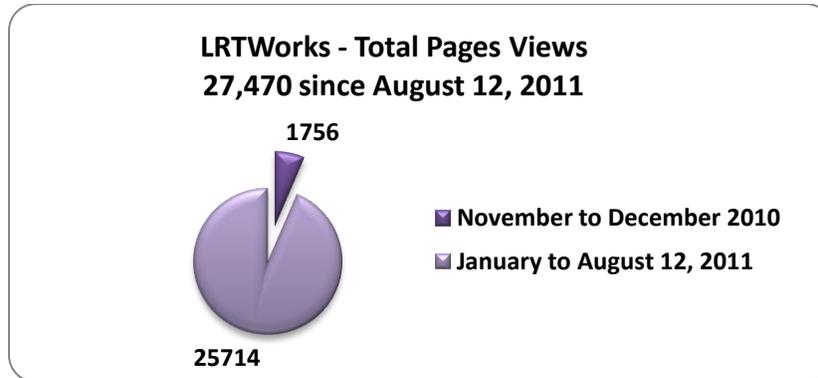
---

*"I wanted to thank you for taking the time out of your busy schedule to speak at our meet and greet. LRTWorks is a great system/database that few know about. I am thankful that you were able to attend and explain how sub-contractors can utilize it."*

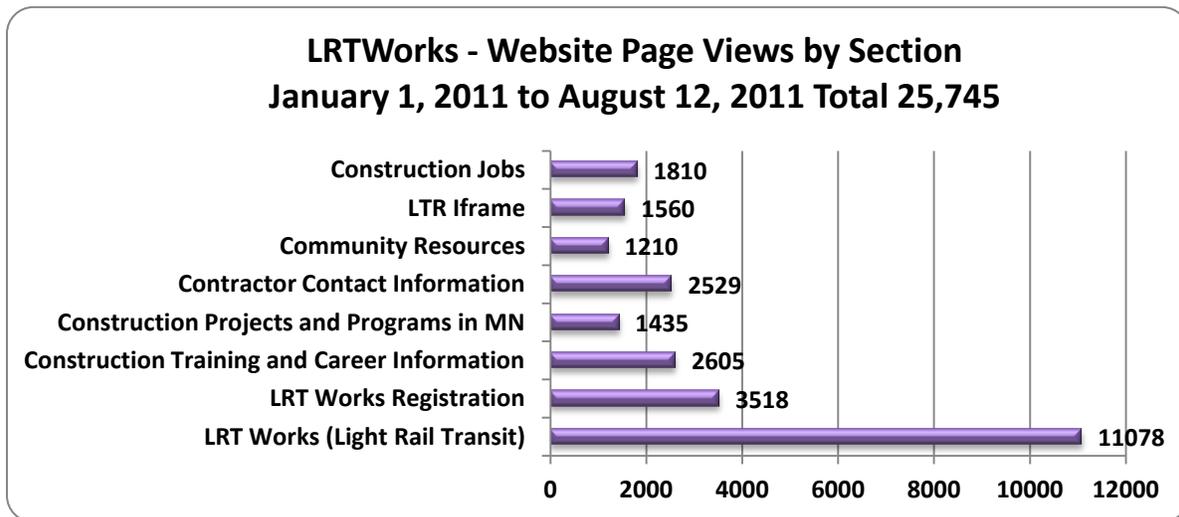
Thanks again,  
Sheena Maloney, Diversity Initiatives Coordinator, PCL Construction



## LRTWorks' Website Statistics



- In the peak of construction season (March/April), approximately 2,000 different computers accessed the LRTWorks website. The average is 1,481 in any given 2 month timeframe.
- 125 Different Companies have posted over 175 construction jobs on the LRTWorks Website From March 2011 to August 2011

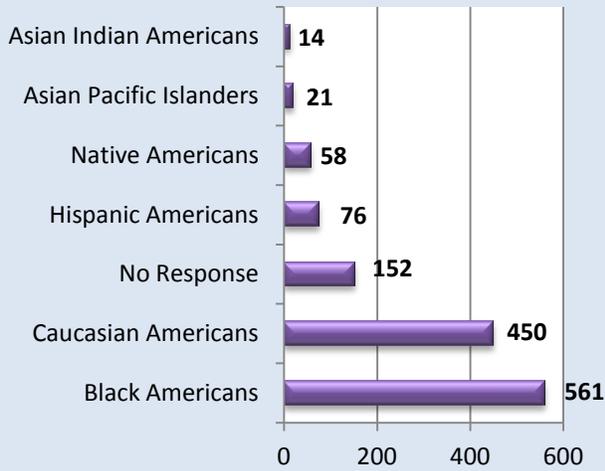


*"LRTWorks has been a great avenue as a recruitment strategy for workforce goals in construction jobs. It is one-stop shopping for all stakeholders which includes, but is not limited to, apprenticeship programs and unions. The website is easy to access for future and current job seekers and contractors. It is also a useful tool in tracking the status of those seeking and receiving work."*

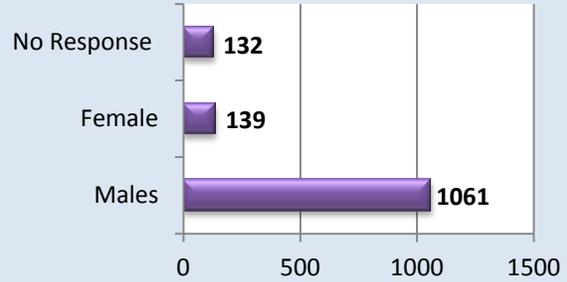
Melanie Miles  
Contract Compliance Supervisor  
MN Department Human Rights

## LRTWorks' Database Statistics (November 2010-August 2011)

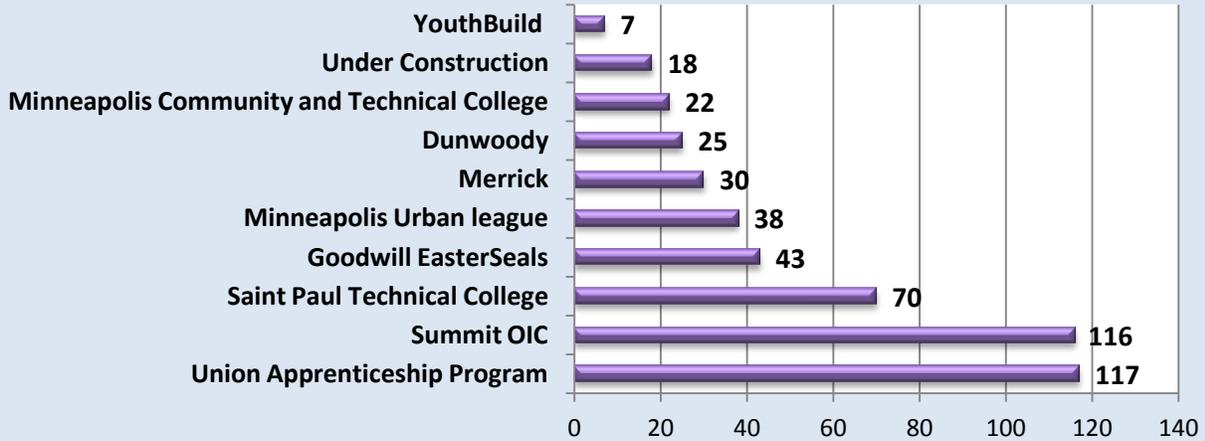
### CCLRT Subscriber Totals



### Gender Totals



### Graduates from Training Programs



### Union Membership Totals As of August 18, 2011



Race, gender and trade level specifics and breakdowns of this data are presented at the monthly AA/DBE CCLRT Committee meeting. To see an example of the data [CLICK HERE](#).

## List of Companies who Posted Jobs on LRTWorks Since April 2011 (Over 125 companies!)

---

1st Choice Employment	ABM Industries	AdKore Staffing Group
AECOM	Aerotek Commercial	Aerotek Scientific
Allegis Group.	Atlantis Technical Services	Avenue Staffing Inc
Banner Engineering Corp.	Baron	Bay West Inc.
Bituminous Roadways, Inc.	BNSF Railway (Burlington Northern Santa Fe)	Caribou Coffee
City of St. Paul	Clean Construction & Building Services	Command Center
Construction & Building Services	Crow River Technical	Daily Express
Delta Companies LLC	Dept. of Housing & Urban Development.	Design Build Remodeling
Despatch Industries	Earle Brown Heritage Ctr	EMR Inc.
Entege Engineering Technical Group	ETI Professional	Excel Staffing Services
Express Employment	Fabcon	Foth
Fox-1 Drafting and Design	Freelance Professionals	G&K Services Inc.
G4S Technology	Georgia Pacific	Habitat for Humanity
Hamline University	Harmony Homes, Inc.	HDR Company.
Hennepin County	Hospital Employee Labor Pool	Howard R. Green
Inntech Inc.	International Facility Site Services	JJ Distributing
Jorgenson Construction	Koch Pipeline Company	L & S Electric Inc.
Lamperts	Lehigh Hanson Heidelberg Cement Group	Liberty Diversified International
Linders Specialty Co.	Logic PD.	LS Black Constructors
MasTec North America	Masterson Personnel	Mazak Corporation
Mellas Electric	Met Council (CCLRT)	Met Council (Water)
MN/DOT	MNSCU	Mobile Home Improvement
Mohawk Industries, Inc.	Mortenson Construction	MTS Systems Corporation
National Projects Group	Nexpro Personnel Services	Overland Contracting (OCI)
Parsons Electric	Polar Service Centers	Preferred Sands of MN LLC Woodbury
Preload Inc	Pro Staff	Protouch Painting Inc
RailWorks Track Systems	RAM Construction Services	RSC Equipment Rental
Sealcoat Products, LLC	SGO Roofing and Construction	Siemens
HVAC Agent	The Joseph Company	The O.C. Group.
The Right Staff	The Work Connection	Thomas Grace Construction
Ulteig Engineers Inc	United Staffing Inc.	Universal Circuits Inc.
University of St. Thomas	Veit	VMW, LCC
Volunteers of America	Walsh Construction Company	Waymouth Farms Inc.
Wellington Window and Door Co.	Welsh Construction	WL Hall Co, Hopkins
WSB and Associates	YMCA	

---

*"LRTWorks has continued to evolve according to suggestions, needs and clarifications from stakeholders, including members of the public, community groups, unions, State agencies, job search organizations and contractors. I am extremely impressed with LRTWorks and with the team that created it and maintains its day to day operations. I hope that at some point LRTWorks will be expanded for other State construction projects."*

*Sheila A. Scott  
Minnesota Department of Human Rights*

---

*"Thanks for the information on the job opening for the Veit paint shop manager. I completed an application via e-mail for this job. I have the experience and skills they are looking for. We'll see what happens- thanks again"*  
*Job Seeker*

---

*"I've always been impressed by the LRTWorks website. The site offers a user-friendly platform for all of our customers.... A job-seeker can easily find good information on accessing current job opportunities, training, and other resources.... Overall, I believe LRTWorks provides clarity and organization to the landscape of Minnesota's construction industry."*

*Luis C. Morales  
Section 3 Administrator – City of Saint Paul*