



RAMSEY COUNTY

Ramsey County Board Workshop:

Progress Report on Contracting and Workforce Inclusion Goals

Workforce Solutions

January 28, 2020

Start time: 9:30 a.m. (estimated)

220 Courthouse, Large Conference Room

Agenda

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|-----------------|---|
| 1. Introduction | Ryan O'Connor
County Manager |
| 2. Introduction | Johanna Berg
EGCI Deputy County Manager |
| 3. Presentation | Ling Becker, Workforce Solutions Director
Dana Noffke, Procurement Manager |
| 4. Questions | |

Progress Report on Contracting and Workforce Inclusion Goals

Ramsey County Board Workshop
January 28, 2020

Today's Purpose

Update the Board on the progress and opportunities for expanded contract and workforce inclusion efforts in redevelopment agreements, construction, and design-build contracts.

Comprehensive Economic Development To Build Prosperity

Ramsey County will leverage public infrastructure and redevelopment projects, contracting and procurement, and workforce investments to build prosperity and opportunity for all.

Opportunity to Support Racial Equity

We have an opportunity through our construction projects to:

- support and sustain small women/minority businesses and,
- create career opportunities for people of color in the construction trades.

Progress made during last three years

- 2017 - Updated the County goal to reflect the increase in the MN Department of Human Rights (MDHR) 32% minority labor hours and 20% women labor hours for workforce participation.
- 2018 – Board resolution approved to reinforce the MDHR goals and created a position within Workforce Solutions to implement inclusive efforts.
- 2019 – Workforce Inclusion and Contracting Goals Team launched
- July 2019 – Board update on progress

Team Members

Project Sponsor

Johanna Berg, Economic Growth and Community Investment

Economic Growth & Community Investment

Ling Becker, Workforce Solutions

John O’Phelan, Workforce Solutions

Jean Krueger, Property Management

Mehrshad Parsakalleh, Property Management

Kari Collins, Community & Economic Development

Mark McCabe, Parks & Recreation

Ryan Ries, Parks & Recreation

Ted Schoenecker, Public Works

Strategic Team

Dana Noffke, Finance

Mee Cheng, Policy and Planning

Information & Public Records

Kris Kujala, Property Tax, Records & Election Services

Provide Opportunities to Advance Inclusion

CONTRACTING INCLUSION

Increase CERT utilization through strengthening new and existing relationships with small CERT: SMBE, SWBE, SWMBE & SBE.

WORKFORCE INCLUSION

Ensure inclusive, effective and meaningful policies, tools and communications for including a diverse workforce on redevelopment, construction and design-build projects.

COMMUNITY ENGAGEMENT

Authentically engage in community dialogue to ensure all residents and communities have a voice in realizing beneficial outcomes across the county and to build a more responsive and effective organization.

Key findings from Board workshop

- Identified challenges in reporting of CERT SBE subcontractor data and workforce inclusion data
- Identified areas where county could evaluate and make improvements
 - modernization, insurance limits, de-bundling, etc.
- Discussed deepening community engagement efforts

Central Certification (CERT) Program Supports Small and Diverse Businesses

CERT is a small business certification program and a collaboration of Hennepin County, Ramsey County, the City of Minneapolis and the City of Saint Paul.

CERT Small Business Enterprise (SBE):

- **Small Business Enterprise (SBE)** - an eligible business that additionally: is not a business dominant in its field of operation, nor an affiliate or subsidiary thereof.
- **Minority-owned Business Enterprise (SMBE)** - an eligible business that additionally: is at least fifty-one (51) percent owned by one or more minority persons and has its management and daily business operations controlled by one or more minority persons who own it.
- **Women-owned Business Enterprise (SWBE)** - an eligible business that additionally: is at least fifty-one (51) percent owned by one or more women, and has its management and daily business operations controlled by one or more women who own it.
- **Women & Minority-owned Business Enterprise (SWMBE)** - an eligible business that additionally: is at least fifty-one (51) percent owned by one or more minority women, and has its management and daily business operations controlled by one or more minority women persons who own it.

Focus on veteran purchasing added

- Veteran-owned or service disabled veteran owned small businesses
- Implemented administrative policy and process on July 25, 2019 two weeks after board workshop
- Statutory authority MN Stat 471.345 § Subd. 20.
- Certified by the U.S. Department of Veterans Affairs' Center for Veterans Enterprise (US CVE) or Office of State Procurement.

Increasing CERT SMBE, SWBE, & SWMBE Spend

Opportunity	Goal
Build upon existing CERT SBE successes and increase transparency.	Increase CERT SMBE, SWBE, & SWMBE spend by 5% year over year for the next 5 years in county construction and design-build contracts.

With feedback from the board, we will take this year working toward developing and implementing an aggressive goal.

#	Action Items	Implementation	Action Progress
1a	Purchase software to track SBE subcontractor spend by department.	2019-20	Underway
1b	Ensure transparency and accurate reporting.	2020-21	Underway
2	Review insurance limits.	2019-20	Underway
3	Pilot debundling of 3 contracts.	2019-20	Underway

Action To Increase CERT SMBE, SWBE, & SWMBE Spend

#	Action Items	Implementation	Action Progress
1a	Purchase software to track SBE subcontractor spend by department.	2019-20	Underway
1b	Ensure transparency and accurate reporting.	2020-21	Underway
2	Review insurance limits.	2019-20	Underway
3	Pilot debundling of 3 contracts.	2019-20	Underway

1a and 1b: Parks leading software procurement as an integrated part of project management software implementation. RFP will be release soon.

2: Enterprise solutions in process. Currently, construction projects are evaluated contract by contract as to whether limits can be reduce.

3: EGCI departments have identified de-bundling projects which will be compared to past history.

Increasing Workforce Inclusion

Opportunity	Goal
Improve our workforce inclusion results.	Improve our progress toward achieving the 32% Minority / 20% Women for Workforce Inclusion.

#	Action Items	Implementation	Action Progress
1a	Purchase software to track workforce participation statistics.	2019-20	Underway
1b	Ensure transparency and accurate reporting.	2020	Underway
2	Require good faith effort of workforce inclusion goals in contracts.	2019-20	Underway

Action to Increase Workforce Inclusion

#	Action Items	Implementation	Action Progress
1a	Purchase software to track workforce participation statistics.	2019-20	Underway
1b	Ensure transparency and accurate reporting.	2020	Underway
2	Require good faith effort of workforce inclusion goals in contracts.	2019-20	Underway

1a and 1b: RFP will be released soon as a master contract. Parks is initiating on behalf of the whole organization with input from other EGCI departments.

2. We are currently adding language to all solicitations to ensure vendors provide a plan to achieve their identified workforce goals.

Community Engagement

Opportunity	Goal
Build upon existing community engagement efforts and relationships.	Utilize Workforce Solutions (WFS) to increase workforce inclusion and contracting outcomes by providing clear and thoughtful communication, and fully engage contractors and departments.

#	Action Items	Implementation	Action Progress
1a	Leverage WFS position to lead contracting and workforce inclusion efforts	Yes	Ongoing
1b	Create a community engagement work plan that includes all affected departments	Yes	Completed
2	Improve existing technology in WFS to maximize opportunities and access	2020	Underway

Action to Increase Community Engagement

#	Action Items	Implementation	Action Progress
1a	Leverage WFS position to lead contracting and workforce inclusion efforts	Yes	Ongoing
1b	Create a community engagement work plan that includes all affected departments	Yes	Completed
2	Improve existing technology in WFS to maximize opportunities and access	2020	Underway

1a & 1b: Utilizing dedicated position to support department to improve processes and to enhance community engagement. A cross EGCI departmental work plan has been created that includes outreach, training, and supporting of special projects.

2: Integration of existing technologies with newly launched Ramsey County Economic Development portal.

Community Engagement to Build Awareness



- Ramsey County Construction Workforce & SBE Equity & Leadership Series
- Attending outreach events with small contractors to meet department SBE goals
- Construction Hiring Event



New Initiatives Underway

- Ramsey County exploring Best Value
- Ramsey County Construction Small Business Series (external)
- Ramsey County Construction Workforce Equity Leadership Program (internal)
- Utilizing Ramsey County nonprofits for small contracting projects (less than \$10,000)
- Young Adult Public Sector Career Academy

Questions?