



Construction Training Program

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Capital Contracting Officer



Agenda

- ▶ Purpose of Construction Training Program (CTP)
- ▶ Council Policy Direction
- ▶ Program Summary
- ▶ Monitoring Compliance - CCO Wage Team
- ▶ Stakeholder Engagement
- ▶ Next Steps and Q&A



Who is the Capital Contracting Office (CCO)?

CCO is a team of professionals who procure construction-related services for the City of Austin. CCO acquires, negotiates, and manages Capital Improvement Project (CIP) contracts that are essential for an improved quality of life for Austin residents.

Every member of the CCO team does this by:

- Providing excellent customer service
- Providing quality contracting services
- Being good stewards of City resources
- Promoting trust through transparent performance and oversight
- Continuously improving

What is the Purpose of the Construction Training Program?

Purpose: To promote the use of unemployed, underemployed, or other construction trainees on City construction projects to build capacity in the local construction labor market to benefit participants, the City, and Austin's construction community.

Program Need & Opportunity Identified

- ▶ By 2021, the Austin Metro Area is projected to have more than 60,000 job openings that require more than a high school diploma but less than a bachelor's degree.
- ▶ Workforce surveys of the Central Texas area have identified a need for trained construction workers, with an increasing and sustained demand.
- ▶ Austin Metro Master Community Workforce Plan identifies skilled construction trades as “representing some of the best middle-skill career opportunities for economically disadvantaged residents,” and emphasizes the need to train these workers up, and connect these workers to local job opportunities.

www.austintexas.gov/edims/document.cfm?id=299626



Council Resolution 20180628-061

Require contractors to ensure a minimum percentage of construction workers on city projects “with significant budgets” are graduates or students of DOL-apprenticeship or DOL-bilingual training programs. Parameters include:

- Minimum 15% of workers on Vertical Construction Projects
- Develop and present program for horizontal construction projects
- Provide extra consideration for achieving higher percentages than the required minimum
- Monitor compliance
- Develop a workforce development pipeline



Program Summary

Staff Goal: To implement this program in a balanced way that meets the Council’s desired policy outcomes while minimizing the impact of the requirements on potential bidders.

| Project Budget | Apprentice/Graduate/OJT Trainee/Construction Ready Trainee Goal | DOL-approval required? |
|------------------------------------|---|------------------------|
| \$500K to \$2.5M | 2 – Construction Ready Trainees | N |
| Over \$2.5M to \$5M | 4 – Construction Ready Trainees | N |
| Over \$5M to \$10M | 6 – Construction Ready Trainees | N |
| Over \$10M (Significant Budget) | Apprentice/OJT/Graduate/Trainee Minimum 15% of Workforce | Y |

“Construction-Ready Trainee” - an enrollee or graduate of a “pipeline organization” that provides COA-approved pre-employment training related to construction.

Enrollees: Meeting the Requirements

| Meeting Construction Training Program Requirements | | |
|--|--|--|
| | Under \$10M DOL-approval not required | Over \$10M Must be DOL-approved |
| Horizontal (Roads, Pipelines, Civil Projects) | Construction Ready Trainees | On-the-Job Training (OJT) or Bilingual Training Program Graduates (in last 10-years), or Current Enrollees in DOL-approved |
| Vertical (Buildings, Facilities) | Construction Ready Trainees | Apprenticeship or Bilingual Training Program Graduates (in last 10-years), or Current Enrollees in DOL-approved |

Project-Specific Considerations for CTP

- ▶ Material cost vs labor cost
- ▶ Scope of work
- ▶ Schedule of values (a comprehensive list of work for a particular project)
- ▶ Project duration and schedule
- ▶ Unique aspects of the project
- ▶ Available DOL approved training in the trades required for the project
- ▶ Workforce determined by the number of workers that will be on the project enough days to establish a training program
- ▶ Availability of trainees and graduates
- ▶ Other unique aspects of the project

Monitoring Compliance

Program includes:

- ▶ Solicitation Documents (00840)
- ▶ Employee Certification
- ▶ Training Plan and Reports
- ▶ Reasonable efforts to comply
 - Contractor must document recruitment efforts
 - Contact COA for a current list of approved training providers
 - Log of applicants contacted
 - Log of training organizations contacted
 - Document outreach efforts made to all available training organizations (per current COA list) to satisfy the goals
 - Submit documentation as part of the CTP Reporting of Contractor's recruitment efforts performed until goals are met or project is complete

The City of Austin Construction Training Program (the "Program") is intended to train workers on City of Austin's construction projects in order to develop a pool of qualified, ready-to-work skilled and semi-skilled construction workers. This training commitment is not intended and shall not be used to discriminate against any applicant.

Training Goal. Establishment of the Construction Training Goal for each project will be based on project scope, dollar amount, and opportunities available to achieve the training goals. The goal will be established either prior to solicitation, or during contract negotiations, using the criteria in Charts A and B. Program requirements will be subject to availability of Trainees and Graduates.

| Chart A - Evaluation Criteria | |
|-------------------------------|--|
| 1. | Material cost vs labor cost |
| 2. | Scope of work |
| 3. | Schedule of values (a comprehensive list of work for a particular project) |
| 4. | Project duration and schedule |
| 5. | Unique aspects of the project |
| 6. | Available DOL-approved training in the trades required for the project |
| 7. | Workforce determined by the number of workers that will be on the project enough days to establish a training program. |

| Chart B - Construction Training Requirements | |
|--|--|
| Project Budget | Apprentice/ OJT Trainee/Graduate/CR Trainee Goal |
| \$500K to \$2.5M | 2 - Construction Ready Trainees |
| Over \$2.5M to \$5M | 4 - Construction Ready Trainees |
| Over \$5M to \$10M | 6 - Construction Ready Trainees |
| Over \$10M (Significant Budget) | OJT/Apprentice/Graduate/Trainee Minimum 15% |

| | |
|--|--|
| NOTE: BLUE Sections MUST BE EDITED BY PROJECT MANAGER TO MEET SPECIFIC PROJECT NEEDS. | |
| • Delete this and all other instruction boxes prior to final printing. | |
| • Delete brackets. | |

Stakeholder Engagement

- City's Construction Advisory Committee
- Associated General Contractors (Civil)
- Associated Builders and Contractors (Vertical)
- CTRMA - Workforce Development Program
- Austin Community College (ACC)
- Workforce Solutions
- Skillpoint Alliance
- Goodwill
- Trade and union organizations who utilize DOL programs
- Minority Trade Associations

Next Steps

- Contract requirement for all solicitations after June 3, 2019
- Complete and Learn from Pilots:
 - Contract requirement for the Austin Public Library Faulk Roof Replacement (CSP)
 - Contract requirement for Austin Energy Headquarters (Public-Private Partnership (P3))
 - Negotiating into contract for Aviation Consolidated Maintenance Facility (CMF)
- Utilize Contractor Evaluation Process to provide “Extra Consideration” for Contractors who exceed the minimum
- Continue to refine and communicate program
- Continuing education to internal and external stakeholders

Thank you! Questions?

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