

THE kcICON WORK FORCE UTILIZATION PLAN PARTNERING AGREEMENT

THIS PARTNERING AGREEMENT is the result of the collaborative effort of the following members of kcICON Workforce Utilization Roundtable, which is inclusive of the following agencies, organizations, private and public stakeholders:

American Bridge Company
Building Bridges
Carpenters District Council of Kansas City
Chouteau Courts Tenants of Public Housing Association
City of Kansas City, Missouri
City of North Kansas City, Missouri
Conference of Minority Transportation Officials (COMTO)
Eggs & Enlightenment
Federal Highway Administration (FHWA)
Fields & Brown
Full Employment Council
Gamaliel Foundation
Genesis
Greater Kansas City Building and Construction Trades Council, AFL-CIO
Heavy Constructors Association of the Greater Kansas City Area
Interfaith Worker Justice of Greater Kansas City
Kansas City Hispanic Association Contractors Enterprise, Inc. (KCHACE)
Kansas City Area Transportation Authority (KCATA)
Kansas City Missouri School District (KCMSD)
Laborers Local 663
Iron Workers Local 10
Meet Me In the Middle
Missouri Department of Transportation (MoDOT)
Mid-America Regional Council (MARC)
Minority Contractors Association (MCA)
Metro Organization for Racial and Economic Equity (MORE2)
Paseo Corridor Constructors
P/Strada, LLC.
Premier Engineering Consultants
NewPOT Solutions
National Association for the Advancement of Colored People, Kansas City, Missouri Branch (NAACP)
Stapleton Law Firm
The Black Agenda Group
The Builders Association of Greater Kansas City
The Coalition of Black Trade Unionists
The FRIENDS of the Greater Kansas City Coalition of Black Construction and Skilled Trades Workers, (A.K.A. The FRIENDS)
Urban League of Greater Kansas City

Unified Government of Wyandotte County and Kansas City, Kansas
W.E.S., Inc.
Women Construction and Executive Owners, Kansas City Chapter (WCOE)
Youthbuild of Kansas City

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

- Undertake a construction project that will upgrade I-29/I-35 Corridor in the Kansas City Metropolitan Area (hereinafter referred to as "The kclCON Project");
- The training Request for Proposal (RFP) and the contractor RFP should clearly outline expectations for workforce participation;
- The kclCON project presents an opportunity for a new way of doing business and an opportunity for MoDOT to increase minorities, women and economically disadvantaged individuals in the construction and professional services workforce;
- Create kclCON Advisory Committee that is representative of individuals of all relevant stakeholders in the Kansas City Metropolitan Area;
- The workforce should reflect the demographics of the Kansas City Metropolitan Area;
- Training and employment programs covered by the training RFP will be open to ex-offenders and include post-apprenticeship and re-entry programs;
- Training and employment programs covered by the training RFP will include Trade group participation;
- MoDOT will provide monitoring to ensure compliance;
- The RFP will include the performance of a work force and trainee "Needs Assessment;"
- Provide additional incentives to contractors for exceeding the On-the-Job Training (OJT) work force goals as established in the contract;
- Pre-apprenticeship, Apprenticeship, and employment programs will include job etiquette & conflict management training;
- 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 kclCON Project dollars for workforce development for pre-apprenticeship, employment opportunities and contractor partial wage reimbursement (PWR).

MoDOT agrees to do the following:

- Undertake a construction project that will upgrade I-29/I-35 Corridor in the Kansas City Metropolitan Area (hereinafter referred to as "The kclCON Project");
- Allocate up to ½ of 1% or \$1.25 million of MoDOT's kclCON Project for workforce development for pre-apprenticeship, employment opportunities and contractor partial wage reimbursement within allowable federal regulations;
- Consider funding recommendations made by the Advisory Committee;

- Acknowledge that the Federal standards of 12.7% minorities per craft and 6.9% women will be the contract goal for the kclCON project as determined by the U. S. Department of Labor;
- Endeavor that at least 20% of the workforce for this project which will be comprised of 15% approved Construction apprentices and 5% Professional Services On-the-Job Training (OJT) individuals who are minorities, women, and economically disadvantaged individuals according to the federal regulations;
- Award a partial wage reimbursement to contractors who exceed the training RFP OJT training goal by up to 5% in terms of representation and utilization of workers from pre-apprenticeship and apprenticeship programs within allowable federal regulations;
- Award a partial wage reimbursement to contractors for up to 5% for professional services individuals within allowable federal regulations;

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

Maximum -- JOBS -- Minimum

300	150	Total Positions
60	30	OJT (PWR) to contractors at 20% @ \$3.50/hour
15	7.5	Additional (PWR) at 5% @ \$10 / hour
15	7.5	Professional Services at 5% @ \$10 / hour
<hr/> 90	45	Total PWR Positions

- Utilize the collaborative effort to exceed the federal standards with the use of contractor partial wage reimbursement and training programs within allowable federal regulations;
- Ensure and report to the advisory committee all aspects of the work force utilization program effectively monitored by MoDOT's staff;
- Consider funding support services for trainees that may include transportation and child care in accordance with local, state and federal laws;
- Continue to be receptive to new strategies and ideas to help achieve the desired results of this partnering agreement; and
- Incorporate diversity and sensitivity training to eliminate barriers.

The Federal Highway Administration (FHWA) agrees to perform the following duties:

- Attend and participate at all of the round table discussions;
- Offer guidance and points of clarity on all federal highway issues and concerns;
- Support MoDOT with its pro ratio of federal dollars for the project;
- Pursue and make available OJT/Supportive Services (SS) funding where at all possible;
- Monitor its progress throughout the life of the project to ensure a strong adherence to the regulations, spirit and intent of the law;

- Advise MoDOT whenever discrepancies are noted so as to achieve compliance; and
- The Division Office will evaluate the project upon completion to determine if the objectives were achieved, and if not, what caused us to fail. Build from “best practices” noted and ensure the mistakes, if any, are not repeated.

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

- Develop a 7 to 9 member advisory committee;
- Facilitate collaboration of stakeholders, agencies, organizations, public and private entities in the area of work force development for the Kansas City region;
- Develop training RFP and review proposals from pre-apprenticeship and employment programs and make recommendations to MoDOT for funding;
- Establish and review performance measurements to determine success of pre-apprenticeship and employment programs;
- Monitor, in partnership with MoDOT, the progress of individuals completing the pre-apprenticeship program to apprenticeship training and employment; and recommend corrective actions as needed; and
- Identify (career path) barriers preventing the transition of pre-apprenticeship trainees to employment and apprenticeship programs to journeyman status, and recommend corrective actions as needed.

Pre-Apprenticeship Training programs agree to do the following:

- Operate a sanctioned pre-apprenticeship training program designed to send qualified candidates to the apprenticeship level and includes a mentoring component;
- Submit training proposals to MoDOT for approval in order to obtain funding for training under this initiative;
- Recruit minorities, women and economically disadvantaged individuals for training programs;
- Provide educational and experiential awareness regarding 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, women and economically disadvantaged individuals through the work force, in partnership with MoDOT;
- Maintain records and provide required reports;
- Identify (career path) barriers preventing the transition of pre-apprenticeship trainees to employment and apprenticeship programs to journeyman status, and recommend corrective actions as needed; and
- Incorporate diversity and sensitivity training to eliminate barriers.

Apprenticeship programs agree to do the following:

- Recruit, prepare, mentor and train minorities, women and economically disadvantaged individuals for journey level status in the highway construction industry;
- Maximize relationships with pre-apprenticeship programs, employers, contractors, and hiring agencies;
- Track and document the success of minorities, women and economically disadvantaged individuals through the work force;
- Identify (career path) barriers preventing the transition of pre-apprenticeship trainees to employment and apprenticeship programs to journeyman status, and recommend corrective actions as needed; and
- Incorporate diversity and sensitivity training to eliminate barriers.

The Contractors agree to do the following:

- Develop a work force development plan that promotes hiring minorities, women and economically disadvantaged graduates of pre-apprenticeship and apprenticeship training programs to achieve the workforce utilization plan;
- Provide necessary documentation for trainees to be accepted into the apprenticeship program;
- Maximize relationships with pre-apprenticeship, apprenticeship programs, and hiring agencies;
- Identify (career path) barriers preventing the transition of pre-apprenticeship trainees to employment and apprenticeship programs to journeyman status, and recommend corrective actions as needed; and
- Incorporate diversity and sensitivity training to eliminate barriers.

The community at large agrees to do the following:

- Facilitate community outreach and referrals by publicizing the various pre-apprenticeship and apprenticeship programs;
- Participate in information distribution/sharing;
- Refer minorities, women and economically disadvantaged individuals to the pre-apprenticeship and apprenticeship programs; and
- May use the partnering agreement as a template for future efforts to increase work force diversity.

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 ~~March~~, August 13 2007.

Name	Organization
<u>Dennis Myklich</u>	<u>American Bridge Company</u>
<u>Julie Cunningham</u>	<u>COMTO</u>
<u>Brian Kiedel</u>	<u>moDOT</u>
<u>David B. Neuhoff</u>	<u>moDOT</u>
<u>Jack Stuber</u>	<u>KCMSD</u>
<u>[Signature]</u>	<u>Heavy Constructors Assn.</u>
<u>[Signature]</u>	<u>Building + Construction Trades</u>
<u>[Signature]</u>	<u>PASEO CORRIDOR CONSTRUCTORS</u>
<u>Lizzie Brown</u>	<u>Chautauau Court Tenant Assoc.</u>
<u>Ben Harrison</u>	<u>Youthbuild of KC</u>
<u>Ann [Signature]</u>	<u>Federal Highway Admin.</u>
<u>Henry</u>	<u>METRO ORG. FOR RACIAL + ECON. EQUITY</u>
<u>Margaret N. Roberts</u>	<u>METRO ORG FOR RACIAL + ECON EQUITY</u>
<u>Kelli [Signature]</u>	<u>METRO ORG FOR RACIAL + ECON. EQUITY</u>

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 Monday, August 13, 2007.

Name	Organization
John M. Hughes	The Friends
Ronna a. Holloman-Wicker	The Friends
Mel Henderson	Mid-America Regional Council
Mary Watkins	Area Corridor Constructors
Cynthia A. Du	FEC - Full Employment Council
Beth Wright	MoDOT
Joseph C. Frasin D. Lewis, Chairman Labor Committee, on behalf of Anita L. Russell who is Branch President	Minority Contractors Assn. of GKC NAACP KCMO Branch
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