

2015-2016 Annual Report

St. Louis City
Ordinance 69427



ST. LOUIS AGENCY ON TRAINING AND EMPLOYMENT
SLATE
americanjobcenter

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3rd Floor
St. Louis, MO
63103
Michael K. Holmes
Executive Director



Francis G. Slay
Mayor

2015-2016 Annual Construction Report

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State of Construction

2016 should be seen as the calm before the storm. The completed construction, and grand openings, of IKEA and City Walk represent the culmination of years of planning and hard work. As these projects, and others such as the 4260 project and the Carondelet Coke redevelopment, have come to a close, the labor hours on city construction projects declined from the highs of the year before.



It was a year where major construction projects were completed, and huge future projects were planned. As anticipated, we saw the opening of IKEA and City Walk. The Cortex District is lively and we hope to see new, innovative ideas and projects flowing from that corridor for years to come.

This was also the year that saw the approval of the massive National Geo-Spatial Agency (NGA) West Project. From the incredible work that will have to happen in the next year to get the land ready, to the nearly \$2 billion construction project, there is no doubt that the NGA West project will keep the St. Louis construction industry busy for years to come.

2017 should also usher in the development of important TIF projects such as Phase III of the Cortex District, Phase II of Ballpark Village, St. Louis University and Phase I of the New NorthSide Regeneration Project. These projects, along with anticipated Board of Public Service Projects, should keep the St. Louis construction workers employed for many years.



The future is bright for construction in St. Louis. The time is ripe for young men and women to get into the construction trades. The doors will be opening for minorities, women, and city residents to take part in developing a stronger and more modern St. Louis.

Executive Summary

The 2015-2016 Annual Report is in response to the City of St. Louis Ordinance 69427, which was enacted by the Board of Aldermen on May 1, 2013 while repealing the earlier Ordinance 68412. This Annual Report provides information and takes into account projects that have been completed, are in progress, or are anticipated to start in the near future. The Ordinance established that on publicly funded projects of \$1 million or more, all labor hours must meet certain diversity benchmarks, as summarized below.

<u>Workforce Development Category</u>	<u>Goal</u>	<u>FY16 Workforce Compliance Average</u>
Apprenticeship	15%	13.93%
Minorities	25%	23.37%
Women	5%	5.19%
City Residence	20%	10.4%

Three types of construction projects are identified as falling within the scope of the ordinance: Board of Public Service (BPS); Lambert International Airport; and St. Louis Development Corporations (SLDC). The total value of these three project categories is estimated to be \$178,219,466 (the largest by far being the new IKEA retail store at nearly \$80 million).

Ordinance 69427 expanded the Community Jobs Board from nine (9) seats to a total of thirteen (13), and mandated participation by key stakeholders.

The St. Louis Agency on Training and Employment (SLATE) has developed an in-house One-Stop Center for Construction-related activities, the Construction Intake Center. It currently performs outreach via major job fairs, social media, and information sessions at SLATE. The Intake Center is also incorporating technological tools such as GPTS and TALIFY to help developers and contractors to meet every city workforce requirement on every project.

Executive Summary (con't)

SLATE's Building Union Diversity (BUD) program continues to show strong performance, helping diverse City residents explore a variety of construction trades. Trades Liaison Armand Paulet also continues to reach numerous women and minority individuals and induct them into organized labor.

2017 will see SLATE working with various stakeholders on many more upcoming projects. In addition to the huge NGA West project in North St. Louis City, the new year will welcome major projects in the Cortex District, Ballpark Village, Saint Louis University and the NorthSide Regeneration. Workforce projects from the Airport and the Board of Public Service are also anticipated.

BUILDING UNION DIVERSITY (BUD) PROGRAM

CONSTRUCTION JOBS

CURRENTLY ACCEPTING APPLICATIONS

TRAINING FOR PERSONS WITH NO CONSTRUCTION EXPERIENCE

MINORITIES AND WOMEN, WELCOME!

GET A JUMP START INTO CONSTRUCTION CAREERS.

TO ENROLL:
Complete an application and assessment, Monday – Friday, from 9 am to 4 pm at American Job Center locations:
• 1520 Market St. 3rd Floor, St. Louis, MO 63103, or
• 26 North Oaks Plaza, St. Louis, MO 63121

TRAINING FOCUS:
• Work and learn alongside industry experts
• Gain awareness of participating construction trades
• Learn OSHA/safety standards
• Identify a trade that best suits your interest and abilities

PARTICIPATING TRADES:
ST. LOUIS BUILDING CONSTRUCTION TRADES COUNCIL
CARPENTERS REGIONAL COUNCIL
LABORERS EASTERN DISTRICT COUNCIL

FOR MORE INFORMATION, CALL (314) 657-3513

RECOMMENDED PARKING FOR SLATE LOCATION: Kiel Center Garage, situated immediately behind our building, at the corner of Clark & 16th. Fees: \$1.5 per hour.



SLATE is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.



Currently Enrolling

MSD Building Union Diversity (BUD) is a 5-week pre-apprenticeship training program for individuals interested in pursuing careers in sewer occupations. Taught by nationally certified and industry approved apprenticeship training specialists in state-of-the-art training centers, the program will cover trades specific to sewer work.

SIGN UP NOW TO RESERVE YOUR SEAT!

TO ENROLL, INDIVIDUALS:
• Must reside within the MSD Service Area
• Must come to SLATE, 1520 Market St. 3rd Floor, St. Louis, MO 63103, from 9 am. to 4 pm., Monday –Friday
• Complete an application and assessment

MSD-SPECIFIC TRADES

- Heavy - Equipment
- Carpenters
- L.I.U.N.A. Construction Craft Laborers
- Plumbers & Pipefitters Local 562

RECOMMENDED PARKING: Kiel Center Garage, situated immediately behind our building, at the corner of Clark & 16th. Fees: \$1 per hour.

Funding for MSD BUD class provided by MSD.



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ORDINANCE 69427



Workforce Development measurements were initially identified in 2009 through St. Louis City Ordinance 68412. This was just at the peak of what was considered the Construction industry's toughest years. However, it was still evident that equality and diversity were critical to the success of the City's workforce. This former ordinance instituted solid measurements for a measurable, diverse workforce. Of all labor hours, Apprenticeship was targeted at 15%, Minorities at 25%, Women at 5% and City Residence at 20%. These goals are still in place and the official working partnerships are in place with others to manage this endeavor.

Over the next few years, SLATE's Construction Intake Center plays an essential part to ensure these goals are met. With the Community Jobs Board and other partners, several test programs were implemented to determine the most efficient and effective path available to achieve the goals and monitor their progress through Building Union Diversity (BUD), YouthBuild, and MOKAN training. These programs have now been birthed.

Seeing the viability of the Workforce Development goals in place, Mayor Francis Slay signed Executive Order 46 on December 12, 2012. Executive Order 46 expanded the accountability of any redevelopment project supported by Tax Increment Financing (TIF).

Following this action, the Board of Aldermen submitted and passed what is now the most effective and comprehensive Ordinance on record to date.

PROJECT OVERVIEW

Under Ordinance 69427, there are three (3) construction project types that are identified within the scope of the ordinance and will be discussed in this Annual Report.

Board of Public Service (BPS)

Lambert International Airport

St. Louis Development Corporations (SLDC)



BPS is responsible for the design, letting, and construction management of all public works. In accordance with Ordinance 69427, the projects included in this annual report exceed the estimated cost of \$1 million as it is identified by the BPS estimators.

The second set of projects are construction and/or repair projects physically located at Lambert St. Louis International Airport. With many projects funded by the FAA or other through federal funding sources, particular projects are specifically identified through the guidance of the ordinance.

The third project listings are those which have originated under the auspices of St. Louis Development Corporation (SLDC) and are funded or supported by the Tax Increment Financing (TIF) or City Bonds issued through the Comptroller's office. These projects are estimated to exceed \$1 million individually or exist as an element of a collective TIF, i.e., Cortex or NorthSide Regeneration.

The total project value in dollars for all SLDC, BPS, and Lambert International Airport projects is estimated to be \$178,219,466. The next page depicts the contract value for each project individually. Overall, the 2016 FY Workforce Compliance average in percentages for all projects is 23.37% Minority participation, 13.93% Apprentice participation, 5.19% Women participation and 10.40% City Residence participation.

Project Contract Values

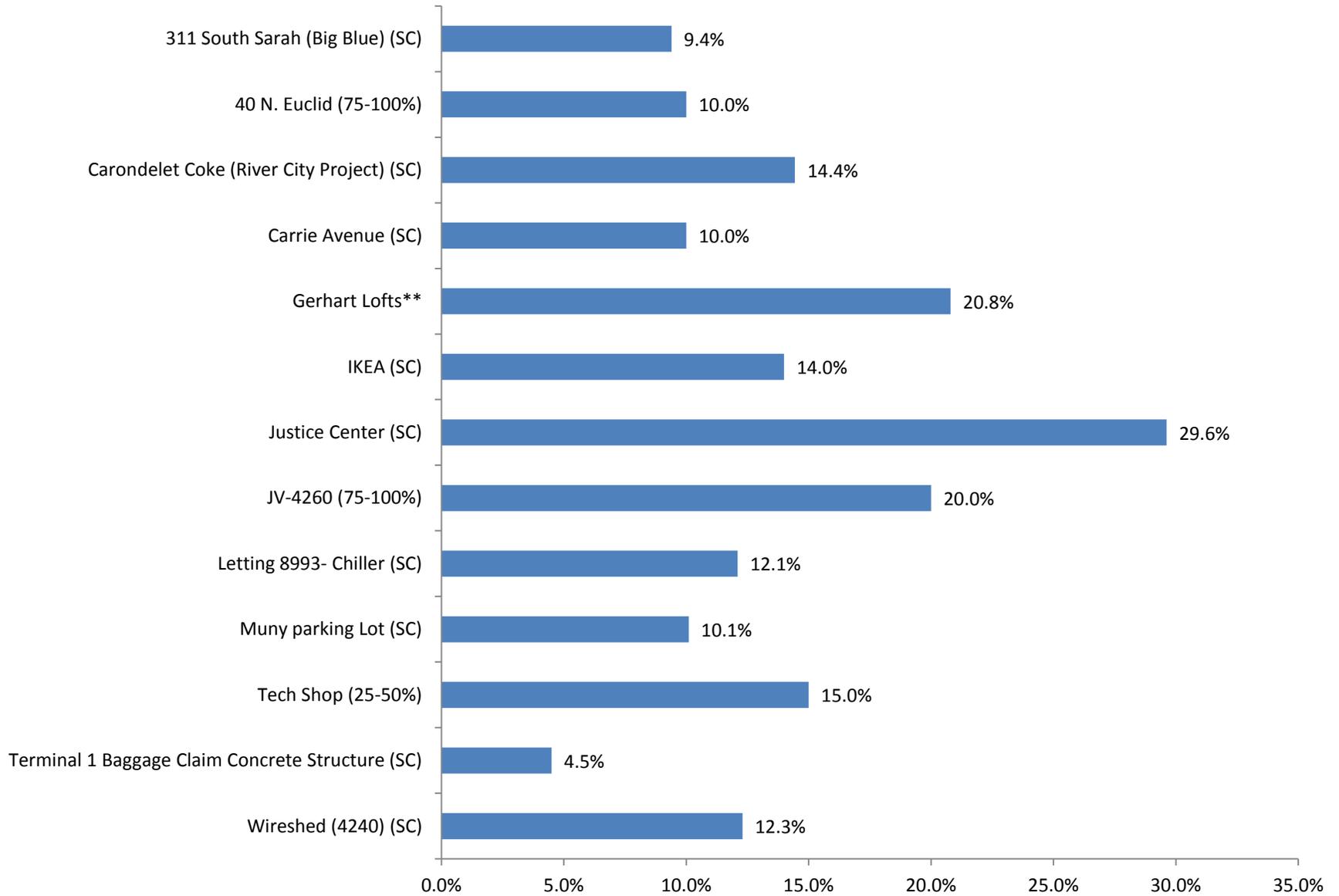
	<u>Project</u>	<u>** Est. Contract \$ Value</u>
SLDC Projects	<u>ESTIMATED TOTAL CONTRACT VALUE:</u>	<u>\$178,219,466</u>
	40 N. Euclid (75-100%)	\$23,000,000
	JV-4260	\$13,389,364
	Tech Shop	\$1,317,502
	Carondelet Coke (River City Project)	\$7,200,000
	Gerhart Lofts	\$3,617,200
	IKEA	\$79,661,597
	311 South Sarah (Big Blue)	\$731,114
	Wireshed (4240)	\$1,623,662
	Carrie Avenue	\$8,418,911
BPS	Muny Parking Lot	\$2,577,460
	Justice Center	\$1,787,010
Airport	Letting 8993- Chiller	\$2,006,550
	Terminal 1 Baggage Claim Concrete Structure	\$3,400,000

Workforce Report

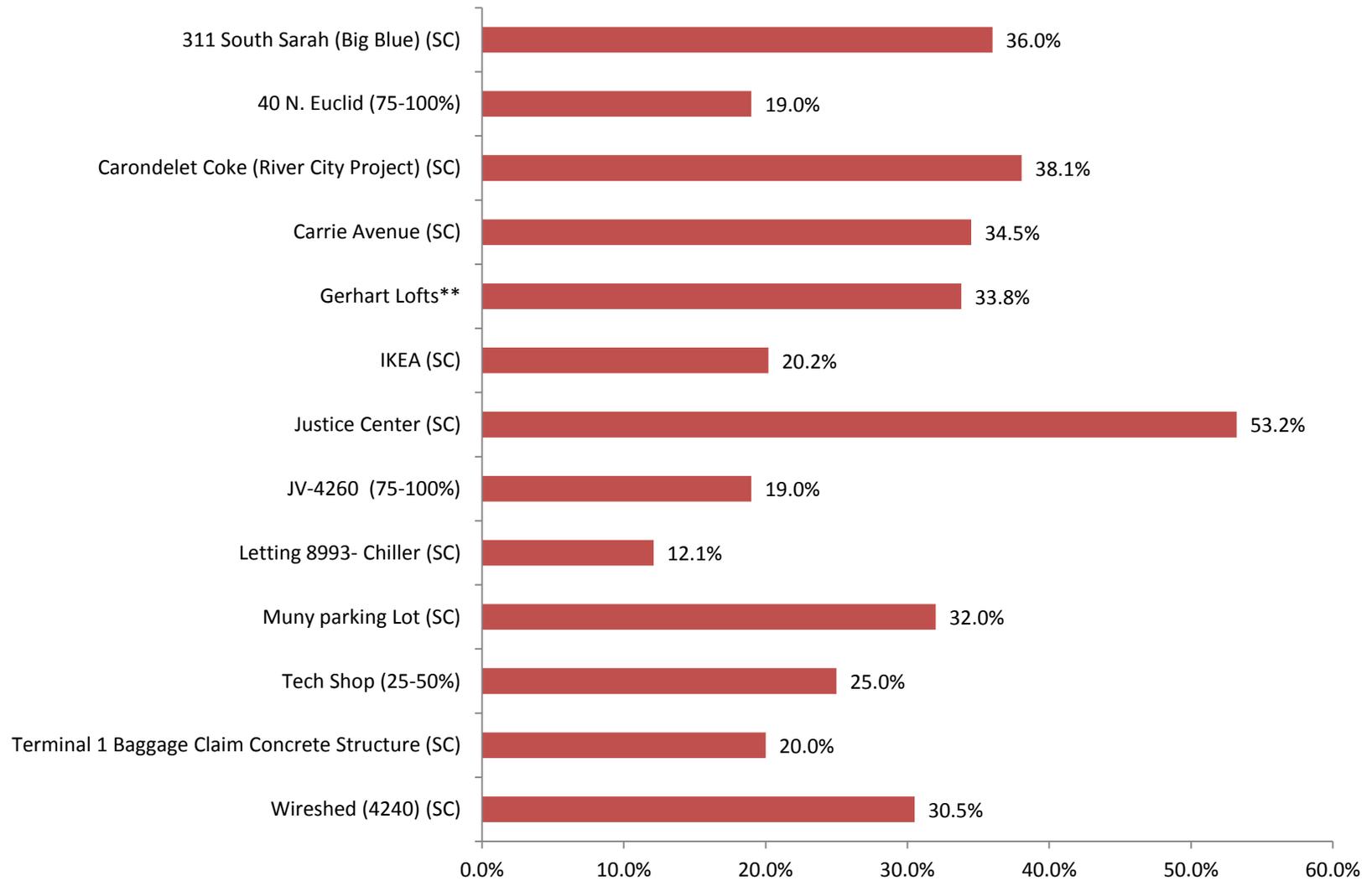
	<u>Project</u>	<u>Developer</u>	<u>Contractor</u>	<u>Min. 25%</u>	<u>App. 15%</u>	<u>Wom.5%</u>	<u>Res. 20%</u>	<u>Total Hours</u>
SLDC projects	<u>TOTAL PROJECT AVERAGE:</u>			23.37%	13.93%	5.19%	10.40%	507,212.5
	40 N. Euclid	Koman Group	Tarlton	19.0%	10.0%	5.0%	10.0%	1,653.0
	JV-4260	CORTEX	Tarlton	19.0%	20.0%	6.0%	9.0%	51,613.0
	Tech Shop	CORTEX	BHL	25.0%	15.0%	6.0%	7.0%	2,254
	Carondelet Coke (River City Project)	Green Street	Green Street	38.1%	14.4%	5.0%	9.1%	21,778.0
	Gerhart Lofts	Capstone	Crestwood	33.8%	20.8%	3.6%	17.6%	27,172.1
	IKEA	CORTEX	S.M. Wilson	20.2%	14.0%	5.2%	9.5%	298,117
	311 South Sarah (Big Blue)	Wexford	Tarlton	36.0%	9.4%	1.4%	11.5%	4,016.0
	Wireshed (4240)	Wexford	Tarlton	30.5%	12.3%	3.5%	16.3%	8,164.0
	Carrie Avenue	Greenstreet	Greenstreet Const	34.5%	10.0%	5.4%	10.3%	39,797.0
SLDC Project Average:			23.3%	14.7%	5.1%	10.1%	454,564.1	
BPS	Muny parking Lot	BPS	Fred Weber Inc.	32.0%	10.1%	8.9%	10.0%	9,861.0
	Justice Center	BPS	Kozeny-Wagner	53.2%	29.6%	20.1%	14.3%	3,035.5
Board of Public Service Average:			37.0%	14.7%	11.5%	11.0%	12,896.5	
Airport	Letting 8993- Chiller	Airport	Mechanical Solutions	12.1%	12.1%	0.0%	13.8%	3,104.0
	Terminal 1 Baggage Claim Concrete Structure	Airport	Tarlton	20.0%	4.5%	4.0%	13.5%	36,647.9
Airport Average:			19.4%	5.1%	3.7%	13.5%	39,751.9	

Apprenticeship Participation per Project

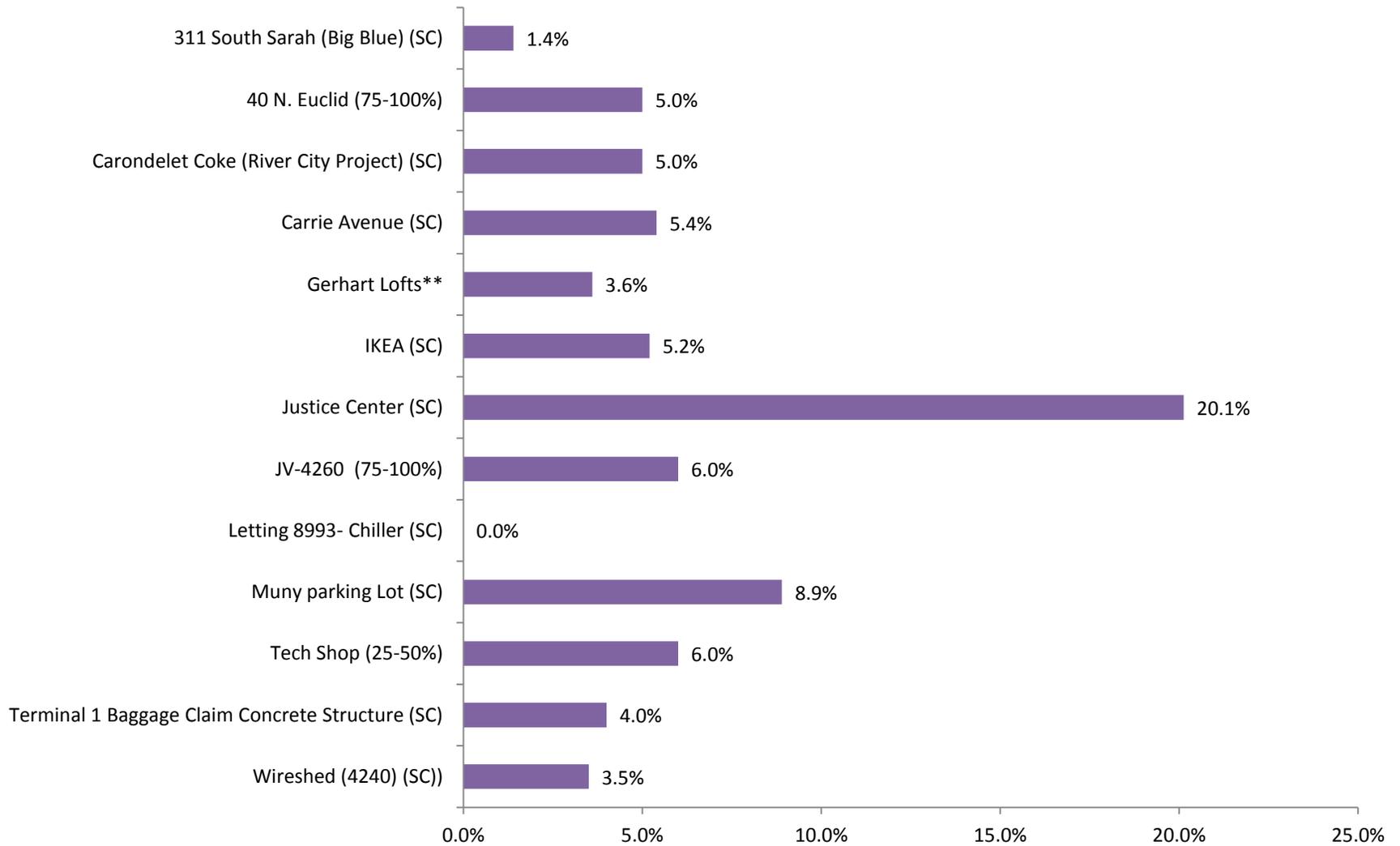
Apprenticeship Participation Goal is 15%



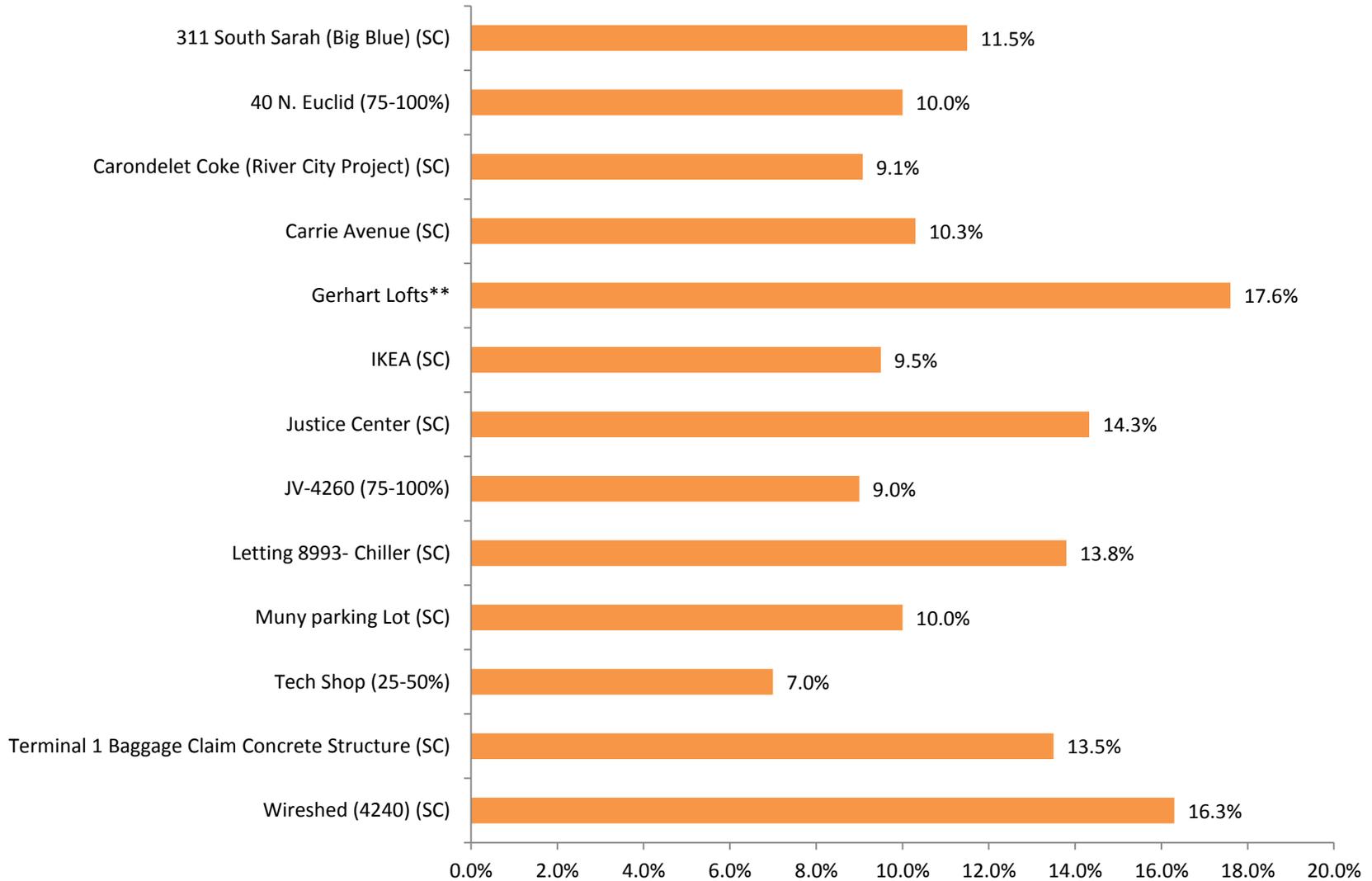
Minority Participation Per Project Minority Participation Goal is 25%



Woman Participation per Project Woman Participation Goal is 5%



City Resident Participation per Project Resident Participation Goal is 20%



COMMUNITY JOBS BOARD

City of St. Louis Ordinance 69427, Section Eight requires that the Mayor of the City of St. Louis, in conjunction with the President of the Board of Aldermen, appoint a Community Jobs Board requiring approval from the Board of Aldermen.

The Community Board consists of the following

- Jeff Aboussie – St. Louis Labor Council
- Yakita Haynes – Duke Realty
- Sal Martinez – Community Renewal and Development
- Lew Moye – Coalition of Black Trade Unionists
- Rev. C. Jessel Strong – St. Louis Clergy Coalition
- Leonard Toenjes – Associated General Contractors of Missouri
- JoAnn Williams - St. Louis Carpenters District Council of Greater St. Louis
- Daryl Grimes – Better Family Life





The New Construction Intake Center at SLATE:

The St. Louis Agency on Training and Employment has developed an in-house One-Stop Center for Construction-related activities. We are combining our successful training, tracking, and placement activities under a single roof with the motto “Measure, Learn, Build”. By bringing all of our services together we are creating synergy between the various aspects of our operation.

We will be able to more easily identify candidates for contractors who require increased diversity to meet their participation goals. We will also be able to develop our customer tracking to show the impact that our pre-apprenticeship and placement activities have had on our local projects.

As the Construction Intake Center at SLATE is committed to achieving progress in the St. Louis Construction Workforce, we are equally committed to achieving progress within our own operations. Following is a brief look at some of the new processes and capabilities we project to bring on-line during the upcoming fiscal year.

Outreach

The Construction Intake Center at SLATE has been represented at every major job fair in and around the city of St. Louis. We were at the Congressman Clay job fair at Harris-Stowe State University, multiple Ferguson 1000 events, and many smaller job fair and outreach events throughout the region. In addition to those events, our information has gone out through our satellite offices at the Clinton-Peabody (Jobs Plus) Office, North City (Prince Hall), South City (Cherokee Office), and Ballpark Village locations.

We have also continued to host informational events at SLATE. We have stepped up our social media outreach and continue to look for new and innovative ways to reach out to every community in the St. Louis Region.

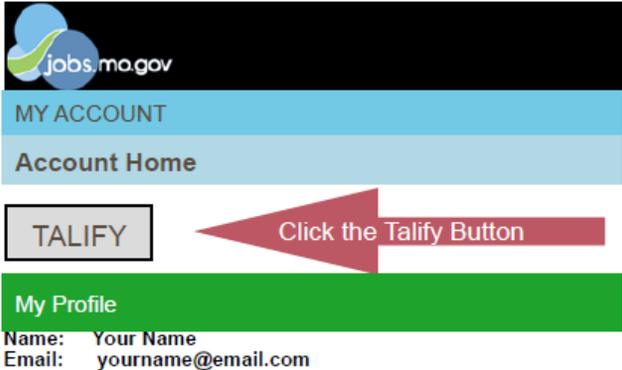


Technology

Global Project Tracking System (GPTS): St. Louis Development Corporation has moved most city-tracked projects to a single tracking instrument. By using this tool to track most St. Louis City Workforce projects that come under Ordinance 69427, we will be able to perform workforce tracking in a much more real-time environment.

Looking Forward with Technology:

TALIFY: The TALIFY process and STLBuilds.com website are not new, but the Construction Intake Center at SLATE is rolling out a new comprehensive approach to utilizing the tools available to SLATE and TALIFY to provide St. Louis Construction contractors real-time access to a large pool of current and potential candidates to meet their diversity, apprentice, and residency requirements.



Register for Talify

Employers follow 1-4
Job Seekers follow 1-7

- 1. Log into your jobs.mo.gov account
- 2. Make sure your jobs.mo.gov profile is complete
- 3. Click the Talify button on the Account Home page
- 4. Click OK to leave jobs.mo.gov and enter Talify
- 5. Accept the Terms of Use
- 6. Complete the required fields in Talify. *Please put to SLATE-NGA as your referral source.*
- 7. Complete your Talify registration and include **Construction** as one of your fields of interest.

Reset Password

Enter your User Name to reset your password

User Name:

User Name:

Password:

Welcome to the Global Project Tracking System® (GPTS®), the compliance solution built by the compliance professionals. GPTS® is a one-stop destination portal for capturing, tracking, monitoring and reporting diversity spend as well as workforce utilization. The system is user-friendly and intuitive. It was designed with you as an end-user, practitioner, or owner in mind. Don't just take our word for it. Log in and see for yourself! We're just a click away at www.Trinalinc.com if you'd like to explore more ways on how GPTS® can assist you with your diversity and compliance needs.

Developing Work Capacity:

Pre-Apprenticeship: In 2016 the Building Union Diversity (BUD) program exceeded all expectations. By leveraging funds from various partners and grants, the BUD program was able to train 32 area residents. As a program designed to help improve diversity in the St. Louis construction labor market, BUD did its part with strong minority, female and city resident participation.

St. Louis Construction Intake: Armand Paulet continues to do great work in assisting both experienced and inexperienced construction candidates to find meaningful employment in the construction field. In 2016, he managed to place 89 people in construction jobs. Of the individuals placed 93% were minorities, and 13% were women.



With a focus on city residents, Mr. Paulet continues to leverage his long-standing relationships with various construction trade unions and contractors to connect the St. Louis community to employment opportunities in the construction trades.

Upcoming Projects:

The last year has been a little slow for construction projects that fall under Ordinance 69427. The upcoming year, however, looks to be an active year for City Workforce projects:

SLATE is taking an active role in working with both City Departments and the local community in developing a workforce and tracking plan that will promote an inclusive and diverse workforce on the upcoming NGA West Phase 1.



In addition to the huge NGA West project, SLATE is also looking forward to working with the community and various stakeholders in many more upcoming projects. We anticipate that the new year will include major projects in the Cortex District, Ballpark Village, Saint Louis University and the NorthSide Regeneration.

Additionally, we expect to continue to see workforce projects from the Airport and the Board of Public Service.

With tools such as GPTS and TALIFY at our disposal, the Construction Intake Center at SLATE is working with developers and contractors to try and meet every city workforce requirement on every project. We are using our industry connections and our pre-apprenticeship training to try and ensure that there are always trained minority and female workers, city residents, and apprentices to work on city projects.