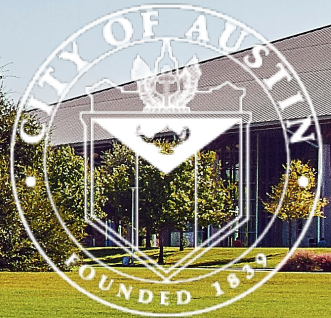




2019 Consultant & Construction Contractor Symposium





Construction Training Program

City of Austin,
Capital Contracting Office



Presenters

Rick Wilson, Procurement Supervisor,
Capital Contracting Office

Russell Kyle, Construction Training
Program Administrator, Capital
Contracting Office



The Capital Contracting Office (CCO) procures, negotiates, and manages Capital Improvement Project (CIP) contracts for construction-related services that are essential for an improved quality of life for Austin residents.



Agenda

- Introductions
- Why is This Program Needed?
- Council Policy Direction
- Program Summary
- Project-Specific Considerations for CTP
- Construction Readiness “Pipeline” Organizations
- Contractor Performance Evaluation (CPE)
- Monitoring Compliance
 - CTP Training Plan (Plan to meet requirements)
 - Employee Certification (existing Prevailing Wage form)
 - CTP Training Report (Progress towards requirements)
- Monitoring Compliance
- Q&A

Why is this Program Needed?

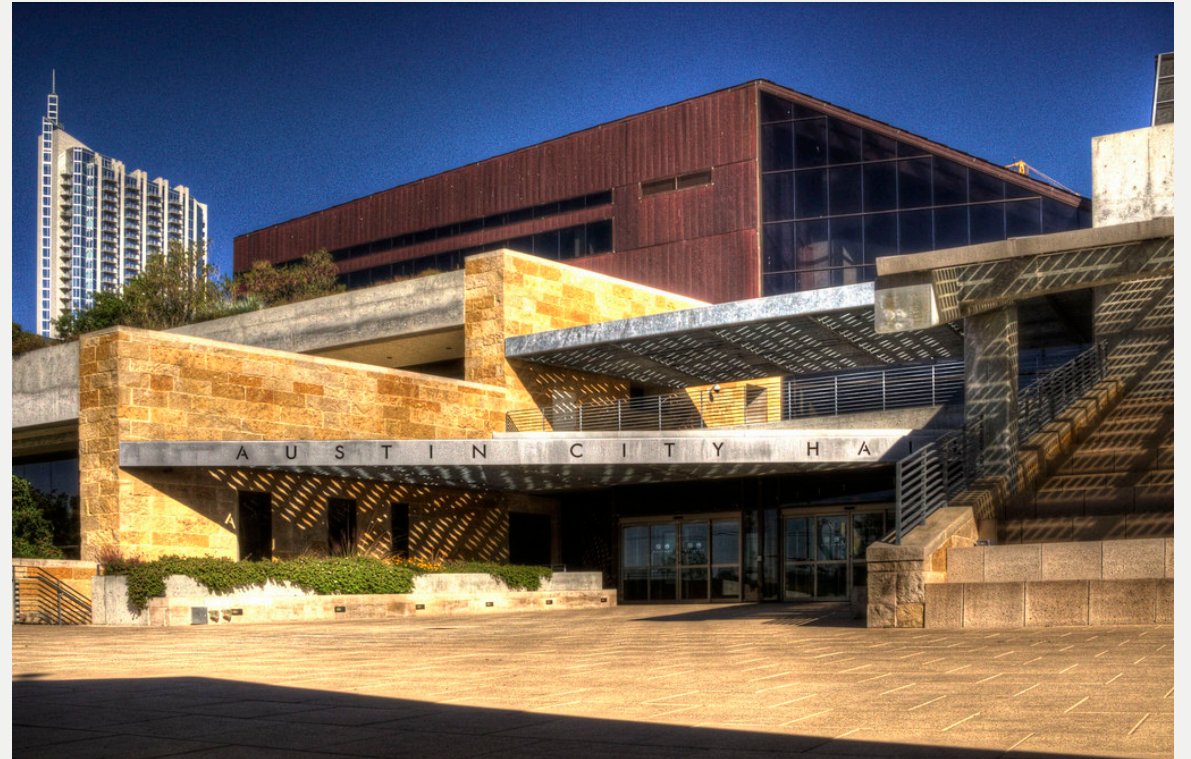


- The ***Austin Metro Master Community Workforce Plan (2017)*** identifies skilled construction trades as “some of the best middle-skill career opportunities,” and emphasizes the need to train workers and connect them to local job opportunities.
- By 2021, Austin is projected to have more than 60,000 job openings that require more training than a high school diploma but less than a bachelor’s degree.
- Workforce surveys of the Central Texas area have confirmed a strong and sustained demand for trained construction workers
- Our 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.

Council Resolution 20180628-061

Policy direction: 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

The Construction Training Program requires the employment of trainees and apprentices on City of Austin contracts.

Each new construction contract will be assigned a training goal, depending on a number of considerations.

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.

Project-Specific Considerations for CTP

- Labor cost
- Scope of work
- Project duration and schedule
- Unique aspects of the project
- Available 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



Construction Readiness “Pipeline” Organizations

- Austin Community College
- Workforce Solutions
- Goodwill
- Skillpoint Alliance
- P-TECH Construction Academy
- American YouthWorks
- NABTU MC3-ARP
- Other community, contractor,
and non-profit training programs



Committed to partner with community agencies who provide training to develop a Construction Readiness Program.

Graduates of these programs may be able to secure work on vertical and horizontal construction projects below \$10M.

Through these initial opportunities, trainees may pursue further training through apprenticeship or OJT programs.

Contractor Performance Evaluation (CPE)

The City's current **Contractor Performance Evaluation (CPE)** Program will measure contractor compliance with the Construction Training Program (CTP) at the end of each contract or contract term.



Monitoring Compliance

Program includes:

- Communication to participants
- Enrollment coordination
- Tracking trainee hours
- Recruitment efforts

Using these documents:

- Solicitation Documents (00840)
- Approved Training Plan (prior to NTP)
- Training Reports from Vendor
- Site Visits by CCO's Wage Team (Random)
- Employee certifications
- Evidence of registration or graduation from an approved training program

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.

Forms: 1 of 3 - Training Plan

Contractor and Project Information

Expected number and type of trainees/graduates

Expected start date and duration of work

Expected work/training hours by project (OJT)

Subcontractors' plans

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
- Document recruitment efforts performed until goals are met or project is complete

CONTRACT (project) INFORMATION

No.	Name:
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CONTRACTOR INFORMATION

Contractor:	Goal Assigned:	
Address:	City, State, Zip:	
Contractor Representative:	Email Address:	Phone:

PARTICIPATION INFORMATION

Wage Classification:	Max. Hours (OJT)	Number and type of Participants	Approximate Start Date:	Approximate End Date:

Trainee Types
 A = apprentice AG = graduate of apprenticeship OJT = on-the-job trainee OG = OJT graduate
 CR = construction-ready B = bilingual program

CONTRACTOR ACKNOWLEDGEMENT STATEMENT I understand and will comply fully with the plans, specifications, terms, and conditions under which this training is being performed.	CITY OF AUSTIN USE ONLY
	name:
	signed:
	date:
	Approved Disapproved
Comments:	

For questions, contact the City of Austin's Capital Contracting Office at 512-974-7181, and ask to speak with the Construction Training Program Administrator.

Forward a signed copy of this completed form to CCOWageComplianceDL@austintexas.gov.

Forms: 2 of 3 – Employee Certification

- Existing document used by Prevailing Wage program (contract section 00830)
- Employee Name, Contract Information
- CTP Information
- Wage Classification
- Current Pay Rate
- Signed by EMPLOYEE and EMPLOYER

Employee Certification – To be Completed Prior to Beginning of Work

City of Austin Project Name: _____ Sol. # _____
 Contractor: _____ Subcontractor: _____
 Employee: _____ Pay Rate: \$ _____/hr.(cash) + \$ _____/hr.(fringes) _____

Do you have your OSHA -10 hour card or completion certificate? _____ YES/NO _____
 If card available provide card number: _____

If the worker is a Participant in the COA Construction Training Program, please check one below:
 Apprenticeship? _____ Graduated Apprenticeship within last 10 years? _____
 Construction Ready Trainee? _____ OJT Trainee? _____ OJT Graduate (within the last 10 years)? _____

Instructions: Mark a check next to each classification that you will be performing on this project. The wage rate listed next to each classification is the minimum hourly rate of pay that an employee must be compensated for performing that type of work. Note: The prevailing wage rates listed below are applicable to this project ONLY.

WAGE RATE DETERMINATION

Building Construction Type

County Name: TRAVIS

Wages based on DOL Prevailing Wage Rate General Decision: TX170323 09/14/2018 TX323 and City of Austin Ordinance #20160324-015

DOL Rate column is for information only. The Total Minimum Wage Rate is derived from the Adjusted Wage Rate Required pursuant to City Ordinance plus the DOL Fringes and can be met using any combination of cash and non-cash qualified fringe benefits, provided the cash component is at least \$15.00/hour.

Classification	DOL Rate For info Only	Adjusted Wage Rate Required Pursuant to City Ordinance	DOL Fringes	Total Minimum Wage Rate Required
Asbestos Worker/Heat & Frost Insulator (Duct, Pipe, and Mechanical System Insulation)	\$ 22.72	\$ 22.72	\$ 10.02	\$ 32.74
Boilermaker	\$ 28.00	\$ 28.00	\$ 22.35	\$ 50.35
Bricklayer	\$ 20.07	\$ 20.07	\$ -	\$ 20.07
Carpenter	\$ 21.96	\$ 21.96	\$ 7.90	\$ 29.86
Carpenter (Acoustical Ceiling Installation only)	\$ 14.00	\$ 15.00	\$ -	\$ 15.00
Carpenter (Form Work Only)	\$ 15.62	\$ 15.62	\$ 0.05	\$ 15.67
Cement Mason/Concrete Finisher	\$ 15.71	\$ 15.71	\$ -	\$ 15.71
Drywall Finisher/Taper	\$ 17.06	\$ 17.06	\$ 4.43	\$ 21.49
Drywall Hanger and Metal Stud Installer	\$ 17.47	\$ 17.47	\$ 3.45	\$ 20.92
Electrical Installer (Sound and Communication Systems, Excluding Wiring)	\$ 18.00	\$ 18.00	\$ 2.30	\$ 20.30
** Electrician (Excludes Installation of Sound and Communication Systems)	\$ 27.51	\$ 27.51	\$ 8.12	\$ 35.63
***Elevator Mechanic <5 years' experience	\$ 39.70	\$ 39.70	\$ 35.04	\$ 74.74
***Elevator Mechanic >5 years' experience	\$ 39.70	\$ 39.70	\$ 35.83	\$ 75.53
Floor Layer (Carpet)	\$ 21.88	\$ 21.88	\$ -	\$ 21.88
Glazier	\$ 12.83	\$ 15.00	\$ -	\$ 15.00
HVAC Mechanic (HVAC Unit Installation Only)	\$ 23.78	\$ 23.78	\$ 6.89	\$ 30.67

Thank you! Questions?

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