



Minnesota Department of Transportation

395 John Ireland Boulevard
Saint Paul, MN 55155

February 4, 2011

The Honorable Mike Beard, Chair
House Transportation Policy and Finance Committee
417 State Office Building
St. Paul, MN 55155

The Honorable Frank Hornstein, Ranking Minority Member
House Transportation Policy and Finance Committee
213 State Office Building
St. Paul, MN 55155

The Honorable Joe Gimse, Chair
Senate Transportation Committee
303 State Capitol
St. Paul, MN 55155

The Honorable Scott Dibble, Ranking Minority Member
Senate Transportation Committee
115 State Office Building
St. Paul, MN 55155

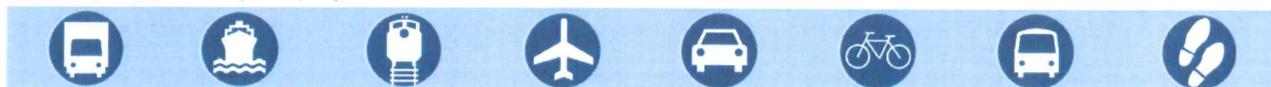
Dear Senators and Representatives:

Per Minn. Stat. 174.03, Subd. 10 and 11, the Minnesota Department of Transportation is submitting its Highway Construction Training and Disadvantaged Business Enterprise (DBE) program report for 2009 and 2010.

During the past two years, Mn/DOT has implemented organizational changes in its Office of Civil Rights to better address the needs of all Minnesota Highway Construction stakeholders by more fully integrating into the communities we serve. This program, which administers civil rights requirements in contracting for the department, aims to be transparent in its efforts to be inclusive and collaborative.

Mn/DOT is committed to transformational changes as documented in this report. Ultimately, our goal is to help make Minnesota a state that represents more diversity in the transportation industry. The Disadvantaged Business Enterprise and Workforce Collaborative Group, established by Minn. Stat. 174.186, is a means to help the department and the state achieve that goal.

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A Mn/DOT flagship initiative, the Collaborative brings together representatives of eight broad stakeholder groups including general contractors, DBE contractors, training organizations, unions, business/workforce advocates, non-union contractors/workforce, the Federal Highway Administration (FHWA) and Mn/DOT. (It is important to note that Mn/DOT is a member of the Collaborative, among equals sitting at the table.)

While Mn/DOT has taken many steps to broaden participation in the transportation construction industry, we recognize our work in this area is far from complete. The success achieved in the past two years does indicate that we are heading in the right direction. This report outlines progress being made. It has led to reorganization of the Office of Civil Rights, DBE and Workforce Development Collaborative partnerships, increased enforcement, new training programs, and revised special provisions for DBE, Workforce, OJT and Veterans' Programs. Through the collective efforts of stakeholders across the State of Minnesota:

- There is an increase of 41 minority and women On the Job trainees placed on projects (70 in 2009 and 111 in 2010).
- Minority participation on Mn/DOT-contracted projects increased from 6.1% in 2009 to 7.5% in 2010 and women participation increased slightly from 3.3% to 3.9%.
- There is an increase in DBE Subcontractor awards from 9.2% in Federal Fiscal Year (FFY) 09 to 13.2% in FFY 10.
- There is an increase in total DBE contract awards (prime and contractors) from 3.6% in FFY09 to 5.6% in FFY10.

With flagship initiative status, Mn/DOT's focus on workforce and disadvantaged business enterprise inclusion in Minnesota's highway construction helps department leadership track its progress. This high-level, very visible commitment ensures that the transformational efforts will be realized and sustainable in Minnesota's near and long-term future.

Sincerely,



Thomas K. Sorel
Commissioner

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