

Effectively Meeting Goals: UMass Building Authority Compliance Program & PGTI

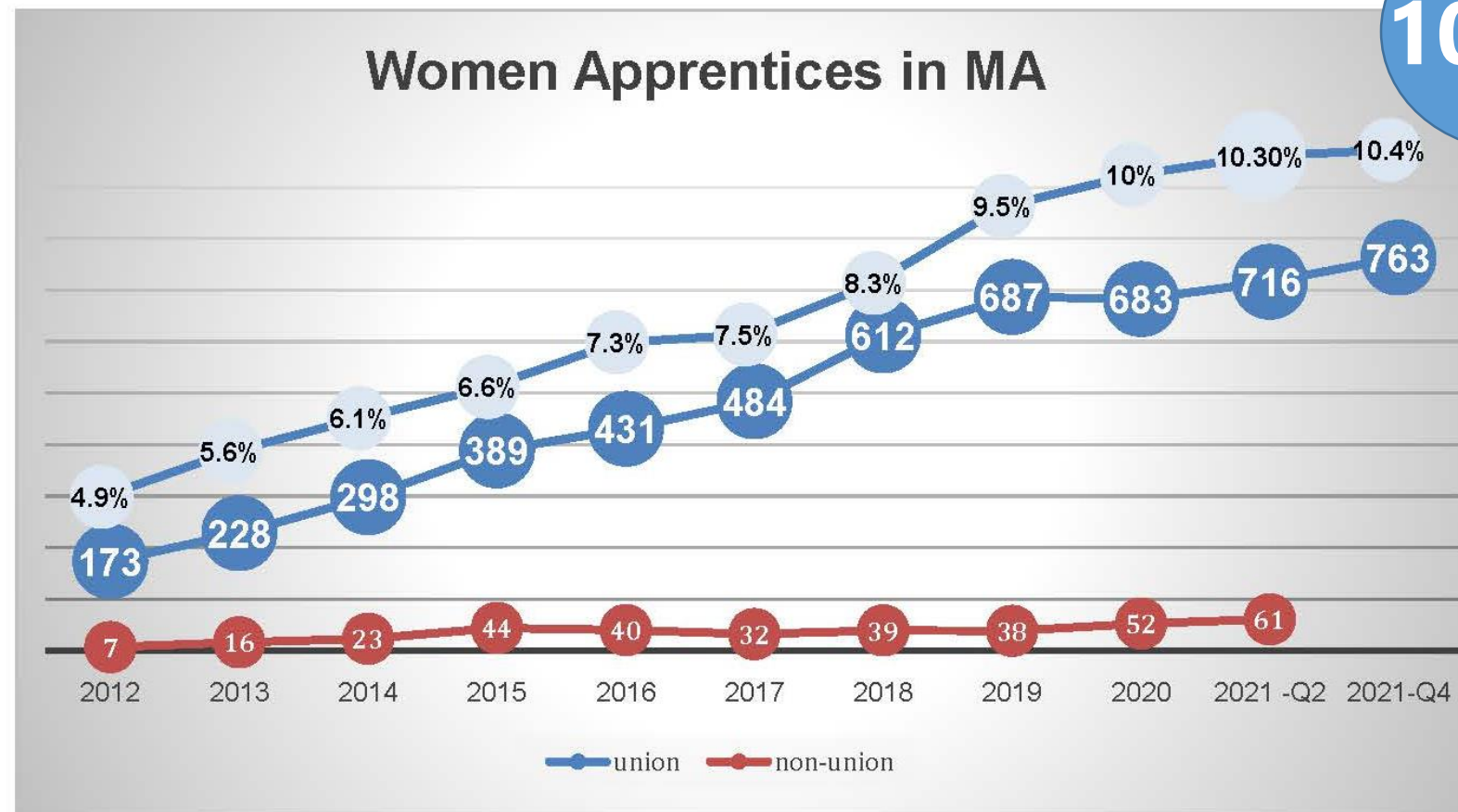
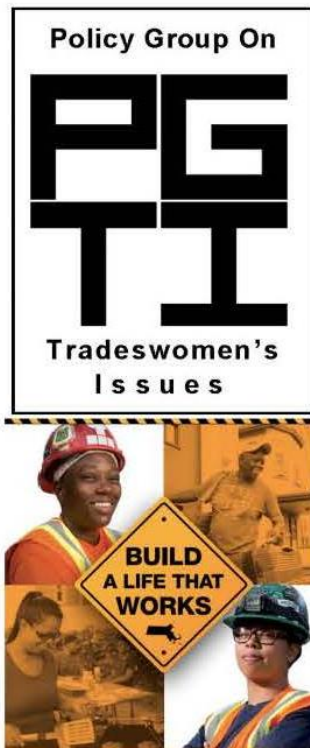
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After 40 years of plateau, we're growing

Current demographics of women and people of color in Registered Apprenticeship Programs in Massachusetts- Q4 2021 Report



Results of Demand (Employment) Strategies 2009 - present

Projects	Value	% Women	% POC
30+	\$7.3B	7.30%	27.02%

3 State Agencies

A dozen Private Developers

Projects ranged from \$35M to \$280M + 2 massive Casinos

Urban and Rural Areas

It can be done!

UMBA Compliance

General Overview – State -Mandated Workforce Participation Goals

UMBA workforce utilization goals for construction projects.

▶ Workforce Goals **Statewide**

- ▶ Minority: 15.3% of hours worked
- ▶ Female: 6.9% of hours worked

MBE – 4.2%

WBE – 8.8%

Workforce Goals (**UMass Boston PLA**)

- 50% Boston Resident
- 25% Minority
- 10% Female

Workforce Participation Goals - vs - MBE-WBE Goals

MBE-WBE goals – participation by businesses owned by minorities and women.

Workforce participation goals – minorities and women on the contractors' workforce.

They are two separate requirements.

UMBA – Average Workforce Diversity Achieved over 14 years

26.1% people of color work hours

7.2% women work hours

Six Compliance Game Changers

Approach

Six Compliance Game Changers

Approach

Commitment

Six Compliance Game Changers

Approach

Commitment

Communication

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Approach

Compliance

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Communication

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Approach

Compliance

Commitment

Implementation

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Approach

Compliance

Commitment

Implementation

Communication

Monitoring

Utilization of Simple Tools

Workforce Projections, Reporting by Trade & Subcontractor

Project:

Date:

				GOAL - 15.3%		GOAL - 6.9%	
				MINORITY		FEMALE	
PROJECT-TO-DATE:							
PTD	Hires	SUBCONTRACTOR		Total Hours	PTD	Hours	PTD Percentage

Workforce Table						
SUBCONTRACTOR:						
MONTH:						
TRADE:	Hours Worked	Week:	Week:	Week:	Week:	Week:
Total Employees:						
# of Minorities						
# of Females						
TRADE:						
Total Employees:						
# of Minorities						
# of Females						
TRADE:						
Total Employees:						
# of Minorities						
# of Females						