



Session IV – The Workforce of Tomorrow: A Discussion

May 3, 2018

11:30 a.m. – 12:30 p.m.

Speakers

Ravi Norman, THOR Companies

Rich Wagner, Dunwoody College of Technology

Jack Sullivan, Dorsey & Whitney LLP

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Jack Sullivan, Dorsey & Whitney LLP (May, 2018)

Diversity and Inclusion in the Construction Workforce

Jack Sullivan
Dorsey & Whitney LLP



Demographic Trends

- The Population is Aging
 - By 2030:
 - One in five Minnesotans will be older than 65
- The Workforce is Aging
 - By 2030:
 - The percentage of the total population of Minnesota who are working-age adults (ages 18 to 64) will drop, to 57% from 63%
- The Population is Changing
 - By 2040:
 - The percentage of the total population of Minnesota who are people of color will increase to 43%

2017 Minnesota Workforce Goals Report, Minn. Dept. Human Rights

Demographic Trends

- The Population is Changing
 - By 2040:
 - The percentage of the total population of Minnesota who are people of color will increase to 43%
 - Will construction workforces look like the communities that they serve?
 - Do they now?

Workforce Participation Rates (Construction) Hennepin and Ramsey Counties

- People of Color
 - 2011: 11.40%
 - 2012: 14.27%
 - 2013: 18.47%
 - 2014: 24.97%
 - 2015: 29.60%
 - 2016: 27.00%
- Women
 - 2011: 3.70%
 - 2012: 4.83%
 - 2013: 6.77%
 - 2014: 7.53%
 - 2015: 8.45%
 - 2016: 9.40%

2017 Workforce Goals Report, Minn. Dept. Human Rights

2017 Workforce Participation Goals (Hennepin and Ramsey Counties)

- People of Color
 - Workforce Participation Goal: 32% (same as in 2012)
 - Total of Population, Ages 15-64: 32%
- Women
 - Workforce Participation Goal: 20% (up from 6% in 2012)
 - Total of Population, Ages 15-64: 50%

2017 Workforce Goals Report, Minn. Dept. Human Rights

2017 Workforce Participation Goals (Five Other Metro Counties)

- People of Color
 - Workforce Participation Goal: 22% (same as in 2012)
 - Total of Population, Ages 15-64: 16%
- Women
 - Workforce Participation Goal: 15% (up from 6% in 2012)
 - Total of Population, Ages 15-64: 50%

2017 Workforce Goals Report, Minn. Dept. Human Rights

2017 Workforce Participation Goals (Construction) Non-Metro Regions

- People of Color
 - Workforce Participation Goals: Range from 12% to 15%
 - Total of Population, Ages 15-64: Ranges from 9% to 11%
- Women
 - Workforce Participation Goals: Range from 9% to 12%
 - Total of Population, Ages 15-64: Ranges from 48% to 49%
- For more information:
<https://mn.gov/mdhr/certificates/participation-goals/>

2017 Workforce Goals Report, Minn. Dept. Human Rights

Diverse Workforce: Benefits Beyond the Goals

- Diversity
 - Traditional definition: The extent that the workforce is made up of people from different backgrounds, including racial and ethnic backgrounds
- Inclusion
 - Traditional definition: The extent that workers are engaged with each other and have access to the same opportunities
- Benefits of inclusion
 - People who join, stay
 - Mentorship and role models on the job site
 - Higher productivity and engagement

Issue: How Increase Diversity While Complying With Anti-Discrimination Laws?

- Title VII of the Civil Rights Act of 1964 and the Minnesota Human Rights Act
 - Each make it illegal to make any employment decision on the basis of race, sex, national origin, or other characteristics protected by law

Issue: How Increase Diversity While Complying With Anti-Discrimination Laws?

- Tension: How work toward goals while complying with anti-discrimination laws?
- Answer: Recruitment
 - Cast a wider net for potential hires
 - Connect with training programs
 - Increasing the number of applicants from diverse backgrounds will lead to more employees from diverse backgrounds . . .
 - . . . while also making all individual employment decisions without taking into account any protected characteristic