

# **Session IV – The Workforce of Tomorrow: A Discussion**

May 3, 2018 11:30 a.m. – 12:30 p.m.

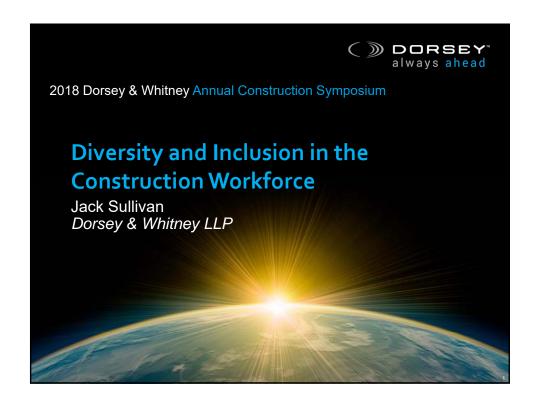
#### **Speakers**

Ravi Norman, THOR Companies Rich Wagner, Dunwoody College of Technology Jack Sullivan, Dorsey & Whitney LLP

# **Session IV – The Workforce of Tomorrow: A Discussion**

May 3, 2018

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Diversity and Inclusion in the Construction Workforce	3
Jack Sullivan, Dorsey & Whitney LLP (May, 2018)	



#### **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

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#### **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 the 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



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