

METRO WORKFORCE DISPARITY STUDY

CONSTRUCTION COMMITTEE
ITEM # _____
September 19, 2019

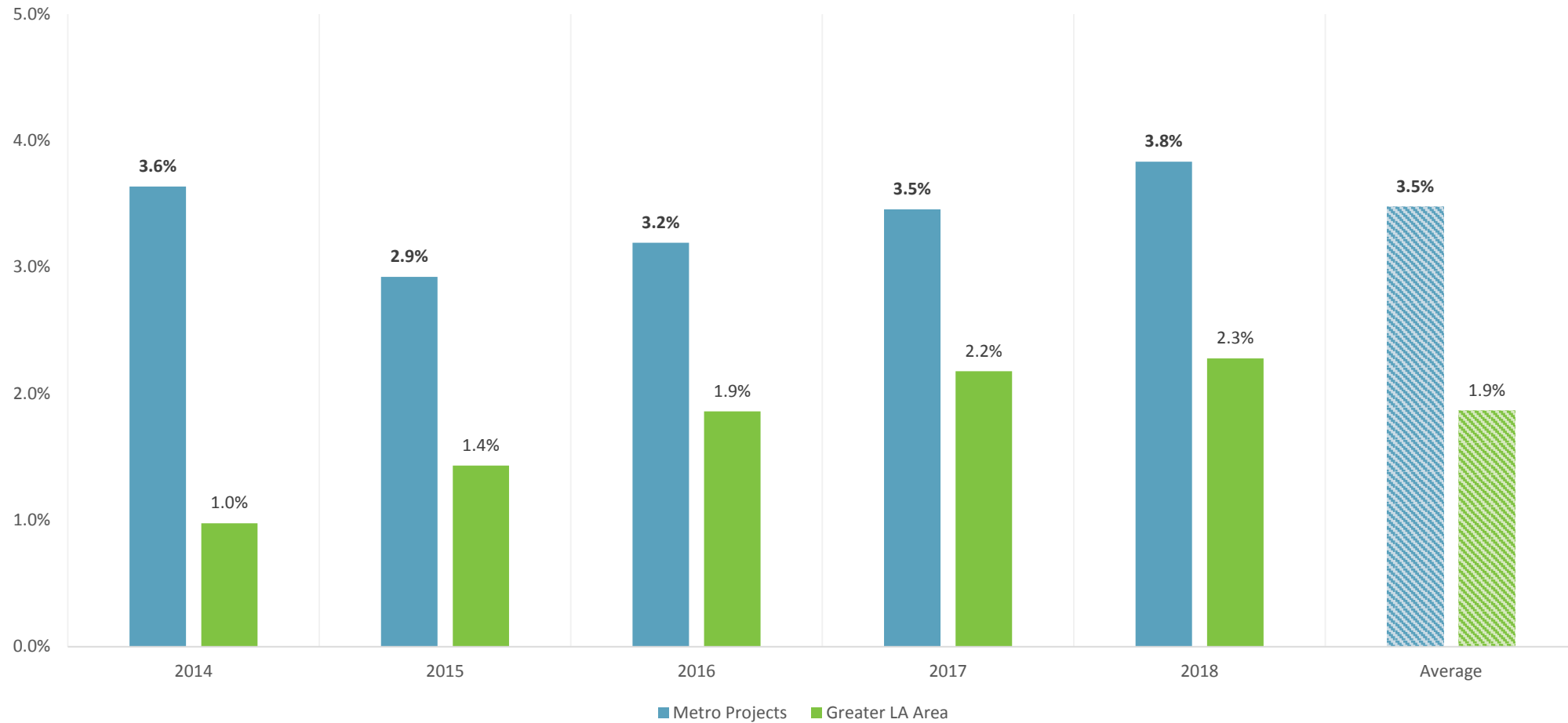


Metro Female Participation

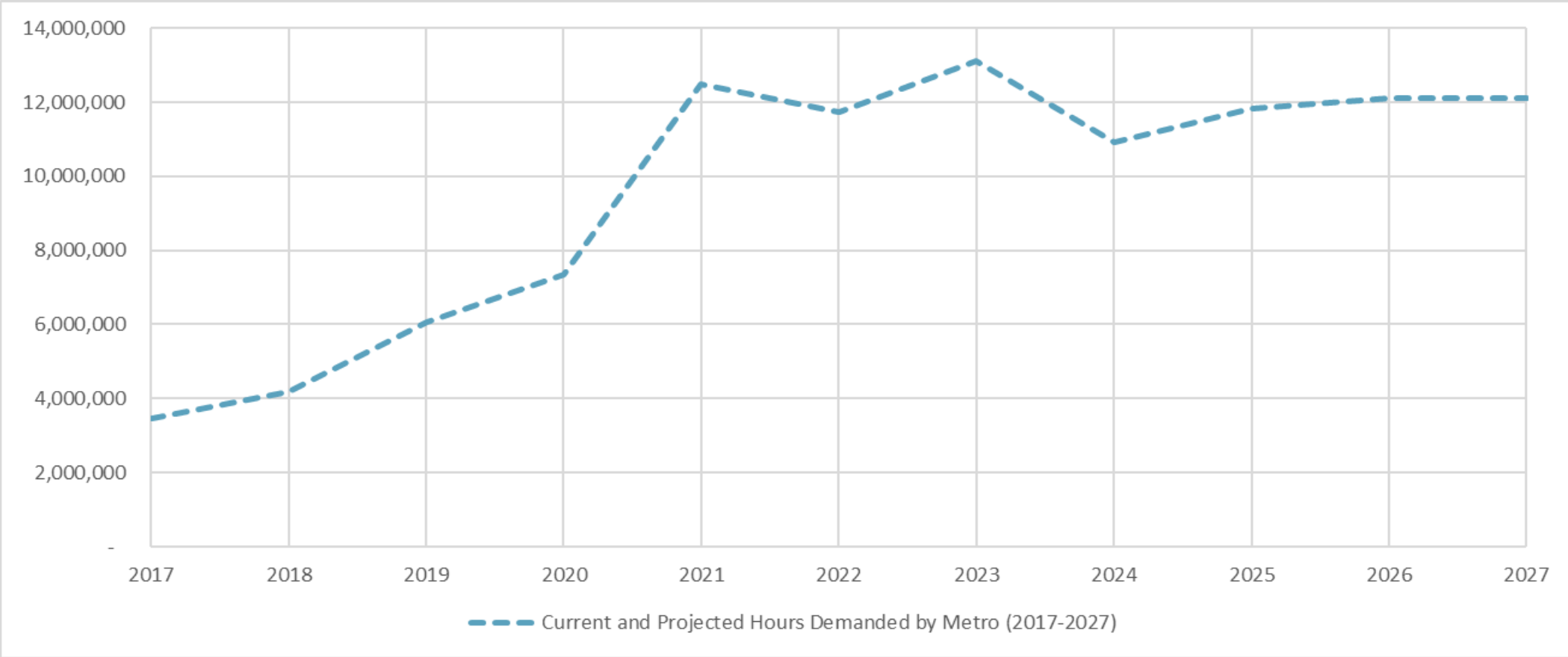
Metro's projects represented a total of 34% of the total hours performed on public works construction projects in the region over the past 5 years. Approximately 64% of the total hours performed by female construction workers in the region over the past 5 years were on Metro projects.

-Estolano LeSar Advisors

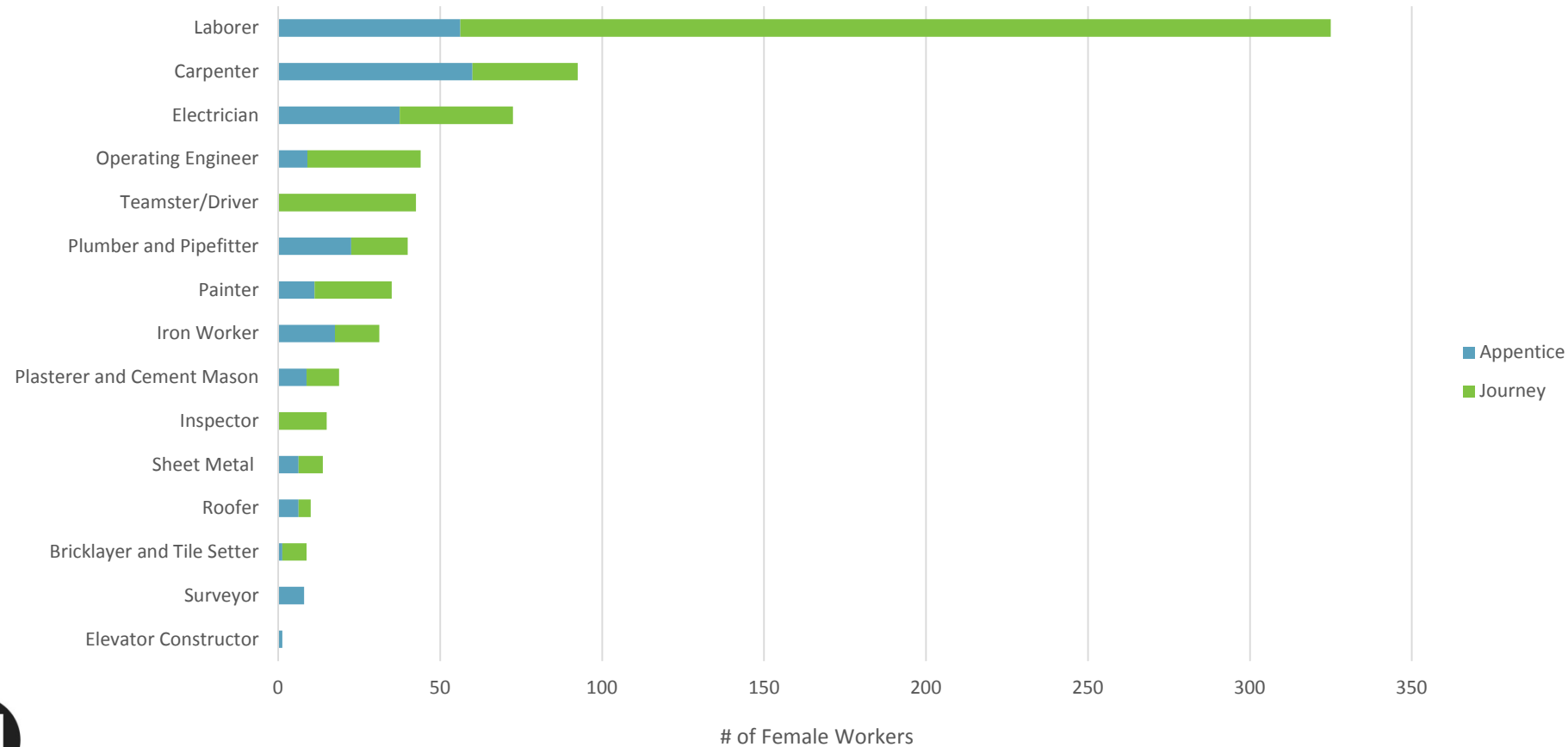
Metro Female Participation (2014-18)



Metro Construction Workforce Demand



2018 Regional Female Workforce Availability (Public Works Construction Projects)



Barriers to Opportunity for Women in Construction

- Lack of Awareness and Exposure to Trades
- Hiring Practices and Poor On-The-Job Training
- Hostility and Sexual Harassment
- Lack of Mentorship and Kinship Networks
- Scheduling and Childcare

Summary of Recommendations

- Target recruitment of females for apprenticeship readiness programs
- Promote and support the retention of female construction workers by addressing the barriers and challenges for women in construction
- Coordinate with the National Center for Women's Equity in Apprenticeship and Employment and the Chicago Women in Trades to establish a local Tradeswoman organization
- Create a dedicated funding source to support the retention of female construction workers

\$25.9 Million Contract to All-Female Owned Consultant Support Services Group



KDG Construction Consulting



Destination Enterprises



Rohadfox Construction Control
Services Corporation



Fariba Nation Consulting