

2013 ANNUAL EMPLOYMENT REPORT ON ALL PROJECTS LET BY THE IOWA DOT RACIAL/ETHNIC MINORITIES AND FEMALES

Contractors "peak" workforce data and trends

The following data was derived from 1391 reports of participating contractors for the annual 2008 through 2013 reporting periods. The workforce data reflects one peak work week for highway contractors during the most active time of the season, the last full week of July. The summary data on pages 3 and 4 was compiled by the Iowa Department of Transportation's civil rights staff from the 1391 reports received. Interesting changes and trends have been addressed in the written analysis.

Analysis of submittal of 1391 reports

On July 23, 2013, after analyzing those with work on Iowa DOT- let projects, first notice letters were sent out. In addition, on August 6, 2013 second notices were sent out to those who did not respond to the first letter. Lastly, on August 20, 2013, third notices were sent out to those who did not respond to the first two letters.

Racial/Ethnic minority male employed analysis

Overall the racial/ethnic minority males increased from a participation rate of 19.00 percent to 22.41 percent in the trade job categories when compared to the 2008 report period. Closer analysis does show advances for racial/ethnic minority males in all job classifications, where employed, with the exceptions of equipment operators Group D, mechanics and painters. There was no change in ironworkers, pipefitters and plumbers, these groups have remained at zero participation. Minority males have increased from a participation rate of 43.75 percent to 60.71 percent for on-the-job-trainees trade job categories in comparison to the 2008 report period. Lastly, minority males have decreased from a participation rate of 11.11 percent to 8.51 percent in apprentice categories in comparison to the 2008 report period.

American Indians and Alaskan Natives, who presently participate at a rate of 0.37 percent, showed a decrease from 0.57 percent as reported in 2008.

Asians or Pacific Islanders with a present participation rate of 0.35 percent, showed a slight increase of 0.08 percent in their participation rates when compared to the 0.27 percent from the 2008 report period.

Black Americans employed among the trade categories for this report period have shown a slight increase presence within the workforce with a participation rate of 2.22 percent in 2008 to 2.51 percent in 2013.

Hispanic or Latinos employed among the trade categories for this report period has shown steady "gains" within the workforce participation rate from 15.93 percent in 2008 to 19.18 percent in 2013.

Female employed analysis

Overall, women experienced a decrease from a participation rate of 4.64 percent to 4.42 percent in the trade job categories when compared to the 2008 report period. Closer analysis shows increase for females in all groups of equipment operators, truck drivers, but a decrease all group laborers. Females have increased from a participation rate of 0.00 percent to 2.13 in apprentice categories but decreased from a participation rate of 18.75 percent to 14.29 percent in on-the-job trainee categories, in comparison to the 2008 report period.

Note: The clerical, officials, supervisors, and foremen/forewomen are not included in this report because they are not trade job categories.

Work plan - action items planned for next year

1. Program management

The major goal is for contractors to achieve compliance with their contractual EEO/AA obligations while retaining continuity and a sense of cooperation with the Iowa DOT.

This office will continue its programmatic relationship with Eastern Iowa Community College. This college has targeted and has been successful in recruiting and training of females and minorities in the areas of truck driving. In addition, the Iowa DOT is continuing an On-the-Job Training Supportive Services program with Hawkeye Community College that encouraged women and minorities to be trained in heavy highway equipment operation.

A second area of emphasis will be for the compliance officers to review through desk audits, and home office visits if needed, with a goal of 20 contractors, by utilizing all information available to Iowa DOT staff (e.g., contracts awarded, field personnel knowledge of the contractors and subcontractors, and known past practices of the contractors and subcontractors).

The third area is for Iowa DOT staff to continue providing contractors with supportive services regarding their EEO/AA obligations and the most effective manner(s) to address their EEO/AA obligations.

2. Withholding of progress payments

There are none anticipated at this time.

3. EEO complaints against contractors

There were no complaints filed with the Iowa DOT.

4. Field compliance activities

Iowa DOT field staff will continue to work with the field regarding compliance of prime bulletin boards on each job site.

MINORITY MALE REPRESENTATION IN TRADE CATAGORIES (ANNUAL COMPARISON)

JOB CATEGORIES	2008	2009	2010	2011	2012	2013	2008-2013
							% Changes
Equip. Op. Group A	6.21%	5.00%	5.45%	5.50%	6.13%	8.17%	1.96%
Equip. Op. Group B	9.66%	9.62%	11.02%	12.30%	11.18%	12.20%	2.54%
Equip. Op. Group C	17.09%	10.22%	11.50%	13.93%	11.88%	23.43%	6.34%
Equip. Op. Group D	19.35%	13.56%	17.50%	19.05%	20.00%	15.15%	-4.20%
Mechanics	8.27%	4.20%	4.76%	2.38%	3.52%	3.40%	-4.87%
Truck Drivers	7.44%	6.60%	7.05%	8.54%	8.09%	9.06%	1.62%
Ironworkers	0.00%	64.28%	0.00%	0.00%	0.00%	0.00%	0.00%
Carpenters	11.94%	13.45%	10.48%	11.54%	7.07%	13.59%	1.65%
Cement Masons	36.89%	52.78%	55.62%	58.46%	57.83%	64.92%	28.03%
Electricians	0.00%	4.23%	8.06%	10.00%	7.89%	2.94%	2.94%
Pipefitters, Plumbers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	63.64%	7.10%	36.36%	0.00%	63.64%	41.18%	-22.46%
Laborers Group A	26.76%	24.10%	30.53%	29.46%	22.94%	31.32%	4.56%
Laborers Group B	33.26%	34.76%	33.36%	31.29%	32.25%	35.87%	2.61%
Laborers Group C	10.99%	17.30%	14.35%	15.34%	13.75%	17.38%	6.39%
Total Employees	19.00%	18.39%	19.88%	19.11%	18.31%	22.41%	3.41%
Apprentices	11.11%	16.33%	15.15%	12.82%	14.29%	8.51%	-2.60%
On the Job Trainees	43.75%	48.89%	59.09%	67.57%	60.00%	60.71%	16.96%

FEMALE REPRESENTATION IN TRADE CATEGORIES (ANNUAL COMPARISON)

JOB CATEGORIES	2008	2009	2010	2011	2012	2013	2008-2013 % Changes
Equip. Op. Group A	1.21%	1.91%	2.10%	1.74%	1.36%	2.14%	0.93%
Equip. Op. Group B	2.61%	5.00%	4.84%	3.74%	6.47%	4.17%	1.56%
Equip. Op. Group C	9.49%	7.11%	8.00%	10.45%	8.13%	9.71%	0.22%
Equip. Op. Group D	3.23%	16.95%	7.50%	0.00%	0.00%	9.09%	5.86%
Mechanics	1.50%	0.00%	0.00%	0.00%	0.00%	0.00%	-1.50%
Truck Drivers	4.76%	4.42%	6.57%	5.06%	5.12%	5.00%	0.24%
Ironworkers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Carpenters	1.49%	0.08%	0.81%	1.54%	1.01%	0.97%	-0.52%
Cement Masons	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Electricians	0.00%	2.12%	3.23%	0.00%	2.63%	0.00%	0.00%
Pipefitters, Plumbers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%
Laborers Group A	4.58%	3.60%	2.54%	0.81%	3.61%	1.15%	-3.43%
Laborers Group B	2.89%	2.17%	1.68%	1.60%	1.29%	1.85%	-1.04%
Laborers Group C	35.08%	36.60%	35.72%	32.21%	35.24%	31.91%	-3.17%
Total Employees	4.64%	5.08%	4.72%	4.84%	5.59%	4.42%	-0.22%
Apprentices	0.00%	4.08%	0.00%	0.00%	2.86%	2.13%	2.13%
On the Job Trainees	18.75%	20.00%	15.91%	16.22%	30.00%	14.29%	-4.46%