

## **2011 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 from participating contractors for the annual 2002 through 2011 reporting periods. The workforce data is reflective of 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 4 and 5 was compiled by Iowa DOT 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 25, 2011, after analyzing what contractors had worked with the Iowa Department of Transportation (DOT) during the last full week of July, first notice letters were sent out to this group of contractors. In addition, on Aug. 16, 2011, second notices were sent out to those who did not respond to the first letter. Lastly, on Aug. 26, 2011, third notices were mailed to those who did not respond to the first two letters.

### **Racial/Ethnic minorities' employed-analysis**

Overall racial/ethnic minorities have increased from a participation rate of 13.84 percent to 19.11 percent in the trade job categories when compared to the 2002 report period. Closer analysis does show advances for racial/ethnic minorities in all job classifications, where employed, with the exceptions of Class D equipment operators and mechanics. Minorities have increased from a participation rate of 14.29 percent to 67.57 percent for on-the-job-trainees trade job categories in comparison to the 2002 report period. Lastly, minorities have increased from a participation rate of zero percent to 12.82 percent in apprentice categories in comparison to the 2002 report period.

American Indians or Alaskan Natives and Asians or Pacific Islanders, who presently participate at a rate of 0.35 percent or less, have shown no significant changes in their participation rates.

Black Americans employed among the trade categories for this report period have shown a slight decrease presence within the workforce with a participation rate of 2.83 percent in 2002 to 2.38 percent in 2011.

Hispanic employed among the trade categories for this report period has shown steady "gains" within the workforce participation rate from to 10.32 percent in 2002 to 16.22 percent in 2011.

### **Female employed analysis**

Overall, women have increase marginally from a participation rate of 4.77 percent to 4.84 percent in the trade job categories when compared to the 2002 report period. Closer analysis does show slight advances for females specifically in equipment operators (with the exception of Class C and D), truck drivers, painters and carpenters; however, the decline for females in Laborers A, B and C continues. Females have decreased from a participation rate of 4.44 percent to zero in apprentice categories and increased from a participation rate of 9.52 percent to 16.22 percent in on-the-job trainee categories, in comparison to the 2002 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 the continuity and a sense of cooperation with the department. An expectation is that with one compliance officer responsible for all the reviews and timely follow-ups for the entire state, consistency can be achieved. The other aspect of this is to maintain the awareness and involvement of the field personnel in the process and program obligations.

This office will continue its 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, when Iowa DOT is reviewing bulletin boards it will conduct interviews with all available trainees.

A second area of emphasis will be for the compliance officer to review through desk audits, and home office visits, if needed, a goal of 30 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 to provide 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 was one written complaint with the Iowa DOT.

#### 4. Field compliance activities

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

**MINORITY REPRESENTATION IN TRADE CATEGORIES  
BY ANNUAL COMPARISON**

Job categories	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2002-2011 changes
Equipment Operator Group A	3.08%	4.25%	3.80%	4.44%	3.68%	6.26%	6.21%	5.00%	5.45%	5.50%	+2.42%
Equipment Operator Group B	10.54%	6.86%	5.84%	8.77%	8.18%	14.51%	9.66%	9.62%	11.02%	12.30%	+1.76%
Equipment Operator Group C	13.85%	18.72%	21.60%	14.48%	17.95%	21.90%	17.09%	10.22%	11.50%	13.93%	+0.08%
Equipment Operator Group D	29.41%	28.89%	23.33%	41.94%	34.62%	14.29%	19.35%	13.56%	17.50%	19.05%	-10.36%
Mechanics	3.59%	3.57%	4.88%	4.07%	8.13%	2.94%	8.27%	4.20%	4.76%	2.38%	-1.21%
Truck drivers	4.23%	4.65%	6.77%	7.47%	6.79%	8.32%	7.44%	6.60%	7.05%	8.54%	+4.31%
Ironworkers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	64.28%	0.00%	0.00%	0.00%
Carpenters	4.07%	2.04%	7.29%	12.00%	11.54%	10.34%	11.94%	13.45%	10.48%	11.54%	+7.47%
Cement masons	42.07%	44.44%	48.97%	51.06%	41.59%	52.60%	36.89%	52.78%	55.62%	58.46%	+16.39%
Electricians	1.28%	0.00%	0.00%	0.00%	2.63%	0.00%	0.00%	4.23%	8.06%	10.00%	+8.72%
Pipefitters, plumbers	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	0.00%	0.00%	2.50%	25.00%	0.00%	8.33%	63.64%	7.10%	36.36%	0.00%	0.00%
Laborers Group A	18.08%	17.01%	20.86%	19.12%	24.44%	30.43%	26.76%	24.10%	30.53%	29.46%	+11.38%
Laborers Group B	29.85%	33.71%	32.57%	35.03%	34.03%	33.77%	33.26%	34.76%	33.36%	31.29%	+1.44%
Laborers Group C	10.50%	7.44%	6.17%	7.57%	15.08%	16.17%	10.99%	17.30%	14.35%	15.34%	+4.84%
Total employees	13.84%	15.48%	16.29%	18.37%	17.43%	19.98%	19.00%	18.39%	19.88%	19.11%	+5.27%
Apprentices	0.00%	0.00%	4.17%	16.67%	5.56%	8.70%	11.11%	16.33%	15.15%	12.82%	+12.82%
On-the-job trainees	14.29%	18.57%	28.85%	41.51%	61.29%	48.72%	43.75%	48.89%	59.09%	67.57%	+53.28%

NOTE: Laborers Group D classification was eliminated in 2001

**FEMALE REPRESENTATION IN TRADE CATEGORIES  
BY ANNUAL COMPARISON**

Job categories	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2002-2011 % Changes
Equipment Operator Group A	1.26%	1.15%	1.14%	1.63%	0.85%	1.85%	1.21%	1.91%	2.10%	1.74%	+0.48%
Equipment Operator Group B	3.57%	5.41%	3.65%	5.69%	5.15%	3.15%	2.61%	5.00%	4.84%	3.74%	+0.17%
Equipment Operator Group C	13.85%	13.30%	14.20%	11.72%	12.18%	9.49%	9.49%	7.11%	8.00%	10.45%	-3.40%
Equipment Operator Group D	5.88%	11.11%	0.00%	0.00%	7.69%	4.76%	3.23%	16.95%	7.50%	0.00%	-5.88%
Mechanics	0.00%	0.00%	0.00%	0.00%	0.81%	0.59%	1.50%	0.00%	0.00%	0.00%	0.00%
Truck drivers	2.94%	5.19%	4.03%	5.25%	4.87%	4.16%	4.76%	4.42%	6.57%	5.06%	+2.12%
Ironworkers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Carpenters	0.81%	1.02%	1.04%	2.00%	11.54%	1.72%	1.49%	0.08%	0.81%	1.54%	+0.73%
Cement masons	0.69%	0.00%	0.00%	0.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	-0.69%
Electricians	1.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.12%	3.23%	0.00%	-1.28%
Pipefitters, plumbers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Painters	0.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.88%	+5.88%
Laborers Group A	2.46%	1.78%	2.88%	2.82%	1.11%	3.32%	4.58%	3.60%	2.54%	0.81%	-1.65%
Laborers Group B	3.27%	2.90%	1.85%	1.81%	2.57%	2.34%	2.89%	2.17%	1.68%	1.60%	-1.67%
Laborers Group C	42.92%	43.39%	48.02%	49.73%	39.11%	34.73%	35.08%	36.60%	35.72%	32.21%	-10.71%
Total employees	4.77%	5.54%	5.07%	5.21%	4.93%	4.05%	4.64%	5.08%	4.72%	4.84%	+0.07%
Apprentices	4.44%	6.25%	4.17%	22.22%	0.00%	4.35%	0.00%	4.08%	0.00%	0.00%	-4.44%
On-the-job trainees	9.52%	17.14%	11.54%	11.32%	19.35%	15.38%	18.75%	20.00%	15.91%	16.22%	+6.70%

**NOTE: Laborers Group D classification was eliminated in 2001**