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Introduction

Leadership teams committed to new developments or special consideration that drive a needed change with a shift of attitudes, behaviors and values that contribute to an environment that allows harassment to occur. Teams increasing their focus on culture, not compliance. Committed to training with a platform that is relevant and engaging that will provide better results for a safer and more productive worksite.

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**One word to best describe your current role in Construction
(Owner, Superintendent, Project Manager, etc..)**

Start the presentation to see live content. For screen share software, share the entire screen. Get help at pollev.com/app

4

How many years of experience in the Construction Industry?

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5

One word that describes a common obstacle that impacts job site culture?

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Overview

- ✓ Why is this important "What's in it for me"
- ✓ Ways to Identify "Awareness Training"
- ✓ Assessing or gathering information "Housekeeping"
 - ✓ Evaluate, Create, Disseminate "Communication"
- ✓ Clear and Concise Expectations "Requirements"

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EQUAL OPPORTUNITY



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RETENTION



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Current Report December 2021

TWIN CITIES

People of Color/Female – 34%

Other– 66%

ROCHESTER

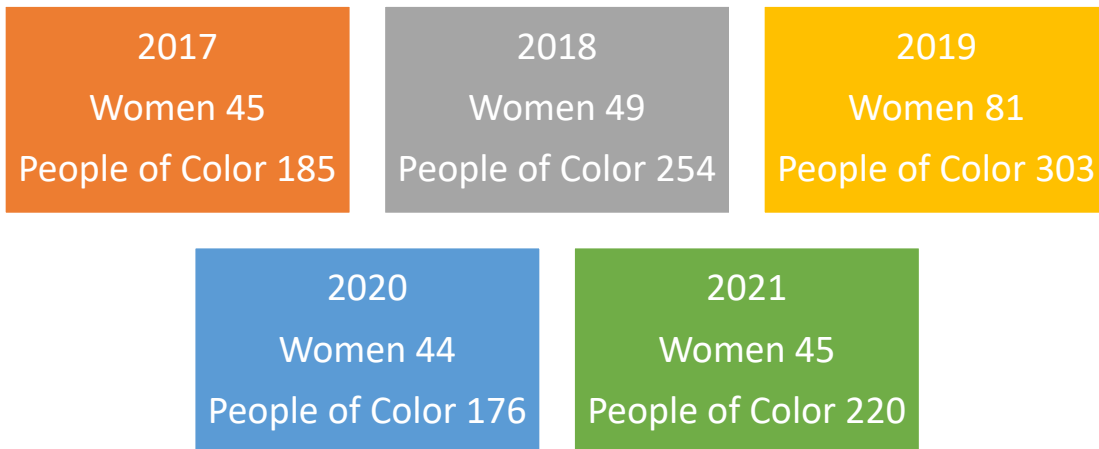
People of Color/Female – 12.82%

Other – 87.18%

MINORITY REPORT	TWIN CITIES CAMPUS (781)		ROCHESTER CAMPUS (78)	
African American	67	8.58%	4	5.13%
Asian	31	3.97%	2	2.56%
Hispanic	100	12.80%	2	2.56%
Native American	19	2.43%	0	0.00%
Other	2	0.26%	0	0.00%
Female (Program Goal: 8.69%)	66	8.45%	4	5.13%
Female Minority	-20	-2.56%	-2	-2.56%
TOTAL (Program Goal: 26.22%)	265	33.93%	10	12.82%

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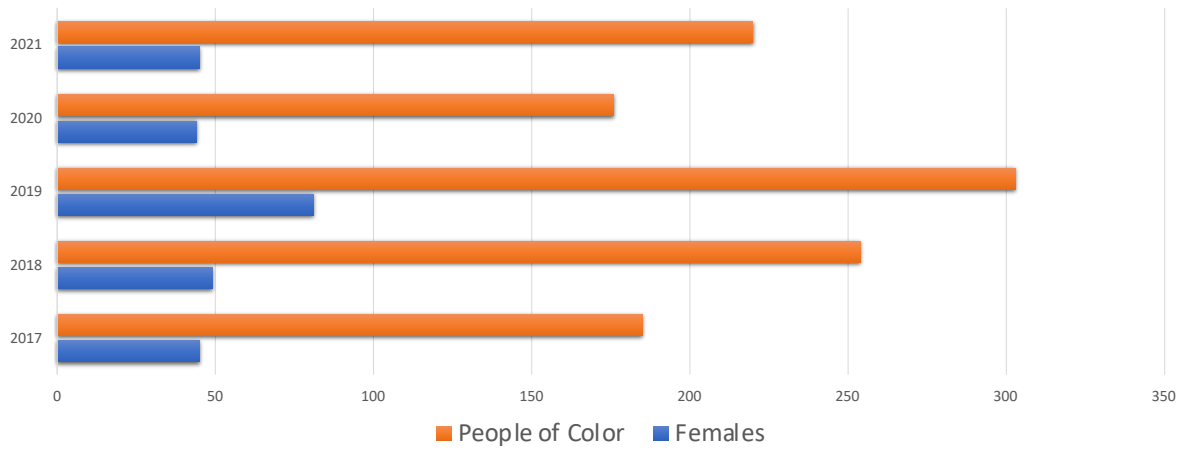
Let's do the MATH! Apprentices Registered 2017 – 2021 (5 Years)



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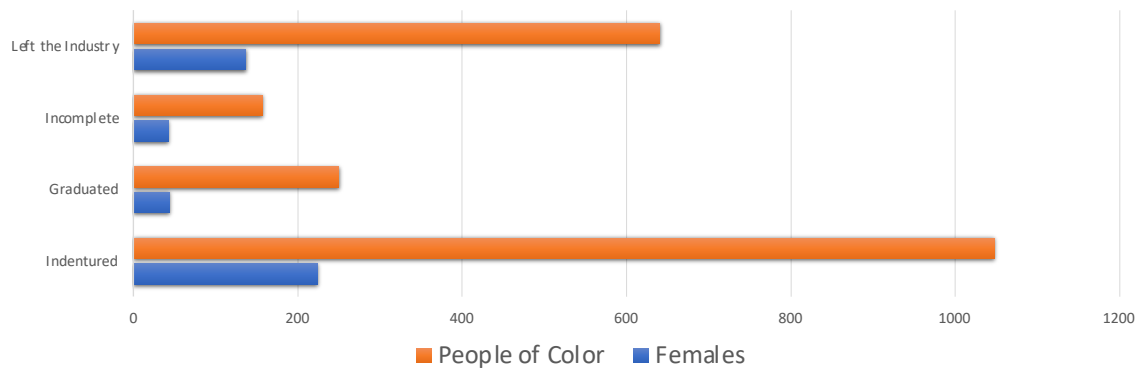
Let's do the MATH!

2017-2021

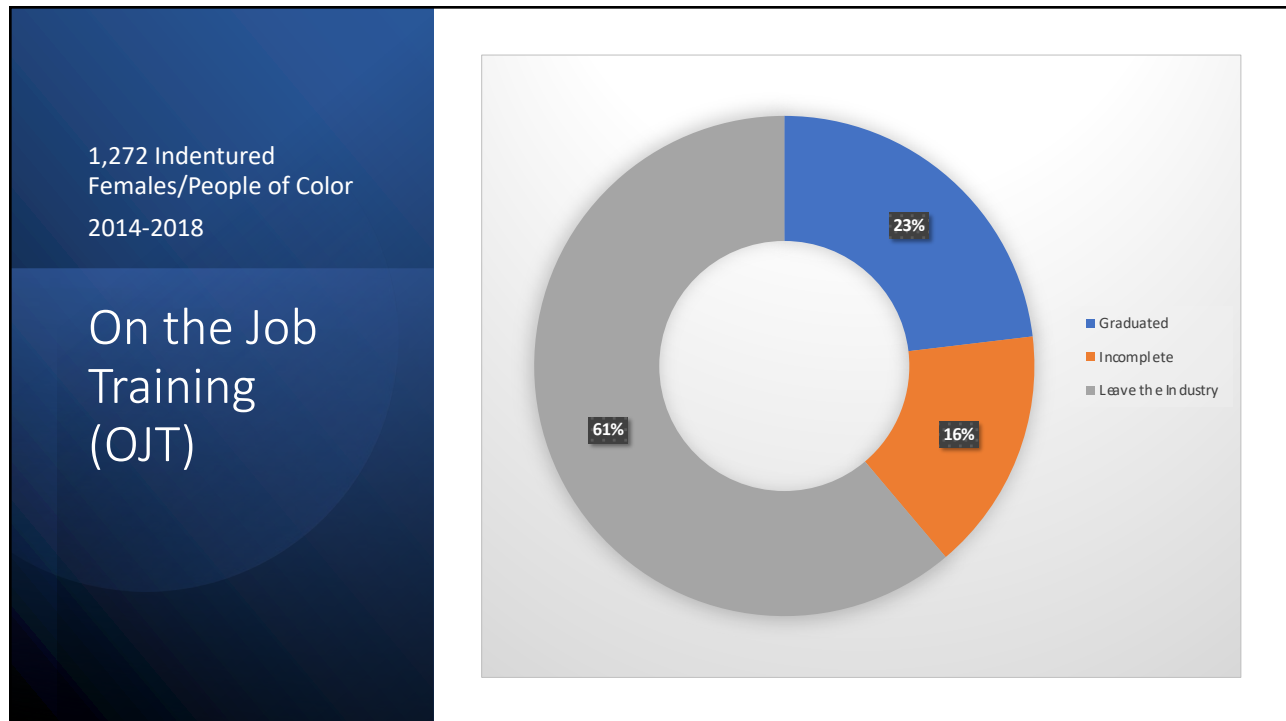


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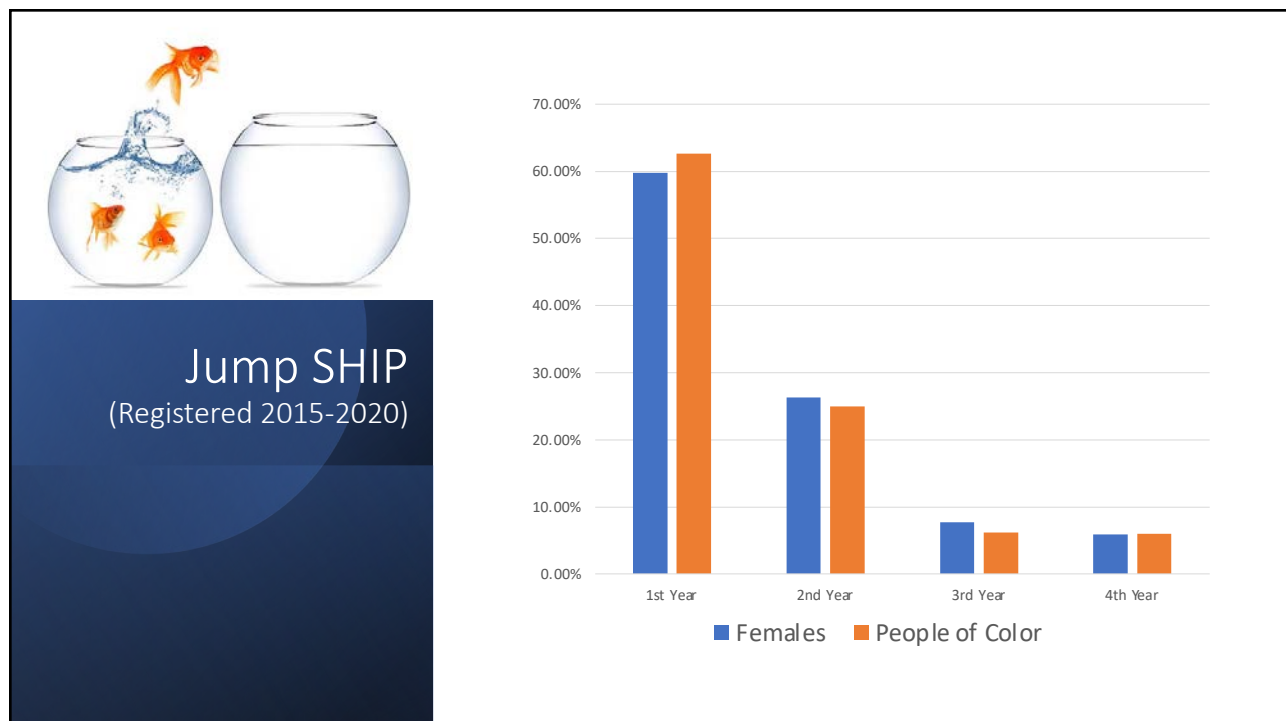
Graduation (Indentured 2014-2018)



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Associated CO\$T

- On average it costs \$5,200.00 per year for (1) apprentice. Not counting individual contractor costs associated with a new hire.
- Between the years of 2014 – 2018 reports show 641 People of Color, and 137 Females left the industry. Assuming they complete a minimum of (1) year, industry loss \$4,045,600.00 over 4 years.



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TRAINING



• Workplace Harassment

- Physical Harassment
- Personal Harassment
- Discriminatory Harassment
- Psychological Harassment
- Cyberbullying
- Sexual Harassment
- 3rd Party Harassment

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Team Focus

- Diversity – Variety or Different
- Equity – Fair or Impartial
- Inclusion – Included within a GROUP

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**Evaluate
Create
Disseminate**

Questions:

- 1) How will I meet the needs of my workforce?
- 2) How will I capture their attention?
- 3) How will the training receive buy in?
- 4) How are the teams currently structured?
- 5) Do we have effective self assessment tools and are we using them to their fullest?
- 6) How will we get the job done?

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**Eliminate thru
Evaluation**

- Unconscious Bias
- Implicit Bias
- Gender based Stereotypes
- Abuse of Power

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[illegible]

A 3D illustration of a red cardboard box with its lid open. The box is shown from a three-quarter perspective. The lid is open, revealing a dark red interior with two faint circular indentations. A small white rectangular label with a black outline is attached to the front-left side of the box. The box has a simple, clean design with black outlines and a bright red color.



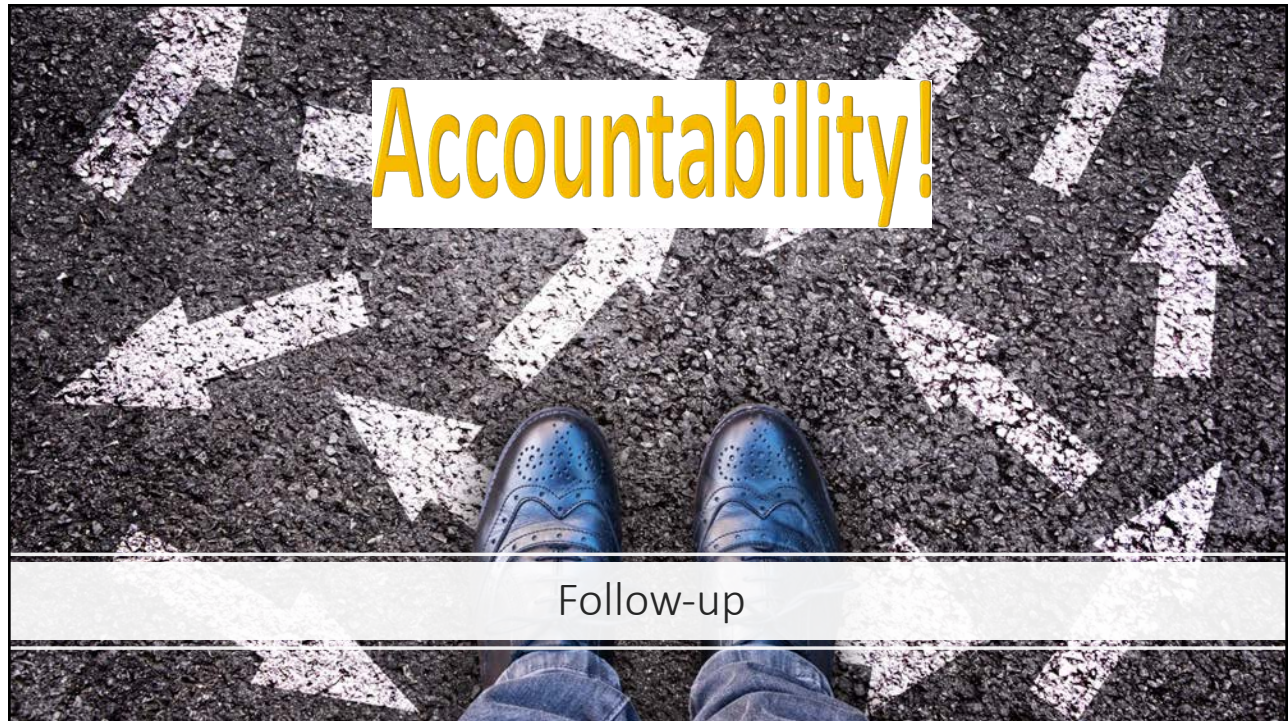


SUPPORT



Safe Zone

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Together we
can do Better!

What are your team
goals for
2022?



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Thank
You

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