



Legislation Text

File #: 41556, **Version:** 1

Fiscal Note

No fiscal impact.

Title

Resolution authorizing the Affirmative Action Division to Partner with the Construction Employment Initiative and Other Organizations to Perform Tasks Related to the City's Job Skills Bank as Required for City Contractors under MGO 39.02(9)(C).

Body

WHEREAS, Madison General Ordinances (MGO) Section 39.02(9)(c) requires most City contractors, during the term of their contract, to 1) notify the Affirmative Action Division of certain job openings at facilities in Dane County, and 2) interview and consider candidates referred by the Affirmative Action Division if the candidate meets the minimum qualification standards established by the contractor, and if the referrals is timely; and

WHEREAS, the Job Skills Bank (JSB) is a program administered by the Affirmative Action Division (AAD) to administer this contract requirement, ensuring accountability for non-exempt contractors and aiding them in meeting their contractual goals for employment of racial/ethnic minorities and women; and

WHEREAS, the Affirmative Action Division would like to expand the reach of the existing Job Skills Bank to include more potential job applicants; and

WHEREAS, through an RFP process, the City assembled a network of local service providers to collaborate with one another to help recruit, train and secure successful employment in the trades for people who need and want to work. Led by Construction Training, Inc., the group includes the Urban League of Greater Madison, the Latino Academy for Workforce Development, Operation Fresh Start, the YWCA and the Workforce Development Board of South Central Wisconsin. The goal of the Construction Employment Initiative (CEI) is to help prepare low-income and targeted groups for employment in the construction industry and the trades, and then link them to available jobs in Madison and Dane County. These good paying jobs have a shortage of skilled workers to fill them; and

WHEREAS, the Affirmative Action Division and Community Development Division (CDD) have discussed partnering with the Construction Employment Initiative groups listed above in the administration of the Job Skills Bank; and

WHEREAS, the Affirmative Action Division, Community Development Division, and community-based organizations propose to leverage common goals to increase the number of opportunities available to qualified community members and increase the likelihood of these candidates finding good placement by collaborating with the City on the Job Skills Bank referral process; and

WHEREAS, under this collaboration the Affirmative Action Division would delegate to Construction Employment Initiative agencies, Madison College, and other community-based organizations it authorizes to provide Job Skills Bank recruitment of applicants, notifications to applicants of job vacancies, referrals of applicants to employers for interviews and consideration, follow-up with applicants regarding hiring status,

feedback to the Affirmative Action Division regarding contractor compliance, and comments regarding the effectiveness of the program and recommendations of any changes. The Affirmative Action Division will continue to receive job notices from contractors and vendors, sharing these notices within the community-based organizations to facilitate the program. The Affirmative Action Division will also follow-up regarding any non-compliance advice provided through this process; and

WHEREAS, this effort would serve to create a stronger link between the demand for a skilled, diverse workforce and those qualified individuals seeking employment opportunities.

NOW, THEREFORE, BE IT RESOLVED, that the Affirmative Action Division of the Department of Civil Rights is authorized to delegate or coordinate the above-described administrative tasks to organizations participating in the Construction Employment Initiative and similar organizations the Affirmative Action Division deems appropriate; and

BE IT FURTHER RESOLVED, the Mayor and the City Clerk are authorized to enter into agreement(s) as needed with such organizations to effectuate the delegation and partnership, in a form approved by the City Attorney.