

**32651**  
**ADOPTED – BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**MAY 7, 2015**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508**  
**COUNTY OF COOK AND STATE OF ILLINOIS**

**WORKFORCE AND SUPPLIER DIVERSITY SERVICES**  
**ALEXANDER, ROSS & ASSOCIATES, LLC**  
**OFFICE OF ADMINISTRATIVE AND PROCUREMENT SERVICES**  
**(RENEWAL OPTION – BOARD REPORT #32369 ADOPTED AUGUST 7, 2014)**  
**NEW MALCOLM X COLLEGE**

**THE CHANCELLOR RECOMMENDS:**

that the Board of Trustees authorizes the Chair to exercise the option to renew the agreement with Alexander, Ross & Associates, LLC to provide workforce diversity services for the new Malcolm X College campus for the period commencing no sooner than August 7, 2015 through January 6, 2016 at a total cost not exceed to \$125,000.

**VENDOR:** Alexander, Ross & Associates, LLC  
4455 South King Drive  
Chicago, Illinois 60653

**USERS:** Administrative & Procurement Services, Community Relations and Malcolm X College

**TERM:**

The original term commenced on August 7, 2014 and will continue through August 6, 2015. The renewal term will commence no sooner than August 7, 2015 and will continue through January 6, 2016.

**SCOPE OF SERVICES:**

Alexander, Ross & Associates, LLC, in coordination with staff from Community Relations and Administrative and Procurement Services, will be responsible for the following critical tasks:

- Recruit Minority, Female and/or Community Residents that are in the trades and ensure employer access to ready and willing candidates.
- Facilitate project hiring with union officials.
- Engage other Community Based Organizations to communicate the status and success of workforce hiring diversity efforts.
- Ensure the preparedness of Dawson Technical Institute trainees interested in working

on the project.

**BENEFIT TO CITY COLLEGES OF CHICAGO:**

A partnership with this organization that has a long-held mission of advocating for union trade positions for African-Americans will provide CCC an opportunity to leverage the organization's successful history to achieve our aggressive workforce diversity goals in a project community that is largely African-American.

Collaboration with Alexander, Ross & Associates, LLC will also enable CCC to take advantage of their expertise to screen and train individuals in the skilled trades. This will in turn help CCC exceed its goal to create almost 1,000 construction jobs and fill them with community residents as it reinvests in the communities surrounding its campuses.

**DELIVERABLES:**

Deliverables include, but are not limited to:

- Recruit employee union trade candidates to fulfill Community Hiring Plan goals
- Develop and implement hiring and retention strategy for Dawson Technical Institute (DTI) students (MXC specific cohorts) on the project
- Communicate with key stakeholders regarding project union issues and hiring of minorities, females and community residents
- Assist in developing project labor agreement to ensure community hiring goals are met
- Establish and implement mentor/protégé program for DTI MXC cohort participants
- Ensure DTI MXC cohort participants apply for available apprenticeship programs
- Interface with community groups as directed by CCC
- Convene and/or participate in meetings with contractors to elaborate on community hiring goals and trouble shoot any issues
- Coordinate efforts with MXC Compliance team in placing referred candidates with contractors
- Coordinate project hiring with union officials

**VENDOR SELECTION CRITERIA:**

Community Relations and Administrative and Procurement Services surveyed the landscape of Community Based Organizations that would be able to best provide the assistance needed to positively and actively engage the community surrounding the project for job placement and M/WBE utilization.

Alexander, Ross & Associates, LLC was selected based on the following:

- Unique relationships with area trade unions;
- Previous experience with projects of similar size and scope;
- The organization's proposed execution of services and
- The proposed fees for providing the scope of services

**MBE/WBE COMPLIANCE:**

The Office of M/WBE Contract Compliance has reviewed the request for execution of the referenced agreement and has determined that the Board Approved Participation Plan does not apply due to the specific nature of the services. The agreement in and of itself will have an overarching impact on the growth of the M/WBE community at large and the achievement of the M/WBE goals at the project stage.

**GENERAL CONDITIONS:**

Inspector General – It shall be the duty of each party to the agreement to cooperate with the Inspector General for City Colleges of Chicago in any investigation conducted pursuant to the Inspector General’s authority under Article 2, Section 2.7.4(b) of the Board Bylaws.

Ethics – It shall be the duty of each party to the agreement to comply with the applicable provisions of the Board’s Ethics Policy adopted January 7, 1993, and as amended by the Board.

Contingent Liability – Pursuant to Section 7-14 of the Illinois Public Community College Act, all agreements authorized herein shall contain a clause that any expenditure beyond the current fiscal year is subject to appropriation in the subsequent fiscal year.

**FINANCIAL:**

**Total:** \$125,000

**Source of Funds:** Capital Funds

**Restricted Fund**

**FY16:** 530000 92015 3005031 70000

**Respectfully submitted,**

**Cheryl L. Hyman  
Chancellor**

**May 7, 2015 - Office of Administrative and Procurement Services**