



## **AGC Career Board**

*March 2, 2009*

The Iowa DOT is excited about the Career Board that has been developed by AGC of Iowa, and is happy to have participated in the cost to develop the Career Board.

The Iowa DOT recognizes the hurdles that highway contractors must navigate to locate and hire qualified employees while remaining in compliance with the DOT's Standard Specifications on recruiting and hiring. Our specifications require the contractors to take certain steps if their regular recruiting procedures do not provide a reasonable flow of minorities and female applicants. We anticipate that the Career Board will eliminate some of the hurdles, since the website is linked to Workforce Development, and the website has a systematic method of seeking out sources which would provide a reasonable flow of minority and female applicants.

We encourage contractors to consider using the Career Board to supplement, or replace, their current EEO recruiting efforts. The Iowa DOT has determined that contractors who use the Career Board will be considered in compliance with Article 1102.19 Section 3 (Affirmative Action Recruitment Plan) and Section 4 (Identification of Recruitment Methods). The Iowa DOT will work with the Career Board provider, Industry People Group., to obtain the statistical data we've been requiring of our contractors to document their flow of minority employees; therefore eliminating the need for our contractors to document their recruitment efforts, if they utilize the Career Board. Simply stated, each contractor will be considered to be in compliance with Iowa DOT's/FHWA's recruitment requirement if the contractor is maintaining a company profile on the Career Board website (<http://www.agciajobs.com>), posts positions on the website in a timely manner, and considers all the resumes it receives from the website prior to making any new hires. The contractor is then able to hire the best qualified candidate from the resumes without regard to race or gender.

Contractors should also be aware that they may use their training funds that are available from the Iowa DOT to pay a portion of their membership cost to the Career Board. Arrangements to utilize their training funds can be done through Becky Bales at AGC.

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