

# BUILDING OPPORTUNITY

The Missouri Department of Transportation's newsletter for Disadvantaged Business Enterprises



## MoDOT Invites Applications for 2016 Entrepreneurship Training Class

**P**reparations are underway for the next round of Entrepreneurship Training classes for DBE firms in St. Louis and Kansas City. Classes will start in both locations in January 2016. As many as 30 DBE firms will be offered admission to this highly-regarded training program in each location.

The Entrepreneurship Training Program demonstrates MoDOT's commitment to supporting DBE firms in Missouri. It assists DBE success by providing direction for growth, capacity expansion, and diversification. Those enrolled will become an active participant in a program designed for entrepreneurs.

The program focuses on building skills that are needed to be

successful in your field. The 10-session training provides in class instruction, individualized coaching, presentations by industry experts and interactions with MoDOT staff.

*My interaction with others in this program energized me. I can be successful.*

Topics covered in the program include: evaluating the business environment; exploring growth opportunities; making strategic decisions; financial planning and budgeting; strengthening product/service offering; marketing the business; leading the organization; operational efficiency and creating and presenting a business plan.

Graduates of the Entrepreneurship Training Program say the program helped take their business to the next level of success. "My interaction with others in this program energized me. I can be successful," says a recent graduate. Says another, "Because of this program, I know that I have to set aside time to work ON my business and not just spend time IN my business."

*Interested DBE firms are requested to contact MoDOT's DBE Supportive Services consultants, Philips & Associates (sphilips@philipsgroup.com) for more details and application form.*



## **MoDOT's 2015 Civil Rights Contractor Compliance/DBE Training Symposium**

**MoDOT held its annual Civil Rights Contractor Compliance/DBE Training Symposium at Hilton Garden Inn in Columbia, MO on April 13-14, 2015.**

The goal of the Civil Rights Contractor Compliance/DBE Training Symposium is to strengthen the Equal Employment Opportunity program, of both MoDOT and Missouri businesses, encouraging the development of a diverse workforce. The workshop provided prime contractors, sub-contractors and Disadvantage Business Enterprises with tools and additional knowledge to enhance the growth of their businesses. The workshop also provided forums and panel sessions that addressed the following topics:

- Central District Major Projects- Current, Future & Design Build
- DBE Certification/Program Overview
- How to Do Business with the MRCC
- MoDOT's Mentor Protégé Program
- MoDOT's Supportive Service Program
- Federal Highway/MoDOT Title VI Nondiscrimination Program
- Federal Highway/MoDOT Contractor Compliance Program
- DBE Commercial Useful Function (CUF)/Engineering Policy Guidelines (EPG)
- USDOT's Lending and Bonding Programs
- Small Business Administration (SBA)
- How to Do Business with the MRCC
- Prevailing Wages Rates
- Technical Assistant Guide for Federal Construction Contractors

More than 90 people attended the 2015 symposium, which consisted of MoDOT members of management, prime contractors, sub-contractors, DBE's, political officials and Community Based Organizations throughout the state of Missouri. Overall, the 2015 Civil Rights Contractor Compliance/DBE Training Symposium was a great success. ▀

# SAVETHEDATE

On behalf of the Missouri Department of  
Transportation, you are cordially invited to attend

## MoDOT's 2016 External Civil Rights Division Contractor Compliance/DBE Training Symposium

**February 8-9, 2016**

Prime Contractors • Sub-Contractors • Disadvantaged Business Enterprises  
St. Louis Minority Business Council • Minority Business Development  
Small Minority/Women Business Owners • Community Based Organizations  
and Highway Construction Stakeholders

### ***Presentations***

Brainstorming Ideas for Mentor/Protégé Program  
Bridging the Gap of Diversity and Inclusion in the Workforce Industry  
Panel Discussion/Question & Answers  
Bridging the Unemployment Gap/Establishing Careers in Construction  
Panel Discussion/Question & Answers  
Business Booth Exhibits and More  
DBE Commercial Useful Function (CUF)/Engineering Policy Guidelines (EPG)  
DBE Best Practice Roundtable Discussion  
How To Do Business with MoDOT and Its Partners  
General Contractors Roundtable (Panel Discussion)  
How to Do Business with the MRCC (Panel Discussion)  
Minority Contracting Opportunities With MoDOT Procurement & The Office of  
Administration (MBE/WBE) Program  
MoDOT Consultant Prequalification's  
MoDOT's Projects Forecast  
MoDOT's Supportive Service Program  
Recruitment Resources Booth Display  
Small Business Administration (SBA)  
Technical Assistant Guide for Federal Construction Contractors

~ Prime/DBE "One on One" & Mixer ~

..... NO REGISTRATION FEE REQUIRED .....

University of Missouri-St. Louis  
Millennium Student Center  
1 University Blvd.  
Saint Louis MO 63121





# ECRHAPPENINGS

## Park Over the Highway



**“Park Over the Highway” is part of the City Arch River 2015 projects located in downtown St. Louis, between Interstate 44 and Martin Luther King Jr. interchanges.**

The project consisted of many of roadway improvements including structural work. There are new sidewalks, curbs, light lanterns and planter boxes. The On-the-Job-Training goal set for the project was two trainees with 1,000-hour slots each.

The project exceeded the OJT goal, and as it neared completion, Jermaine Bohlen, laborer apprentice, moved to another City Arch River project with KCI Construction.

The Department of Labor, Office of Federal Contract Compliance Programs workforce goals



established for the project was 14.7 percent minority and 6.9 percent female. As of the end of July 2015, the project’s overall workforce utilization was 15.7 percent minority and 4.8 percent female.

If you are interested in construction work or business opportunities, please go to the MoDOT website at [modot.org/bidding](http://modot.org/bidding). ▀



## HNTB and Access Engineering, MoDOT's Newest Mentor-Protégé Team

Since November 2014, HNTB and Access Engineering have been working closely together through MoDOT's Mentor-Protégé Program. Marie Dennis, President of Access Engineering, had known Andrew Potthast, Section Manager of the St. Louis HNTB office, for many years through professional organizations. It was this foundation that led them to form a formal arrangement through MoDOT's Mentor-Protégé Program. This relationship has provided protégé firm Access Engineering the unique opportunity to increase its skills and capabilities through regular consultations with mentor firm HNTB.

The objective of MoDOT's Mentor-Protégé Program is to provide

advice, assistance and training to the DBE protégé which will improve that firm's management and operating skills. The Mentor-Protégé Program centers on the development of mutually beneficial business relationships between prime contractors and DBE firms. The ultimate goal of this program, as well as other supportive services programs offered by MoDOT, is to enable DBE firms to work towards prime contractor/consultant status.

Established by Marie Dennis in 2000, Access Engineering is a certified DBE civil engineering firm based in St. Louis. Specialization areas include non-motorized transportation, traffic engineering, roadway design, and site

development. Mentor firm HNTB, is an established infrastructure solutions firm serving public and private owners and contractors. Offices nationwide provide a full range of infrastructure-related services, including planning, design, program management and construction management.

MoDOT is currently accepting applications from Mentor-Protégé teams. More information on MoDOT's Mentor-Protégé program can be found at [modot.org/ecr](http://modot.org/ecr).



*Mentor-Protégé Team Members from left to right: Kevin Wallace, HNTB, Kristyn Newbern, Access, Marie Dennis, Access, Andy Potthast, HNTB, Jan Ruemker, HNTB.*

# ECRHAPPENINGS

With their significant network and resources, HNTB has helped Access Engineering increase knowledge in several key areas including sales and marketing, human resources and project delivery.

According to Dennis, of particular benefit was the training and development her team received to effectively manage and put processes in place for their business practices. “We are now poised to grow because we’ve formalized all of our processes,” said Dennis.

“Knowing we have a trusted partner can help win projects. Their value and focus is similar to ours.”

Andrew Potthast, Section Manager of the St. Louis HNTB office, strongly recommends the program to other prime contractors and consultants. “There is a lot of value to get out of the program. You have a partner firm that understands how you go about your business. Knowing we have a trusted partner can help win projects. Their value and focus is similar to ours.”

The Mentor-Protégé relationship is based on a written Mentor/Protégé Development Plan, which clearly sets forth the objectives of the parties and their respective roles, the duration of the arrangement and the services and resources to be provided by the mentor to the protégé. Dennis advises that to get the most out of the program, “Be straight forward with yourself and your mentor as far as recognizing your strengths and weaknesses. Having trust in the relationship helps you to develop a great plan.”

Mentor-Protégé teams may apply together or applications may be submitted independently. Dennis and Potthast recommend attending networking events and talking to as many people as possible to find a mentor or protege that is a good fit for your business. ■



## Missouri has always been at the forefront of America's transportation system.

From the earliest days of the nation's westward expansion, to the first length of the nation's interstate highway network, the Show-Me State has led the way.

And now it's time to lead again.

MoDOT is reaching out to gather the ingenuity, innovation and imagination it will take to build the transportation system of the future.

“Road to Tomorrow,” is a cutting-edge initiative that will turn Interstate 70 into a laboratory for the next generation of highways.

Do you have an innovative idea for the future of transportation? Whether it's about new kinds of pavement or new ways to fund projects, let us know!

Go to [www.modot.org/road2tomorrow](http://www.modot.org/road2tomorrow) and send us your idea!



# ECRHAPPENINGS

## Students on a Path to a Bright Future Visit MoDOT



*About 20 students from the Kansas City area, St. Charles, and even Madison, Wisconsin, visited MoDOT's Kansas City District Office for the Kansas City Summer Transportation Institute (KCSTI) program.*

Every year, a very special group of students stop by MoDOT with the hopes of becoming tomorrow's future engineers, designers and business leaders. These students are part of a program centered on activities that help them learn about science, technology, teamwork and leadership.

The program is called the Kansas City Summer Transportation Institute (KCSTI). This year, about 20 students from the Kansas City area, St. Charles, and even Madison, Wisconsin visited MoDOT's Kansas City District Office on Thursday, July 9.

Throughout the course of the day, students are put to the test with

thought-provoking exercises that challenge them to find solutions to issues in the work environment.

Mentor and student leader, Derrick Willis said the program, and its partnership with MoDOT, helps students find their niche, whether it's in science, math, design or safety.

Students look at transportation in a whole different light after their experience at MoDOT.

Willis, a Research Associate at UMKC, said the program helps students explore the different modes of transportation and

helps them find a potential career in that field.

"Students look at transportation in a whole different light after their experience at MoDOT," he said.

He adds that a student who is now a civil engineer came through this program. Willis also points out that most—if not all—of the students who participate go on to college.

This is the 12th year for KCSTI. During that time more than 240 students have participated in the academy. Students take part in the program as early as 8th grade.

The program is funded by the Federal Highway Administration. ▀

# ECRHAPPENINGS

## **OJT Supportive Services Boosts Opportunities for Women, Minorities, and Economically Disadvantaged Individuals**

The Federal Highway Administration On-the-Job Training Program requires State Transportation Agencies to establish apprenticeship and training programs targeted to move women, minorities, and disadvantaged individuals into journey-level positions to ensure that a competent workforce is available to meet highway construction hiring needs, and to address the historical under-representation of these groups in highway construction skilled crafts.

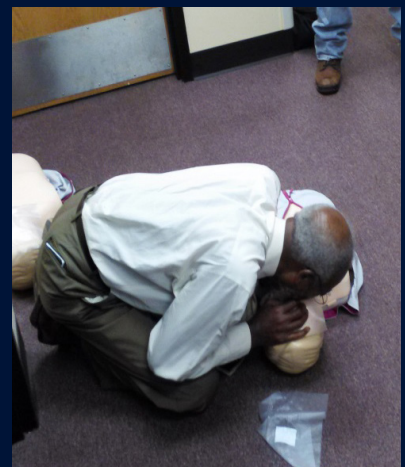
The primary objectives of OJT Supportive Services is to increase the overall effectiveness of each STA's approved OJT program in connection with Federal-aid highway construction projects and to seek other ways to increase the training opportunities for women, minorities and disadvantaged individuals.

The goal of the OJT-SS program is to increase the participation of women, minorities, and disadvantaged individuals in skilled and semi-skilled crafts. MoDOT is currently providing funding through the OJT

Support Services program to The Sanctuary Workshop and Job Point for Federal Fiscal Year 2014. Both programs provide training in CPR/First-Aid, OSHA-10 and CDL preparation. ▀

**MoDOT will solicit Request for Proposals for 2014-2015 funding in early winter 2015.**

## **Sanctuary Workshop CPR/First Aid Class**







Missouri Department of Transportation  
105 W. Capitol Avenue  
P.O. Box 270  
Jefferson City, MO 65102

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# DBE Information

**Lester Woods, External Civil Rights Director**

**Missy Stuedle, Central Office**

**Angela Sutton, Central Office**

**April Hendricks-Brown, St. Louis Office**

**Rose Lucas, St. Louis Office**

**Donnetta Cole, Kansas City Office**

**Esther Moten, Kansas City Office**

**Randy Gilliland, Central Office**

**Audra Golson, Central Office**

**Tomikia Chalmers, Central Office**

If you're a DBE firm, please review the MRCC DBE Directory to verify all contact information is correct. Future communications such as the newsletter, bidding opportunities, program updates/changes, etc. will be sent electronically to the email address on file. If corrections are necessary or if your firm cannot receive information electronically, please either send an email to [dbe@modot.mo.gov](mailto:dbe@modot.mo.gov), call 888-ASK MoDOT (275-6636) or fax to 573-526-0558.