

BUILDING OPPORTUNITY

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



MoDOT Invites Applications for 2017 Entrepreneurship Training Class

Preparations are underway for the next round of Entrepreneurship Training classes for DBE firms offered by MoDOT in St. Louis and Kansas City. Classes will start in both locations in January 2017. Up to 25 DBE firms will be offered admission to this highly regarded training program during 2017.

The Entrepreneurship Training Program demonstrates MoDOT's commitment to supporting DBE firms in Missouri. It assists DBE firms in achieving success by providing direction for growth, capacity expansion, and diversification. Participating DBE firm owners will become active participants in a program designed for entrepreneurs just like you.

This training program focuses on building critical business skills that are needed to be successful. The 10-session training provides in class instruction, individualized coaching, presentations by industry experts and interactions with MoDOT staff.

Topics covered in the program include: Evaluating the business environment, Exploring growth opportunities, Making strategic decisions, Financial planning and budgeting, Strengthening product and service offerings, Marketing your business, Leading an organization, Operational efficiency and Creating and presenting a business plan.

Since 2009, over 160 DBE firms in Missouri have completed this training

program. A listing of the graduates may be found at modot.org.

Graduates of the program say that the training helped take their business to the next level of growth and success. "My interaction with others in this program energized me. I can be successful," said a recent graduate. "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."

Candidates for this training program are selected based on a variety of factors including the DBE owner's willingness to dedicate the needed time and effort. ■

To join the ranks of the over 160 successful graduates of MoDOT's Entrepreneurship Training Program, DBE firms across the state of Missouri are invited to complete an application online at:
<https://form.jotform.com/modot/etp>.

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



ECR Director Lester Woods (left) and MoDOT's Chief Engineer, Ed Hassinger (right) present awards to Carlos Martinez of the Hispanic Chamber of Commerce, Dennis Lavelle of the St. Louis Council of Construction Consumers, and Hollis Whiting of the Urban League (left to right).

MoDOT held its annual Civil Rights Contractor Compliance/ DBE Training Symposium February 8-9, 2016 at the University of Missouri, St. Louis campus.

The goal of the Civil Rights Contractor Compliance/ DBE Training Symposium was to strengthen the Equal Employment Opportunity programs of both MoDOT and Missouri businesses by encouraging the development of a diverse workforce. The workshop provided Prime Contractors, Sub-Contractors and Disadvantage Business Enterprises (DBEs) with tools and knowledge to enhance the growth of their businesses.

- MoDOT's Current, Future & Design Build Projects
- How to Do Business with the MRCC
- MoDOT's Mentor Protégé Program
- MoDOT's Supportive Service 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)
- Technical Assistant Guide for Federal Construction Contractors
- Prevailing Wage

DBEPROJECTS

MoDOT's 2016 Civil Rights Contractor Compliance/DBE Training Symposium (*continued*)



Vendors at the symposium.



MoDOT Director Patrick McKenna, 2016 DBE Symposium Keynote Speaker.



ECR Director Lester Woods addressing the symposium.

The 2016 symposium attendance was well over 90, including MoDOT management, prime contractors, sub-contractors, DBEs, political officials and community-based organizations throughout Missouri. The 2017 Symposium will be held in winter 2017 in Kansas City. ▀



I-70 Design-Build Project

"I-70 Design Build Project" is part of the Interstate-70 corridor located in Columbia, Missouri. The \$18 million design-build project is replacing the I-70 bridges at Business Loop 70, Garth Avenue and Rangeline Street. The contractors on the project is Emery Sapp and Sons and Parsons Transportation Group.

This project will address many roadway improvements including bridges, new sidewalks, curbs, and roundabouts. The On-The-Job training goal set for the project was two trainees with 1,000 hour slots each. One trainee, Carly Klein, project manager, comes from the University of Missouri - Columbia. Waldemar Rodriguez is the second and trains in carpentry. The Office of

DBE PROJECTS

I-70 Design-Build Project (*continued*)

Federal Contract Compliance Programs (OFCCP) workforce goals established for the project is 6.3 percent minority and 6.9 percent female. As of the end of July 2016, the project's overall workforce utilization is 8.9 percent minority and 6.7 percent female.

An average of 80,000 vehicles a day cross the I-70 bridges at these three locations. The structures date back to 1957 and are in need of repair. ▀



DBE Goal Setting Not a Mystery

All projects that receive federal highway funds, whether consulting or construction, must be evaluated for a Disadvantaged Business Enterprise (DBE) goal. MoDOT's External Civil Rights Division is responsible for establishing DBE goals on all MoDOT and Local Public Agency (LPA) projects.

Every three years, MoDOT must calculate and submit to Federal Highway Administration (FHWA) a statewide DBE goal. The last goal submittal was 15.38 percent, and was approved by FHWA. Of that goal, 12.79 percent is to be

obtained using race conscious methods (individual project goals), and 2.59 percent is to be obtained using race-neutral methods (participation above the established project goal). These goal numbers must be kept in mind every time a project is evaluated for a DBE goal.

“Every three years, MoDOT must calculate and submit to Federal Highway Administration (FHWA) a statewide DBE goal.”

The goal establishment method differs for consulting or construction. For consultant

projects, the estimated dollar value of the consultant contract, location of the project, the scope of work, and the types of subcontracting opportunities that might be available are reviewed. The DBE participation would come from subcontracting opportunities. The next step is to see if there are DBE firms that can perform that type of work. If there are, and if the dollar value of the contract is high enough to support a DBE goal, a goal will be set. Ideally, the project information provided to ECR will include the estimated cost of the subcontracting opportunities, which assists greatly in

DBE Goal Setting Not a Mystery *(continued)*

establishing a reasonable goal. If there are no DBE subcontracting opportunities, or if the value of the contract is low, the goal would likely be set at 0 percent for that project.

A line item breakdown of the project is also used for construction projects. There are some line items that can be performed by DBE firms and some line items that cannot. By using numbers from an availability study, a percentage is assigned to each of the line items that can be performed by a DBE. That percentage is multiplied by the dollar value of the associated line item to compute the amount that can be performed by DBE firms. After each line item has been evaluated, the results are added up to arrive at the total amount that can reasonably be expected to be performed by DBE firms, and a goal is established.

In rare instances, the dollar value of the construction project is too low to reasonably support a DBE goal, or the work is so specialized that there are no available DBE firms in Missouri. In those instances, a zero percent DBE goal may be established.

The DBE goal setting process for consulting projects is very similar to construction projects, henceforth, a thorough process is in place to ensure that we achieve the maximum DBE participation that is reasonable for each project, regardless of project type, location, or cost. ▀



St. Louis Design-Build Project

The Daniel Boone Bridge project is completed and recently opened the new bike and pedestrian trail in June 2016 that connects the Monarch Levee to the Katy Trail. The pathway crosses over the Missouri River on the new bridge. The New Daniel Boone Bridge is the seventh Missouri River crossing in the state to have a bike/pedestrian crossing. The workforce goal for the project is 14.7 percent minority and 6.9 percent female. Overall the project exceeded the workforce goals. The DBE goals are 14 percent for construction and 20 percent for design. ▀

DBEPROJECTS



iBuild Showcase 2016

The iBuild Showcase is one of Kansas City's premier construction events designed to foster a connection between area metropolitan students and members of the construction industry. Students, middle school through high school, interact and ask questions of construction industry experts - businesses, contractors, engineers and related trades while experiencing, for a day, a bit of what construction work may involve. Students and teachers participate in brick-laying, painting, carpentry, pipefitting and more. Industry experts provide information on computer aided drafting, safety, engineering and hands-on heavy equipment operation. The iBuild Showcase is facilitated by the National Institute for Construction Excellence (NICE) and supported by area community leaders, industry businesses, trades,

engineering and architectural companies.

Also included during the Showcase is Crayons to CAD, NICE's flagship program which introduces an interactive, standards-based curriculum center around math, science, technology, engineering and communications. The middle school specific program culminates in a design-build competition where the participating students, from various districts, come together at the Showcase to present their designs and to receive awards for their creative work.

The middle school specific program culminates in a design-build competition where the participating students, from various districts, come together at the Showcase to present their designs and to receive awards for their creative work.



DBEPROJECTS

iBuild Showcase 2016 *(continued)*

The 2016 iBuild Showcase resulted in one of the event's largest turnout ever. This year's iBuild hosted 2,291 students and teachers from 57 local schools and included a total of 29 school districts. To help with event logistics, the iBuild Showcase included over a hundred volunteers and judges.

Over the past 16 years, according to NICE, the Crayons to CAD program and iBuild Showcase has introduced numerous parents and teachers to construction and touched the lives of over 20,000 high school and middle school students. Much appreciated funding for the event has been provided by various sources including the Federal Highway Administration and community based businesses and organizations. Also, local businesses and agencies provided volunteers and in-kind donations. Established in 1998, NICE, a 501(c)(3), not-for-profit organization, has had a heart to provide a construction based education program that would increase the awareness of

youth, their parents, and educators about the huge potential the construction industry has for rewarding careers including engineering, architecture, contracting, business ownership and the skilled trades. ▀

The next iBuild Showcase in Kansas City will be held on May 4, 2017. In addition to the iBuild event held this past spring, the following Construction Career Day (CCD) events will be held in Sikeston, Springfield, Columbia, and St. Louis:

Sikeston, Missouri – September 29, 2016

Springfield, Missouri – April 12, 2017

Columbia, Missouri – April 26, 2017

St. Louis, Missouri - TBD

Please contact the
ECR Division at 573-
526-2978 if you have any
questions regarding the
CCD events.



DID YOU KNOW

OJT Supportive Services Increases 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 (SS) is to increase the overall effectiveness of each agency's approved OJT SS 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 SS program for FY2014-2015 to Job Point, The Sanctuary Workshop, and Building Union Diversity.

MoDOT was awarded \$400,000 from FHWA through The Ladders of Opportunity Initiative OJT SS. The grant will support training programs for highway contractors, apprentices and trainees throughout the state. The program is scheduled to start in fall of 2016.

MoDOT will solicit Request for Proposals for 2015-2016 funding in late 2016 or early 2017. ▀



Did You Know?

The US Department of Transportation celebrated their 50th anniversary this year. Just two years after the Civil Rights Act of 1964 was enacted, President Johnson signed the act creating the US Department of Transportation (DOT). The USDOT launched 2016 as the Year of Opportunity and has implemented many initiatives to address opportunity and inclusion in everything related to transportation.

Transportation and civil rights are very much related. When you look back on the fight for civil rights, you will be reminded of various events that ultimately helped push for the enactment of the Civil Rights Act of 1964. Plessy v. Ferguson, the Montgomery Bus Boycott, and the Freedom Rides movements brought awareness for all people to have equal access to transportation.

Here at MoDOT, the External Civil Rights division continues to connect people to opportunity while also ensuring inclusiveness in everything we do. Our job is to ensure everyone has a level playing field and everyone has a voice in the transportation decision making process. ▀

Staffing Announcements



External Civil Rights Manager

Melissa (Missy) Stuedle has been named the new External Civil Rights Manager. Missy has been a member of the MoDOT team for 15 years and a dedicated member of External Civil Rights for more than 13 years. She has a Master's degree in Criminal Justice.



Civil Rights Specialist-Central Office

Zainab Jasim is a new employee who will be handling contract compliance, the On-The-Job (OJT) Training Program, OJT Supportive Services and Workforce Diversity initiatives. She is a graduate of Truman State University with a Bachelor's in Political Science and English. Zainab started with the division in May 2016.



Intermediate Civil Rights Specialist-St. Louis

Gina Montgomery is a new employee who will be handling contract compliance, the On-The-Job Training Program, Disadvantaged Business Enterprise Program, Outreach and Workforce Diversity initiatives in the St. Louis and Southeast Districts. She is a graduate of Lincoln University with a Bachelor's in Business Administration. Gina started with the division in August 2016.



Administrative Technician-St. Louis

Samone Riney is a new employee who will be serving as an Administration Technician for the St. Louis and Southeast Districts. She will be assisting the Civil Rights Specialist in the St. Louis District Office. Samone started with the division in December 2015.



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

DBE Information

Lester Woods, Jr., External Civil Rights Director
Lester.Woods@modot.mo.gov

Missy Stuedle, Manager - Central Office
Missy.Stuedle@modot.mo.gov

Tomikia Chalmers, Executive Assistant - Central Office
Tomikia.Chalmers@modot.mo.gov

Angela Sutton, Specialist - Central Office
Angela.Sutton@modot.mo.gov

Audra Golson, Specialist - Central Office
Audra.Golson@modot.mo.gov

Zainab Jasim, Specialist - Central Office
Zainab.Jasim@modot.mo.gov

April Hendricks-Brown, Specialist - St. Louis
April.Hendricks-Brown@modot.mo.gov

Samone Riney, Administrative Technician - St. Louis
Samone.Riney@modot.mo.gov

Gina Montgomery, Specialist - St. Louis
Gina.Montgomery@modot.mo.gov

Esther Moten, Administrative Technician - Kansas City
Esther.Moten@modot.mo.gov

If you're a DBE firm, please review the MRCC DBE Directory to verify all contact information is current. 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 send an email to dbe@modot.mo.gov, call (573)526-2978 or fax to (573)526-0558.