

GREAT NEWS!

JUNE 2019

WHAT IS THE CAPACITY BUILDING MENTORSHIP PROGRAM?

During Federal Fiscal Year 2018 (FFY2018), the Washington State Department of Transportation (WSDOT) Office of Equal Opportunity (OEO) initiated the Mentor-Protégé Program, initially led by THOR Construction, as part of its [State Funded Diversity Roadmap](#).

This program is intended to enhance the capabilities and participation of Minority, Small, Veteran, and Women Business Enterprises (MSVWBE), and disadvantaged businesses that are able to perform work on transportation-related projects.



Under the Program, a mentor firm provides its protégé with various forms of business development assistance and helps the protégé improve its ability to compete in the contracts arena. Mentors may provide assistance to protégés with proposal writing, internal management processes and procedures, and technical and skill development, among many other areas.

WSDOT's Program is an exciting development for all small businesses as well as large businesses looking to work with the state department of transportation or to meet diversity goals. The growth potential for firms taking advantage of this program is large and many early adopters have received contracts and became partners in the bidding process.

THE PROGRAM CONTINUES TO GROW!

Since its launch in July of 2018, the Program has been increasing its own capacity! Cohorts 1 & 2 had 55 firms participate and when asked if they wanted to extend their pairings for another six months, an overwhelming 87% agreed to do so. Cohorts 1 & 2 will graduate from the program in December of 2019. We look forward to celebrating the initial cohorts who were willing to sacrifice their time and expertise in supporting small businesses.

THE THIRD COHORT OF THE PROGRAM BEGINS IN AUGUST.

The initial success of this program has led to our current partnership with Sound Transit and the re-launched of the Program as the Capacity Building Mentorship Program (CBMP). The program manager for CBMP's Cohort 3 is the Minority Business Development Administration - Tacoma Business Center (MBDA).

Business Impact Northwest has also combined efforts with WSDOT along with Verity Credit Union, Harbor Stone Credit and BECU to offer \$750,000 in loans to program participants.

This past month, MBDA performed a record number of assessments with protégé applicants for Cohort 3:

- 17 Mentor Applicants
- 40 Protégé Applicants

Announcement of Cohort 3 pairings will occur the fourth week of July.

SURVEY RESULTS SHOW POSITIVE TREND.

WSDOT analyzed three (3) instances of a survey, totaling eighty-seven participating firms from October 15, 2018 to May 29, 2019, where Cohort 1 & 2 participants answered questions related to performance, stakeholder satisfaction and approach towards the Program.

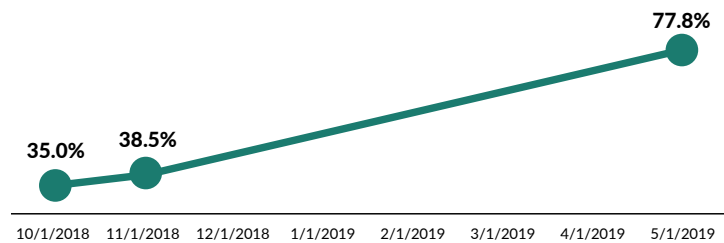
In each of the three (3) surveys, one hundred percent (100%) of responding Mentors affirmed the Program as a worthwhile use of their time. An average of ninety

seven percent (97%) reported Satisfied or Very Satisfied with their Protégé.

'The program provides a safe environment to ask question(s) that will not be perceived as incompetent. Additionally, knowing the conversation is confidential provided an incentive to discuss issue(s) that may not be able to discuss in an open public setting,' stated Dustin Ong of CivilTech Engineering.

Overall, an average of ninety-three percent (93%) of responding protégés reported Satisfied or Very Satisfied with the Program. In the latest instance, seventy eight percent (78%) of responding protégés affirmed that their Mentor helped them participate in new contracts, with WSDOT or private sector contracts.

My mentor has helped me participate in new contracts with WSDOT or new private sector contracts.



HOW WILL WSDOT DETERMINE THE SUCCESS OF THE PROGRAM?

Working with the Disadvantaged Business Enterprise Advisory Group, WSDOT established the following program goals/metrics for the program:

- 100 Minority, Small, Veteran, and Women's Business Enterprises noted interest in participating;
- 30 - 50 Minority, Small, Veteran, and Women's Business Enterprises enrolled in the program to participate as Protégés;
- 30 - 50 prime contractors and prime consultants enrolled in the program to participate as Mentors; and
- Following are targets by which the program's success will be evaluated. Overachievement in one area could compensate for shortfalls in another:

- ✓ 80% - 100% Protégés have executed written development plans with their Mentors;
- ✓ 30% - 50% of construction industry Protégés have expanded their North American Industrial Classification System Codes;
- ✓ 30% - 50% of Protégés are on track to increase their annual income. This can be based on winning the contract, not actual dollars paid. This could include non-WSDOT owners as well;
- ✓ 30% - 50% of Protégés are participating in their first contract or subcontract with WSDOT or new private sector contracts;
- ✓ 10% - 25% of construction Protégés have increased their bonding capacity through the mentoring process; and
- ✓ 10% - 25% of consulting Protégés have gone from Safe Harbor to an approved Indirect Cost Rate.

EFFORTS TO REMEDY BARRIERS FOR MVWSBES

If the Program is unsuccessful in making progress towards meeting Washington's Diverse Business Participation Goals, WSDOT will be moving to an Enforceable Small & Veteran's Business Enterprise Program. If, after a year, the Mandatory Small & Veteran's Business Enterprise Program is unsuccessful, WSDOT will move to an Enforceable Minority, Women & Veteran's Business Enterprises Program.

For more information please contact:
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