

## Diversity / Apprenticeship / Training

Shaded projects are physically complete. Data below is provided to WSDOT by the project contractors.

CONSTRUCTION										
Completed projects with some federal funding include: Fortbore, Eastside, West Connection Bridge, Floating Bridge and Landings, West Approach Bridge North	Disadvantage Business Enterprise (DBE) <sup>1</sup>				Apprentices - Hours % (Goal)	Training Hours				
	Goal	Achieved	#	Companies \$		Goal	Achieved			
Completed Projects <sup>2</sup>	8%	8.97%	77	\$161,358,421	18.6% (15% Goal)	198,300	237,507			
<b>DBE Subtotal (Individual Companies)</b>										
<b>77</b>										
<b>\$161,358,421</b>										
<b>18.6%</b>										
<b>198,300</b>										
<b>237,507</b>										
Completed state-funded projects include: Grass Creek, Evans Creek, Union Bay Natural Area, Truck Aprons, Eastside Culvert Repair Project	Minority, Small, Veteran, Women Business Enterprise (MSVWBE) <sup>3</sup>				Apprentice		Training Hours			
	Percentage		Companies	Date Updated	Hours % (Goal)	Date Updated	Goal	Achieved		
	Goal	Achieved	#	\$						
Completed Projects <sup>2</sup>	Varies	32.12%	9	\$3,823,877	15.6% (15% Goal)		NOT REQUIRED			
Montlake Project (currently in construction)	TYPE	M	10%	0.19%	8	\$1,928,269	1.6/2020	14.6% (20% Goal)	12/1/2019	NOT REQUIRED
		S	5%	0.42%	16					
		V	5%	0.00%	1					
		W	8%	0.01%	4					
<b>MSVWBE Subtotal (Individual Companies)</b>										
<b>0.47%</b>										
<b>24</b>										
<b>\$5,552,238</b>										
<b>*Non-stacked totals</b>										
CONSTRUCTION TOTAL (Individual Companies)										
<b>95</b>										
<b>\$166,910,651</b>										
ARCHITECTURE AND ENGINEERING (A&E)										
	DBE <sup>1</sup>				Date Updated	Duration				
	Percentage		Companies	\$						
	Goal	Current	#							
Corridor Development	N/A	8.05%	2	\$15,112,456	6/30/2014	Feb. 2009 – June 2014 (N/A – No Goal)				
SR 520 Program	9%	18.12%	9	\$9,241,036	6/30/2017	June 2014 – Dec 2018 (9% is a voluntary goal)				
<b>DBE Subtotal (Individual Companies)</b>										
<b>8</b>										
<b>\$23,453,492</b>										
	MSVWBE <sup>3</sup>				Date Updated	Duration				
	Percentage		Companies	\$						
	Goal	Current	#							
SR 520 Program	TYPE	M	10%	8.60%	8	\$18,580,348	March 2016 - Present			
		S	5%	28.87%	22					
		V	5%	0.03%	2					
		W	8%	15.73%	6					
<b>MSVWBE Subtotal (Individual Companies)</b>										
<b>28.87%</b>										
<b>22</b>										
<b>\$18,580,348</b>										
<b>*Non-stacked totals</b>										
A&E TOTAL (Individual Companies)										
<b>25</b>										
<b>\$42,033,841</b>										
SR 520 PROGRAM TOTAL (Individual Companies)										
<b>119</b>										
<b>\$208,944,491</b>										

<sup>1</sup> Federally funded projects have DBE goals. Calculations and level of detail are consistent with WSDOT's Office of Equal Opportunity guidance.  
<sup>2</sup> Completed federally funded projects to date: total percentage DBE achieved ranged from 3.83% - 14.62%, totaling 8.87% overall. Total percentage Apprenticeship achieved ranged from 13.7% - 21.4%, totaling 18.6% overall.  
<sup>3</sup> State funded projects have MSVWBE goals. Calculations and level of detail are consistent with WSDOT HQ Construction Office regarding MSVWBE reporting.  
<sup>4</sup> Completed state-funded projects to date: total percentage MSVWBE achieved ranged from 0.00% - 84.74%, totaling 32.12% overall. Total percentage Apprenticeship achieved ranged from 12.0% - 24.1%, totaling 15.6% overall.  
<sup>5</sup> Individual companies certify on multiple types (M, S, V, W) and to eliminate duplication of reporting MSVWBE, the subtotals only report the total cost to the SR 520 Program.

**Title VI notice to public:** It is the Washington State Department of Transportation's (WSDOT) policy to assure that no person shall, on the grounds of race, color, national origin or sex, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with WSDOT's Office of Equal Opportunity (OEO). For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO's Title VI Coordinator at (360) 705-7090.

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# Diversity and Inclusive Contracting

## SR 520 Quarterly Progress Report: Oct.-Dec. 2019

### Ah-ten-HUT, veterans! WSDOT wants to do business with you

Military veterans sacrifice much for our country, and many face challenges transitioning back to civilian life. In recognition of veterans' service, Washington state agencies, including the Washington State Department of Transportation, strive to award at least 5% of their construction, procurement, architectural and engineering contracts to certified veteran-owned businesses.

"Veterans gain tremendous technical and management training while in the service that's applicable to the work we do building infrastructure," said Omar Jepperson, deputy administrator of the \$4.6 billion SR 520 Bridge Replacement and HOV Program. "Veterans also have skills leading people and directing projects, and those are valuable as well."

While veteran-owned companies are helping to reconstruct SR 520, WSDOT's 5% contracting target hasn't been reached - yet. "Veterans may not realize we have business opportunities for them," said Denise Cieri, WSDOT administrator for the SR 520 and Alaskan Way Viaduct megaprograms. "They have skills that dovetail with our projects. We want veteran-owned firms to know their help is wanted by WSDOT, so spreading the word is critical."

Businesses with majority ownership by veterans can obtain state certification - a relatively easy, no-cost procedure. Certification informs WSDOT that a company is veteran owned, a status that can provide an edge in landing a state contract. Statistics from the state Department of Revenue and Department of Veterans Affairs, however, indicate that only a small percentage of veteran-owned companies are certified. Learn more about veteran certification on Page 2.



Denise Cieri and Omar Jepperson oversee WSDOT's SR 520 Bridge Replacement and HOV Program.

### Bob Campbell: Veteran-certified business owner



**Bob Campbell**  
Owner, Surgent Inc.

Bob Campbell was working in 2010 for Surgent Inc., a millwork company in Snohomish. Business was scarce and the company was about to close. Campbell and his wife, Christy, bought the company anyway. "I was tired of making money for everybody else," he said. "The opportunity was there and after 25 years of being a carpenter, it was the right time."

Campbell, a veteran, certified Surgent with the state as a veteran-owned small business (VOSB) soon after purchasing the company. "It was one of the first things I did," he said, noting that the process was easy and straightforward.

Surgent specializes in millwork, doors, paneling, cabinetry, trims and casings. The company just completed a project on the visitor's center for Graham, the prime contractor on the SR 520 Montlake Project. State certification is a business asset for Surgent. "It is a good vehicle for getting more work. When I signed up there was not a lot of work going on. I was looking for a vehicle." Bob Campbell says the VOSB designation makes his company more competitive for future contracts.

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 SR 520 Diversity website: [wsdot.wa.gov/projects/sr520bridge/about/DBE.htm](http://wsdot.wa.gov/projects/sr520bridge/about/DBE.htm)

## Washington's Electronic Business Solution (WEBS)

Are you a veteran with a new business? Or a veteran with an established company looking to build your business? Perhaps you are a prime contractor looking to hire a veteran subcontractor, architect or engineer.

Washington's Electronic Business Solution (WEBS) system may be able to help. Managed by the state Department of Enterprise Services (DES), WEBS allows you to sign up online and get email information and notifications about upcoming contract opportunities, both for public works contracts and for goods and services contracts.

Enterprise Services provides support to veteran-owned businesses in several ways:

- Requiring inclusion plans for small, veteran-, minority-, and women-owned businesses on public works projects worth over \$1 million where prime contractors identify subcontractor opportunities.
- Providing a veteran-owned-business preference from state agencies and local governments in many procurements for state master contracts for goods and services.
- Helping government agencies search for and find veteran-owned businesses that have previously been awarded a state master contract.
- Participating in events across the state to connect with veteran-owned businesses, and through the department's Business Diversity Advisory Group, providing strategies for inclusion and feedback about DES programs.

Below is the DES website address with more information about WEBS, as well as a link to sign up for notifications. When you register, be sure to click "Yes" to "Display company contact information to other companies for partnering opportunities." This allows other businesses to see your company's information and if your company is interested in or has downloaded a current solicitation in the system. Also, be sure to click "Washington Veteran-Owned Business certification request." This will send an automatic email to the DVA, letting the agency know you may qualify as a veteran-owned business. DVA will receive the request and reach out to you. Upon certification, your WEBS account will reflect that your business is a certified veteran-owned business.

To learn more about WEBS or sign up for notifications, visit: [des.wa.gov/services/contracting-purchasing/doing-business-state/webs-registration-search-tips](https://des.wa.gov/services/contracting-purchasing/doing-business-state/webs-registration-search-tips), or call 360-902-7400.



## Building roads to career opportunities – through apprenticeships

The state's Pre-Apprenticeship & Supportive Services (PASS) program awards grants to local entities that provide outreach, supportive services, and pre-apprenticeship training for women, minorities, and socially and economically disadvantaged individuals across Washington state. The PASS program helps promote diversity in the highway construction workforce as well as create pathways into apprenticeship in highway construction trades.

The 11 requests for PASS grants in the 2019-2021 biennium totaled more than \$3 million, exceeding the available funding. Because the program's intent is to support providers statewide, the top scoring proposal in each region was awarded, with the remaining funds awarded based on a combination of scoring and the evaluating committee's recommendations.

Grants in the current biennium were awarded to the Urban League of Metropolitan Seattle, JM Perry Technical College, Spokane Community College, Tulalip Tribes TERO Vocational Training, ANEW, Cement Masons and Plasters, Northwest Carpenters Institute, and Pacific Northwest Ironworkers.

An additional opportunity for one vendor will be advertised soon under a new PASS program: WSDOT Youth Direct. Youth Direct will provide services to help establish direct-entry opportunities into the highway construction trades for at least 15 foster care or incarcerated youth.

## JMR Trucking: Taking business to the next level



**Darnell Richardson**  
JMR Trucking owner  
[JMRtrucking@hotmail.com](mailto:JMRtrucking@hotmail.com)

Business is good at JMR Trucking, but owner Darnell Richardson says it can always be better. Richardson's family-owned business in Kent has 12 dump trucks that are usually busy. He is a veteran. "I was in the Army in the '80s. I was stationed last in Seattle. I liked it here; I met my wife and I stayed."

JMR Trucking is certified by the Office of Minority and Women's Business Enterprises as a disadvantaged business enterprise (DBE) and a minority-owned business enterprise (MBE). Richardson says the certification has helped grow his business. However, he said, "I have been in business 19 years. I am not registered as a veteran anywhere because I hadn't heard about it."

Richardson is not alone. Many don't know about the DBE service.

Washington's Electronic Business Solution, or WEBS, is the only place where veterans can gain state certification. "I'll register now," Richardson said. "Anything that gives me a chance to get my foot in the door, then your performance has them calling you back. It's just getting through that door. If this might help, I'll do it."

Improving economic opportunities for minority-, women-, and veteran-owned businesses is a prime concern for the Department of Enterprise Services, which administers the WEBS program. To get more veterans signed up for WEBS, the department holds outreach sessions across the state to connect with veteran-owned businesses.

Prime contractors looking to hire veteran, minority, or women subcontractors can easily find them once they are certified on the WEBS site. In addition, WEBS sends regular email notices outlining bidding opportunities to those who are certified. Visit the WEBS website at [des.wa.gov/services/contracting-purchasing/doing-business-state/webs-registration-search-tips](https://des.wa.gov/services/contracting-purchasing/doing-business-state/webs-registration-search-tips) to learn more, or call WEBS Customer Service at 360-902-7400.

## Data analysis keeps WSDOT apprenticeship program on track

Washington public works projects carry an apprentice utilization requirement (AUR) that says a certain number of labor hours are to be performed by apprentices. (RCW 39.04.320). ([Ini.wa.gov/TradesLicensing/Rules/ByTrade/Apprenticeship/default.asp#utilization](https://ini.wa.gov/TradesLicensing/Rules/ByTrade/Apprenticeship/default.asp#utilization))

For WSDOT projects of \$3 million or more, at least 15% of the labor force must be state-approved apprentices. WSDOT has a reporting process in place, managed by Heidi Jensen, state documentation engineer, with "steps to make sure our projects are complying with the law."

Jensen helps project staff keep track of the 15% requirement through monthly utilization reports. The reports are available online to WSDOT contractors. Jensen said it is not unusual to see contractors exceed the goal. However, "If we notice a contractor may not meet the goal, that's when we would reach out to the project office staff and figure out where [contractors] are in the process."

If not enough apprentices are available, contractors must document in detail their good-faith efforts to meet the goal and the reason(s) for not obtaining the required apprentice labor hours.

Jensen said workforce diversity is always a WSDOT goal. "We're completely committed to having a diverse and well-trained workforce that's available to meet our future needs."