



N.C. DEPARTMENT OF TRANSPORTATION
Office of Civil Rights

NCDOT Office of Civil Rights Overview

Tunya Smith, Director

NCDOT Office of Civil Rights

Business Services

- Business Certification Programs (DBE, ACDBE, SPSF, SBE)
- Business Opportunity and Workforce Development (BOWD)
- On-the-Job Training (OJT)

Compliance Programs

- Title VI Nondiscrimination Program
- Americans with Disabilities Act (ADA)
- Equal Employment Opportunity (EEO)
- Utilization and Compliance (CUF/EEOCP)

Disadvantaged Business Enterprise Program

49 CFR part 26

Objectives:

- Ensure nondiscrimination in transportation contracting (e.g. highway, transit and aviation)
- Create a level playing field where DBEs can compete fairly
- Ensure only firms that fully meet eligibility standards are permitted to participate as DBEs
- Assist in development of firms to compete successfully

Certifications

- **DBE** – Disadvantaged Business Enterprise = Federal Projects (MBE and WBE are subset)
- **ACDBE** – Airport Concession Disadvantaged Business Enterprise – Airport
- **SBE** – Small Business Enterprise = Maintenance Projects < \$1,000,000 (NEW!)
- **SPSF** – Small Professional Services Firms (i.e., Consulting, Architectural, Engineering, GIS)

DBE Certification

Basic Eligibility Criteria

- Social Disadvantage: Designated socially disadvantaged groups (i.e., minority or women-owned)
- Economic Disadvantage: Personal Net Worth < \$1.32mill
- Small Business Size Limits: Gross receipts < \$28.48 mill; ACDBE < \$56.42mill
- Ownership: At least 51% by disadvantaged member(s)
- Control: Management, Policy and Operations

Small Business Enterprise (SBE)

- A NCDOT Program – not federally mandated
- Centralized Certification
- A purchase order program for projects \$1,000,000 or less
(NEW!)
- Projects will be advertised as SBE set-asides and only SBE certified firms can respond (**green** block)
- Prequalification and Bonding may be waived
- Race/Gender Neutral Program (no goals are set)
- GC license and bonding may be waived

Small Professional Services Firms (SPSF)

- Developed to provide consultant opportunities for firms that meet the eligibility criteria
- Perform Professional, Scientific, or Technical work
- Race/Gender Neutral Program (no goals are set)
- Firms must meet eligibility SBA size standards
- Working on getting definition codified in legislation

BUSINESS OPPORTUNITY & WORKFORCE DEVELOPMENT (BOWD)



**Mentor Protégé'
Program**



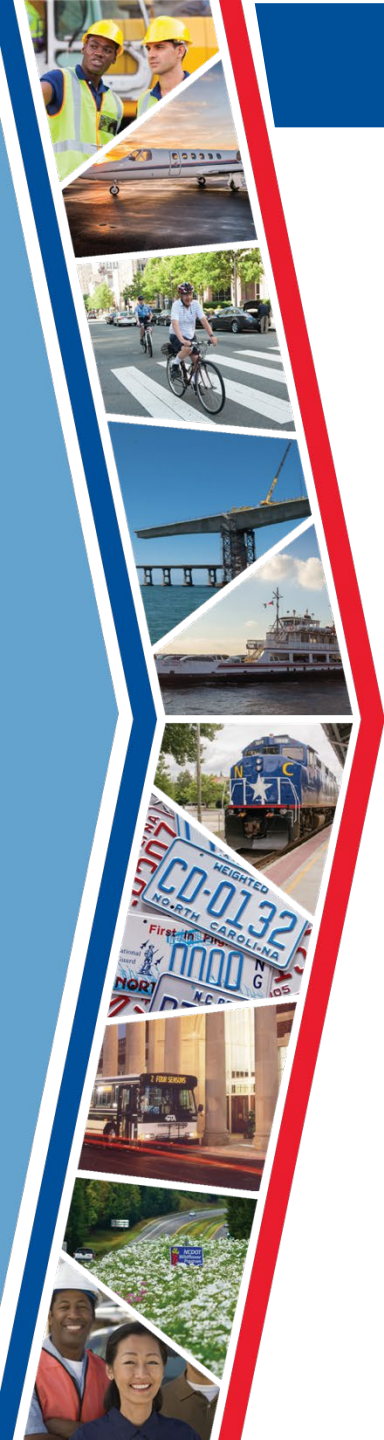
**Business Development
Program**



**NCSU-LTAP Courses
Contracts Course – NCDOT Edition
Access To Capital
Getting to the Yes!**

On-The-Job Training Program (OJT)

Alternate OJT Program (A-OJT)	Highway Construction Trade Academies (HCTA)	Construction Exposure, Engagement, Educational Development (CEEED)	OJT Supportive Services (OJT:SS)
<p>Custom version of the Federal OJT Program where Prime Contractors self enroll to fulfill an annual OJT goal set by the department</p> <ul style="list-style-type: none"> The annual goal for each Prime Contractor is determined by using a three (3) year contract award average. <ul style="list-style-type: none"> Primes can assign trainees to any active NCDOT contract. NCDOT's total overall trainee goal for 2022 is 339 trainees divided amongst 48 Prime Contractors 	<p>NCDOT OJT has a goal of providing a Highway Construction Trade Academy (HCTA) training opportunity</p> <ul style="list-style-type: none"> Minority, woman, or disadvantaged individual who has the potential to be trained in the Highway Construction industry May enroll as an OJT Trainee in the future May become employed with a contractor upon completion of the HCTA 	<p>Provide outreach, recruitment, career awareness and exposure related to the highway construction industry.</p> <ul style="list-style-type: none"> Regional and Local Job Fairs Highway Construction Career Days – primarily with middle and high school students Career Exploration Expos – mainly for adults 	<p>Resources that help support OJT trainees and participants through case management</p> <p>Allowable Supportive Services include:</p> <ul style="list-style-type: none"> Approved temporary daycare while employed or training Personal Protective Equipment (PPE) Additional training for classification or upskilling Short-term transportation assistance



On-the-Job Training (OJT)

- Trainees enrolled into program by participating contractors
- ‘Apprenticeship-like’ model with variety of trade classifications, training lengths, and periodic wage increases
- Contractor- v. contract-based work assignments
- Trainees can access Advanced Training opportunities in specialty disciplines i.e., CDL, heavy equipment operation
- 165 current OJT trainees enrolled state-wide from ‘20/’21

Highway Construction Trades Academies

- Located in priority project areas
- Recently hosted by community-based organizations
- Five last HCTAs: Raleigh; Rocky Mount; Charlotte; Fayetteville; and James City. Up to 13 total slated for 2022 including via NC community colleges
- 6-week FT programs combine classroom and hands-on instruction; new spring boot camp model coming soon
- Curriculum includes OSHA-10 safety, flagger training, 'soft' interpersonal skills, construction math, intro to heavy equipment operation, job getting/keeping skills

Outreach and Economic Development

- Coordinate with Chambers of Commerce
- Partner with other resources:
 - Small Business and Technology Development Centers
 - The Institute – Small Business Transportation Resource Center
 - Small Business Carolina Development Fund
 - Small Business Centers (Community Colleges)
 - Historically Underutilized Business (HUB) Enterprise Office – joint training; reciprocity from DBE to HUB

Outreach and Economic Development

- Collaborate with NCDOT's Division of Highways – Quarterly meeting on Saturdays to discuss upcoming projects
- BOWD presenting during Prime Outreaches for Design Build projects (I-26 Connector, I-40 Orange/Durham County, I-95 Robeson County, I-540 Complete, etc.)

Outreach and Economic Development

- OJT collaborates with the following external/internal partners:
 - Prime contractors to DBEs
 - Carolinas Association of General Contractors
 - Division of Highways
 - Private training providers
 - Community-based non-profits
 - Community Colleges
 - NCWorks
 - Public School Systems

BOWD Accomplishments

- Increased SBE thresholds through legislative session 2021 to \$1m
- Successful start of a series called “Getting to the Yes” – first three classes completed
- Scholarships for DBE and SPSF to attend the 2022 Transportation Summit and the successful networking event in the Business Development Zone
- Two webinars on the Infrastructure Bill and transportation funding including national and local representatives as speakers
- Participation in DBE Outreach for Ames project/Toyota battery plant 421
- Alternative Contracting Methods Training
- Participation in Carolinas Association of General Contractors’ workshops and DBE/SBE outreaches across the state
- Participation in Division of Highways’ Saturday outreaches for DBE in all divisions

BOWD

More Opportunities coming soon...

- S Line Corridor
- I/26 Connector project
- More with Toyota plant
- Upcoming webinar for the Hispanic Community on transportation funding



Accomplishments

- Data and metrics
 - CRM Tool - track NCDOT interaction with the vendors and to document services received from the department
 - AASHTO Ware - will assist with Preconstruction/bidding process for NCDOT (1391/1392 and Civil Rights & Labor)
 - Online LOIS - Automation of Bid Submittals- Letter of interest system for consultants
 - Invoicing - DOT pay according to our contract terms- by approver and then when prime pay subs (7 days)
 - Diversity Spend Report - calculates prime and subcontractor payments to certified vendors (prime and sub)
 - Emergency Management Contracting
 - SubPrime Tracking/ Utilization Report- RS2 Process Improvement
 - SBE Report- update thresholds 5-25k
 - Vendor Database Cleanup