1. COMMITMENT TO DIVERSITY
   - Statistics

2. DIVERSITY PROGRAMS
   1. Building for Success Webinar Series
   2. Small Business Initiative
   3. Partnering for Growth
   4. Earned Credit Program
   5. ConstructionWorks
   6. Technical Assistance

3. PROGRAM COMPARISON
   1. Illinois Tollway
   2. IDOT

Presented on January 28, 2021
CONSTRUCTION AND PROFESSIONAL SERVICES AWARDS

2019 CONSTRUCTION AWARDS

- $508.63M
- $15.2M
- $10.43M
- $2.57M
- $2.51M
- $58.52M
- $61.06M
- $1.98M

2020 CONSTRUCTION AWARDS

- $988.4M
- $37.67M
- $18.76M
- $5.89M
- $0.66M
- $135.85M
- $158.11M
- $10.14M

2019 PROFESSIONAL SERVICES AWARDS

- $109.37M
- $9.48M
- $19.3M
- $3.5M
- $4.7M
- $15.87M
- $12.85M

2020 PROFESSIONAL SERVICES AWARDS

- $54.89M
- $8.99M
- $38.44M
- $1.38M
- $17.75M
- $16.28M
- $22.16M
- $9.03M

African American
Asian Indian
Asian Pacific
WBE
Hispanic
Native American
VOSB
Non-DBE/Vet

Presented on October 15, 2020
Overview

30-minute presentations, Mondays at 3 p.m.

Highlights key Tollway programs and initiatives and provides strategies for improving business operations

Leverages relationships with strategic partners/sister agencies

Sessions are recorded and posted online as resources for firms doing business with the Tollway

Presented on January 28, 2021
Success to Date

- Nearly 2,000 attendees in 2020
- Most popular topics: Statement of Interest workshop, IDOT and CDB prequalification

Winter 2021 Topics

- How to Bid – Using the state’s BidBuy system
- How to do Business (Procurement, Contract Services, Compliance)
- E-Builder Process
- Partnering for Growth – Professional Services
Overview

Identifies select construction contracts specifically for small businesses to perform as prime contractors

Requires a self-performance goal not to exceed 40%; determined on a project-by-project basis
## Requirements

- Firms must be registered with the State as a small business
- Primes must have gross revenues of $14 million or less annually
- Primes and subs must complete Tollway’s Small Business Initiative application and be registered
## Small Business Contract Tiers

<table>
<thead>
<tr>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1 million or less</td>
<td>$1-3 million</td>
<td>$3-5 million</td>
</tr>
</tbody>
</table>

## Project Scopes

- Demolition, electrical, vertical, structural
- Landscaping, grading/drainage, general roadway
PARTNERING FOR GROWTH PROGRAM

Overview

✓ Encourages contractors and consultants to assist small, diverse and veteran-owned businesses in remaining self-sufficient, competitive and profitable

✓ Flexible agreements allow firms to gain experience on active contracts (professional services) or work together without a contract (construction)

✓ Tollway provides assistance with agreements (construction)
Accomplishments

170
Agreements to date

30
Protégé firms awarded Tollway prime contracts
Future Improvements

- Award virtual bid credits to protégés (construction)
- Streamline paperwork (both)
- Exit interviews to incorporate lessons learned (construction)
- New software to track and monitor agreements
Prime and subcontractors earn bid credits when they hire from a pool of underemployed minorities, women, eligible offenders and exonerated individuals, veterans and other economically disadvantaged individuals.

- Race and gender-neutral program; candidates qualify based on income guidelines.
- Contractors can earn additional bonus for retaining hires.
- Tollway maintains online database to connect contractors with potential hires.
## Accomplishments

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<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>506</td>
<td>ECP-eligible people hired since program launch</td>
</tr>
<tr>
<td>30</td>
<td>Individuals hired in 2020</td>
</tr>
</tbody>
</table>

## Future Improvements

- Increase contractor hiring and retention bonuses
CONSTRUCTIONWORKS PROGRAM

Overview

- Connects participants to experienced career and pre-apprenticeship training partners throughout Northern Illinois who offer customized construction industry preparation.
- Provides unprecedented level of access to key industry resources throughout the region, including construction contractors and regional transportation agencies.
- Contractors earn bid credits for hiring and retaining candidates and up to $100,000 in wage reimbursements per contract for apprentice hires employed on Tollway projects.

Presented on January 28, 2021
## CONSTRUCTIONWORKS PROGRAM

Presented on January 28, 2021

<table>
<thead>
<tr>
<th>Accomplishments</th>
<th>Future improvements</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>220</strong> Participants hired since 2018</td>
<td>• Allow contractors to earn cash wage reimbursement for non-skilled laborers</td>
</tr>
<tr>
<td><strong>18</strong> Individuals hired in 2020</td>
<td></td>
</tr>
<tr>
<td><strong>30</strong> Candidates hired for Tollway construction projects</td>
<td></td>
</tr>
</tbody>
</table>
Overview

Provides comprehensive, customized business development assistance to small, diverse and veteran-owned firms for increased business stability and growth in the transportation-related construction industry.

Services are customized to the firms’ assessed strengths, challenges and needs.

Programs are self-paced or cohort-based (collaborative group setting).
TECHNICAL ASSISTANCE PROGRAM

Accomplishments

739 Firms assisted since 2016

51 Unique clients awarded Tollway contracts

96 Clients registered as small businesses in last four months, required to do business with the Tollway
Illinois Tollway Offers

- **Business development assistance**
  - Technical Assistance Program

- **Career development assistance**
  - ConstructionWorks

- **Peer mentoring for businesses**
  - Partnering for Growth (professional services and construction)

- **Hiring/retention business incentives**
  - Earned Credit Program/ConstructionWorks – bid credits
  - ConstructionWorks - $15 wage reimbursement on Tollway contracts

- **Contracting opportunities for small businesses**
  - Small Business Initiative
IDOT Offers

Business development assistance
- DBE Supportive Services Program

Career development assistance for individuals
- Highway Construction Careers Training Program (HCCTP)

Peer mentoring for businesses
- Construction/Consultant Mentor Protégé Program

Hiring/retention business incentives
- HCCTP - $15 wage reimbursement

Contracting opportunities for small businesses
- Target Market Program

Presented on January 28, 2021
Q & A

Presented on January 28, 2021
THANK YOU