



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities



DEPARTMENT AT A GLANCE

THE ILLINOIS TOLLWAY IS A DRIVING FORCE FOR INCREASING ECONOMIC OPPORTUNITIES IN THE DIVERSE COMMUNITIES WE SERVE.

As an economic engine for the region, the Tollway provides small, diverse and veteran businesses and individuals with opportunities to grow and succeed through our training programs, strategic partnerships and investments in infrastructure.

Inclusion is the foundation of everything that we do. To build upon this foundation, the Tollway is guided by three foundational goals: Access, Participation, and Advancement. This foundation supports long-term success through training and business development opportunities, a multitude of economic opportunities created by investments in infrastructure and the resources to ensure continued growth in a high-demand industry.



ACCESS

The Tollway believes in opening the doors for individuals and firms interested in doing business with the Tollway and its contractors. Our access programs provide development opportunities to participate and ultimately succeed on Tollway projects and contracts.

PARTICIPATION

Fostering inclusion at every level is fundamental to our diversity efforts. The Tollway creates economic opportunities and jobs for diverse participants on projects by setting aspirational goals that support small, diverse and veteran firms and workers.

ADVANCEMENT

The Tollway stands ready to help firms continue to advance and achieve their next level of success through business assistance and training opportunities.

We are committed to a collaborative effort that provides access, ensures participation and ultimately expands future growth and opportunities.



TECHNICAL ASSISTANCE PROGRAM

Equipping Businesses for Success

PROGRAM GOAL

The Illinois Tollway Technical Assistance Program is designed to prepare emerging and established transportation-related construction firms to participate on highway and vertical construction contracts.

PROGRAM OVERVIEW

Participants receive comprehensive, customized business development assistance to build financial understanding and business plan development for increased business stability and growth in the transportation-related construction industry. Services are customized to the assessed strengths, challenges and needs of participating firms. This includes education, guidance and feedback on general business and construction-specific operations, including strategic planning and assistance with the Illinois Department of Transportation (IDOT) pre-qualification application.

The program is comprised of seven providers who offer a range of services for businesses at 12 locations across the Tollway system. These providers manage programs targeted to their region's needs and objectives.

Technical Assistance Program Providers:

- Construction Business Development Center (CBDC)
- Chicago Minority Supplier Development Council (CMSDC)
- Griggs Mitchell Alma Construction Group, LLC (GMA)
- Community Insurance Center/Inner City Underwriting
- Illinois Black Chamber of Commerce (ILBCC)
- Hispanic American Construction Industry Association (HACIA)
- Illinois Hispanic Chamber of Commerce (IHCC)



Who Should Apply

Level 1 - Emerging businesses with little-to-no experience bidding on Tollway or other transportation agency contracts and need for assistance with basic business infrastructure and bid processes.

Level 2 - Established businesses with some experience with bidding on Tollway or other transportation agency contracts; previously awarded Tollway or other transportation agency work as subcontractors; ready to receive assistance to participate on Tollway work as a prime contractor.

How to Get Involved

1. Submit a completed Technical Assistance Program application to your preferred program provider.
2. An assessment will be conducted by the provider to determine your needs and review program guidelines.
3. A technical assistance plan will be developed to assist you with your business needs.

Technical Assistance Program application and additional information available at illinoistollway.com, click on the Diversity tab.

PARTNERING FOR GROWTH PROGRAM

Taking your Business to the Next Level

PROGRAM GOAL

The Illinois Tollway's Partnering for Growth Program encourages prime consultants and contractors to assist disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms and veteran-owned small businesses (VOSBs) in remaining self-sufficient, competitive and profitable businesses.

PROGRAM OVERVIEW

P4G provides opportunities for experienced construction and professional services firms to provide a wide range of assistance and training to protégé firms.

Professional Services

Under this program, the firms work on a specific Tollway contract with mentors on agreed-upon scope designed to help expand the firm's technical capabilities and develop skills needed to work with the Tollway.

Participating firms receive credit toward advertised DBE and/or VOSB goals by participating as mentors on a specific Tollway contract.

Construction

The Partnering for Growth Program for construction is term-based rather than contract-based, enabling participants to continue working on areas of development without being contingent upon contract awards, project milestones or completion dates.

Illinois Tollway offers contractors and subcontractors the opportunity to earn bid credits by participating in select construction assistance programs, including P4G for Construction. Bid credits may be used toward future Tollway construction bids in order to lower their bid amount and increase the chances of winning the contract as the low bidder.

Who Should Apply

- Prime consultants and contractors interested in gaining a competitive edge by mentoring firms
- DBE and veteran-owned firms interested in taking their business to the next level

How to Get Involved

- Professional Services: Market your business to potential mentors prior to the Tollway's Professional Services Bulletins in order to forge a Partnering for Growth relationship to be included on the mentor's Statement of Interest.
- Construction: Contact a Technical Assistance Provider, who will conduct assessments of all prospective firms, identifying areas of growth and providing training and support to supplement the efforts of mentors.

Additional information on P4G, including guidelines, forms and templates, is available at illinoistollway.com, click on the Diversity tab.

SMALL BUSINESS INITIATIVE

Creating Opportunities for Inclusion

PROGRAM GOAL

The Illinois Tollway Small Business Initiative is a race- and gender- neutral program intended to increase opportunities for small construction companies to participate on Tollway construction contracts.

PROGRAM OVERVIEW

The initiative puts small businesses in a position to succeed and grow by:

- Identifying select construction contracts, generally with values of approximately \$1 million, specifically for small businesses to perform as prime contractors
- Establishing small business goals for select construction contracts on a project-by-project basis

Who Should Apply

Firms must be registered in the state's Small Business Set-Aside Program and meet the following criteria:

- Gross revenues of \$14 million or less annually
- Meet specifications that may include prequalification with either the Illinois Department of Transportation or Illinois Capital Development Board, which will be determined on a project-by-project basis

How to Get Involved

Firms must meet the qualification criteria and register within the Illinois Procurement Gateway as a small business in order to bid on Small Business Initiative Tollway contracts.

Additional information on the Tollway's Small Business Initiative may be found at illinoistollway.com, click on the Diversity tab

Information about the state's Small Business Set-Aside Program may be found on the Illinois Procurement Gateway at ipg.vendorreg.com

The Tollway also unbundles larger contracts into several smaller jobs defining small contract opportunities in amounts generally under \$5 million. Firms do not have to be registered in the state's Small Business Set-Aside Program to bid on unbundled contracts.



EARNED CREDIT PROGRAM

Putting your Best Bid Forward

PROGRAM GOAL

The Illinois Tollway's Earned Credit Program provides opportunities for historically underrepresented segments of the heavy highway construction workforce.

PROGRAM OVERVIEW

Illinois Tollway offers contractors and subcontractors the opportunity to earn bid credits by participating in select construction assistance programs. Bid credits may be used toward future Tollway construction bids in order to lower the bid amount and increase the chances of winning the contract as the low bidder.

The Earned Credit Program offers contractors and subcontractors the opportunity to earn bid credits when they hire workers from a pool of eligible job candidates, including underemployed African-Americans, Hispanics, Asian-Americans, women, eligible ex-offenders and exonerated individuals, veterans and other economically disadvantaged individuals.

The Tollway maintains the Earned Credit Program Hiring Portal, an interactive tool which allows contractors to review, select and contact eligible candidates. Designed to streamline the hiring process, this portal contains the candidate's resume, certificates and completed courses. Community based networks may refer individuals who have been pre-screened and determined to be eligible candidates.

Who Should Apply

- For contractors: Prime and sub-contractors seeking a bidding advantage on Tollway construction contracts in a highly competitive industry
- For workers: candidate eligibility is determined through the Workforce Innovation and Opportunity Act income guidelines

How to Get Involved

For Contractors

Follow these steps to participate:

1. Hire a worker through the Earned Credit Program Hiring Portal: diversity.illinoisvirtualtollway.com/hiringportal/
2. Retain that worker and continue to accumulate bid credits
3. Submit bid credits on a future bid

For Workers

Contact a Tollway Earned Credit Program Training Partners to become an ECP job candidate. illinoistollway.com, click on the Diversity Tab

LOOKING AHEAD

ConstructionWorks

Teaching Trades, Building Careers

The Tollway has partnered with the Chicago Cook Workforce Partnership to launch ConstructionWorks, an innovative program to create a qualified pipeline of diverse men and women ready to enter careers in the heavy highway and related construction industry.

Through ConstructionWorks, participants will be connected to a network of experienced career and pre-apprenticeship training partners throughout Northern Illinois who offer customized construction industry preparation. Participants will have an unprecedented level of access to key industry resources throughout the region, including construction contractors and regional transportation agencies. To better assist with long-term career success, the program will also provide support services for participants after they attain employment. ConstructionWorks is on track to link prospective employees with opportunities for professional growth and to guarantee that companies have access to a qualified workforce in a high-demand industry.

Illinois Tollway offers contractors and subcontractors the opportunity to earn bid credits by participating in select construction assistance programs, including ConstructionWorks. Bid credits may be used toward future Tollway construction bids in order to lower their bid amount and increase the chances of winning the contract as the low bidder. Participating contractors will be provided bid credits as an incentive for hiring and retaining participants.



CERTIFICATION AND GOAL PROGRAMS

DISADVANTAGED BUSINESS ENTERPRISE PROGRAM

The Illinois Tollway extends its Disadvantaged Business Enterprise (DBE) Program to include disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms with participation goals for both construction and professional services contracts.

Firms must be certified at the time of bid. The Tollway's DBE Program accepts certifications from the following agencies:

- Illinois Unified Certification Program (ILUCP) – DBE Certifications (includes Illinois Department of Transportation (IDOT), Chicago Transit Authority (CTA), Metra, Pace and city of Chicago): idot.illinois.gov/doing-business
- City of Chicago Minority Business Enterprise (MBE) and Women-Owned Business Enterprise (WBE) Certification: chicago.mwdbe.com
- Cook County MBE/WBE Certification: cookcounty.diversitycompliance.com
- Small Business Administration SBA 8(a) Certification: sba.gov/federal-contracting

VETERANS BUSINESS PROGRAM

The Illinois Tollway supports veterans and service-disabled veterans by assisting them when competing for Tollway contracts. To that end, the Tollway evaluates all agency solicitations for applicability of veteran-owned small business (VOSB) or service disabled, veteran-owned small business (SDVOSB) goals.

Criteria to participate in the Veterans Business Program include:

- Certification with the State of Illinois Department of Central Management Services (CMS) as a VOSB or SDVOSB at the time of bid: cms.diversitycompliance.com
- 51 percent owned and controlled by a qualified veteran living in Illinois
- Annual gross sales under \$75 million



BUSINESS ENTERPRISE PROGRAM

Illinois Department of Central Management Services' (CMS) Business Enterprise Program (BEP) promotes the economic development of diverse businesses — those owned by minorities, women and persons with disabilities. To participate, businesses must meet the following criteria:

- Certified with the CMS BEP program at time of bid: cms.diversitycompliance.com
- 51 percent owned and controlled by a minority, woman or disabled person
- Owner must be a U.S. citizen or resident alien
- Annual gross sales must be less than \$75 million

JOB ORDER CONTRACTING (JOC) FACILITIES PROGRAM

The Job Order Contracting (JOC) Facilities Program enables the Illinois Tollway to accomplish facility repairs and construction with a single, competitively bid contract, eliminating the time and expense of the typical design-bid-construct cycle for each project. The JOC Facilities Program allows the Illinois Tollway to decrease project duration and cost, while increasing quality.

The Tollway has awarded general contractors JOC contracts with a 25 percent Business Enterprise Program (BEP) goal and a 3 percent veteran goal for the term of the contract. Subcontractors interested in participating in JOC projects must contact the general contractor directly to be considered for subcontracting opportunities. Contact information for JOC general contractors and upcoming JOC projects are available at www.illinoistollway.com/doing-business/construction-engineering#JOC

EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAM

On construction contracts, the Illinois Tollway adheres to federal workforce requirements and works in conjunction with contractors to facilitate achievement of established EEO goals of up to 19.6 percent minority (depending on project location) and 6.9 percent female.

Additional EEO Program information is available at illinoistollway.com, click on the Diversity tab.



ADDITIONAL RESOURCES

Where to Find Current Tollway Bid Opportunities

- Construction: illinoistollwaybidding.com
- Professional Services: illinoistollway.com/doing-business
- Goods and Services: illinoistollway.com/doing-business

Upcoming Tollway Networking Events

illinoistollway.com, click on the Diversity tab

Compliance Support

B2GNow is a cloud-based diversity compliance software system that allows for real-time data collection and analysis of compliance data. The system is accessible from any computer or operating system, and may be used anywhere there is an internet connection. B2GNow is a critical step towards allowing the Tollway to monitor participation on construction, professional services and goods and services contracts.

All active Tollway construction, professional services and goods and services vendors are required to use B2GNow. For more information, visit illinoistollway.com/doing-business

To access the B2GNow system, visit iltollway.diversitysoftware.com

CONTACT INFORMATION

Department of Diversity and Strategic Development

Email: diversity@getipass.com

Phone: 630-241-6800 ext. 1927

@ILTollway   

The Illinois Tollway is a driving force for increasing economic opportunities in the diverse communities we serve.



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



EARNED CREDIT PROGRAM

POWERED BY THE ILLINOIS TOLLWAY

Putting your Best Bid Forward



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Creating Opportunities for Inclusion



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success





Illinois Tollway • 2700 Ogden Avenue
Downers Grove, Illinois 60515
630.241.6800 • illinoistollway.com