



California Department of Transportation

Construction Mentor-Protégé Program

DBE/DVBE/SBE



NAME OF PRESENTER: BONNY NYAGA

PRESENTER TITLE: CALIFORNIA DEPARTMENT OF TRANSPORTATION
PRINCIPAL TRANSPORTATION ENGINEER -DISTRICT 4 - CONSTRUCTION

Caltrans 2020-2024 Strategic Plan

Defining Equity



VISION

A brighter future for all through a world-class transportation network



MISSION

Provide a safe and reliable transportation network that serves all people and respects the environment



VALUES

Engagement — We inspire and motivate one another through effective communication, collaboration, teamwork, and partnership.

Equity — We strive to eliminate disparities while improving outcomes for all.

Innovation — We are empowered to seek creative solutions and take informed risks.

Integrity — We promote trust and accountability through our consistent and ethical actions.

Pride — As one Caltrans family, we are proud of our work and strive for excellence in public service.

Equity is the **fair treatment, access, opportunity, and advancement for all people**, while at the same time striving to **identify and eliminate barriers** that have prevented the full participation of some groups.

For equal outcomes to be achieved, some people need different resources, especially within transportation.

Caltrans SAP – Equity Statement

Equity - We strive to eliminate disparities while improving outcomes for all.

- **People** - We will **create a workforce at all levels that is representative of the communities we serve** by improving our recruitment, hiring, contracting, and leadership development policies and practices.
- **Programs & Projects**
- **Partnerships** - By leveraging our transportation investments, we also commit to **increasing pathways to opportunity for minority-owned and disadvantaged business enterprises, and for individuals who face systemic barriers to employment.**
- **Planet**

Office of Civil Rights (OCR) and D4 SB Program

At the Office of Civil Rights (OCR) - [Office of Civil Rights | Office of Civil Rights \(ca.gov\)](#)

“Dedicated to increasing the participation of Small Business (SB), Disadvantaged Business Enterprise (DBE), and Disabled Veteran Business Enterprise (DVBE) firms in both Federal and State contracting and procurement”

The Contract Evaluation Branch

- *SB, DBE and DVBE goals – Currently 25% SB participation goal and 5% DVBE goal*
- *Evaluate DVBE and SB commitment for the application of bid incentives*
- *Evaluate bidders' good faith effort to meet the DBE goal*

MENTOR-PROTÉGÉ PROGRAM FOR CONSTRUCTION - BRIEF HISTORY



- 2008 to 2011 - Pilot program in CT D4
 - 10 Mentor firms participated
 - 8 Graduated on July 2011
- 2012 - 2nd Round
 - 7 Mentor firms participated
 - 3 New firms recruited
- 2020 - New MPP for Construction
 - MPP has the support of D4 Director and Executive Team
 - D4CON Staff involved in running the program



PROGRAM STRUCTURE AND TARGET COMPETENCIES



Mentor Protégé Program for Construction

- Mission: Increase number of small businesses successfully bidding for Caltrans construction contracts
- Mechanism: Structured interaction and relationship building between mentors and proteges
- Result of close Partnership with industry – Core Competencies



Resources and
Guidance



Relationships and
Connections



Technical Skills



Caltrans Fluency

Event Dates	Activity	Resources & Guidance	Relationships & Connections	Technical Skills	Caltrans Fluency
January 19, 2022	Kickoff + Onboarding - Program Onboarding - Introduction to Caltrans Contractors Corner	X	X	X	X
February 16, 2022	Workshop 1: Caltrans Contractor's Corner - Finding relevant opportunities - Gathering useful information for bidding	X	X	X	X
March 9, 2022	Elective: Emergency Work and Minor B Contracts	X	X	X	X
March 15-17	Office Hours	X	X		
April 13, 2022	Workshop 2: Estimating - Requirements to bid on Caltrans projects - Estimating best practices	X		X	X
May 18, 2022	Workshop 3: Contracts - Caltrans plans & specs - Managing your risk and key areas to pay attention to	X		X	X
June 8, 2022	Elective 2: Leveling Up Your Business: Roundtable Discussion	X	X		
June 14-16	Office Hours	X	X		
July 20, 2022	Workshop 4: Bid Closing Processes - What Primes go through - What SBs go through	X	X	X	
August 17, 2022	Workshop 5: Change Orders - Caltrans plans & specs - How to identify, document & communicate change orders	X	X	X	X
September 7, 2022	Elective 3: Prevailing Wages	X	X	X	X
September 13-15	Office Hours	X	X		
October 19, 2022	Workshop 6: Forecasting, Prime-ing w/ Caltrans, Partnering - Monthly Look-aheads - Caltrans Bidding Connect	X	X	X	X
November 17, 2022	Workshop 7: Disputes - Preliminary Liens - Construction Disputes	X	X	X	X
December 6-8	Office Hours	X			
December 16	Graduation		X		

KEY:
■ Workshops
■ Office Hours
■ Electives (non-mandatory)

PROGRAM PARTICIPANTS

- a) Protégé Firms:** Protégés are Small Business firms and emerging construction companies - Disadvantaged Business Enterprises and/or Disabled Veterans Business Enterprise and/or Micro Businesses - that have demonstrated some ability to succeed as a construction firm in the local communities and are looking to grow and participate in Caltrans Public Works transportation improvement construction projects. A protégé firm must have an active contractor's license issued by the California Contractors State License Board (CSLB);
- b) Mentor firms:** Mentors are established and successful construction firms that have a proven track record of successfully bidding and performing Caltrans Public Works transportation improvement construction projects and have a willingness to help others succeed by sharing their knowledge and expertise. A mentor firm must have an active contractor's license issued by the California Contractors State License Board (CSLB);
- c) Caltrans staff** including the contract manager or designee;
- d) Subject Matter Experts (SME)** - defined as volunteer professionals who are who have advanced knowledge in a specific subject or field
- e) A Consultant Contractor**

APPROACH: WORKSHOPS

- Workshops: 2 hrs; follow project life cycle
- 4 core competencies needed to succeed in PW contracting
- Mandatory attendance
- One Mentor and Protégé team to plan/present each workshop
- Panel discussions, breakout rooms, in-meeting polling
- Mandatory 2 “Office Hours” sessions with CPM
- Mandatory 1 “Office Hour” session with Mentor
- 3 non-mandatory electives

NEW to 2022 Program

2022 DISTRICT 4 MPPC SCHEDULE



Event Dates	Activity	Resources & Guidance	Relationships & Connections	Technical Skills	Caltrans Fluency
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February 16, 2022	Workshop 1: Caltrans Contractor's Corner - Finding relevant opportunities - Gathering useful information for bidding	X	X	X	X
March 9, 2022	Elective: Emergency Work and Minor B Contracts	X	X	X	X
March 15-17	Office Hours	X	X		
April 13, 2022	Workshop 2: Estimating - Requirements to bid on Caltrans projects - Estimating best practices	X		X	X
May 18, 2022	Workshop 3: Contracts - Caltrans plans & specs - Managing your risk and key areas to pay attention to	X		X	X
June 8, 2022	Elective 2: Leveling Up Your Business: Roundtable Discussion	X	X		
June 14-16	Office Hours	X	X		
July 20, 2022	Workshop 4: Bid Closing Processes - What Primes go through - What SBs go through	X	X	X	
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December 6-8	Office Hours	X	X		
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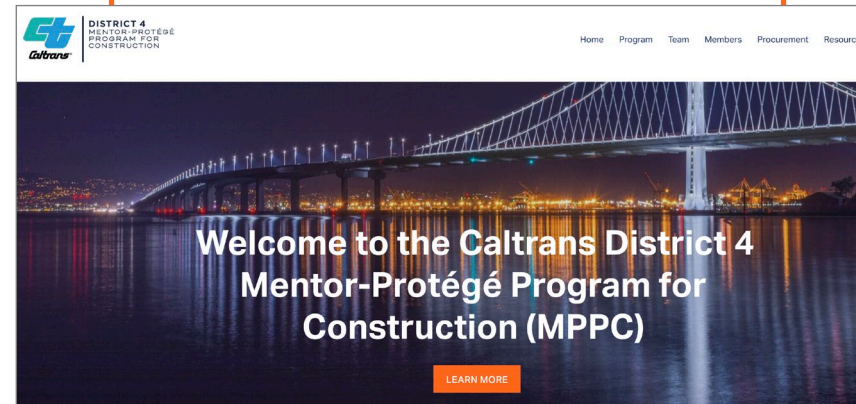
APPROACH: INCEPTION TO LAUNCH

DESIGN

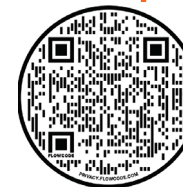


- Steering Committee
- Program Plan, workshop schedule, topics

COMMUNICATION



- MPPDistrict4.com
- Industry Partners
- Social Media

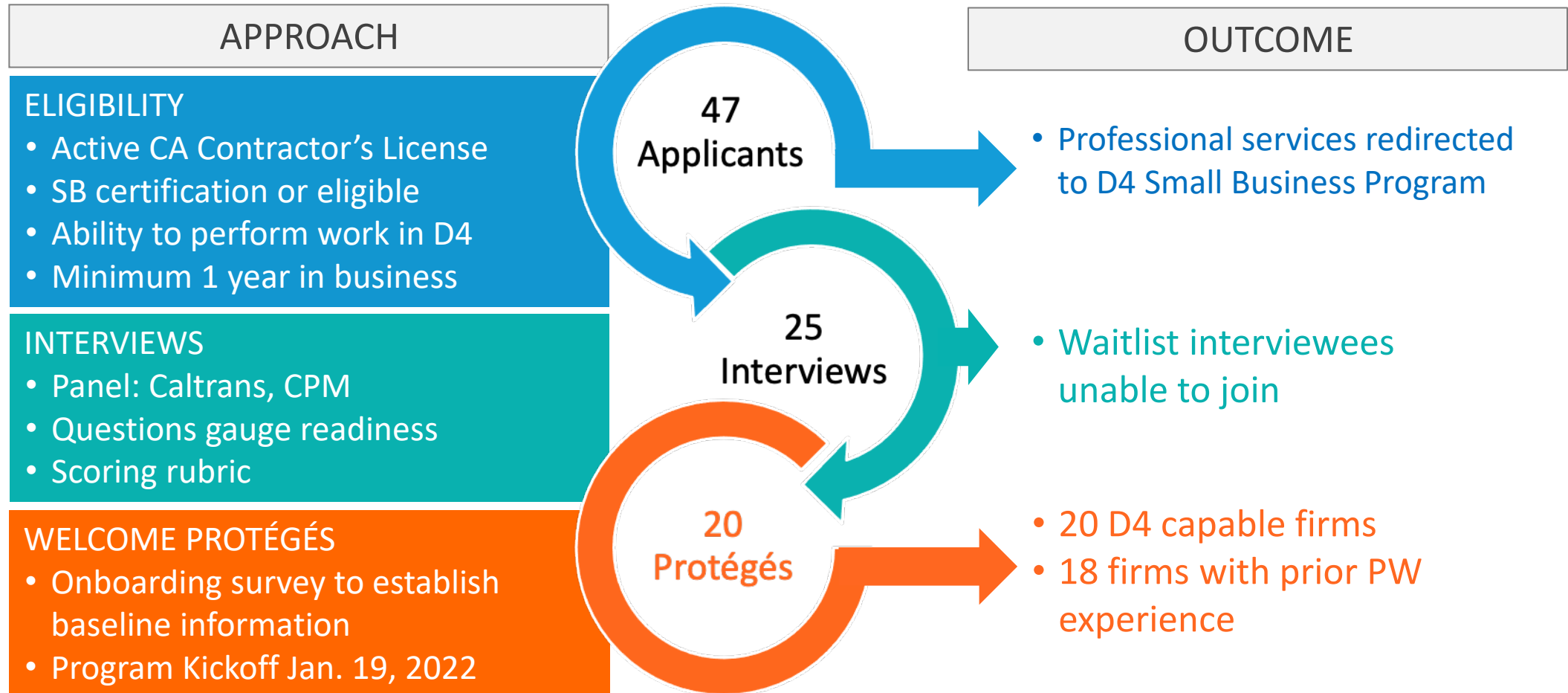


RECRUITMENT



- Industry partners
- CPM network 
 - Industry meetings leadership
 - Local agencies partnering
 - DBE engagement management
- Encourage other Caltrans Districts 

FROM APPLICANT TO PROTÉGÉ



APPROACH: METHODOLOGY

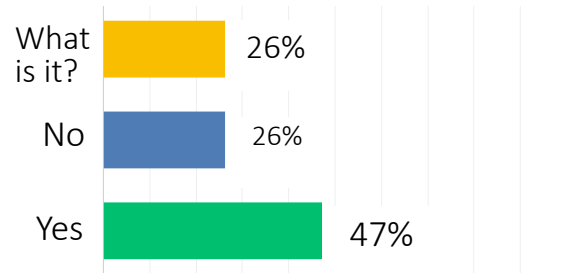


- **Group Mentoring** to capitalize on vertical + horizontal knowledge, connections
- **1:1 Mentoring** to support Protégés in overcoming barriers specific to them.
- **360 Perspective** to promote cross-sectional understanding
- **Data Collection** to know when/how to improve

APPROACH: DATA COLLECTION

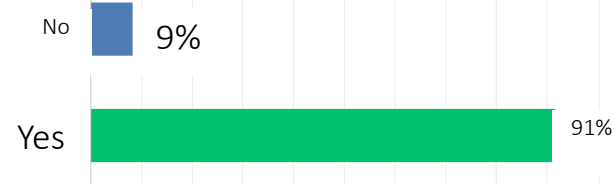
Pre-Workshop Survey

Are you registered with Caltrans Contractors Corner?



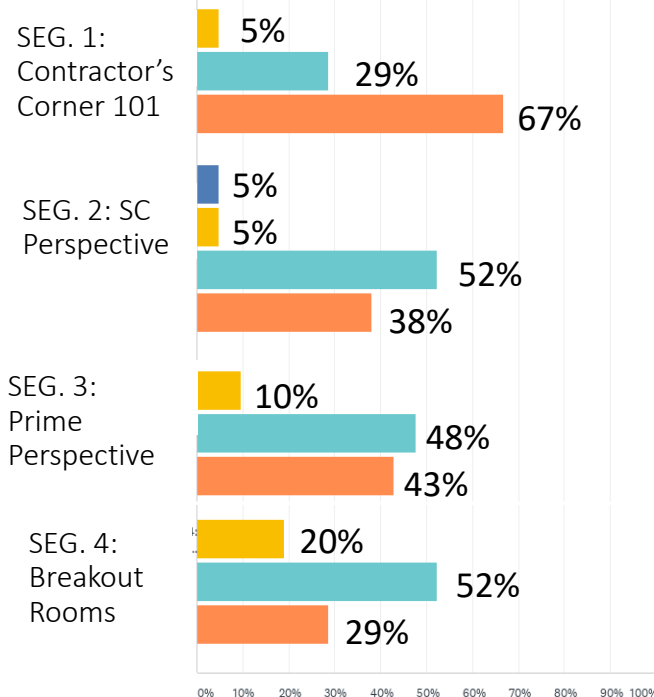
Post-Workshop Survey

Are you registered with Caltrans Contractors Corner?



Post-Workshop Survey

The workshop was divided into four segments. Please rate how relevant each topic was to your business operations.



In-Meeting Polling



2022 MPPC PROTÉGÉS

- All Protégés can perform work in D4
- 18 Protégés with prior PW experience
- 9 DBEs, 8 exploring DBE certification
- Relevant scopes
 - Electrical
 - Fencing
 - Demolition
 - Landscaping
 - Hoisting
 - Const. Clean Up
 - Low-voltage
 - Traffic Control
 - Drilling/Blasting
 - Earthwork/Paving

"I want to make sure I am doing everything to make my company successful long term."

—American Traffic + Safety

"We'd like to diversify from the private to the public sector."

—Magellan Construction

2022 Dist. 4 MPPC Participant List



	Business Name	CSLB Classifications	SB	DBE	DVBE	WOB
Mentor	Bay Cities Paving & Grading Inc.					
Mentor	Bridgeway Civil Constructors, Inc.					
Mentor	California Engineering Contractors, Inc.					
Mentor	Flatiron Construction					
Mentor	Graniterock Company					
Mentor	Yerba Buena Engineering & Construction					
Protégé	A1 Abatement Group, Inc.	C21 - BUILDING MOVING, DEMOLITION C22 - ASBESTOS ABATEMENT	PENDING			
Protégé	American Traffic & Safety Inc	C31 - CONSTRUCTION ZONE TRAFFIC CONTROL	YES	YES		YES
Protégé	ASG Builders	B - GENERAL BUILDING A - GENERAL ENGINEERING	YES			
Protégé	Bay Line Cutting & Coring Inc.	A - GENERAL ENGINEERING C-61 / D06 - CONCRETE RELATED SERVICES	YES	YES		
Protégé	Catos General engineering Inc	A - GENERAL ENGINEERING	PENDING			
Protégé	COOPER CONSTRUCTION AND ENGINEERING	A - GENERAL ENGINEERING	YES			
Protégé	D&M Traffic Services Inc	C31 - CONSTRUCTION ZONE TRAFFIC CONTROL C32 - PARKING AND HIGHWAY IMPROVEMENT C-61/D42 - NON-ELECTRICAL SIGN INSTALLATION	YES			
Protégé	Dynamic Generator Service Inc	C10 - ELECTRICAL B - GENERAL BUILDING	YES	YES		
Protégé	G Five Fencing Corp.	C13 - FENCING	YES		YES	
Protégé	Garrison Demolition and Engineering Inc.	C21 - BUILDING MOVING, DEMOLITION A - GENERAL ENGINEERING	YES		YES	
Protégé	GECMS	B - GENERAL BUILDING A - GENERAL ENGINEERING C-8 - CONCRETE C-61 / D49 - TREE SERVICE	YES	YES	YES	
Protégé	Grassroots Erosion Control, Inc	C-61 / D59 - HYDROSEED SPRAYING C-61 / D64 - SWPPP	YES		YES	
Protégé	Harris Hoisting	C-61 / D21 - MACHINERY AND PUMPS	YES	YES	YES	YES
Protégé	Loza and Sons Inc	B - GENERAL BUILDING C27 - LANDSCAPING A - GENERAL ENGINEERING	YES			
Protégé	Magellan construction inc	A - GENERAL ENGINEERING	YES			
Protégé	Mansfield & Mansfield Construction	C-61 / D63 - CONSTRUCTION CLEAN-UP	YES	YES		YES
Protégé	RCJ & Associates Inc.	A - GENERAL ENGINEERING	YES	YES		
Protégé	Robles Communications Inc.	C-7 - LOW VOLTAGE SYSTEMS	PENDING			
Protégé	Santamaria Concrete Inc.	C12 - EARTHWORK AND PAVING C27 - LANDSCAPING C-8 - CONCRETE	YES	YES		
Protégé	Sierra Engineering a& Environmental Svcs.	A - GENERAL ENGINEERING	YES	YES		
			17	9	5	3

WHAT CAN I DO TO HELP?

- CMPP marketing
 - Recruit qualified Mentors and Proteges
- a) Protégé Firms:** Protégés are Small Business firms and emerging construction companies - Disadvantaged Business Enterprises and/or Disabled Veterans Business Enterprise and/or Micro Businesses - that have demonstrated some ability to succeed as a construction firm in the local communities and are looking to grow and participate in Caltrans Public Works transportation improvement construction projects. A protégé firm must have an active contractor's license issued by the California Contractors State License Board (CSLB);
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THANK YOU

ANY QUESTIONS?

YouTube video:

<https://youtu.be/Bhyohe8f5ss>



Dina El-Tawansy, Caltrans, D4 Director