

Middletown Schools Twin Tower Project

MWBE/EEO Compliance/Monitoring Services



Agenda

- **Introduction of Project Team**
 - **Company Profile**
- **Project Experience**
 - **Similar Project Experience**
 - **M/WBE Business & Workforce Participation**
- **Project Approach**
 - **Outreach**
 - **How Business & Workforce Goals were Achieved**
- **Questions & Answers**



Company Profile

- **Founded in 1999 (New York State - Rochester)**
- **NYS certified Minority Owned Business Enterprise (MBE)**
- **NYS certified Disadvantaged Business Enterprise (DBE)**
- **Extensive NYS public and private sector market experience**
- **3 Offices in NYS - Rochester, Albany and Syracuse with a staff of over 14 employees**
- **Specialize in construction industry:**
 - M/W/D/SBE & EEO Contract Compliance
 - M/W/D/SBE Policy & Program Development
 - Community Outreach & Public Involvement
 - Safety Monitoring & OSHA Outreach Training
 - Construction Management Technical Services
- **Over 20 years of New York State MWBE compliance monitoring experience**



Syracuse City School District Modernization Plan

Client: Syracuse City School District

Completion Date: 2022 (Phase 1 & II)

Project: M/WBE & EEO Compliance/Monitoring

Project Value: Phase I & II - \$438M

Key Scope of Work Items:

- Monitored 55 prime contractors
- Provided M/WBE & EEO Monthly Progress Reporting
 - Monthly Report Collection (Primes & Subs)
 - Noncompliance Follow-Up
- On-Site Progress Meetings/Site Walk-Thru
- M/WBE Resolution & Technical Assistance
- Project Labor Agreement (PLA)
 - Worked with local agencies, community groups to achieve EEO compliance.
- Exceeding Business Participation Goals:
 - MBE – 12% WBE – 8%
- Exceeding Workforce Participation Goals:
 - Minority – 10% Women – 10%
- Exceeding Local Residency Goal of 20%.
- Exceeding Local District Student Goal of 2%



SUNY East Binghamton Campus Housing Phases 1-4

Client: DASNY & LeChase Construction

Completion Date: 2014

Project Role: M/WBE & EEO Compliance/Monitoring

Project Value: \$350M (Phases 1-4 & Collegiate Center)

Key Scope of Work Items:

- Monitored 44 prime contractors
- Provided M/WBE & EEO Monthly Progress Reporting
 - Monthly Report Collection (Primes & Subs)
 - Noncompliance Follow-Up
- On-Site Progress Meetings/Site Walk-Thru
- M/WBE Resolution & Technical Assistance
- Exceeded Business Participation Goals:
 - MBE - 16.74% (6.74% over Goal)
 - WBE - 7.75% (2.75% over Goal)



Albany City School District Modernization Program

Client: City School District of Albany

Completion Date: 2009

Project Role: : M/WBE & EEO Compliance/Monitoring

Project Value: \$237M

Key Scope of Work Items:

- Monitored 15 prime contractors
- Provided M/WBE & EEO Monthly Progress Reporting
 - Monthly Report Collection (Primes & Subs)
 - Noncompliance Follow-Up
- On-Site Progress Meetings/Site Walk-Thru
- M/WBE Resolution & Technical Assistance
- Project Labor Agreement (PLA)
 - Worked with local agencies, community groups to achieve EEO compliance.
- Exceeded Business Participation Goals:
 - MBE - 12.65% (3.65% over Goal)
 - WBE - 11.35% (5.35% over Goal)
- Exceeded Workforce Participation Goals:
 - Minority - 12.66% (2.66% over Goal)
 - Female - 11.35% (1.35% over Goal)



Yonkers New Community School 35

Client: YJSCB

Completion Date: 2023

Project Role: MWBE & EEO Compliance/Monitoring

Project Value: \$68M

Current Scope of Work Items:

- Updates to Diversity Plan
- Provide Diversity Front End Documents
- Provide MWBE & EEO Monthly Progress Reporting
 - Monthly Report Collection (Primes & Subs)
 - Noncompliance Follow-Up
- Business Participation Goals:
 - MBE - 20%
 - WBE - 10%
- Workforce Participation Goals:
 - Minority – 20%
 - Female – 10%

Project Approach

- **Conduct informational presentations to local & M/WBE firms, contract associations, community & church groups, trade associations, unions & government agencies to inform and encourage participation for the project with community, M/WBE & EEO goals.**
- **In collaboration with the design team develop “right sized” bid packages or specific contracts for portions of the project that are attractive to local small and MWBE firms.**
- Utilize local media, electronic and print, to market and promote training, hiring and bidding opportunities for residents, local businesses and certified M/WBE's.
- **Provide job fairs with trades, local businesses to identify qualified workers and introduce other programs that will assist them in finding employment**
- Will reach out to local contractors that are qualified to participate on the project.
- **Training and guidance to assist local contractors to submitting bids and getting selected to participate on the project.**

Project Approach

- Meeting with high school & college students and workforce community training organizations to guide them on how they can participate on the project.
- Develop and include realistic and achievable local, MWBE & workforce goals for all phases of the project
- Provide 10 or 30 hour OSHA training at no cost to workers which will remove barriers. NYS requires an OSHA 10-hour card for workers on jobs over \$250,000. NYC is currently deciding to require 30 hour OSHA training to be on the jobsite
- Keep a database of minority & women workers that are on the project to inform them of other opportunities to keep them actively employed.
- Introduce MWBE firms with government agencies that can provide assistance with gaining access to capital and business operations

Examples How Business & Workforce Goals were Achieved

- Project specific meet & greet with primes & local, minority and woman owned businesses
- Conducted workshops to increase local workforce participation
- Worked with primes & local unions to increase local hire
- Utilizing the established relationship with existing NYS certified M/WBE firms
- Scope review with primes & M/WBE firms to ensure scope of work is agreed upon
- De-scoping meetings with all successful primes to insure proper MWBE utilization

Construction Management Training Program 7 to 8 Week Courses

Partner with Churches, Colleges, Construction Firms & Government Agencies

Topics Include:

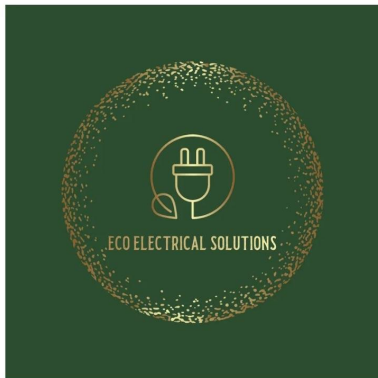
Capital Access & Loans
Job Estimating & Bidding
Managing Your Business
Project Management
Project Planning
Principles of Marketing

Project Safety
Bonding Insurance
Field Operations
Claims & Disputes resolution
Scheduling
Business Dev. Strategies



JSCB MWBE Project Spotlight

ECO Electrical Solutions, LLC



Mrs. Karen Jones, a longtime electrician through IBEW Local 43, City of Syracuse resident and past SCSD student didn't let a pandemic hold her back. As a union member, Karen worked at both Bellevue and Grant Schools.

After two failed attempts at starting a business in 2014 and 2018, ECO Electrical Solutions was established in 2020 during the COVID-19 pandemic. ECO Electrical is an MWBE City of Syracuse certified contractor that provides electrical services to industrial and commercial projects.

During her 36-year career, Mrs. Jones has been one of two Black female electricians and is the only MWBE contractor and Owner who holds a Master Electrician license.

Amid the current manpower shortage that companies are facing, Karen remains optimistic about the future of her business. Currently, ECO Electrical Solutions holds contracts for Fowler Interior and Nottingham Phase 2. Hear the full interview by BOLDInk Media on L&R's YouTube channel

<https://youtu.be/UV5la2Hah2k>

Congratulations Karen!



Questions & Answers

