

The Advantages of Diversity for the Construction Industry



By Ron Dolive,

Diversify more and prosper! The construction industry is experiencing changes in the workforce because more people are leaving the construction workforce than entering. This puts pressure on companies and contractors to find ways to attract construction skilled talent and make their organizations more competitive and productive. Research and reports show that embracing diversity in construction helps firms experience higher performance and increased profitability. Below, we examine some of the advantages that your company gets to enjoy by adopting diverse initiatives.

More Talent

How long do you have to look for the right construction skills when you offer a construction job? Do you always turn to the same pool of candidates hoping that luck will be on your side? Coming out of a painful recession has found the construction industry in great need of talented tradespeople. The rough times forced many professionals to leave the field and never come back while the generation of Baby Boomers is steadily retiring. A great way to get a competitive edge in the industry is by turning to a diverse pool of talent. Women, Millennials and minorities are invaluable construction resources for skills.

More Creativity

It is said that the definition of insanity is doing the same thing over and over and expecting different results. The same applies when you use the same resources for every project. You receive

similar points of view, thoughts and suggestions for problems that need unique solutions. A great benefit of embracing diversity in construction is the ability to collect different perspectives and outlooks that increase creativity and improve problem solving. Hiring tradespeople with both strong construction skills and diverse backgrounds gives your firm a different mindset and multifaceted approach for your projects' needs.

More Productivity

Electrician JobsEvery construction job needs a tradesperson with specific construction skills. Similarly, every project needs tradespeople with qualifications who work for the same objective; delivering the best results. Embracing diversity in construction brings together professionals with unique abilities who can work as a team and take advantage of each other's strengths for the success of the project. In addition, a diverse workforce gives upper management the ability to identify and adopt practices, solutions and processes that boost productivity and facilitate operations.

More Market

Every construction firm's priority is to grow its market share and increase its profits. One of the challenges they have to overcome is reaching out to customers with a various set of needs and expectations. To do so, they need to find ways to relate to such diverse requirements. The more firms embrace diversity, the more diverse candidates and companies will embrace them. Gain

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SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

Advertisements

Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at www.sbeinc.com

Faxed and Eblast Solicitations

Targeted mailings sent to businesses per your criteria.

Telemarketing

Telephone follow-up calls that follow a script of 5 questions you create.

Computer Generated Reports

Will fit right into your proposal, along with a list of interested firms to contact.

Contact Info:

795 Folsom Street, 1st Flr, Room 1124

San Francisco, CA 94107

Email: sbe@sbeinc.com

Website: www.sbeinc.com

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

Publisher of
Small Business Exchange
weekly newspaper



California Sub-Bid Request Ads



BROSAMER & WALL, INC.

An Equal Opportunity Employer
is requesting quotations from all qualified

DBE

Professional services, sub-contractors, material suppliers and trucking for the following project:

**02-4G5504 - Reconstruct with HMA and PCC, Widen Structure and Upgrade Rails
In Siskiyou County And Near Dunsuir**

From Sacramento River Bridge To 0.6 Mile South Of North Mount Shasta Underpass

Bid Closing Date: September 6, 2017 @ 2:00 PM

DBE GOAL: 8%

CONTACT:

Brosamer & Wall Inc.

1777 Oakland Blvd, Suite 300

Walnut Creek, California 94596

PH: 925-932-7900 • FAX: 925-279-2269

PROJECT SCOPE:

We are requesting bids for the following trades and/or material suppliers:

Brosamer & Wall Inc., is requesting quotes from all qualified subcontractors and suppliers including certified DBE firms for all items of work type, including but not limited to:

- ASPHALT
- BRIDGE DEMO
- CONCRETE BARRIER
- CONCRETE PAVING
- CONCRETE STRUCTURES
- CONSTRUCTION AREA SIGNS
- EARTHWORK/GRADING
- ELECTRICAL
- EROSION CONTROL
- GRINDING (COLD MILL)
- METAL BEAM GUARD RAIL (MBGR),
- MINOR CONCRETE
- PILING
- ROADSIDE SIGNS
- RUMBLE STRIP
- SCHEDULE DEVELOPER
- SIGN STRUCTURES
- STORM DRAIN UNDERGROUND
- STREET SWEEPING
- STRIPING
- SWPPP/WPC
- TRAFFIC CONTROL
- AGGREGATES SUPPLY
- TRUCKING
- ASPHALT OIL
- JUST-IN-TIME TRAINING
- SERVICE PATROL VEHICLE

For the complete list of Actual Project Bid Items, please visit:

<http://www.dot.ca.gov/des/oe/weekly-ads/oe-biditems.php?q=02-4G5504>

Requirements: Brosamer & Wall, Inc. will work with interested subcontractors/suppliers to identify opportunities to break down items into economically feasible packages to facilitate DBE Participation. Brosamer & Wall, Inc. is a union signatory contractor. Subcontractors must possess a current contractor's license, insurance coverage and worker's compensation for the entire length of the contract.

All subcontractors will be required to sign our standard Subcontract Agreement. 100% payment and performance bonds may be required. If you have any questions regarding this project or need assistance in obtaining/waiving insurance, bonding, equipment, materials and/or supplies please call or email Robert Rosas contact information below.

Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 300, Walnut Creek, Ca. 94596 or at no cost from Caltrans website. B&W will also make plans electronically please email rosas@brosamerwall.com for free online link. Brosamer & Wall INC., intends to work cooperatively with all qualified firms seeking work on this project. If you are interested in submitting a subcontractor bid for this project, you may contact Robert Rosas Chief Estimator at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT DBE CERTIFICATION WITH YOUR BID. Subcontractors, Dealers/Suppliers and Brokers please provide your designation code to us on or before the bid date. B&W, INC., IS AN EQUAL OPPORTUNITY EMPLOYER.



Kiewit

Kiewit Infrastructure West Co.

4650 Business Center Drive Fairfield, CA 94534

Attn: Victor Molina • norcal.bids@kiewit.com

Fax: 707-439-7301

Requests sub-bids from qualified Contract Monitoring Division (CMD) Small and Micro-LBEs and San Francisco Public Utilities Commission (SFPUC) certified Local Business Enterprises (LBE) Subcontractors, Consultants, and/or Suppliers seeking to participate in the SFPUC, Moccasin Penstock Rehabilitation Project in Tuolumne, CA.

<http://www.sfgov.org/cmd>

Subcontractors and Suppliers for the following project:

Moccasin Penstock Rehabilitation Project

Contract No. HH-990

Project No. CUH10116

Owner: San Francisco Public Utilities Commission

Bid Date: August 31, 2017 @ 2:00 P.M.

Local Business Enterprises and Small/Micro (LBEs) wanted for the following scopes, including, but not limited to: **Concrete, Forming, Concrete Supply, Concrete Reinforcement Supply & Install, Demolition, Electrical, Metals, Painting & Coatings, Piping & Valves, Sealants, Survey, Street Sweeping, SWPPP, Thermal & Moisture Control, Traffic Control, Trucking & Hauling, Water Truck and Welding.**

Bonding, insurance and any technical assistance or information related to the plans or specification and requirements for the work will be made available to interested CMD and SFPUC certified, LBE and Small and Micro SB LBE suppliers and subcontractors. Please visit SFPUC website: <http://sfgov.org/cmd/surety-bond-assistance-program-1> for their Bond Assistance Program. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested certified suppliers and subcontractors.

Subcontractor and Supplier Scopes

are due August 25, 2017 and

Quotes NO LATER THAN August 30, 2017 at 5 PM.

Plans are available for viewing at our office at our address below and through SmartBidNet (SBN).

All subcontractors that are registered in our SBN database will receive an invitation to bid. Please visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to complete the SFPUC Confidentiality Agreement, register your company and to receive bidding information, view plans and specifications.

You can view the plans in our office during regular business hours by appointment.

Performance Bond and Payment Bonds may be required for subcontractors and a suppliers bond for suppliers, where applicable.

State Prevailing Wages apply.

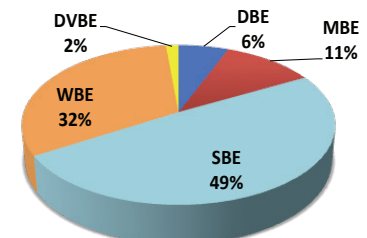
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CA Lic. 433176

DIR # 1000001147

AUDIENCE PROFILE

Small Business Exchange, Inc.





California Sub-Bid Request Ads

Radixos is seeking Small & Macro Local Business Enterprise (LBE) sub-consultants for the
**City and County of San Francisco,
 Department of Public Works' current
 RFQ for Furniture, Fixtures & Equipment (FF&E)
 Management Services 2016 Public Health and
 Safety Bond Program.**
 RFQ No. 1000005894

**Bid Date: 09/01/17 @ 4PM
 Respond By: 08/21/17 @ 5PM**

Radixos is looking for CAD, Interior Design, Moving & Storage and Space Planning & Relocation sub-consultants. Any interested firms must have current LBE certification by the San Francisco Contract Monitoring Division (CMD). Interested firms should email a letter of interest along with a qualifications package, rate sheet and copy of LBE certification no later than **5PM on 08/21/17** for consideration.



13975 Interurban Ave. S. Ste. 200 • Tukwila, WA 98168
 P: 888-358-4555 | F: 206-209-5135
Contact: Krystal Smith
 Email: ksmith@radixos.com
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**DBE Bidding Opportunities Los Angeles, CA
 Regional Connector Transit Corridor Project
 For Metro Contract No. C0980**

Opportunities to provide sub-quotes include:

- Furnish LADWP Metering Switchgear and raceway to TPSS Gear.
- Install LADWP Metering Switchgear and raceway to TPSS Gear.
- Furnish Cable Tray, Panels, & Conduit for Disconnect Switch Rooms
- Install Cable Tray, Panels, & Conduit for Disconnect Switch Rooms.
- Furnish Cable Tray, Panels, and Conduit for TPSS & HV Rooms.
- Install Cable Tray, Panels, and Conduit for TPSS & HV Rooms.
- Furnish Panels and Power for TC&C Room.
- Install Panels and Power for TC&C Room.

Time Frame: Early/Mid 2020
**Notice of Interest Response Deadline:
 September 5, 2017**

Contact Information:
 Zack Aemmer (323-973-4947)
 Regional.DBE@masselec.com

Mass Electric Construction Co.
 Is an Equal Opportunity Employer.

This solicitation is in response to Metro's DBE requirements and MECT intends to conduct itself in good faith with DBE firms seeking subcontract opportunities for the contract.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
 Dublin, CA 94568-2909
 (925) 829-9220 / FAX (925) 803-4263
 Estimator: VICTOR LE
 Website: www.desilvagates.com
 An Equal Opportunity Employer

DeSilva Gates Construction (DGC)
 is preparing a bid as a Prime Contractor for the
 project listed below:

**LAUREL ACCESS TO MILLS, MAXWELL PARK
 AND SEMINARY (LAMMPS) PHASE 1
 PROJECT NO. 1000634
 FEDERAL PROJECT NO. ATPL-5012(131)**

OWNER: CITY OF OAKLAND
 Department of Transportation
 250 Frank H. Ogawa Plaza, Suite 4314
 Oakland, CA 94612

BID DATE: AUGUST 24th, 2017 @ 2:00pm.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises for the following types of work and supplies/materials including but not limited to:

Adjust Iron, Clearing and Grubbing/Demolition, Construction Site Management, Electrical, Fencing, Landscaping, Minor Concrete, Minor Concrete Structure, Roadside Signs, Slurry Seal, Striping, Survey/Staking, SWPPP Prep/Water Pollution Control Plan Prepare, Underground, Trucking, Water Trucks, Street Sweeping, Imported Borrow, Class 2 Aggregate Base Material, and Hot Mix Asphalt (Type A) Material..

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is <ftp://desilvagates.com> and password is f7pa55wd) or from the Owner's site: <http://www2.oaklandnet.com/Government/o/CP/s/ContractingPurchasingOpportunities/index.htm> or

CIPList.com: <http://ciplist.com/plans/?Oakland/city/9392>.

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: www.dir.ca.gov/Public-Works/Public-Works.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SB-TRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.

DESILVA GATES CONSTRUCTION

11555 Dublin Boulevard • P.O. Box 2909
 Dublin, CA 94568-2909
 (925) 829-9220 / FAX (925) 803-4263
 Estimator: JIM YACKLEY
 Website: www.desilvagates.com
 An Equal Opportunity Employer

DeSilva Gates Construction (DGC)
 is preparing a bid as a Prime Contractor for the
 project listed below:

**SUMMER 2017 PLACER COUNTY FEDERAL
 HOT MIX ASPHALT OVERLAY**

**Contract No. 0961,
 Federal Aid Project No. STPL-5919(131)
 Disadvantaged Business Enterprise Goal
 Assigned is 8%**

OWNER:
 COUNTY OF PLACER

2964 Richardson Drive, Auburn, CA 95603

BID DATE: AUGUST 17, 2017 @ 11:00 A.M.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

COLD PLANE, EMULSION SUPPLIER, FABRIC/GEOSYNTHETIC PAVEMENT INTERLAYER, SWPPP/ WATER POLLUTION CONTROL PLAN PREPARATION, TRAFFIC CONTROL SYSTEMS, TRUCKING, WATER TRUCKS, STREET SWEEPING, HOT MIX ASPHALT (TYPE A) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is <ftp://desilvagates.com> and password is f7pa55wd) or from the Owner's site.

Fax your bid to (925) 803-4263 to the attention of Estimator Jim Yackley. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at: www.dir.ca.gov/Public-Works/Public-Works.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SB-TRCs). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an equal opportunity employer.



California Sub-Bid Request Ads

AECOM

300 Lakeside Drive, Suite 400 • Oakland, CA 94612

REQUEST FOR DBE SUBCONSULTANT INTEREST

AECOM is bidding on the following project as Prime Contractor:

Owner: Alameda County Public Works Agency
Request for Qualifications No. R0A20151021
Civil Engineering, Environmental, and Right of Way Professional Services for
Federally Funded Projects
Proposal due date: Friday, September 1, 2017

AECOM is seeking qualifications from Disadvantaged Business Enterprise (DBE) companies for the following work:

- Pedestrian and bicycle design
- Potholing
- Utility relocation and undergrounding
- Air quality
- Noise/vibration
- Visual impact
- Archaeology
- Hazardous materials
- Paleontology
- Floodplain and water quality
- Public outreach and Communication
- Traffic signal and Electrical design
- Surveying and Mapping
- Real Estate & Right of Way Acquisition
- Landscape/Irrigation Design & Aesthetics
- Drainage and Storm Water Quality
- Bridge Structures design independent check

Experience providing similar services to the Alameda County Public Works Agency is preferred. This Statement of Qualifications is in alignment with the Alameda County Public Works Agency DBE Program requirements and certified DBEs are encouraged to respond.

Interested businesses should email a brief overview of Alameda County Public Works Agency or similar experience, along with DBE documentation by Friday, August, 25, 2017, to **TJ Koski** at tj.koski@aecom.com, or by Phone 916.266.4916 or Fax 916.414.5850.

Assistance is available in obtaining any necessary bonding; lines of credit or insurance; information related to the requirements for the work; and necessary equipment, supplies materials, or related services.

We are an Equal Opportunity Employer

The Advantages of Diversity for the Construction Industry

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the competitive edge working diverse construction talent and diverse construction clients in order to grow your market share.

More Popularity

You know, that simply offering a construction job is not enough to get the tradespeople you need. Attracting and retaining talent is becoming more and more difficult. A good compensation package is a great perk, but is not enough. The new generation of professionals entering the construction industry is also looking for firms that stand out from the competition in different ways. When your firm builds a reputation of an organization that adopts and implements diverse initiatives in the industry, it gains popularity and differentiates itself from competition, thus attracting more candidates.

Key Takeaways to The Advantages of Diversity for the Construction Industry:

1. When you embrace diversity you are able to address labor shortage
2. Tradespeople with diverse backgrounds bring more creativity to your firm
3. A diverse team of tradespeople increases productivity
4. Employing a diverse workforce allows you to grow your market share
5. Adopting and implementing diverse initiatives gives your firm a positive reputation

About TradeSource

Founded in 1994, TradeSource is a construction labor solutions firm focused on delivering labor solutions to contractors throughout the United States. By supplying skilled tradespeople – where and when they're needed – we help contractors grow their companies, without the associated costs and hassles of full-time hires. Likewise, we match qualified employees with rewarding and well-paying job opportunities in the construction industry. www.tradesource.com

SOURCE: <http://www.tradesource.com>

With SBE you can:

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and Suppliers

REACH

Diverse Audiences

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