

Military Veterans in Demand for Careers in Construction

[Article was originally posted on www.forconstructionpros.com]

By Jessica Lombardo,

As the construction industry continues to struggle finding workers, they are looking to potentially untapped job markets. For example, the asphalt industry is collaborating with the Future Farmers of America program to try to make a dent in the industry's ongoing workforce shortage with workers who have some agriculture experience.

These young people are a great fit for the asphalt industry because they have grown up surrounded by heavy equipment. They know the value of long hours, working outside in harsh weather conditions and in a rural environment which are characteristics that fit very well with the requirements of a worker in the road building industry.

However, with over 7 million jobs open in the United States, with nearly 75% not requiring a four year degree, it's clear we need to find even more untapped areas for potential employees.

Military Professionals Ready to Work

Construction companies looking for technicians and operators love the idea of finding an employee with military training, skills and experience and for good reason.

According to David Coe, senior vice president of strategic programs for Orion Talent, military veterans perform 4% better than the average employee does. Additionally, turnover among veterans is 3% lower. Construction industry companies that can effectively recruit, assimilate and retain military veterans into their organizations can make great strides in closing the skilled labor gap.

This is because military job seekers possess experience unmatched by their peers. Veterans have demonstrated performance in high-stress situations that can arise under tight jobsite deadlines and are already graduates of the nation's military academies, top colleges and leading technical schools.

In addition to their invaluable experience and skills, military candidates come from a diverse talent pool, comprising 35% minority and women candidates. Coe says if you want technical expertise, leadership experience, commitment, focus and diversity, hiring a military candidate is the place to start.



Best Practices for Hiring Military Veterans

With demand for military talent is also at an all-time high. Companies need a well-defined strategy for approaching military veterans as prospective employees. The good news is that, according to Coe, the construction industry is very appealing to military veterans. In a recent article, Coe offered these best practices for finding and hiring veterans:

Create a military talent program. Companies should involve all key decision-makers in the development of that plan. That includes human resources, operations, etc. Make it about your company, not what other companies are doing in the way of military veteran outreach.

Understand military talent. Companies should focus on gaining a clear understanding of the backgrounds and skill-sets each veteran is suited to. That helps match the right people to the right positions.

Develop a branding and outreach campaign. Traditional recruiting methods typically don't work well when it comes to military talent. It's important to reach veterans where they are, keeping in mind the uniqueness of their job search situation.

Make on-boarding a priority. It's important to properly assimilate a veteran into your organization. Companies can create mentoring programs and networking opportunities to help veterans transition into not only the company but the civilian world in general. Companies should also pay attention to benefits that will appeal to veterans.

Set measurable goals and objectives. Companies should identify and track key metrics including

hiring, performance and retention. Here are some key metrics to keep in mind:

- Most veterans go from first interview to accepted offer in under 35 days
- Interviews take place within 20 days of application
- Hiring managers respond in one or two days
- Time to selection is two to four days
- Where to Find Veterans

Most active military members already have full time jobs and newly retired members can be hard to track down. However, websites like Orion Talent and similar organizations partner with companies to place veterans in rewarding careers.

Construction companies looking to recruit can also contact their local National Guard and Army Reserve units since many of the members here have completed four years active duty and then join the Guard or Reserves for the extra cash until they can retire. These workers should be your prime prospects.

Many of these units have motor pools with military engineering components construction companies can tap into to find equipment operators and potential employees with other construction skill sets.

You can find your local branch through a simple Google search; most branches will have a staff on hand that can give you an idea of next steps.

SOURCE: www.forconstructionpros.com/asphalt/article/21082845/military-veterans-in-demand-for-careers-in-construction



California Sub-Bid Request Ads



Is requesting quotes from certified and qualified DBE and DVBE Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

SUBS/SERVICE PROVIDERS

SWPPP, Erosion Control, Traffic Control, Signage, Striping, and Rebar

SUPPLIERS

Concrete

**FOR CONSTRUCTION ON STATE HIGHWAY IN
INYO COUNTY NEAR SHOSHONE AT 0.5 MILE EAST OF
SOUTH JUNCTION ROUTE 178**

In District 09 On Route 178

Contract No. 09-363404

DVBE GOAL 3%

REVISED BID DATE: July 15, 2020 at 2:00 p.m.

All Quotes Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Rick Welshiemer

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: estimating@sukut.com

Plans/specs are available for viewing at our office by appointment, by Sukut FTP, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination.

Please contact Rick Welshiemer at Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

Sukut Construction, LLC
An Equal Opportunity Employer

CLASSIFIED AD



RCS Inc.

Kim Romero, President
kromero777@gmail.com
1-562-307-7734
www.rcsinc.info
SBE/DBE/MBE Certified
DIR Certified

**California Located
Servicing the Contractor with
Dedication and Professionalism**

Consulting Services

Baseline Schedule, Monthly Schedule Updates, Earned Value, Resource/Cost Loading, Cost Analysis, Change Order Review/Negotiation, Claim Assessment, Schedule Delay, Disruption, Impact and Acceleration Analysis, Settlement Negotiation, Litigation Support, Arbitration Support, Expert Reporting and Testimony.

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

D'Arcy & Harty Construction, Inc
(415) 822-5200 ph (415) 822-0747 Fx
Estimator : willie@darcyhart.com

West County Wastwater

Priority Sewer Replacement Area 1

Bids: July 20, 2020 at 2:00 PM

West County Wastwater

Priority Sewer Replacement Area 4

Bids: July 30, 2020 at 2:00 PM

West County Wastwater

Priority Sewer Replacement Area 6,7& 8

Bids: August 14, 2020 at 2:00 PM

West County Wastwater

Priority Sewer Replacement Area 5

Bids: August 21, 2020 at 2:00 PM

DBE sub- bids requested for:

Saw-cutting, Trucking, Precast Concrete
Manhole Supply, HDPE & PVC pipe supply

Plans & specs are available
to view upon request.

CAHILL CONTRACTORS LLC & NIBBI
request bids from Certified SBE
Subcontractors and Suppliers for the following
SELECT TRADES ONLY:

Exterior Building Maintenance (Design-Build) /
Fire Sprinkler (Design-Build) / Solar Photovoltaic
(Design-Build) / Elevators (Design-Assist)

HUNTERS VIEW BLOCKS 14 & 17 -

EARLY TRADES

Middle Point Road, San Francisco CA

This is an OCII project with construction work-
force and prevailing wage requirements.

BID DATE: 7/10/20 @ 2 PM

BID DOCUMENTS: Please contact Colby for ac-
cess to documents on BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com,
(415) 677-0611.



California Sub-Bid Request Ads



Is requesting quotes from certified and qualified MBE, DBE, WBE, SBE, SBRA, LSAF AND (HUB) Zone Subcontractors, Suppliers, and Service Providers for the following (but not limited to) work:

SUBS/SERVICE PROVIDERS

Clear & Grub, Construction Stake, Earthwork & Base, Imported Borrow, Elect @ Pump Plant, Elect Building, Landscaping, Erosion Control, Masonry Building/Other, Mechanical - Building, Pavement Grinding, Rebar, Sign Structures, Signs Roadside, Stripe & Mark, Struct Conc -Wall, Struct Conc - Building, Struct Excavate Site, Traffic Control, Trucking Dirt Haul, Trucking High/Low Haul, Underground Pipe Jack, & Water Proof Bridge

SUPPLIERS/SERVICE

Aggregate, Rip Rap Mat'l, Conc Pump, Equip Rent - Crane, Pipe - Steel, Pipe PVC, Ready Mix Conc. Struct Steel, Traffic Control Supply, and Security Guard Serv.

**LAKE PUMP STATION WATER SYSTEM IMPROVEMENTS,
LAKE COUNTY
Project No. 2450.03**

BID DATE: AUGUST 6, 2020 @ 3:00 PM

All Quotes Due Prior

Sukut Construction, LLC

4010 W. Chandler Avenue, Santa Ana, CA 92704

Contact: Eric Bodyfelt

Phone: (714) 540-5351 • Fax: (714) 545-2003 • Email: estimating@sukut.com

Plans/specs are available for viewing at our office by appointment, by Sukut FTP, or from Owner. Subcontractors must be prepared to furnish 100% performance and payment bonds and possess current insurance and workers' comp coverage. Sukut will assist qualified subcontractors in obtaining bonds, insurance, and/or lines of credit. Subcontractors/Vendors will be required to sign Sukut's Standard Subcontract/Purchase Order. Copies are available for examination. Please contact Eric Bodyfelt at Sukut Construction for assistance in responding to this solicitation.

Sukut Construction's listing of a Subcontractor in its bid to the agency is not to be construed as an acceptance of all the Subcontractor's conditions or exceptions included with Subcontractor's price quotes. Quotations must be valid for the same duration as specified by Owner for contract award.

Sukut Construction, LLC
An Equal Opportunity Employer

Ames Construction, Inc. Is seeking qualified DBEs

Project Name CV Link Multi-Modal Transportation Corridor Project - Segment 1

Bid/Contract # CVL-2015-0309

Awarding Agency Coachella Valley Association of Governments (CVAG)

Project Location Coachella/Palm Springs/Indio/Palm Desert/La Quinta, Riverside County, CA

Bid Date 08/03/2020 at 02:00 PM

DBE Subs and Suppliers required include but are not limited to: Develop water supply, traffic control, SWPPP, rain event action plan, erosion control, street sweeping, natural resource protection plan, fencing, clear and grub, roadway and structural excavation, pervious backfill material, embankment, subgrade enhancement, landscape, plant establishment, decomposed granite, aggregate base, slurry seal, HMA asphalt, paving, cold plane, JPCP, demo, F&D steel piling, PS CIP concrete, structural concrete, CIDH piling, minor concrete, rebar, architectural treatment, joint seal, shotcrete, pipe RCP, drainage, construction surveys, anti-graffiti coating, object marker, roadside and pedestrian signs, cable railing, pavement striping and marking, electrical, signal and lighting, irrigation, paint bridge, concrete barrier, detectable warning surface, art sculptures, decorative rock, metal railing, shade structure, benches, hydration station, receptacles, bike racks concrete supply, construction materials and trucking. Ames Construction, Inc. will work with subcontractors to breakdown items into economical feasible packages.

Ames will require bidder to provide performance and payment bonds for the full amount of the Subcontract values. Costs of the bonds are to be provided as a separate line item. Please call to discuss how Ames Construction can assist you in your bonding, credit and/or insurance needs. Also, let us know if you need assistance in obtaining necessary equipment, supplies, or materials for this project. Ames' Subcontract terms and conditions will apply to any contracts resulting from this request. The Subcontractor, by submission of its bid, agrees to the "Terms and Conditions" including all Exhibits and Attachments of Ames Subcontract Agreement. Ames reserves the right to accept or reject any or all quotations. For questions about plans, specifications and other contract requirements please contact our office. Contact info provided below. Bids submitted to Ames in response to this RFQ shall remain open and valid until the contract is executed. Ames Construction, Inc. is an Equal Opportunity Employer.

Our contact for this project is Mike Boer at (951) 356-1275 X 1278 or mikeboer@amesco.com. Please fax quotes to (951) 549-9003. Plans and specifications can be viewed and downloaded at: <https://ames.sharefile.com/d-s5bd5825278841418>

Request for Certified/ Self- Certified Small Business Subcontractors & Suppliers

From all SBA, WBE, VOSB, SDVOSB & HubZone Subcontractors/Sub-Consultants/ Vendors registered as a SBA business for:

Project Name: Design-Build Stabilize Cliff & Repair Hillside Erosion Damage on Vandergrift Blvd & Rattlesnake Canyon Road
Project No.: N62473-16-D-1852 X012
Owner: NAVFAC Southwest

Reyes Construction is requesting bids in the areas described, but not limited to: (Subcontractors) Fencing, Traffic Control, Landscape/ Tree Cutting, Concrete Swale, Installation of Wire Mesh & Cable Netting, QC Testing for Soil & Concrete. (Suppliers) K-rail, Wire Mesh and Cable Netting

Quotes Requested by: July 27th 2020 at 1pm

REYES CONSTRUCTION, INC.

State License Number 507561

1383 South Signal Drive, Pomona, CA 91766

Phone: 909-622-2259 • Fax: 909-622-3053

Contact: Brenda Martinez

Mon-Fri 7:00 A.M - 4:00 P.M

Assistance will be available in obtaining bonds, lines of credit, Insurance, necessary equipment, supplies, materials or related technical assistance.

Plans, Specifications, and Contract requirements can be viewed online at no additional cost:

- 1) Via iSqFt - please send an email request to estimating@reyesconstruction.com
- 2) Sharefile- please send an email request to estimating@reyesconstruction.com

WESTERN WATER (WW), is seeking quotes from qualified subcontractors and suppliers, including but not limited to certified Disadvantaged Business Enterprise (DBE) firms, for the construction of:

Konocti County Water District - Water System Improvements Project

Engineer's Estimate: \$7,000,000 - \$7,500,000

Bid Date & Time: August 6, 2020 at 3:00 P.M.

Project Location: Clearlake, CA

WW has identified the following potential contracting opportunities for qualified subcontractors and suppliers on this project: **Concrete, Electrical, Earthwork & Paving, Fencing, HVAC, Masonry, Painting & Coatings, Pipeline, Roofing, Rebar, Machinery & Pumps, Metal Products, Driven Piles, Precast, Steel Storage Tanks, Chem Storage Tanks, Horizontal Directional Drilling.**

Information regarding bonding, insurance, lines of credit, and any technical assistance or information related to the plans or specifications and requirements for the work will be made available to all interested firms. Plans and specs are available to view at our office and access to digital copies will be provided upon request.

For more information or to provide quotes, please contact:

Western Water

707 Aviation Blvd, Santa Rosa, CA

Ken Leef, Project Procurement Manager

bids@westernwater.com,

Phone: (707) 540-9640, Fax: (707) 540-9641

Subcontractors will be required to comply with all subcontract insurance requirements, which include providing a waiver of subrogation endorsement to their worker's compensation insurance.

Interested subs and suppliers should complete and submit the attached solicitation form no later than 48 hours prior to bid. We ask that all scopes are submitted 24 hours prior to bid for review, and that all pricing is in 2 hours prior to bid.

WW is an AA/EEO/Veterans/Disabled Employer - CA License No. 188068





California Sub-Bid Request Ads

DESILVA GATES CONSTRUCTION

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

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

**PAGE MILL ROAD SAFETY
IMPROVEMENTS PROJECT**
CIP No. PE-86070, IFB No. 1179389,
Federal Project No. STPL 5100(029)
Disadvantaged Business Enterprise Goal
Assigned is 8%

OWNER: CITY OF PALO ALTO
250 Hamilton Avenue, Palo Alto, CA 94301

Revised Bid Date: JULY 17th, 2020 @ 5:00 P.M.

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, COLD PLANE, CRACK SEALING, LEAD COMPLIANCE PLAN, MBGR, ROADSIDE SIGNS, SLURRY SEAL, STRIPING, TRAFFIC CONTROL SYSTEMS, TRAFFIC CONTROL MATERIAL SUPPLIER, TRAFFIC CONTROL/ENGINEER, 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 at http://www.cityofpaloalto.org/gov/depts/asd/planet_bids_how_to.asp

Fax your bid to (925) 803-4263 to the attention of Estimator Eric Allred. 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/PublicWorks.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/SBTRCs). 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/Affirmative Action Employer.

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/
Affirmative Action Employer

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

**HAZEL AVENUE IMPROVEMENT PROJECT -
PHASE 3**
SUNSET AVENUE TO MADISON AVENUE
Contract No. 4415,
Federal Aid Project No. STPL-5924(253)
Disadvantaged Business Enterprise Goal
Assigned is 12%

OWNER: COUNTY OF SACRAMENTO
9660 Ecology Lane, Sacramento, CA 95827

REVISED BID DATE: August 6th, 2020 @ 2:00 P.M.

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

CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, PROJECT & BUSINESS SIGNS, ELECTRICAL, FENCING, LANDSCAPING/IRRIGATION, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, SLURRY SEAL, MASONRY WALL, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (GAP GRADE) 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 at <http://www.sacountybids.net/>

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/PublicWorks.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/SBTRCs). 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/Affirmative Action Employer.

DESILVA GATES CONSTRUCTION

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

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

**CALTRANS RTE 49 FROM 0.1 MILE SOUTH OF
ROUND VALLEY ROAD TO 0.1 MILE NORTH OF
QUAIL CREEK DRIVE**
CONTRACT NO. 03-3H6504
FEDERAL AID PROJECT NO. ACHSNH-P049(182)E
Disadvantaged Business Enterprise Goal
Assigned is 17%

**OWNER: STATE OF CALIFORNIA
DEPARTMENT OF TRANSPORTATION**
1727 30th Street, Bidder's Exchange, MS 26,
Sacramento, CA 95816

BID DATE: JULY 23rd, 2020 @ 2:00 P.M.

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

AC DIKE, BIOLOGIST CONSULTANT, CLEARING AND GRUBBING/DEMOLITION, CMP PIPE SUPPLIER, COLD PLANE, EROSION CONTROL, GEOSYNTHETIC REINFORCEMENT FABRIC, MBGR, PIPE LINING, ROADSIDE SIGNS, ROCK SLOPE PROTECTION, RUMBLE STRIP, STRIPING, SWPPP PREP/WATER POLLUTION CONTROL PLAN PREPARE, TEMPORARY EROSION CONTROL, TESTING, TESTING TRAFFIC CONTROL SYSTEM, TRAFFIC CONTROL MATERIAL SUPPLIER, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) 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 at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Eric Allred. 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/PublicWorks.html

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