

# SBE TODAY

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Diversity in Action Publish by SBE certified SBE/DBE/MBE

## Staffing Woes Worry Owners

Large owners are pushing contractors to create workforce development programs to ensure sufficient craft labor for ramped-up construction plans



MGM Resorts International is building the MGM National Harbor Resort and Casino in National Harbor, Md., slated to open in 2016. IMAGE COURTESY OF HKS ARCHITECTS

By Gary J. Tulacz

The primary focus in any construction project is the owner, the entity that pays the bills. But while owners are a diverse and amorphous group, large corporate owners often have been the driving force behind many of the positive changes in the construction industry. In the 1980s and 1990s, it was workplace safety. Now, major owners are focusing on a new pressing concern: shortages in the trades and professions.

For many owners, industry problems are evergreen. Productivity and the speed of construction have been ongoing complaints for decades. "Customers need to get their products to market quickly, but the construction process can't keep up with this need," says

Stephen Ayers, Architect of the Capitol and president of the Construction Users Roundtable (CURT), a Cincinnati-based owner and construction group.

Ayers acknowledges that some productivity gains have been made with the increasing use of lean construction methods, along with the growing popularity of building information modeling and its use in aiding modular building and prefabrication. But these gains in productivity have been incremental. "We haven't seen [the] revolutionary

improvement in productivity that we have been looking for," Ayers says.

Ayers also says a major concern among CURT owners is inadequate

design documents. "Designers are not delivering full and complete designs," he reports. Incomplete or faulty design documents lead to redesign and rework during the construction process, slowing project progress, he says. He says this issue should be a focus for CURT.

The Construction Industry Institute, an Austin-based industry research group, is looking into this issue. CII is researching how to align front-end engineering with the construction process, says Wayne Crew, CII's director. "Front-end design decisions have a bigger cost impact than at any other time in the construction process," he says.

### Workforce Shortages

The U.S. construction market has been growing steadily since the financial collapse of 2008-09. However, during the Great Recession, many workers left the industry and have not returned, and baby boomers are beginning to retire in large numbers, leaving owners worried.

The scope of the problem can be seen from figures recently released by Construction Industry Resources LLC, a Kentucky-based industry

research group and home of the Construction Labor Market Analyzer (CLMA). "We found that 11% of current industrial craft workers will reach age 61 in the next two years, and 29% will reach that age in the next 10 years," says Daniel Groves, CEO of CIR. The CLMA tracks worker availability in the skilled trades, allowing contractors and owners during the planning stages of their projects to assess potential future staffing problems.

Groves says the industry has failed to recruit enough young people. "According to Bureau of Labor figures, over the past 10 years, the number of new entrants into the construction space has decreased by 60%, so the people leaving the industry, either through retirement or to other industries, are not being replaced," he says.

CII did a recent study on whether the industry has hit a demographic cliff on craft labor that will affect

■ Continued on page 7

**SMALL BUSINESS EXCHANGE**

### SBE OUTREACH SERVICES

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

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Targeted mailings sent to businesses per your criteria.

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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](mailto:sbe@sbeinc.com)  
Website: [www.sbeinc.com](http://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



## Kiewit

**Kiewit Infrastructure West Co.**  
4650 Business Center Drive Fairfield, CA 94534  
Attn: Victor Molina - victor.molina@kiewit.com

requests bids from qualified subcontractors, consultants and suppliers to participate in **Bridge Replacement of Sidehill Viaduct and Seismic Retrofit of Dog Creek Bridge in Shasta County**

**Construction on state highway about 8 miles north of Shasta Lake near Lakehead from Turntable Bay overcrossing to 0.1 mile north of O'Brien safety roadside rest area and from 0.4 mile south to 0.3 mile north of Dog Creek Bridge**

Owner: Caltrans  
Contract No. 02-0E0904

**Bid Date: Thursday, November 19, 2015 @ 2:00 P.M.**

Disadvantaged Business Enterprises (DBEs)

[http://www.dot.ca.gov/hq/bep/dbe\\_program.htm](http://www.dot.ca.gov/hq/bep/dbe_program.htm)

certified by California Unified Certification Program wanted for scopes, including, but not limited to:

AC paving, aggregate supply, grading, drainage, bridge bearings, minor concrete, concrete supply, concrete pumping, concrete reinforcing, concrete barriers, demolition, erosion control, cable mesh attenuators & fencing, joint sealant, landscaping, MOT, metals, MBGR, pavement marking, CIDH piling, pipe supply, SWPPP, signage, trucking & hauling, thermal & moisture protection, water quality monitoring planning, reports, and monitoring, temporary engineering, bridge overlay & polyester concrete, composite casing, column jackets, well drilling, clear & grub, water & sweeper truck

**Subcontractor and Supplier Scope Letters due NO LATER THAN November 13, 2015 Quotes and Proposals due by November 18, 2015 at 5 p.m.**

Bonding, insurance and technical assistance or information related to the plans or specification and requirements for the work will be made available to interested Certified DBE consultants, suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or services for this project will be offered to interested suppliers and subcontractors.

All subcontractors registered in Kiewit's SmartBidNet database will receive an invitation to bid Visit <http://www.kiewit.com/districts/northern-california/overview.aspx> to register

Plans are available for viewing through SmartBidNet and by appointment during regular business hours at:

Kiewit Infrastructure West Co., 4650 Business Center Drive Fairfield, CA 94534

Contact: Victor Molina at [victor.molina@kiewit.com](mailto:victor.molina@kiewit.com)

Documents are also available on the Caltrans website at: [http://www.dot.ca.gov/hq/esc/oe/weekly\\_ads/oe\\_project.php?q=02-0E0904](http://www.dot.ca.gov/hq/esc/oe/weekly_ads/oe_project.php?q=02-0E0904)

100% performance bonds and payment bonds for subcontractors and supply bonds for permanent materials supply are required for this project. Cost of bond will be reimbursable.

All contractors and subcontractors who bid or work on a public works project must register and pay an annual fee to the California Department of Industrial Relations

**An Equal Opportunity Employer**  
CA Lic. #433176



## Kiewit

**Kiewit Infrastructure West Co.**  
4650 Business Center Drive Fairfield, CA 94534  
Attn: Victor Molina - victor.molina@kiewit.com

Requests sub-bids from qualified Subcontractor, Consultants, and/or Suppliers seeking to participate in the City of Pinole, Pinole-Hercules Water Pollution Control Plant Upgrade Project in Pinole, CA.

<http://www.epa.gov> / <http://www.sba.gov> / [www.californiaucp.org](http://www.californiaucp.org)

Subcontractors and Suppliers for the following project:

**Pinole-Hercules Water Pollution Control Plant Upgrade Project**

Contract No. 000101

Owner: City of Pinole

**Bid Date: December 10, 2015 @ 10:00 A.M.**

Disadvantaged Business Enterprises (DBEs)

Disabled Veteran Business Enterprises (DVBE), Minority Business Enterprises (MBE), Women Business Enterprises (WBE), Small Business Enterprises (SBE), Small Businesses in a Rural Area (SBRA), Labor Surplus Area Firms (LSAF), or Historically Underutilized Business (HUB) Zone Businesses wanted for the following scopes, including, but not limited to:

Asphalt Paving, Aggregates, Minor Concrete, Concrete Pumping, Concrete Readymix, Concrete Reinforcement Supply & Install, Concrete Forms, Precast Concrete, Structural Concrete, Clear & Grub, Dewatering, Doors & Windows, Demolition, Electrical, Equipment, Erosion Control, Fencing, Hazardous Abatement, HVAC, Lime Treatment, Masonry, Metals, Paintings & Coatings, Piping & Valves, Potholing, Sawcutting, Shotcrete, Specialties, Street Sweeping, SWPPP, Support of Excavation, Thermal & Moisture Protection, Trucking & Hauling & Water Truck.

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 CUCP, DVBE, MBE, SBE, SBRA, LSAF or HUB Certified DBE business suppliers and subcontractors. 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 December 4, 2015 and**

**Quotes NO LATER THAN December 9, 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 register your company to be able to receive bidding information.

Kiewit Infrastructure West Co., 4650 Business Center Drive Fairfield, CA 94534

Attn: Victor Molina [victor.molina@kiewit.com](mailto:victor.molina@kiewit.com)

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

100% Performance Bond and Payment Bonds are required for this project.

**American Iron and Steel requirements apply.**

**An Equal Opportunity Employer**  
CA Lic. #433176

## DeSilva Gates Construction

11555 Dublin Boulevard • P.O. Box 2909  
Dublin, CA 94568-2909

(925) 829-9220 / FAX (925) 803-4263

Estimator: STEVE LIPPIS

Website: [www.desilvagates.com](http://www.desilvagates.com)

An Equal Opportunity Employer

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

**CALTRANS ROUTE 880 – CONSTRUCTION ON STATE HIGHWAY IN ALAMEDA COUNTY FROM FREMONT BOULEVARD IN FREMONT TO HIGH STREET IN OAKLAND, Contract No. 04-2J0704, Federal Aid Project ACHSNHPI-880-1(074)E, Disadvantaged Business Enterprise goal assigned is 18%**

OWNER:

STATE OF CALIFORNIA

DEPARTMENT OF TRANSPORTATION  
1727 30th Street, Bidder's Exchange, MS 26,  
Sacramento, CA 95816

**BID DATE: NOVEMBER 17, 2015 @ 2:00 P.M.**

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

**AC DIKE, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, SIGN STRUCTURE, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, 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](mailto: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](http://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 Steve Lippis. 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](http://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](http://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 employer.



SAN FRANCISCO  
*African American  
Historical & Cultural Society*

# 60th Anniversary Celebration

(1955 -2015)

**Thursday, November 19, 2015**

6:00 – 9:00 PM

Please join us as the Society celebrates 60 years of collecting, preserving and presenting art, artifacts and recorded materials that document the contributions African Americans have made to the history and culture of San Francisco and the Bay Area.

## Special Remarks by:

Fred Blackwell, CEO San Francisco Foundation

### An Equity Profile of the: San Francisco Bay Area Region

“Equitable growth is the path to sustained economic prosperity. To build a Bay Area economy that works for all, regional leaders must commit to putting all residents on the path to economic security through strategies to grow good jobs, build capabilities, remove barriers, and expand opportunities for the people and places being left behind.”

## Followed by:

An Elegant Reception and Exhibition Viewing

**Tickets: \$60.00 Per Person**

<https://www.eventbrite.com/e/the-sfaahcs-60th-anniversary-celebration-tickets-19237314325>

For more information  
Call: 415/292-6172 or E-mail: [info@sfaahcs.org](mailto:info@sfaahcs.org)  
762 Fulton Street, 3<sup>rd</sup> Floor  
San Francisco, CA





Untitled, John C. Bryant



SAN FRANCISCO  
*African American  
Historical & Cultural Society*

CELEBRATING OUR 60TH ANNIVERSARY

Presents

*Artiste*

WORKS OF A CONTEMPORARY MULTI MEDIA ARTIST REFLECTING  
THE PAST, PRESENT AND FUTURE

Artist:

John C. Bryant

*Opening Reception:*

Thursday, October 29, 2015  
6 – 8 pm

*Exhibition:*

October 30, 2015 – February 29, 2016

*Library and Gallery hours:*

Wednesday to Saturday 1 to 5 pm

*Location:*

762 Fulton Street, 2nd Floor, San Francisco, CA  
info@sfaahcs.org / sfaahcs.org / (415) 292-6172

Curated by William Hoskins

With support from:



# California Sub-Bid Request Ads

## RGW Construction, Inc.

Contractors License A/B 591940

550 Greenville Road • Livermore, CA 94550 • Phone: 925-606-2400 • Fax: 925-961-1925

An Equal Opportunity Employer

RGW Construction Inc. is seeking all qualified DBE (Disadvantaged Business Enterprises) for the following project:

**State Highway in Contra Costa at Alamo from 0.2 Miles North of Stone Valley Road Undercrossing to 0.3 Mile South of Livorna Road Undercrossing**

**Contract No. 04-1SS474**

**Federal Aid Project No. ACNHPI-680-1(067)E**

**Engineer Estimate: \$3,250,000 – 130 Working Days**

**Goal: DBE 10%**

**Bids: November 19th, 2015 @ 2:00 PM**

**Requesting Sub-quotes for (including but not limited to):** Fabric & Oils, Construction Area Signs, Clear and Grub, Hydroseeding, Erosion Control, Remove Irrigation, Rock Slope Protection, Fencing (removal & install), SWPPP Planning, Water Truck, Sweeper, Trucker, Anchored double twist wire mesh system, Soil screw nails, Sacked concrete slope protection.

**Scope of Work:** Remove slide, install RSP and anchored wire mesh system.

RGW is willing to breakout any portion of work to encourage DBE participation. Contact us for a specific item list.

Plans and Specs are available to view and copy at our office or the Caltrans website [www.dot.ca.gov/hq/esc/oe/](http://www.dot.ca.gov/hq/esc/oe/). Contact Bob Purdy 925-606-2400 [bob@rgwconstruction.com](mailto:bob@rgwconstruction.com) for any questions, including bonding, lines of credit, or insurance or equipment or material suppliers. Subcontractors should be prepared to submit payment and performance bonds equal to 100% of their quotation. For bonding and other assistance, please call.



Looking for Subcontractors, Vendors,  
and Suppliers?

Call 1-800-800-8534

or visit us at [www.sbeinc.com](http://www.sbeinc.com)

Advertise your Sub-Bid Requests in the Small Business Exchange. With a monthly readership of 75,000, SBE reaches a diverse audience, cutting across ethnic and gender lines as well as traditional industry segments.

# California Sub-Bid Request Ads



**BROSAMER & WALL, INC.**

An Equal Opportunity Employer  
is requesting quotations from all qualified  
DBE

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

**CALTRANS**

**Project Call Out Number: 11-413904**

**In Imperial County Near Winterhaven From 0.7 Mile West Of Route 186/8 Separation**

**To 0.3 Mile East Of Fourth Avenue Overcrossing**

**Bid Closing Date: November 18, 2015 @ 2:00 PM**

## Brosamer & Wall Inc.

1777 Oakland Blvd, Suite 110 • Walnut Creek, California 94596

PH: 925-932-7900 • FAX: 925-279-2269

Contact: Robert Rosas

### PROJECT SCOPE:

The work in this Contract includes but is not limited to:

Construct Continuously Reinforced Concrete Pavement (CRCP), Hot Mix Asphalt (HMA),  
Guardrail, Rumble Strips & Approach Slabs.

Duration of Project is 495 Working Days.

Please contact Robert Rosas @ rrosas@brosamerwall.com to view plans and specifications or visit Caltrans Website.

### Subcontractors and Suppliers being solicited include but not limited to:

Lead Compliance Plan, Progress Schedule (Critical Path Method), Construction Area Signs, Traffic Control System, Temp Traffic Stripe (Paint), Channelizer (Surface Mounted), Traffic Plastic Drum, Temp Pavement Marker, Portable Changeable Message Sign (EA), Temp Railing (Type K), Temp Crash Cushion Module, Job Site Management, Prepare Storm Water Pollution Prevention Plan, Rain Event Action Plan, Storm Water Sampling and Analysis Day, Storm Water Annual Report, Temp Drainage Inlet Protection, Temp Fiber Rolls, Temp Construction Entrance, Temp Concrete Wash-out, Remove Yellow Thermoplastic Traffic Stripe (Hazardous Waste), Treated Wood Waste, Remove Guard Rail/Metal Railing, Remove Thermoplastic Pavement Marking, Remove Pavement Marker, Remove Concrete Pavement (CY), Clearing and Grubbing (LS), Roadway Excavation, Class 2 Aggregate Base (CY), Hot Mix Asphalt, Asphalt Dike, Pre-paving Inertial Profiler, Tack Coat, Continuously Reinforced Concrete Pavement (CRCP), Metal Beam Guard Rail, Thermoplastic Traffic Stripe, Thermoplastic Pavement Marking, Thermoplastic Traffic Stripe (Spray able), Pavement Marker (Non-Reflective), Pavement Marker (Retroreflective), Maintaining Existing Traffic Management System Elements During Construction, Inductive Loop Detector (EA), Concrete Aggregates, Joint Sealant Pavement, Joint Sealant, Approach Slabs, Slurry Seal, Rumble Strip (Ground-In), Rebar, Road Signs, Trucking On-Site, Trucking Aggregates, Trucking Asphalt, Street Sweeping, Equipment Rental and QC/QA.

**Requirements:** Brosamer & Wall, Inc. will work with interested subcontractors and suppliers to identify opportunities to break down items into economically feasible packages.

Brosamer & Wall, Inc. is a Union signatory contractor. Subcontractors must possess a current contractor's license, DIR number, 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 insurance, bonding, equipment, materials and/or supplies please allow us the opportunity to help your firm and call Chief Estimator - Robert Rosas at (925) 932-7900. Plans and specifications can be viewed at our office located at 1777 Oakland Blvd Suite 110, Walnut Creek, Ca. 94596 or available free electronically. Please email Robert Rosas at rrosas@brosamerwall.com for electronic files. Brosamer & Wall, intends to work cooperatively with all qualified firms seeking work on this project. We are an Equal Opportunity Employer and will work with any interested subcontractor to identify opportunities to break items into economically feasible packages. If you are interested in submitting a subcontractor bid for this project, please call us at 925-932-7900 or fax us your quote at 925-279-2269. PLEASE SUBMIT A COPY OF YOUR CURRENT CERTIFICATION WITH YOUR BID. Dealers/Suppliers and Brokers please confirm your designation code to us on or before the bid date. Please contact Chief Estimator Robert Rosas with any questions

## DeSilva Gates Construction

11555 Dublin Boulevard • P.O. Box 2909

Dublin, CA 94568-2909

(925) 829-9220 / FAX (925) 803-4263

Estimator: Bob Ciccarelli

Website: www.desilvagates.com

An Equal Opportunity Employer

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

**CALTRANS ROUTE 65 – CONSTRUCTION ON STATE HIGHWAY IN PLACER COUNTY FROM ROUTE 65/80 SEPARATION IN ROSEVILLE TO 0.3 MILE NORTH OF TWELVE BRIDGES DRIVE OVERCROSSING IN LINCOLN, Contract No. 03-4F0204, Federal Aid Project AGNHP-P065(103)**

**OWNER:**

STATE OF CALIFORNIA

DEPARTMENT OF TRANSPORTATION

1727 30th Street, Bidder's Exchange, MS 26,

Sacramento, CA 95816

**BID DATE: November 17, 2015 @ 2:00 P.M.**

We hereby encourage responsible participation of local Disadvantaged Business Enterprises, and solicit their subcontractor or materials and/or suppliers quotation for the following types of work including but not limited to:

**COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, LEAD COMPLIANCE PLAN, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, MARKERS, RUMBLE STRIP, SIGN STRUCTURE, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, SHOULDER BACKING, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL.**

100% Performance and Payment Bonds may be required for full amounts of the subcontract price. Surety company will have to be approved by DeSilva Gates Construction. DeSilva Gates Construction will pay bond premium up to 2%. Subcontractors must possess current insurance and worker's compensation coverage meeting DeSilva Gates Construction's requirements. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies. Plans and specifications are available for review at our Dublin office.

## McGuire and Hester

9009 Railroad Avenue • Oakland, CA 94603 • Phone: (510) 632-7676 • Fax: (510) 562-5209

Contact: Dave Koerber • An Equal Opportunity Employer

Sub Bids Requested From Qualified DBE Subcontractors & Suppliers for

**City of Dixon - West A Street Rehabilitation Project**

**Project No. 2015-04 / Federal-Aid STPL-5056(019)**

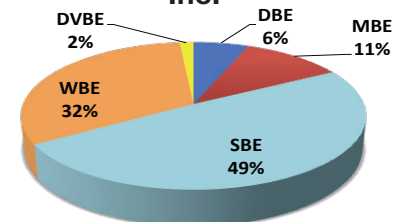
**Location: Dixon, CA**

**Bid Date: November 19, 2015 @ 3:00 PM**

McGuire and Hester is seeking qualified subcontractors in the following trades: trucking; grinding; sweeping; paving fabric; striping; and concrete flatwork. We will pay up to and including one and one-half percent (1-1/2%) of your bonding cost. Certification assistance is available, as well as viewing plans and specs.

## AUDIENCE PROFILE

Small Business Exchange, Inc.





# 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: DAVE BAST  
Website: [www.desilvagates.com](http://www.desilvagates.com)  
An Equal Opportunity Employer

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

**CALTRANS ROUTE 80 – CONSTRUCTION ON STATE HIGHWAY IN PLACER COUNTY NEAR COLFAX FROM LONG RAVINE UNDERPASS TO 0.4 MILE EAST OF MAGRA ROAD OVERCROSSING,**  
Contract No. 03-1F4004,  
Federal Aid Project ACNHMD-0804(194),  
Disadvantaged Business Enterprise goal assigned is 11%

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

**BID DATE: November 18, 2015 @ 2:00 P.M.**

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

AC DIKE, ASBESTOS COMPLIANCE PLAN, BIOLOGIST CONSULTANT, BLASTING, BRIDGE, BRIDGE REMOVAL, CLEARING AND GRUBBING/DEMOLITION, CONCRETE BARRIER, CONSTRUCTION AREA SIGNS, CRASH CUSHION, ELECTRICAL, EROSION CONTROL, FENCING, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, PIPE LINING, ROADSIDE SIGNS, RUMBLE STRIP, SIGN STRUCTURE, SOLDIER PILE WALL, STRIPING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, UNDERGROUND, TRUCKING, WATER TRUCKS, STREET SWEEPING, EROSION CONTROL MATERIALS, CLASS 2 AGGREGATE BASE MATERIAL, 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 [www.dot.ca.gov/hq/esc/oe/weekly\\_ads/all\\_adv\\_projects.php](http://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 Dave Bast. 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](http://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](http://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 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](http://www.desilvagates.com)  
An Equal Opportunity Employer

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

**CALTRANS - RTE 580 FOR CONSTRUCTION ON STATE HIGHWAY IN SAN JOAQUIN COUNTY NEAR TRACY FROM STANISLAUS COUNTY LINE TO ALAMEDA COUNTY LINE.**  
CONTRACT NO. 10-0Q17U4,  
FEDERAL-AID PROJECT ACNHP-X077(023)E,  
Disadvantaged Business Enterprise goal assigned is 13%

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

**BID DATE: November 18, 2015 @ 2:00 P.M.**

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

Bridge Deck Resurfacing, Clearing & Grubbing, Cold Plane, Concrete Barrier, Construction Area Signs, Crack and Seal, Electrical, Erosion Control, Guard-railing, HMA Dike, Lean Concrete Base, Markers/Delineators, Minor Concrete, Minor Concrete Structures, PCC Paving, Precoated Screenings/ Asphalt Rubber Binder, Preparing Inertial Profiler, Preparing Grinding, Rumble Strip, Sign Structures, Striping and Pavement Markers, WPCP Prep, Underground Work, Vegetation Control Concrete, Trucking, Sweeping, Water Trucks, Erosion Control Materials, Imported Borrow Material, Shoulder Backing Material, Aggregate Subbase Material, Aggregate Base Material, HMA Material, RHMA Material and Tack Coat 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](http://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 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](http://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](http://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 employer.



## DeSilva Gates Construction

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

DeSilva Gates Construction, L.P. is soliciting for DBEs for the following project:

**AC OVERLAY PROJECT – 2015 FEDERAL**  
Contract No. 4220,  
Disadvantaged Business Enterprise goal assigned is 10%

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

**BID DATE: November 12, 2015 @ 2:00 P.M.**

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

AC DIKE, ADJUST IRON, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, ELECTRICAL, LANDSCAPING, MINOR CONCRETE, PAVING FABRIC, SLURRY SEAL, STRIPING, UNDERGROUND, 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](http://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 Alan McKean. 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](http://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](http://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 employer.

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# Staffing Woes Worry Owners



## Continued from page 1

project execution. “We found that we are not falling off the cliff yet, but we can see the cliff’s edge,” says Crew. He notes that the study found shortages of trained craft workers already showing up among the electrical, mechanical and, particularly, welder trades.

The study by CII’s Research Team 318, which was presented at CII’s annual conference in Boston in August, analyzed past projects that experienced craft shortages. The study found that, for projects that experienced moderate to severe staff shortages, the average increase in costs was 17.3%, schedules were extended by 22.4% and the recordable injury rate rose to 0.94 from 0.26 per 200,000 work-hours for a fully staffed project.

Many owners say worker shortages are beginning to show up. “We are not seeing wholesale shortages yet, but we are seeing some in certain skilled crafts,” says Eddie Clayton, manager of contracting and workforce development strategies at Southern Co. He says skilled electricians, boilermaker welders, scaffolding carpenters and insulators are in short supply. “Our contractors are not having a problems supplying bodies for our projects, but we require skilled craft workers.”

On the heavy-civil side, workforce issues are not as pressing but still a concern. John Elnitsky, senior vice president for ash-basin strategy for Duke Energy, is working with heavy contractors to close ash basins. In that market, the issue is less about finding truck drivers and equipment operators as it is making sure they are trained to work efficiently and safely. “Civil contractors are working hard to staff up, but many of them are unused to the level of oversight we require to ensure a safe and productive workplace,” he says.

CLMA is providing many owners and contractors with the information on local and regional trade-labor shortages, causing owners to push for greater participation in the program. “We are

launching a pilot project to require contractors bidding on some of our projects to participate in CLMA,” says Clayton of Southern Co.

To encourage industry recruitment, the National Center for Construction Education and Research, Alachua, Fla., in 2014 launched the so-called Contractors Workforce Development Assessment (CWDA) tool, which contractors can use to get a third-party assessment of their workforce development program as well as suggestions for improvement.

“This is the same path we used when owners pressed contractors to make projects safer,” says Greg Sizemore, CURT’s executive vice president. He says owners can now assess a contractor’s safety record through its workers’-compensation experience modification rating. It is harder to develop a rating system for workforce development, but Sizemore says the CWDA is a step in the right direction.

Some owner groups hope this tool will push contractors to be more proactive and effective in recruiting and training young people in the industry. “Making an effective, measurable workforce development program a prequalifier for projects will cause contractors to focus on the problem of worker shortages,” Sizemore says.

However, the CWDA is still in its infancy. Some owners have taken an interest in the program but have not yet incorporated it into their RFQs. For example, Clayton says Southern Co. strongly urges its contractors to participate in the program, but the company is still waiting to see how effective the program is before mandating it. The CWDA “is off to a good start, but it remains to be seen how effective it will be,” adds Elnitsky. In fact, owners’ safety initiatives too years to bear fruit, he observes.

## Local Efforts

There are numerous trade-recruitment programs that are showing promise. For example, Clayton says Southern Co. is a sponsor of the Central Gulf

Industrial Alliance, Mobile, Ala., which fosters workforce development, training and best practices in the construction industry.

Ayers notes that many state programs have aided in recruiting young people into the industry, notably “Go Build Alabama,” which started up in 2012. Georgia has followed this lead, and, most recently, Tennessee in May enacted a “Go Build Tennessee” program. Administered by a coalition of the Associated Builders and Contractors, Associated General Contractors of Tennessee, Home Builders of Tennessee and the Tennessee Road Builders Association, it will be paid for through the state Board of Licensing Contractors’ surpluses and fines.

But the issue of staff shortages is not limited to craft labor. “We are finding shortages in recruiting civil and geotechnical engineers, as well,” says Elnitsky. He says CURT has worked hard to push engineering and construction-management curricula in colleges and universities to meet this professional shortfall.

Groves notes that shortages in supervisory positions are affecting projects. “Shortages in superintendents, project managers and construction managers have forced owners and contractors to advance younger and younger managers to supervise projects,” he observes. A lack of experience could affect project costs, schedules and safety. “You can mitigate cost and schedule, but you can’t mitigate worker injuries or deaths,” Groves warns.

The industry is facing challenges. But many owners are impressed by the willingness of the construction community to come together to address these challenges. “I am really pleased to see our vendors learn from each other and share best practices, even while competing with each other,” says Elnitsky.

**Source:** <http://www.enr.com/articles/37483-staffing-woes-worry-owners>