

CENTRAL CONNECTICUT STATE UNIVERSITY Institute of Technology and Business Development

NATIONAL CIVIL RIGHTS SYMPOSIUM



**Thursday, December 8, 2011
7:00 a.m. – 4:00 p.m.**

**2011 FHWA
NATIONAL CIVIL RIGHTS SYMPOSIUM**

"21st Century Civil Rights in Transportation"

U.S. DOT, Headquarters, West Atrium
1200 New Jersey Ave. SE, Washington, DC 20590



Relationship Presentation on the ConnDOT Disadvantaged Business Enterprise Program in Business Opportunities and Workforce Development

*By Rick Mullins, Executive Assistant to the President
December 8, 2011*



Who are we?

- **CCSU** - a regional comprehensive University founded in 1849
- **ITBD** - a full service training and educational outreach service supporting workforce development and business needs of the State of Connecticut
 - State Agency ~\$2.0M Self-Supporting – Not a part of the General Fund
 - Serving the workforce for 25 years
 - 8 Full Time Employees
 - 3 Student Workers (3)
- 2011 CT Business Hall of Fame inductee
- '95 – '05 CT Quality Improvement Award (Silver, Gold, Platinum) winner



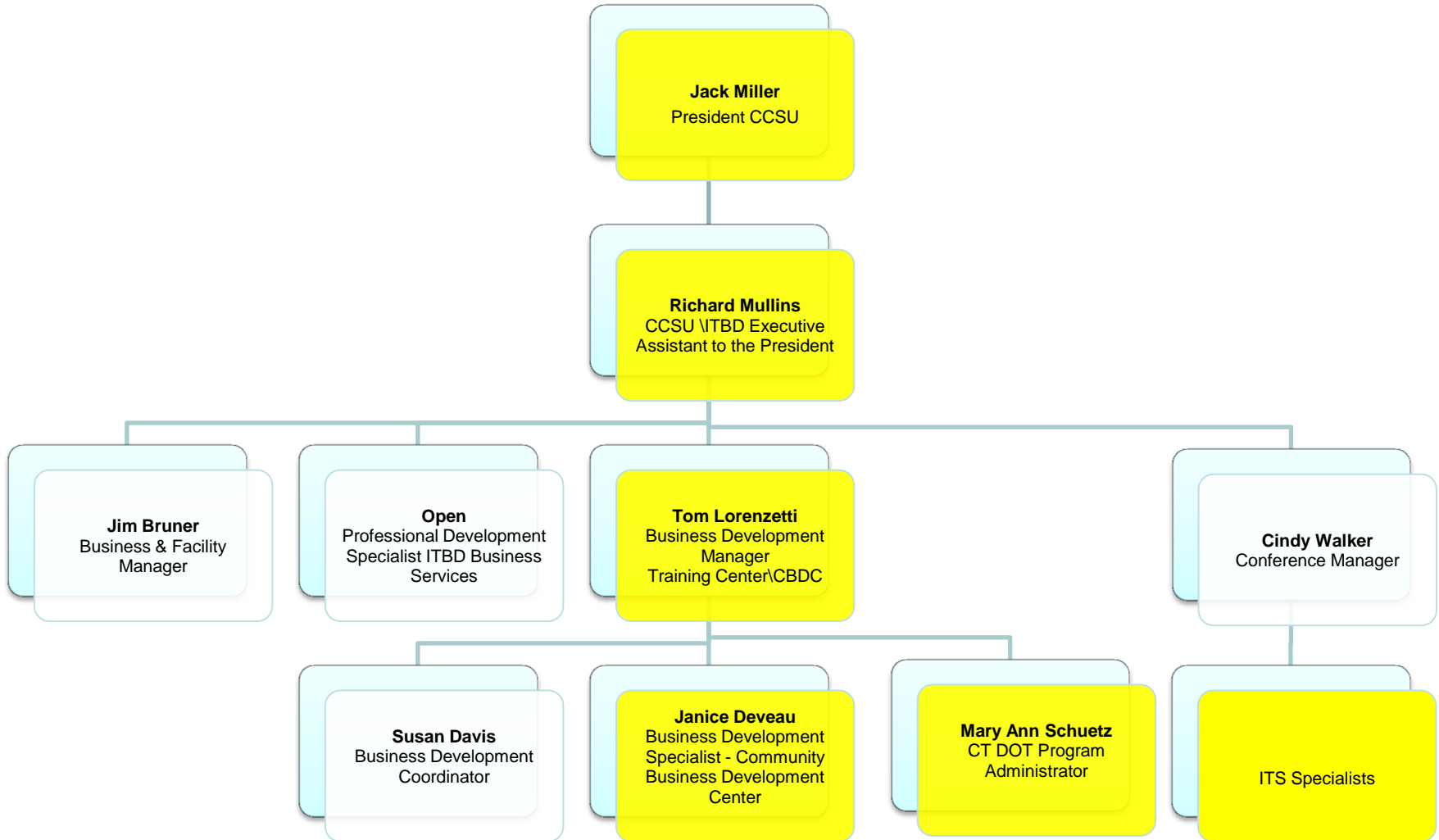
•Mission: “ITBD is a self supporting outreach function of CCSU. ITBD supports CT organizations with training and workforce development, conference and event management services business assistance and incubation.

•Our Mottos:

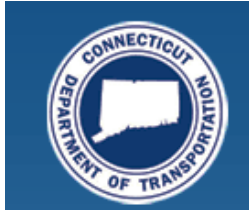
“Your Trusted Advisor”

“Mentoring for Business Success”

ITBD Organization FY11-12



Strength of the Network

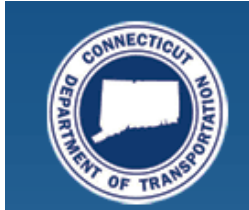


- CCSU - (4) Schools – Arts & Sciences, Education, Business, Engineering & Technology totaling 900 + faculty and 13,000 students
- ConnDOT and FHWA 1st connection was to the School of Business – Nature of the engagement led ConnDOT's Debra Goss and FHWA Lester Finkle to ITBD
- The University's long tradition in "hands on applications oriented problem solving" coupled with ITBD's linkage to the School of Business and School of Engineering & Technology made sense to support the ConnDOT DBE Program
- Both Schools have strong capabilities in business and technology assessment, productivity and process improvement
- School of Engineering and Technology's Construction Management and Civil Engineering programs and dedicated laboratories brought further resources to the program

ConnDOT / CCSU-ITBD DBE Program Metrics - July '05 to Date

- **Comprehensive Business Support Services Program** / Business Assessment Services and Development Plan Implementation Services provided for **162 DBE** firms, resulting in **>4800 hours** of DBE business advisory support now entering our **7th year**
- **Custom 1-on-1 Training and Consulting Services**, provided for **>25 DBE** firms that demonstrated a particular need for added business services provided by an ITBD Subject Matter Expert. Services provided on-site
- **ITBD participation in numerous ConnDOT DBE networking events.** Some examples are; US FHA CT BOWD Center Videoconference April 2008, ConnDOT Business Opportunity Summit March 2010, Workforce Development and DBE Capacity Building Workshop August 2010, Informational Session and Networking Conference March 2011, Affirmative Action Plan Compliance Summit May 2011. ITBD attends regularly scheduled DBE Orientations, DBE & Prime Match Makers, and other DBE events
- **Training Workshops/Seminars taught by Subject Matter Experts** provide DBEs with networking opportunities and industry focused topics such as; QuickBooks, Cost Estimating, OSHA, Prompt Payment, Finance and Accounting, HR Law, Lean Office, Bonding, Cash Flow Analysis, P&L Statements, and other topics. Total attending various workshops is nearly **400 DBEs** and growing
- **ConnDOT Summer Student Mentorship Program**, providing administrative support, accompany students on field trips, work site provider, and assist with workforce development programs, **4 Summer Programs**, helping **40 Students** in total
- **BOWD Center operations for DBEs as a secondary office space** with phone, computer, and printer, for firms to utilize the Center, to meet regularly with their Consultant, attend workshops, or use as a meeting facility
- **Invitations extended to DBE firms** to attend ITBD Technical IT Seminars, Executive Breakfast Business Seminars, Open Enrollment Programs, Congressional Roundtable Discussions
- **NEW!** Most recently have added a secondary follow-up Re-Assessment Program to review business progress and status of DBE firms who have earlier completed the Business Development Program. Starting August 2011, ITBD has re-assessed 5 DBE firms with 3 other firms scheduled. Three firms re-assessed have received a total of **27 additional hours** of business assistance and 2 firms re-assessed have proposals re-submitted, requesting additional hours of business assistance here as well

Program Benefits & Examples of Success



❑ Program Benefits

- University has a broad & talented faculty base - Faculty are “Teachers First” then Consultants – Teaches DBE’s “fish on their own”.
- CCSU ITBD is self-supporting like many of the DBE’s therefore understands DBE challenges, solutions and difficulties in implementation of new practices.
- The program increases willing, ready and able firms.
- The program increases competition in the industry.
- At least 3 Summer Interns have been hired in Transportation Careers

❑ Program Successes

- AI Engineers – Mr. Abul Islam – Construction Engineering Firm - 2010 CT Business Champion Award – Completed process – Actively engaged to date.
- Lintec – Linda Beaulieu – Steel Erection Firm – Completed process – Actively engaged to date.
- Freeman Companies – Rohan Freeman – Civil Engineering & Surveying and Landscaping Firm - Completed process – Actively engaged to date.
- VB Technologies – Nikhil Vyas – Structural Engineering Design - Completed process – Actively engaged to date.