



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

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January 28, 2021

AGENDA

1. COMMITMENT TO DIVERSITY - Statistics

2. DIVERSITY PROGRAMS

1. Building for Success Webinar Series
2. Small Business Initiative
3. Partnering for Growth
4. Earned Credit Program
5. ConstructionWorks
6. Technical Assistance

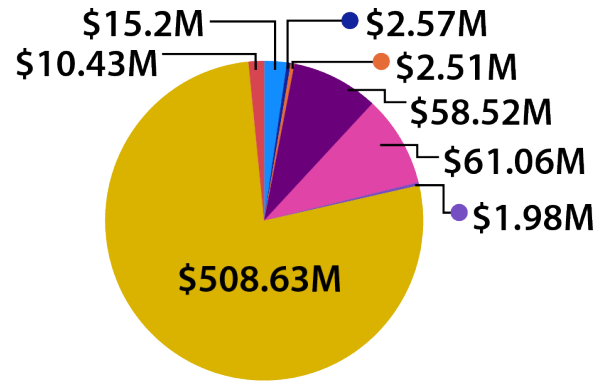
3. PROGRAM COMPARISON

1. Illinois Tollway
2. IDOT

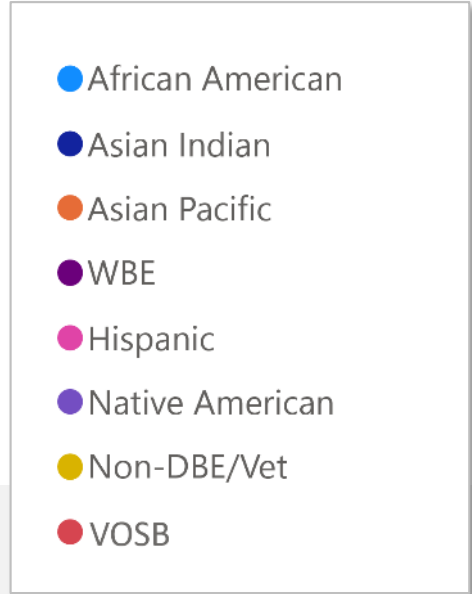
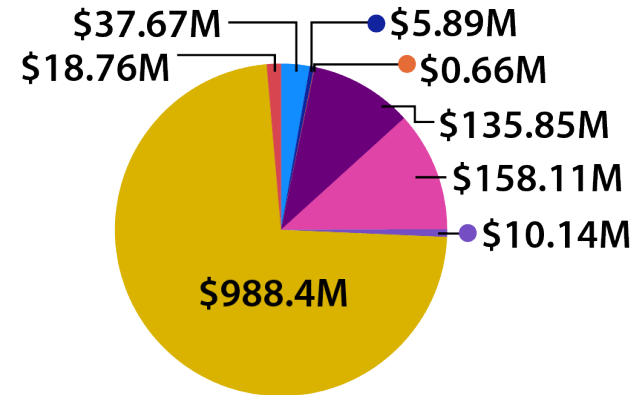


CONSTRUCTION AND PROFESSIONAL SERVICES AWARDS

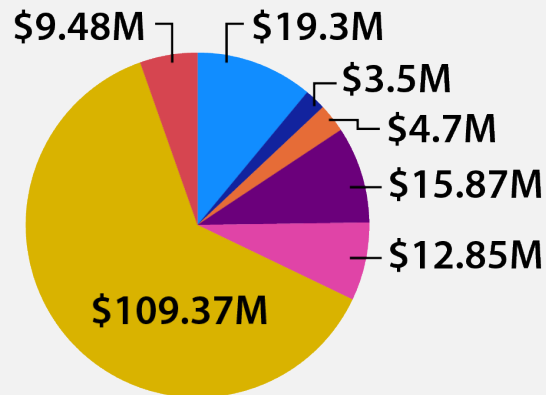
2019 CONSTRUCTION AWARDS



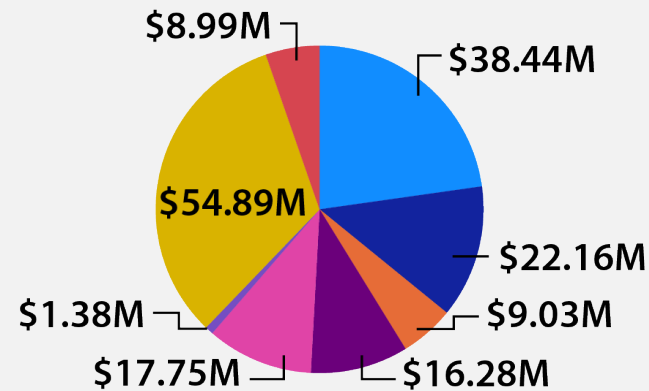
2020 CONSTRUCTION AWARDS



2019 PROFESSIONAL SERVICES AWARDS



2020 PROFESSIONAL SERVICES AWARDS



BUILDING FOR SUCCESS WEBINAR SERIES

Overview



30-minute presentations,
Mondays at 3 p.m.



Highlights key Tollway programs and
initiatives and provides strategies for
improving business operations



Leverages relationships with
strategic partners/sister agencies



Sessions are recorded and posted online as resources for firms doing business with the Tollway

BUILDING FOR SUCCESS WEBINAR SERIES

Success to Date

- ✓ Nearly 2,000 attendees in 2020
- ✓ Most popular topics: Statement of Interest workshop, IDOT and CDB prequalification

Winter 2021 Topics



- How to Bid – Using the state’s BidBuy system
- How to do Business (Procurement, Contract Services, Compliance)
- E-Builder Process
- Partnering for Growth – Professional Services

SMALL BUSINESS INITIATIVE

Overview



Identifies select construction contracts specifically for small businesses to perform as prime contractors



Requires a self-performance goal not to exceed 40%; determined on a project-by-project basis

SMALL BUSINESS INITIATIVE

Requirements

- ✓ Firms must be registered with the State as a small business
- ✓ Primes must have gross revenues of \$14 million or less annually
- ✓ Primes and subs must complete Tollway's Small Business Initiative application and be registered

SMALL BUSINESS INITIATIVE

Small Business Contract Tiers

Tier 1 **Tier 2** **Tier 3**

\$1 million
or less

\$1-3 million

\$3-5 million

Project Scopes

- Demolition, electrical, vertical, structural
- Landscaping, grading/drainage, general roadway

PARTNERING FOR GROWTH PROGRAM

Overview

- ✓ Encourages contractors and consultants to assist small, diverse and veteran-owned businesses in remaining self-sufficient, competitive and profitable
- ✓ Flexible agreements allow firms to gain experience on active contracts (professional services) or work together without a contract (construction)
- ✓ Tollway provides assistance with agreements (construction)



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level



Illinois Tollway
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PARTNERING FOR GROWTH PROGRAM

Accomplishments

170

Agreements to date



30

Protégé firms awarded Tollway prime contracts



PARTNERING FOR GROWTH PROGRAM

Future Improvements

- ✓ Award virtual bid credits to protégés (construction)
- ✓ Streamline paperwork (both)
- ✓ Exit interviews to incorporate lessons learned (construction)
- ✓ New software to track and monitor agreements

EARNED CREDIT PROGRAM

Overview

- ✓ Prime and subcontractors earn bid credits when they hire from a pool of underemployed minorities, women, eligible offenders and exonerated individuals, veterans and other economically disadvantaged individuals
- ✓ Race and gender-neutral program; candidates qualify based on income guidelines
- ✓ Contractors can earn additional bonus for retaining hires
- ✓ Tollway maintains online database to connect contractors with potential hires



EARNED CREDIT PROGRAM

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Putting your Best Bid Forward



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EARNED CREDIT PROGRAM

Accomplishments

506

ECP-eligible people
hired since program launch

30

Individuals
hired in 2020

Future Improvements

- Increase contractor hiring and retention bonuses

CONSTRUCTIONWORKS PROGRAM

Overview

- ✓ Connects participants to experienced career and pre-apprenticeship training partners throughout Northern Illinois who offer customized construction industry preparation
- ✓ Provides unprecedented level of access to key industry resources throughout the region, including construction contractors and regional transportation agencies
- ✓ Contractors earn bid credits for hiring and retaining candidates and up to \$100,000 in wage reimbursements per contract for apprentice hires employed on Tollway projects



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



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CONSTRUCTIONWORKS PROGRAM

Accomplishments

220

Participants hired
since 2018

18

Individuals hired
in 2020

30

Candidates hired
for Tollway
construction
projects

Future improvements

- Allow contractors to earn cash wage reimbursement for non-skilled laborers

TECHNICAL ASSISTANCE PROGRAM

Overview



Provides comprehensive, customized business development assistance to small, diverse and veteran-owned firms for increased business stability and growth in the transportation-related construction industry



Services are customized to the firms' assessed strengths, challenges and needs



Programs are self-paced or cohort-based (collaborative group setting)



TECHNICAL ASSISTANCE

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Equipping Businesses for Success



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TECHNICAL ASSISTANCE PROGRAM

Accomplishments

739

Firms assisted since
2016

51

Unique clients
awarded Tollway
contracts

96

Clients registered as small
businesses in last four
months, required to do
business with the Tollway

TOLLWAY AND IDOT DBE PROGRAM COMPARISON

Illinois Tollway Offers

Business development assistance

- ✓ Technical Assistance Program

Career development assistance

- ✓ ConstructionWorks

Career development assistance

- ✓ ConstructionWorks

Peer mentoring for businesses

- ✓ Partnering for Growth (professional services and construction)

Hiring/retention business incentives

- ✓ Earned Credit Program/ConstructionWorks – bid credits
ConstructionWorks - \$15 wage reimbursement on Tollway contracts

Contracting opportunities for small businesses

- ✓ Small Business Initiative



TOLLWAY AND IDOT DBE PROGRAM COMPARISON

IDOT Offers

Business development assistance

- ✓ DBE Supportive Services Program

Career development assistance for individuals

- ✓ Highway Construction Careers Training Program (HCCTP)

Peer mentoring for businesses

- ✓ Construction/Consultant Mentor Protégé Program

Hiring/retention business incentives

- ✓ HCCTP - \$15 wage reimbursement

Contracting opportunities for small businesses

- ✓ Target Market Program



Q & A



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THANK YOU

