

---

# **Economic Inclusion Standards & Programs Build Contractor Capacity & Opportunity**

**Presented By**

**Veronica Soto, Program Director  
October 2, 2018**



# Who We Are

**Help Build Equitable, Sustainable,  
Resilient Communities.**

**Green  
Our Cities**

**Strengthen  
Our Democracy**

**Build Our  
Communities**

# Economic Inclusion Goals

---

- Address the demand (projects) and supply (workforce) impacts of infrastructure investment and the green economy.
- Expand access to high-wage careers and business opportunities through comprehensive alignment of workforce development resources and contracting and procurement operations to benefit all stakeholders.
- Implement compliance systems and processes to ensure transparency, accountability and validated public policy outcomes.

# Marketplace Challenges

## AGC Study Results

- Up to 80% of construction companies have difficulty finding skilled labor
- Lost 2.3 million skilled workers during recession
- 20% less skilled workers than during peak
- New workforce measures needed to improve pipeline for recruiting and training new craft workers
- Go Build! campaign

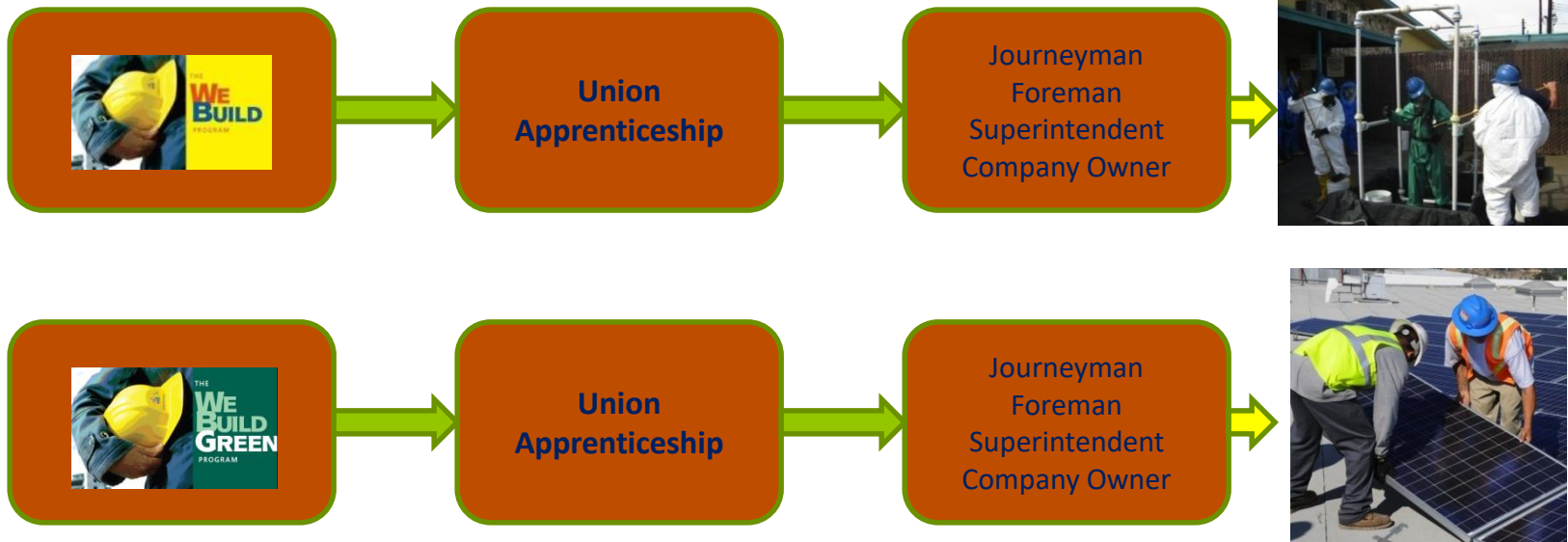
## Aging Workforce

- Baby boomers are retiring and leaving skilled labor gaps
- Average age of a skilled construction worker is 49 years
- For every Journeyman who retires, four apprentices are required

# Workforce Development-Skilled Workers

- Establish Pathway to Apprenticeship (Adult/Disadvantaged Youth)
- Inventory and Alignment of Existing Resources & Workforce Partners
- Training Curriculum (MC3 or other)

## APPRENTICESHIP PATHWAY



# Contractor Capacity Building

## E-Contractor Academy

- Seven-week seminar program created to support the efforts of the Southern California Regional Energy Network (SoCalREN)
- Prepares small, minority contractors to compete for energy efficiency projects
- Provides access to training and technical assistance to grow competitive capacity
- Provides contracting and procurement assistance to compete in the public sector



# Contractor Capacity Building

## E-Contractor Academy Seminars

- Introduction to Public Contracting
- Introduction to Sustainability/Energy
- How to Bid
- Estimating & Scheduling
- Access to Bonding and Capital
- DBE/SBE/DVBE Certification
- Safety Training
- Labor Compliance & PLA
- LCP Tracker Compliance System Training
- Project Management
- Cash Flow Management
- Project Closeout



Southern California  
REGIONAL ENERGY NETWORK 

[www.e-contractoracademy.com](http://www.e-contractoracademy.com)

# Public Sector Procurement Approach

## Public Contracting Principles

- Open and Competitive Process
- Public Bid Opening
- Licensed Contractors
- Subcontractor Protections
- Labor Compliance
- Insurance and Bonding

## Contracting/Project Delivery Methods-Construction

- Low-Bid (Design-Bid-Build)
- Best Value\*
- Design-Build\*
- Design-Build FOM (P3)\*
- Lease Lease Back\*
- Job Order Contracting (JOC)/e2IQ
- Performance Contracting/ESCO\*

\*Request for Qualifications (RFQ), Request for Proposals (RFP)





# Procurement Approach to Ensure Participation

## Two-Tier Procurement Process

- RFQ measures past performance (10%)
- RFP measures proposed plan (10%)

## RFQ Sample Questions

- Describe how you will break down scope of work and/or create set-aside contracting opportunities for certified firms.
- Describe how you will coordinate with your large, first-tier subcontractors to fulfill the SBE participation goal.
- Describe how you will monitor and enforce your large, first-tier subcontractors efforts in achieving the SBE goals.
- Describe specific activities that will be undertaken to help certified firms address barriers and challenges related to obtaining bonding, accessing skilled labor, and managing cash flow and/or access to capital.

# Procurement Approach to Ensure Participation

## Contract Specifications

- Establish program guidelines and performance metrics
- Require SBE Utilization Plan
- Require strategic outreach and capacity building initiatives
- Require routine reporting and evaluation
- Include template and forms
- Include list of business and trade organizations, technical assistance providers, access to capital and bonding resources, etc.

## Certifications

Airport Concessions Disadvantaged Business Enterprise (ACDBE)

Disabled Veteran Business Enterprise (DVBE)

Local Business Enterprise (LBE)

Disadvantaged Business Enterprise (DBE)

Minority Business Enterprise (MBE)

Small Business Enterprise (SBE)

Women Business Enterprise (WBE)

Local Small Business Enterprise (LSBE)

# Monitoring & Compliance

---

## LCP Tracker

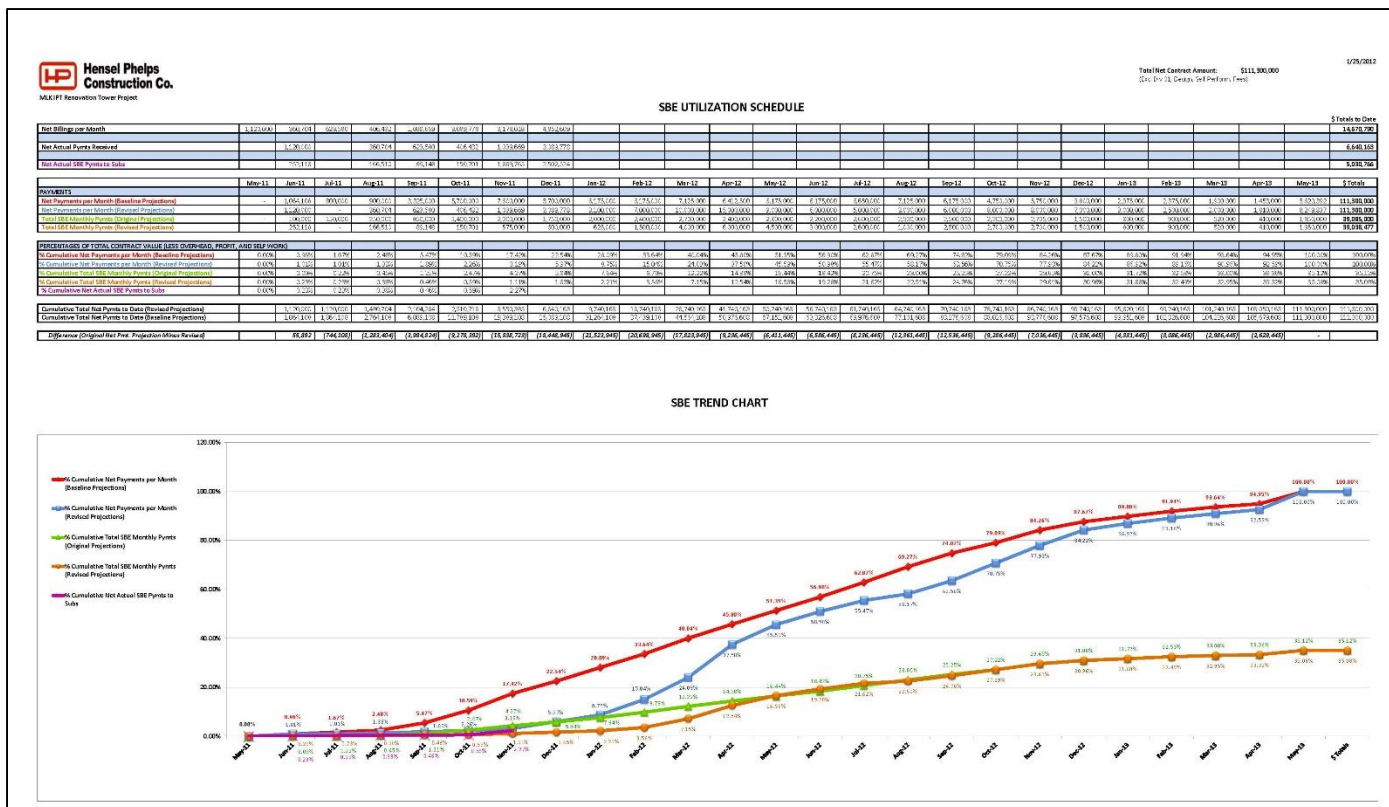
- Online certified payroll compliance system
- Labor Compliance
- Tracks Local Worker Participation
- Project specific and cumulative participation reports

## B2GNow Contract Compliance System

- Web-based contract compliance system
- Monitor and Report DBE/SLDBE/DVBE Participation
- Tracks prompt payment
- Provides subcontractor participation up to 10 tiers
- Project specific and cumulative participation reports

# SBE Utilization Plan

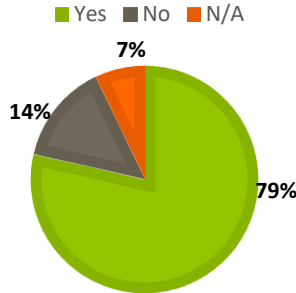
SBE Utilization Plan – A plan that contains the Prime Contractor’s forecasted SBE participation, based on contract value, to meet or exceed the SBE Participation requirement or goal proposed by the Prime Contractor in its bid submittal.



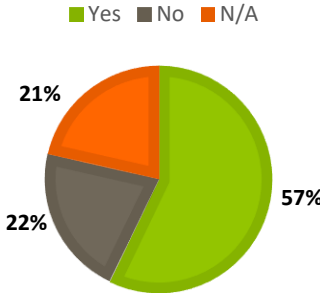
# E-Contractor Academy Diversity

The 125 E-Contractor Academy Program graduates represent the diversity of the Los Angeles marketplace.

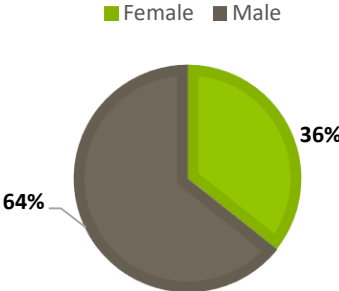
**SMALL BUSINESS**



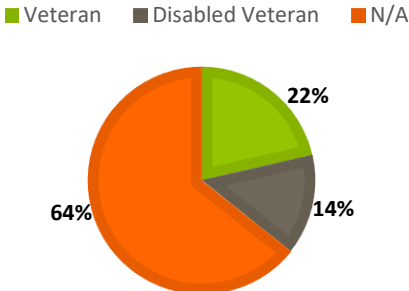
**MINORITY BUSINESS**



**GENDER**



**VETERAN STATUS**



---

**QUESTIONS?**



# CONTACT INFORMATION

---

Veronica Soto, Program Director  
Emerald Cities-Los Angeles  
633 West Fifth Street, Suite 3200  
Los Angeles, CA 90017

Direct: (562) 964-8396

Email: [vsoto@emeraldcities.org](mailto:vsoto@emeraldcities.org)

