

Programs That Provide a Model for Construction Recruitment



Photo by www.constructconnect.com

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

By *Holly Welles*,

The construction industry is in growth mode across the globe. Construction output is projected to grow 85% by 2030, highlighting the ever-increasing opportunities for professionals in the field. At the same time, there is a lack of skilled laborers, and those same construction companies state they have a hard time filling positions.

Fortunately, there are some programs that provide a model for construction recruitment. Finding or training skilled workers sometimes requires thinking outside the box to attract new workers to a booming industry. From conducting local outreach to speaking to underrepresented groups, here are a few ideas that provide an excellent path forward.

Attracting Women

Construction work has traditionally been a male-oriented job, but more women are moving into the industry because of the excellent pay and schedule flexibility. Women make up only 9% of the construction industry and 3% of construction laborers, so there's a lot of room for growth in the number of female employees.

Innovative programs include Nontraditional Employment for Women, or NEW, a New York-based organization that recruits and trains local women for city construction unions. Recently, NEW was able to boast that women represent more than 6% of the region's union construction workers.

Many women who might otherwise find success in the construction industry simply lack the exposure or support to pursue these opportunities. Programs like NEW educate recruits about potential career trajectories and prepare them to break down barriers that have traditionally barred women from the construction site.

Hiring Veterans

When military veterans get out of the service, their old jobs aren't typically waiting for them. Many may have gone into the military after high school and are looking for a new career path. Interestingly, the Department of Labor forecasts that the construction industry will need to hire 240,000 workers annually in light of current demand. A similar amount of veterans re-enters the private sector each year. How can companies take advantage of this match-up?

Higher education isn't for everyone, so construction companies offering on-the-job training for veterans have an opportunity of attracting skilled employees with a strong work ethic. Military

veterans may already have experience servicing heavy equipment as mechanics and fit well into a variety of jobs, such as operating dozers or articulated trucks.

One program aimed at translating the skills of former military personnel into the building industry is Helmets to Hardhats. This national non-profit connects veterans to federally-approved apprenticeship programs, creating specialized professionals with little to no prior construction experience. The program also works with Wounded Warriors and helps disabled vets find jobs in the construction industry.

Local Youth Outreach

Some construction trade organizations sponsor local events to get young people interested in the industry. From formal education opportunities to simple demonstrations, these aim to expose students to career possibilities they may not consider otherwise.

Recently in Duluth, Minnesota, for example, the trades association held an event called "Construct Tomorrow." This outreach effort was set up with demonstration stations showing the type of work people in the building industry do daily. It was a hands-on experience meant to generate excitement in young people and show them another



California Sub-Bid Request Ads



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Contact: Will Scott

Sub-Bids Requested From **MBE, DBE, WBE** Subcontractors & Suppliers for:
OWNER: COUNTY OF HUMBOLDT DEPARTMENT OF PUBLIC WORKS
MITCHELL ROAD (C4J090) AT P.M. 1.15 STORM DAMAGE PROJECT
PROJECT NO.: FEMA 4301-DR-CA PW 1029
CONTRACT NO.: 217300
BIDS OPEN: MARCH 26, 2019 AT 2:00 PM

Trades Solicited:

ASPHALT, PILING, CONCRETE & CEMENT, REINFORCING BAR SECTION, GUARD RAILINGS & BARRIERS, TRAFFIC CONTROL SYSTEM, PLANE ASPHALT CONCRETE, ASPHALT CONCRETE, FURNISH & DRIVE PILING, REINFORCING STEEL, METAL BEAM GUARD RAILING, CONCRETE BARRIER, PAVEMENT MARKING, SURVEYOR, LAND SURVEYING

If a portion of the work is too large for you to handle, contact us and we will try and break it into smaller portions

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds provided by approved surety company. SRC will pay bond premium up to 1.5% of subcontract amount and will assist with insurance compliance. SRC will work with subcontractors on joint check agreements. Plans and specs are available for viewing at our Folsom office and upon request will provide FTP site for electronic viewing of project.

Bonding, insurance, lines of credit and any technical assistance or information related to the plans or specifications for the work will be made available. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered.

Shimmick Construction Company Inc.

8201 Edgewater Drive, Suite 202 • Oakland, CA 94621
Phone (510) 777-5000 • Fax (510) 777-5099

LBE Subcontractor/Supplier Bids Requested For:

SFPUC Southeast Water Pollution Control Plant
042- Seismic Retrofit and Rehabilitation
Contract No. WW-665

BID DATE: March 28, 2019 at 2:00PM

Fax all quotes to 510-777-5099 or email to northwest.estimated@shimmick.com

Requesting certified LBE Subcontractor and Supplier Quotes on:

Structural Steel Contractors, Reinforcing Steel Contractors, Sandblasting Contractor, Building Moving Wrecking Contractors, Earthwork & Paving, Electrical Contracting, Plumbing, Painting/Waterproofing Contractor, Roofing Contractor, Concrete/Related Services, Drilling Services, Concrete Contractor, Sand and Water Blasting, Trucking and Hauling, Steel & Steel Products, Concrete Supplier and Manufacturer, Metals for Custom Fabrication Equip., Controls (Industrial & Commercial), Utility Products (Water Meters. Etc.), Electrical Equipment and Supplies, Instrumentation Equipment & Supplies, Lighting Supplies, Lumber EQ & Supplies, Construction & Building Materials, Water & Sewage Treatment Supplies, Sandblasting Equipment and Supplies, Pipes, Valves & Fitting Supplies, Surveying (Land & Aerial), Laboratory Services (Materials Testing)

Please visit www.sfwater.org/bids/bidlist.aspx for more information. You may also contact Natasha Inglis at ninglis@shimmick.com for access to the documents.

Subcontractors and Suppliers interested in this project may contact Bill Johnson by email at bjohnson@shimmick.com.

100% Performance and Payment bonds with a surety company subject to approval of Shimmick Construction Company, Inc. are required of subcontractors for this project. Shimmick Construction will pay bond premium up to 1.5%. Subcontractors will be required to abide by terms and conditions of the AGC Master Labor Agreements and to execute an agreement utilizing the latest SCCI Long Form Standard Subcontract incorporating prime contract terms and conditions, including payment provisions. Shimmick Construction's listing of a Subcontractor is not to be construed as an acceptance of all of the Subcontractor's conditions or exceptions included with the Subcontractor's price quote. Shimmick Construction requires that Subcontractors and Suppliers price quotes be provided at a reasonable time prior to the bid deadline to enable a complete evaluation. For assistance with bonding, insurance or lines of credit contact Scott Fairgrieve at (510) 777-5000.

CAHILL CONTRACTORS LLC
requests bids from Certified SBE Subcontractors and Suppliers for ALL trades EXCEPT:

Structural Concrete / Structural Light Gauge Metal Stud Framing / Exterior Building Maintenance / Elevators / Fire Sprinklers / Plumbing / HVAC / Electrical / Solar / Earthwork / Shoring / Hoist / Crane / Scaffold

YERBA BUENA ISLAND - REMAINING TRADES
301 Macalla Court, San Francisco, CA 94130

This is a TIDA project with a PLA and construction workforce requirements.

BID DATE: 3/18/19 @ 2 PM

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

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

CAHILL CONTRACTORS LLC requests bids from Certified SBE Subcontractors and Suppliers for the following DESIGN-BUILD trades:

Fire Sprinkler / Solar / Exterior Building Maintenance / Fire Alarm (Design Only)

1064 MISSION STREET - DESIGN-BUILD BID
1064 Mission Street, San Francisco, CA 94103

This is an SFCMD project with construction workforce and prevailing wage requirements.

BID DATE: 3/18/19 @ 2 PM

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

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

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Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

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California Sub-Bid Request Ads



Gallagher & Burk, Inc.

344 High Street • Oakland, CA 94601
 Phone: (510) 261-0466 • FAX (510) 261-0478
 Estimator: Eric Allred
 Website: www.gallagherandburk.com

Gallagher & Burk, Inc. (GBI) is preparing a bid as a Prime Contractor for the project listed below:

REPAIR & RESURFACING OF OTIS DRIVE FROM PARK STREET TO BROADWAY AND PACIFIC AVENUE FROM MAIN STREET TO FOURTH STREET

Federal Project No. STPL-5014(041), DISADVANTAGED BUSINESS ENTERPRISE GOAL ASSIGNED IS 5%

OWNER: CITY OF ALAMEDA, 950 West Mall Square, Alameda, CA 94501

BID DATE: March 27th, 2019 @ 3:00 P.M.

GBI 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, Electrical, Emulsion Supplier, Minor Concrete, Striping, Traffic Control Systems, 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%25gallagherburk.com:f7pa55wd@pub.gallagherburk.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 (510) 261-0478 to the attention of Estimator Eric Allred. If you have questions for the Estimator, call at (510) 261-0466. 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 (510) 261-0466, 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). GBI 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. GBI is an equal opportunity/affirmative action employer.

Pacific States

ENVIRONMENTAL CONTRACTORS, INC.

CAL LIC. NO. 723241
 11555 Dublin Boulevard
 Dublin, CA 94568-2909
 Phone: (925) 803-4333 • FAX: (925) 803-4334
 Estimator: Keith Donahue
 KDonahue@pacificstates.net

Pacific States Environmental Contractors, Inc. (PSEC) is preparing a bid as a Prime Contractor for the project listed below:

PROJECT:

Laguna Creek (Line E) Improvements 1200 feet Downstream of Cushing Parkway to Starboard Drive in Fremont, Alameda County California, Zone No. 6 Project.

OWNER:

Alameda County Flood Control and Water Conservation District
 951 Turner Court, Room 300
 Hayward, CA 94545

BID DATE: April 2, 2019 @ 2:00 PM

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

Survey, Concrete, Fencing, Shoring, Landscaping and Underground Utilities.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. Please call if you need assistance in obtaining bonding, insurance, equipment, materials and/or supplies for this project.

This will be a PREVAILING WAGE JOB.

Plans and specifications may be viewed at our office located at 11555 Dublin Boulevard, Dublin, CA, or may be viewed or purchased by contacting Central Blue Print at 17132 E. 14th Street, Hayward, CA 94541 (510-276-2275), East Bay Blue Print and Supply at 1745 14th Ave. Oakland, CA 94606 (510-261-2990), or Custom Blue Print, 1944 Mt. Diablo Blvd. Walnut Creek, Ca 94596 (925-932-3113).

PSEC is willing to breakout any portion of work to encourage Disadvantaged Minority/Women Owned Business Enterprises and solicit their subcontractor or materials and/or suppliers and trucking quotations as well as increase the expectations of meeting the D/M/WBE goal. If you require any assistance, please contact the Estimator, Keith Donahue, email him at KDonahue@pacificstates.net or call (925) 803-4333. Bids may be faxed to us at (925) 803-4334. 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. We are an Equal Opportunity Affirmative Action Employer.

If you need D/M/WBE 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) 803-4333.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB.

PSEC is an Equal Opportunity/Affirmative Action Employer.



Graniterock

5225 Hellyer Avenue, Suite #220
 San Jose, CA 95138
 Phone (408) 574-1400 Fax (408) 365-9548
 Contact: Bryan Jones
 Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED SBE Firms SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

Gold Street Median Removal Project Contract No. C0646

Owner: Santa Clara Valley Water District

Engineers' Estimate: \$175,000.

BID DATE: March 27, 2019 @ 2:00 PM

Items of work include but are not limited to: Striping, Traffic Control, Grinding, Asphalt and Trucking.

Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the subcontract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project.

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California Sub-Bid Request Ads



431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994
Contact: Kelsey Godfrey
Email: bid@arntzbuilders.com

REQUESTS QUOTATIONS FROM ALL
STATE OF CALIFORNIA DGS CERTIFIED DVBE
SUBCONTRACTORS & SUPPLIERS and
ALL QUALIFIED SUBCONTRACTORS &
SUPPLIERS FOR ALL TRADES
FOR THE FOLLOWING PROJECT:

**GEORGE WASHINGTON HIGH SCHOOL
VOLUNTARY SEISMIC STRENGTHENING
SAN FRANCISCO, CA
SFUSD Project #11898
BID DATE: March 26, 2019 @ 2:00pm
ESTIMATE: \$25,500,000**

Trades needed but not limited to: Earthwork, Excavation and Backfill, Selective Demo, Site Clearing, Concrete, Cast-in-Place Concrete, Shotcrete, Structural Steel and Misc. Iron, Metal Fabrications, Casework, Roof Insulation, Modified Bitumen Roofing, Flashing and Sheet Metal, Unit Skylights, Fire-stopping, Joint Sealers, Hollow Metal Door Frames, Access Panels, Door Hardware, Glazing, Metal Framing, Gypsum Board, Ceramic Tile, Acoustical Ceilings, Painting, Visual Display Boards, Interior Signage, Toilet Room Accessories, Fire Protection Accessories, Metal Lockers, Walk-in Cooler and Freezer, Elevator Modernization, Fire Suppression, Plumbing, HVAC, Electrical, Asphalt Paving, Haz-Mat.

CONTACT:

Kelsey Godfrey bid@arntzbuilders.com

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

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KIEWIT-PARSONS A JV

**Foothill Gold Line Extension Phase 2B – Revised Proposal
Metro Gold Line Foothill Extension Construction Authority, Owner
Request for Proposal – Notice of Interest
Email : FoothillSBE@Kiewit-Parsons.Com
Request for sub-quotes DBE, MBE, WBE, SBE, SBRA, LSAF, HUBZone**

Kiewit-Parsons a JV ("KPJV") is preparing a **revised** proposal for the Foothill Gold Line Extension Phase 2B project and is seeking sub-quotes from all qualified Small Business Enterprises and all other business enterprises to perform as sub-contractors, material contractors and suppliers. SBEs must provide evidence of SBE certification by the State of California Department of General Services ("DGS"), the Los Angeles County Metropolitan Transportation Authority ("Metro"), the City of Los Angeles – or any other recognized body acceptable to the Authority.

Foothill Gold Line Extension Phase 2B is a Design-Build project for Metro Gold Line Foothill Extension Construction Authority ("Authority") and includes the systems and fixed facilities between Phase 2A terminus (near the boundary of the City of Azusa and the City of Glendora) and Montclair Station (but could end at Pomona Station if Authority does not exercise the "Montclair Option"). Therefore, project would include, but not be limited to 9.1-miles of double light rail main track from the City of Azusa to the City of Pomona with an additional option to extend to the City of Montclair. The work includes 18-ea new bridges, improvements to the existing culverts, retaining walls, sound walls, embankments, drainage systems, storm water management, traffic signals, landscaping and train control systems. In addition, 6-ea new at-grade stations, utility relocations, an overhead contact system (OCS), grade crossings, and adjacent roadway and traffic improvements is also part of the project. The existing freight line running through the corridor will be relocated along with 1.9-miles of Metrolink commuter rail track and corresponding signal systems.

KPJV will be requesting sub-quotes for various areas of work listed in, but not limited to, the scope categories below. All firms interested in providing a sub-quote in their respective areas of work or specialty, must provide a notice of interest to receive a bid package as instructed below.

Architectural • Civil • Mechanical • Utilities
Professional Services • Environmental • Construction Site Services

If you are interested in providing a sub-quote for this project, please contact us at the e-mail address noted below no later than 4:00pm PST, **Friday, March 29, 2019**. Responding firms will then be issued an "Invitation to Bid" second week of April for **response by April 29, 2019**, with bid instructions and project information through KPJV's online bid system, SmartBidNet (at no cost to you). Plans and specifications will also be available for review at the address listed below if requested. If you submitted a prior proposal in September 2018 and wish to provide revised pricing or confirmed previous pricing, please confirm your continued interest at the e-mail address below.

Responsive bidders must possess a valid California Contractor's license (as appropriate) and provide acceptable insurance. Responsible subcontractors and material contractors may be required to provide bonding for 100% of their contract value. KPJV will reimburse bond premiums. This is a prevailing wage job pursuant to the provisions of Section 1773 of the State Labor Code. KPJV is signatory to collective bargaining agreements with the carpenters, laborers, cement masons, ironworkers, operating engineers and teamsters. KPJV will consider quotes from any and all bidders who demonstrate an ability to foster and maintain labor harmony on the Project.

KPJV intends to conduct itself in good faith with all SBEs and all other business enterprises regarding participation on this project. For further information, assistance or questions regarding the project, to discuss your specialty or scope of work, project schedule, requirements of the contract, licensing, insurance or bonding, equipment, supplies, materials, related assistance or services, please contact us at the e-mail address below.

**Kiewit-Parsons a JV
10704 Shoemaker Ave., Santa Fe Springs, CA 90670
Tel: (562) 946-1816 • Fax: (562) 946-3823
Email : FoothillSBE@Kiewit-Parsons.Com**

"KPJV is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law."



DIVERSITY OUTREACH

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- Agency/Organization Letters
- Computer Generated Dated/ Timed Documentation
- Customized Reports Available

Visit this link for the
OUTREACH ORDER FORM:
www.sbeinc.com/services/diversity_outreach.cfm



California Sub-Bid Request Ads



Floating Fire Station 35
Pier 22.5, SF, CA
BID DATE: Friday March 29, 2019 at 3:00 p.m.
EMAIL TO: Bill Krill - BKrill@swinerton.com

Swinerton Builders is requesting STEEL quotations from ALL subs.

20% LBE Participation required, must be Certified by City of San Francisco.

SCOPE OF WORK:

To protect against sea-level rise and earthquakes, the City of San Francisco has awarded to Swinerton Builders a new approximately 16,034 gsf Fire Station on top of a floating barge at piers 22.5/24 (just north of the Bay Bridge) in San Francisco. This is a complete design-build project which is on Port of San Francisco land and will be managed by the San Francisco Department of Public Works (with LBE requirements) with funding through the Emergency Safety and Emergency Response (ESER) Bond passed in 2014. The project includes a steel frame building with metal decking, berthing for three Fire Boats, small craft storage and launching, dive equipment and boat, ambulance access and living quarters for Fire crews and officers.

TRADES:

Structural steel, Metal decking, Miscellaneous metal, Steel stairs and Decorative metal.

PLANS & SPECIFICATIONS:

Available through Swinerton "Smartbid" – contact Bill Krill at BKrill@swinerton.com

DOWNLOAD DOCUMENTS HERE:

<https://secure.smartinsight.co/#/PublicBidProject/431690>

WE REQUEST BIDS FROM ALL SUBS

Please submit your bid to BKrill@swinerton.com

"Swinerton is an Equal Employment Opportunity, Minority, Women, Disability, and Veteran Employer"



THE PRESSURE GROUT CO.,

is submitting a bid on
March 26, 2019, @ 2PM,

for the following project:

**Seismic Retrofit- Soil Improvements at
Marina Middle School
3500 Fillmore Street
San Francisco, CA 94123**

We are looking for quotes for the following services from Certified DVBE Subcontractors and Suppliers of all trades to submit bids for:

1. Top Soil certified in accordance California Environmental Quality Act.
2. Trucking
3. Landscaping
4. Plumbing

Please submit your quotes by email to:

pqc@pressuregrout.com

Or by Fax to: 510-887-2275

Programs That Provide a Model for Construction Recruitment

Continued from page 1

option for a career after high school, particularly in a region with a high demand for construction professionals.

Offering Apprenticeships

Events are also used to highlight skilled trades, such as ironworking, and provide information on gaining an apprenticeship. While the worker might start out making less, after they learn the trade, they'll make much more than an average worker.

Some companies go into local schools to talk about a specific type of work in the construction industry and explain how apprenticeship programs work. College and job fairs are another place to put information into the hands of young people or those looking for a new career.

A registered apprenticeship program gets certified through the Department of Labor Office of Apprenticeship or a state agency. While developing a program requires time and resources from industry employers, it results in a steady pipeline of highly-trained workers within a company's specific field. This level of career support and

stability has undeniable appeal for students and employers alike.

Embracing Technology

Construction isn't usually thought of as a high-tech industry, but virtual reality, Internet of Things and other groundbreaking technologies are making their way onto building sites. Companies and programs who are on top of these changes can generate unique opportunities to recruit younger workers into the field.

Across industries, the use of technology is one of the top things attracting younger workers. Generation Z, people born in the mid-1990s to the early 2000s, are the first generation never to know a world without the internet and cellphones. This is a tech-savvy generation, and they rely on the use of devices for daily tasks.

Many firms are embracing this characteristic by creating mentorship opportunities for tech-oriented students. For example, the ACE Mentor Program connects students with industry professionals who can better demonstrate technological opportunities in the field. Then, once young workers have been recruited, professional devel-

opment and training programs can help boost retention while advancing a firm's ability to stay on top of technology trends.

As the industry continues to change, employers will rely on workers who are comfortable embracing technology. This creates the perfect opportunity to communicate with young recruits who may not realize how 3D modeling, virtual reality, and other exciting technical skills are transforming the traditional jobsite.

Revising Your Recruitment Strategy

If the construction industry hopes to fill the many open jobs of the future, it must think outside the box and come up with new ways of educating the public about career potential. Opening the doors to new types of workers and providing more structured learning opportunities may be the key to turning around the industry's employment shortage.

SOURCE:

<https://www.constructconnect.com/blog/operating-insights/programs-provide-model-construction-recruitment/>



Public Legal Notices

UNIVERSITY OF CALIFORNIA, IRVINE
MEDICAL CENTER

NOTICE INVITING GENERAL CONTRACTOR PREQUALIFICATION

Prequalification Questionnaires will be received by the University of California, Irvine Medical Center (UCIMC) from general contractors wishing to submit bids for a lump sum contract for the:

B30A, 2nd Fl, Ophthalmology Expansion, Project No. 994647

PREQUALIFICATION: The University has determined that bidders must be prequalified for this project.

DESCRIPTION OF WORK: The project will renovate 8,325 ASF on the 2nd Floor of Building 30A to create (6) new exam rooms for the Department of Ophthalmology. The project will be phased to ensure clinical operation. The detailed scope includes:

- Converting existing staff work area to exam rooms
- Dividing existing exam and workspaces to create exam rooms
- Creating staff workstations in a renovated waiting area and other in areas on the floor
- Expanding the reception counter to better serve patients and increase workflow
- Construction of a new patient consultation office
- Installation of an elevator lobby smoke fire door to open up the main patient wait area
- Installation of security doors between patient and staff areas

PROJECT COMPLETION TIME:
270-300 days.

ESTIMATED COST: \$1,000,000

PROCEDURES: Prequalification Questionnaires available Tuesday, March 19, 2019, 2:00 PM. Contact

Kim Kerwin @ khau@uci.edu

MANDATORY PREQUALIFICATION CONFERENCE: Thursday, March 28, 2019 at UCIMC, Building 22A (Library Auditorium), Room 2107, 101 The City Drive South, Orange, CA 92868, beginning promptly at 10:00 AM.

QUESTIONNAIRE DUE DATE: Questionnaires must be received by Friday, April 12, 2019 at 4:00 PM only at UCIMC, Planning Administration, Building 27, Room 136, 101 The City Drive South, Orange, CA 92868.

BIDDER QUALIFICATIONS: Must meet license, insurance, bonding, safety, financial and claims history requirements. Must have completed a minimum of (3) projects in the last five years with a minimum construction cost of \$500,000 as follows: (1) project involving the expansion/renovation of an outpatient facility; (1) expansion/renovation project requiring infection control that was constructed in a fully operational/occupied hospital or outpatient facility; (1) project involving the construction or renovation of staff workstations, reception counters, exam rooms, and/or consult rooms; and (1) renovation project in an OSH- PD III building. Bidders not meeting the requirements of the prequalification questionnaire will not be eligible to bid.

LICENSE REQUIREMENT: Current and active California CSLB "B" General Contractor's license.

Prequalification is solely for the purpose of determining bidders who are deemed capable of successful performance of the type of work included in this project. A contract will be awarded to the prequalified bidder submitting the lowest responsive bid.

The University reserves the right to reject any or all responses to this notice, to waive non-material irregularities, and to deem Contractors prequalified

to submit proposals for the project. To prequalify, Contractors must agree to comply with all bid conditions including state prevailing wages, 10% bid bond, 100% payment and performance bonds, and insurance requirements. All information submitted for prequalification evaluation will be considered official information acquired in confidence, and the University will maintain its confidentiality to the extent permitted by law.

Every effort will be made to ensure that all persons have equal access to contracts and other business opportunities with the University within the limits imposed by law or University policy. Each Proposer may be required to show evidence of its equal employment opportunity policy.

No contractor or subcontractor, regardless of tier, may be listed on a Bid for, or engage in the performance of, any portion of this project, unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 and 1771.1.

This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

The successful Bidder shall pay all persons providing construction services and/or any labor on site, including any University location, no less than the UC Fair Wage (defined as \$13 per hour as of 10/1/15, \$14 per hour as of 10/1/16, and \$15 per hour as of 10/1/17) and shall comply with all applicable federal, state and local working condition requirements.

For other opportunities, please visit <http://www.ucirvinehealth.org/planning-administration>

THE REGENTS OF THE
UNIVERSITY OF CALIFORNIA
March 18, 2019



California Sub-Bid Request Ads

Request for Quotes from Certified DBE
Subcontractors and Suppliers

**Project: Centennial Corridor Mainline Project, Project No.
NCIIP 5109 (251)**

Owner: City of Bakersfield

BID SUBMITTAL DATE: March 28, 2019 at 11:00 AM

Request for quotes from Certified DBE Subcontractors and Suppliers for the following, but not limited to scopes of work: Aggregates, Asphalt Dike, Asphalt Paving, Bridge Bearing Pads, Bridge Deck Drainage System, CIDH Pile, Clean and Paint Bridge Railing, Clearing and Grubbing, Cold Plane AC, Concrete Barrier, Construction Area Signs, Decomposed Granite, Electrical, Fencing and Railing, Formliner, Guardrail, Hydroseed, Jacking Superstructure, Joint Seal Assemblies, Masonry Soundwall, Minor Concrete, Miscellaneous Iron and Steel, Miscellaneous Metal, MSE Wall Materials, Noise and Vibration Control, Overhead Signs, PCC Supplies, Post Tensioning CIP Concrete, Precast Manholes, RCP Pipe, Ready Mix Concrete, Reinforcing Steel, Roadside Sign, Rock Slope Protection, Slope Paving, Street Sweeping, Striping, Survey, Textured Concrete.

PLEASE SUBMIT QUOTES BY FAX TO (760) 471-4860 OR EMAIL
[To SoCalBids@FlatironCorp.com](mailto:SoCalBids@FlatironCorp.com)

Plans and specifications can be downloaded, at no cost from City of Bakersfield PlanetBids Portal website: <https://www.planetbids.com/portal/portal.cfm?CompanyID=14660&BidID=57417> (registration required). Additionally, plans and specifications are available at Flatiron's San Marcos, CA and Chino Hills, CA offices. Please call to make an appointment to view plans and specifications.

This project has a 16% DBE Goal. In addition to request for participation from Certified DBE subcontractor's suppliers, Flatiron/Griffith, a Joint Venture ("Flatiron/Griffith") requests Non-DBE subcontractors to provide lower-tier DBE subcontractor and/or supplier participation. Non-DBE Subcontractors, please indicate lower-tier DBE participation offered on your quote as it will be evaluated with your price.

Flatiron/Griffith, a Joint Venture ("Flatiron/Griffith") analyzes and considers each DBE quote, including those that are broken down into economically feasible units to facilitate bidding. Assistance in obtaining bonding, lines of credit, insurance, equipment, supplies and materials is available upon request. Additionally, please contact us if you require technical assistance.

Quotations must be valid for same duration as specified by
Owner for contract award.

Subcontractors are required to possess and maintain a current contractor's license and must also be registered with the Department of Industrial Relations (DIR) as required by Public Contract Code Section 1725.5. Subcontractors will be required to execute Flatiron's Standard Subcontract Terms and Conditions and insurance requirements. A copy of our Standard Subcontract Terms and Conditions is available in electronic format upon request.

Bond Requirements: Notwithstanding any contrary language in a bid to Flatiron/Griffith, a Joint Venture ("Flatiron/Griffith") or any prior course of dealing between Flatiron/Griffith and a bidder, and unless waived in writing by Flatiron/Griffith, Flatiron/Griffith reserves the right to require each bidder to provide payment and performance bonds assuring bidder's obligations to Flatiron/Griffith in the amount of 100 percent of the bid to Flatiron/Griffith. Flatiron/Griffith will reimburse the bond premium at actual cost not to exceed 3%. The surety on the bonds must be a California admitted surety.

Flatiron/Griffith, A Joint Venture

1770 La Costa Meadows Drive, San Marcos, CA 92078

Phone (760) 916-9100 / FAX (760) 471-4860

Email: SoCalBids@flatironcorp.com

Point of Contact: Veronica Garcia, Estimating Admin.

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Phone: (916) 351-0457 Fax: (916) 351-1674

Contact: Dane Christiansen • Email: danec@srco.com or estimating@srco.com

Sub-Bids Requested From **MBE, DBE, WBE, SBRA and LSAF** Subcontractors & Suppliers for:

**OWNER: STATE OF CALIFORNIA -
CALIFORNIA NATURAL RESOURCES AGENCY
DEPARTMENT OF WATER RESOURCES
WATER SUPPLY SYSTEM PHASE 2C- BOOSTER PUMP STATION AND WATER STORAGE TANK
WR SPECIFICATION NO. 19-02 CONTRACT NO. C51584
LOCATION: PORTERVILLE, CA
BIDS OPEN: APRIL 3, 2019 AT 2:00 PM**

Trades Solicited:

MISC SUPPLIERS, LANDSCAPING & NURSERY, SAND & GRAVEL, ASPHALT, CONCRETE & CEMENT, LUMBER, PAINT, PIPE, FENCING, BUILDING MATERIAL, TOOLS, CONSTRUCTION STAKING, CONSTRUCTION AREA SIGNS, TRAFFIC CONTROL SYSTEM, ROADWAY EXCAVATION, GRADING, STRUCTURE EXCAVATION, STRUCTURE BACK-FILL, AGGREGATE SUBBASE, AGGREGATE BASE, ASPHALT CONCRETE, PAVING ASPHALT (ASPHALT CONCRETE), MINOR CONCRETE STRUCTURE, CONCRETE BLOCK & MASONRY RETAINING WALL, REINFORCING STEEL, WATERPROOFING, LUMBER & TIMBER, CLEAN & PAINT STEEL, CONCRETE CURB & SIDEWALK - MISC, FENCING, TRAFFIC ENGINEER, SURVEYOR, ELECTRICAL, BOTTOM DUMP TRUCKING, TRUCK BROKER, TRUCKER, SMALL STRUCTURES, LAND SURVEYING, CRANE WORK, RETAINER WALLS, MASONRY, CONSTRUCTION EQUIPMENT RENTAL, HEAVY EQUIPMENT RENTAL, DEMOLITION.

If a portion of the work is too large for you to handle, contact us and we will try and break it into smaller portions

Subcontractors and suppliers must be licensed to conduct business in the state of California. Must be able to provide payment and performance bonds provided by approved surety company. SRC will pay bond premium up to 1.5% of subcontract amount and will assist with insurance compliance. SRC will work with subcontractors on joint check agreements. Plans and specs are available for viewing at our Folsom office and upon request will provide FTP site for electronic viewing of project.

Bonding, insurance, lines of credit and any technical assistance or information related to the plans or specifications for the work will be made available. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered.



SKANSKA • TRAYLOR • SHEA

Skanska-Traylor-Shea JV of 5055 Wilshire Blvd, Suite 700, Los Angeles, CA requests sub-bid quotes from all interested firms, including certified DBE's for Fireproofing of Steel Beams, Painting/Coating and Spray on Acoustical on the Westside Subway Extension Section 1 project. Owner: LACMTA (Metro). Contract No. C1045. **Bid Date: April 15, 2019 at 2:00pm.**

Plans & Specs can be viewed at our office Monday - Friday 8am to 4pm (call for appointment) or downloaded free at the following links:

RFP 079WS Fireproofing of Steel Beams <https://skanskausa.sharefile.com/i/icefd5a586884ec9a>

RFP 082WS Spray on Acoustical <https://skanskausa.sharefile.com/i/4ad11689c1c4379a>

RFP 083WS Painting/Coating <https://skanskausa.sharefile.com/i/i83156b1f9a6412a9>

Pre-Bid Meeting: Tuesday, April 2, 2019 at STS Office, 5055 Wilshire Blvd, Los Angeles, CA 90036.

Meeting is not mandatory, but highly recommended.

Please register if attending on Eventbrite-

Fireproofing and Spray on Acoustical at 10am: <http://bit.ly/STSPrebidApril2>.

Painting at 9am: <http://bit.ly/paintingRFP>

Should you have any questions or desire to quote on this project, please contact Teresa Maxwell, DBE Coordinator at 213.598.2237 or teresa.maxwell@skanska.com. Assistance in bonding, insurance, lines of credit or obtaining equipment, supplies and materials is available upon request. This advertisement is in response to Metro's DBE program. Skanska-Traylor-Shea JV intends to conduct itself in good faith with DBE firms regarding participation on this project. More info about this project is available at www.skanska-traylor-shea.com. Skanska-Traylor-Shea JV is an EEO/AA/Vet/Disability Employer.

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