

# The Advantages of Diversity in Construction

By Ron Dolive

Diversify more and prosper! The construction industry is experiencing changes in the workforce because more people are leaving the construction workforce than entering. This puts pressure on companies and contractors to find ways to attract construction skilled talent and make their organizations more competitive and productive. Research and reports show that embracing diversity in construction helps firms experience higher performance and increased profitability. Below, we examine some of the advantages that your company gets to enjoy by adopting diverse initiatives.

**More Talent**  
 How long do you have to look for the right construction skills when you offer a construction job? Do you always turn to the same pool of candidates hoping that luck will be on your side? Coming out of a painful recession has found the construction industry in great need of

talented tradespeople. The rough times forced many professionals to leave the field and never come back while the generation of baby boomers is steadily retiring. A great way to get a competitive edge in the industry is by turning to a diverse pool of talent. Women, millennials, and minorities are invaluable construction resources for skills.

**More Creativity**  
 It is said that the definition of insanity is doing the same thing over and over and expecting different results. The same applies when you use the same resources for every project. You receive similar points of view, thoughts, and suggestions for problems that need unique solutions. A great benefit of embracing diversity in construction is the ability to collect different perspectives and outlooks that increase creativity and improve problem solving. Hiring tradespeople with both strong construction skills and diverse backgrounds gives your firm a different mindset and multifaceted approach for the needs of your projects.



**More Productivity**  
 Every construction job needs a tradesperson with specific construction skills. Similarly, every project needs tradespeople with qualifications who work for the same objective—delivering the best

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# Sub-Bid Requests

**George Harms Construction** is seeking DBE/SBE vendors, suppliers, subcontractors  
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 With over 1.6 million businesses in our active database—the country's largest non-public diversity database—SBE sets the professional standard for diversity outreach across the nation. For three decades, we have served small businesses, prime contractors, and agencies—with proven results.

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**SKANSKA**  
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**IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED MWBE SUBCONTRACTORS/VENDORS**  
**Morris Locomotive Shop and Employee Facility**  
 MTA LIRR Contract No. 6241  
 Bid Date: June 8, 2017

**Description of project:**  
 The LIRR intends to construct a new locomotive repair shop to replace the existing 125-year-old Morris Park Round House, which has outlived its useful life and is presenting an additional maintenance burden on operating resources. The new facility will be better equipped to maintain the LIRR's current fleet of diesel locomotives used in revenue service, as well as the fleet of diesel work locomotives. In addition, the project will provide new electrical service to the facility for lighting and shop equipment. The work shall include, but is not limited to: Shop Facilities—Front Shop Which Includes the Following: Four Service Tracks, One Release Track, Drop Table Tracks, and Inspection Pits.

**Many bidding opportunities available.**  
 If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Matthew.DeGudicibus@skanska.com

**SKANSKA Kiewit Posillico**  
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**IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED M/WBE AND SDVOB SUBCONTRACTORS/VENDORS FOR THE**  
**Long Island Railroad Expansion Project from Floral Park to Hicksville**  
 MTA LIRR Contract  
 Bid Date: July 6, 2017

**Description of project:**  
 The LIRR Expansion Project from Floral Park to Hicksville is a strategic component in Governor Andrew Cuomo's comprehensive plan to transform New York's vital transportation infrastructure while improving the economy, environment, and future of Long Island. The Expansion is decades in the making. Residents and commuters along the Main Line corridor have long sought a mass transit solution to reduce congestion, improve safety and the environment, and provide an appealing alternative to driving, with minimal disruption to existing services and without residential property takings. The new plan includes construction of a 9.8 mile third track between the Floral Park and Hicksville stations, the elimination of 7 grade crossings to improve safety and reduce road traffic, and upgrades to infrastructure, stations, and parking along the route.

**Subcontracting opportunities include, but are not limited to:**  
 Civil Work, Professional Services, Mechanical Work, Architectural Work, Metals, Electrical Work, and Design Services.

If you are interested in bidding on this project, please contact: info@skanskakiewitposillico.com

Advertise in our digital **EXTRA** weekly or whenever wherever to whomever you need to reach among agencies contractors diversity firms

**Shea McNally JV**  
**BIDDING OPPORTUNITY**  
 MBE/WBE/DBE Certified with the following certifying authority:

A DBE is a Disadvantaged, Minority, or Woman Business Enterprise that has been certified by an entity from which EPA accepts certifications as described in 40 CFR 33.204-33.205 or certified by EPA. EPA accepts certifications from entities that meet or exceed EPA certification standards as described in 40 CFR 33.202.

Inviting qualified contractors, specifically MBE/WBE/DBE firms certified/eligible as listed above, to contact Shea McNally JV (Prime Contractor listed below) regarding subcontracting services and material supply opportunities in connection with the upcoming tunnel and shafts project.

The Work under this contract is located in Long Island (Babylon), New York. The Work consists of:

**Southwest Outfall Replacement, Capital Project No. 8108**  
 Owner: County of Suffolk – Dept. of Public Works-Yaphank, NY  
 Capital Project No. 8108  
 BID DATE: June 8, 2017 at 11:00 AM

Opportunities to participate exist in the following specific areas of soil and rock excavation, hauling, excavation support systems, underground blasting, structural steel, engineering, survey, instrumentation and monitoring services, materials testing, demolition and site preparation, environmental investigation, utility relocation, paving, fencing and gates, geotechnical and structural instrumentation, slurry wall, cased auger shaft construction, secant piles, cast-in-place concrete structures, reinforcing steel, ground stabilization, rock-bolts, steel dowels, shotcrete, concrete finishing, waterproofing, service utilities, grouting, mechanical equipment – hydraulic, sluice & weir gates, electrical services, pest control, IT services, security, waste disposal, cleaning services, and security services.

Any business seeking to participate as a MBE/WBE/DBE in the Contract that is not currently certified DBE by the EPA and the requirements set forth above should review 40 CFR 33.204-33.205 or certified by EPA shown above to obtain current certification.

Shea McNally JV set up an FTP site where you can view all plans, specifications and addendums for your convenience. Please contact Steve Fiore at (909) 595-4397, Steven.Fiore@jfshea.com, to receive instructions on accessing the FTP Site.

**Shea McNally JV**  
 An EEO Employer  
 (J.F. Shea Construction, Inc. – McNally Tunneling Corporation)  
 667 Brea Canyon Road, Suite 22 • Walnut, CA 91789  
 909-594-0990 • 909-869-0827 (fax)  
 Attn: Dennis Poulton, Chief Engineer

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**SMALL BUSINESS EXCHANGE NORTHEAST**

**NORTHEAST EVENTS FOR YOUR BUSINESS**

**2017**

**SBA's 8(a) Business Development and HUBZone Programs Workshop**  
 Tuesday, June 6, 2017, 9:00 am–11:00 am  
 Small Business Administration Niagara Center,  
 130 S Elmwood Ave, Suite 423, Buffalo, NY  
 Main Sponsor(s): Small Business Administration  
 Contact: Jennifer Talarico, jennifer.talarico@sba.gov  
 Fee: Free; registration required  
 SBA's 8(a) Program has become an essential instrument for helping socially and economically disadvantaged entrepreneurs gain a foothold in government contracting. SBA's HUBZone Program is designed to help small businesses in certain urban, rural, BRAC, Indian reservations, and difficult development areas to gain access to federal procurement opportunities. Join us for an introduction to the 8(a) Program and HUBZone Program and learn: who is eligible and how to apply; 8(a) Program and HUBZone Program contracting opportunities; other benefits of the 8(a) Program and HUBZone Program.

**Introduction to Entrepreneurship**  
 Wednesday, June 14, 2017, 6:00 pm–8:00 pm  
 YMCA of Trenton, 431 Pennington Avenue,  
 Trenton, NJ  
 Main Sponsor(s): Union County Economic Development Corporation  
 Contact: Rogers Ramsey, 908-527-1166, rramsey@ucedc.com  
 Fee: Free; registration required  
 This is a free program being offered by the

Union County Economic Development Corporation, a nonprofit organization that is dedicated to helping New Jersey's small business community, in partnership with the YMCA of Trenton. Starting a small business is a rewarding but risky proposition. Before you hang the "Open for Business" sign or get in too deep in your new venture, you should take an honest look at your preparedness to succeed. If you're just starting a business or need feedback on the essential steps, this workshop is for you!

**Starting a Small Business in Maine**  
 Thursday, June 15, 2017, 2:30 pm–4:30 pm  
 Southern Midcoast CareerCenter, 275 Bath Road,  
 Suite 3, Brunswick, ME  
 Main Sponsor(s): Small Business Administration,  
 Maine Small Business Development Center,  
 Southern Midcoast CareerCenter  
 Contact: 207-373-4000, brunswick.careercenter2@mae.gov  
 Fee: Free; registration required  
 Here in Maine, many people want to be self-employed. So what does it really take to plan, start, and run a successful small business where you can realize the challenges and satisfaction of working for yourself? Join us for a two-hour afternoon session, where a Maine Small Business Development Center Certified Master Business Counselor will present a comprehensive overview of the keys to successful small business start up and management, focusing on the business plan. What is it? Why do you need one? What can it do for you? This session is free of charge and is co-sponsored by the Small Business Administration, Maine Small Business Development Center, and Southern Midcoast CareerCenter. Please call to reserve your spot: 207-373-4000.