

MENTOR PROTÉGÉ PROGRAM UPDATE

DARYL ST. CLAIR, P.E. – SEPTEMBER 13, 2023

WHY?

- 2018 Disparity Study Recommended
- Developed to aid inclusion of under utilized firms
- Both consultant agreement and construction contracts



2018

2018-
2023


2023

2024/25



PROGRESS TO DATE

- 20 Agreements Awarded
- Developed ProRank Academy
- 1 Advertisement in process
- 2 more to follow
- Held industry forums



2018

2018-
2023

2023

2024/25



PROTÉGÉ FIRMS TO DATE

- **Under utilized Firms**

- A&A Consultants, Inc. (7 MPP Agreements)
- SCI-TEK Consultants, Inc. (4)
- Cosmos Technologies, Inc. (3)
- John J. Clark & Associates (2)
- Excelsior Engineering Services (1)

- **Other Protégés**

- Monaloh Basin Engineers (1)
- The Lexis Group, LLC (1)
- The Azalea Group LLC (1)



UNDER UTILIZED FIRMS

- **Tier 3 under utilized firms qualified and ready to work!**
 - A&A Consultants, Inc.
 - SCI-TEK Consultants, Inc.
 - Cosmos Technologies, Inc.
 - John J. Clark & Associates
 - Excelsior Engineering Services
 - Administrative Associates, LLC
 - Unicorn Consulting Solutions
 - CH Planning, Ltd.
 - 3N Consulting Services, LLC
 - Shaheed A. Smith Geospatial, LLC



MENTOR FIRMS TO DATE

- Dawood Engineering, Inc.
- Dewberry Engineers
- Erdman, Anthony, Associates, Inc.
- Fisher Associates, P.E., L.S., L.A., D.P.C.
- GAI Consultants
- Gannett Fleming, Inc.
- HDR Engineering, Inc.
- Labella Associates, P.C.
- Michael Baker International, Inc.
- MS Consultants, Inc.
- SAI Consulting Engineers, Inc.
- SPK Engineering Inc.
- STV Incorporated
- TranSystems Corporation d/b/a TranSystems Corporation Consultants



CURRENT STATUS

- **2023 disparity study (2017-2022)**
- **Kick-off visioning session held with Transportation Industry**
 - Re-focus on program intent
 - Fresh ideas
 - Address/eliminate barriers
 - Web-site updates



2018

2018-
2023

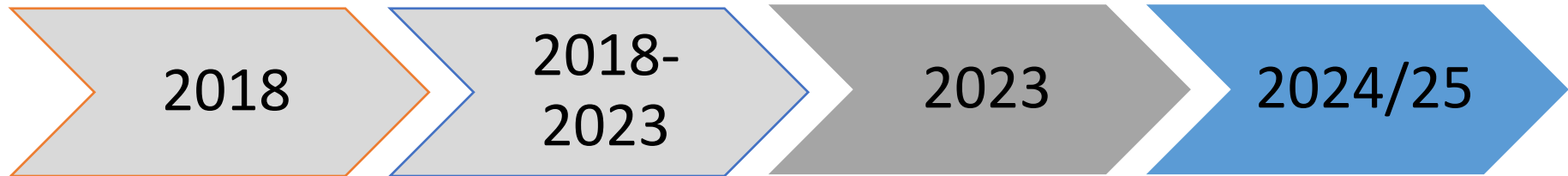
2023

2024/25



GOING FORWARD

- Quick Strikes
- Short Term
- Long Term



QUICK STRIKES

- Establish Advisory Board and Focus Groups
- Advertise MPP Projects for:
 - NBIS Bridge Inspection
 - Construction Inspection
- SBE set aside
- Firms certified as minority consultant and construction firms in PA, but not working for PennDOT – *Determine why?*
- CUF
- PRA



SHORT-TERM

- Monitor current MPP Projects
- Coordinate with Governor Shapiro's Executive Orders
- Develop Apprenticeship Programs
 - Railroad Flagging

NBIS & Construction Inspection Apprenticeship

- Revisit certification requirements/available training/cost
- Flagging



LONG-TERM

- DBE prompt payment
- Strategic planning and partnership development
- Develop additional apprenticeship programs
- NAICS Code Civil Rights Compliance
- Prime and under utilized firms long term relationships



WORKFORCE DEVELOPMENT



Addressing Pennsylvania's Infrastructure Needs through a Diverse Workforce

- **CULTIVATE** – Interest and opportunities
- **ABLE** – Ability to perform work, understand PennDOT's specifications, policies, and PennDOT's Procurements
- **WILLING** – To invest time, resources, and capital
- **READY** – Registered in ECMS, annual qualification package, and overhead rate approved
- **CONTRACTORS/CONSULTANTS** – Long term business relationships



STUFFER- CREDIT CARDS

PennDOT Training Calendar

(DEVELOPMENT)



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PennDOT Employees

If you work for PennDOT, see your Training Coordinator to register.

Private Sector Employees

If you work for a privately owned company, such as an engineering firm or PennDOT business partner, use this button.

[Register as Private Sector](#)

Federal Highway Employees

If you work for the Federal Highway Administration (FHWA), use this button.

[Register as FHWA](#)

PA State Employees - Not PennDOT

If you work for another Pennsylvania state agency that is not PennDOT, such as DCNR, DCED, or PA Fish & Boat, use this button.

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Other Public Sector Employees

If you work for any other public sector office, such as the US Forest Service, another State, a PA County, or a Municipal office, use this button.

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ANY QUESTIONS?

