



**Business  
Opportunity &  
Workforce  
Development**

# Success Stories

*Creating Successful Opportunities in Business*

July 2009

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## BOWD Introduces 'Project Legacy'

July 2009, the Business Opportunity and Workforce Development (BOWD) unit of the NCDOT successfully launched Project Legacy, a new business capacity development program for disadvantaged business enterprises (DBEs) statewide.

The goal of Project Legacy is to create sustainable companies and to assist in developing contract opportunities, mentor/protégé relationships with prime contractors, and a 24-month action plan to increase the capacity of each

participating DBE firm. Examples of action plan items include increasing bonding limits, securing bank financing, creating employee development and retention programs, improving financial performance, and improving the success rate for bids and quotations.

The program will be administered by entrepreneurial expert Dr. Melvin Gravely, Ph. D., and also will feature business development support by marketing consultant Rohena Miller; management consultant and business coach Michael Washington; North Carolina State University professor Roberto Nunez, P.E., MBA; and financial consultant David Willis, MBA. Dr. Gravely and Mr. Nunez are also faculty of the DBE Executive Management Program.

BOWD Director Shelton Russell said, "Development of Project Legacy reflects the changing landscape of

[See **Legacy**, Page 2]



*Business owners in the construction industry participate in a kick-off session on June 26 to learn more about Project Legacy, a two-year initiative by NCDOT-BOWD to create sustainable DBEs.*

### "From Good to Great"

The DBE Supportive Services Program encompasses "activities and services that are designed to contribute to the growth and eventual self-sufficiency of DBEs, so that they may achieve proficiency in competing for contracts and subcontracts." To accomplish this mission, BOWD continually seeks innovative and effective programs to help DBEs succeed in contracting with NCDOT. Project Legacy was created realizing that a self-sufficient company will survive without the benefit of the DBE program, building a history all its own. This company also will enhance the lives of its employees, customers, suppliers, as well as the owners; creating a legacy of impact in the community and the business marketplace.

Project Legacy will strive to provide relevant training, development, counseling, and services to a group of DBEs to assist them in building a business that will grow, become self-sufficient, and leave a legacy for all who benefit from its existence. Stay tuned for updates on Project Legacy, and the success of firms participating in this pilot program.



**Mr. Shelton Russell**  
**BOWD Director**



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## 'Legacy' Goal to Create Sustainable DBE Firms

*cont'd from page 1*

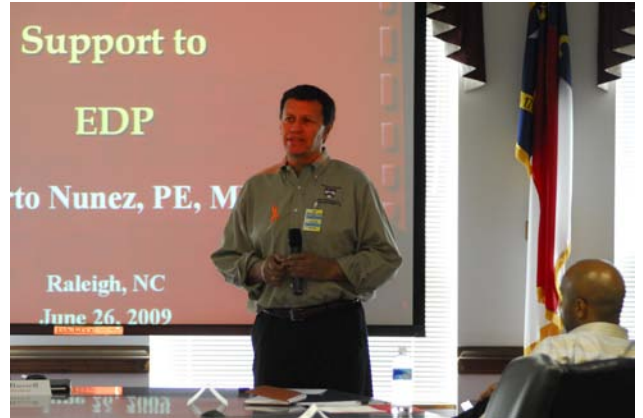
business, and our goal is to make sure that we're supporting DBEs and helping them to build capacity, create sustainable systems, and to remain competitive."

Participating DBEs will receive ongoing support and assistance over a two-year period in the areas of Operations/Human Resources, Finance, Management, Marketing and General Entrepreneurship.

The kickoff meeting for this initiative was held on Friday, June 26, 2009, from 10:30 a.m. – 2:30 p.m. in the boardroom of the NCDOT Highway Building in Raleigh. Approximately 20 North Carolina companies signed on as participants for the Project Legacy launch.

NCDOT's inclusion in the American Recovery

and Reinvestment Act (ARRA) serves as a catalyst for the program. Beginning in March 2009, and concluding in November 2009, NCDOT will let highway construction contracts of more than \$1 billion. All of these projects have DBE goals assigned, and it is the mission of the BOWD Unit to create the maximum opportunity for DBE firms to participate in these projects. BOWD has performed extensive outreach to the DBE community, and to prime contracting firms, to ensure that both groups are aware of the subcontracting opportunities available to meet the DBE goals.



**NCSU Professor Robert Nunez serves as a consultant for Project Legacy and DBE Executive Management.**

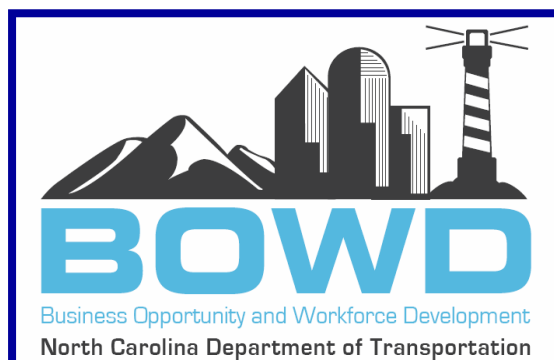
## 2009 Summer/Fall DBE Training Catalog Available Online

The new 2009 Summer/Fall DBE training course catalog will be available in hardcopy and online by Aug. 1, 2009. The catalog serves as a resource guide for upcoming classes and instructional courses ranging from executive management, entrepreneurial development, finance, safety, operations and a variety of construction trades and skills.

The DBE training catalog also will highlight the **2010 NCDOT Transportation Conference** which will be held on January 27, 2010, at the Jane S. McKimmon Center on the campus of North Carolina State University in Raleigh, NC.

Two new highlights of the catalog include the new BOWD Unit logo, pictured on the right, that symbolizes the "mountains to coast" impact of NCDOT-BOWD and the new Project Legacy slogan emphasizing BOWD's mission of **"Building Competitive Firms for the Future."**

The BOWD Unit will launch its new training and development website [www.NCBOWD.com](http://www.NCBOWD.com) in conjunction with the new logo and slogan. All upcoming courses and conferences will be accessible through the website for additional information and online registration.



**Mountains-to-Coast.**  
*In July 2009, BOWD rolled out its new logo and Project Legacy slogan: "Building Competitive Firms for the Future."*



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## DBEs Pursue Highway General Contractors License

BOWD recently sponsored two exam preparation courses for DBE firms seeking a general contractor's license for highway construction. The first class was held in Charlotte during the spring, and the second course was held on July 17 in Raleigh. In all, 15 DBE firms participated in the training, and three firms have already passed the exam.

Individuals that have passed the exam are Charles Brown of Capstone Civil Group, Melissa Hutchens of Sandra's Marking Company, and Philip Clement, Sr. of Clement Construction Company. "The class was instrumental in helping me pass the exam," said Charles Brown, president of Capstone Civil Group. "In my opinion, I wouldn't have passed without the training from Aldridge Consulting on the right materials for the test, and the proper



*Since BOWD implemented the Spring 2009 Highway GC License Exam Preparation courses, three DBEs have become licensed.*

techniques to complete the exam."

The one-day exam preparation course is conducted by Aldridge Construction Company of Charlotte, NC. The course provides participants with practical instruction on how to prepare for the general contractors exam, and guidance on the correct study materials to use to pass the exam on the first attempt.

DBEs interested in taking the general contractors exam for highway construction must first gain approval from the North Carolina General Contractor's Licensing Board. Approval to take the exam is contingent on completing a written application and demonstrating the experience and financial resources necessary to perform as a general contractor. Individuals approved to take the exam are classified as limited, intermediate or unlimited based on their financial resources and experience.

DBEs interested in participating for exam preparation courses should first apply to the Licensing Board for approval to take the exam, and then contact the BOWD Office at (919) 508-1808 to register for the next scheduled class.

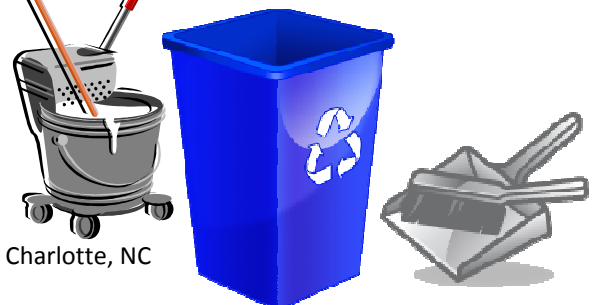
## NCDOT Hosts Statewide Series of Janitorial Contractor Workshops

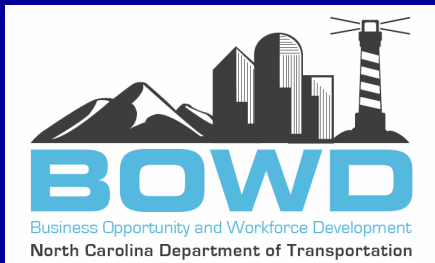
The North Carolina Department of Transportation will host a series of workshops throughout the state for janitorial companies/contractors interested in doing business with NCDOT. The first workshop for the eastern part of the state took place in Elizabeth City, NC on July 14, 2009. The event was co-sponsored by River City Community Development Corporation and the N.C. Small Business Technology Development Center.

The workshops cover information about doing business with NCDOT, opportunities in the different areas of janitorial services (rest areas, office buildings, etc.), pricing, performance and how to prepare documents for various areas within NCDOT. There is also a section on the certification process. Future workshops include:

- August 4 – UNCW Student Center, Wilmington, NC
- August 14 – Division 4 Office, Wilson, NC
- August 18 – Division 6 Office, Fayetteville, NC
- August 20 – Catawba Valley Community College, Hickory, NC
- August 26 – Judicial Center, Raleigh, NC
- September 1 – Metrolina Regional Transportation Management Center, Charlotte, NC
- September 15 – Buncombe County Library, Asheville, NC

Contact Rodney Renix, NCDOT HUB Program Coordinator, at (919) 508-1796 or via email at: [rdrenix@ncdot.gov](mailto:rdrenix@ncdot.gov) for details.





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