What is the Capacity Building Mentorship Program?

The Capacity Building Mentorship Program is intended to enhance the capabilities and participation of Minority, Small, Veteran, and Women Business Enterprises (MSVWBE), and underserved businesses that can perform work on transportation-related projects.

WSDOT’s Capacity Building Mentorship program pairs prime contractors or consultants (mentors) with owners of firms who are certified by the Office of Minority and Women’s Business Enterprises (OMWBE) or registered as a small or veteran’s business (protégés). The program is part of Governor Jay Inslee’s diverse business participation goal in Results Washington. This highlights WSDOT’s commitment to supporting and building capacity for underrepresented firms.

WSDOT recognizes that MSVWBEs often face challenges in securing public and private contracts compared to their larger counterparts. WSDOT further recognizes the best way to enhance opportunity and equity for MSVWBEs, is to synchronize the efforts of all involved parties to develop, implement, and deliver a voluntary (or race-neutral) program, such as the mentorship program. The growth potential for firms taking advantage of this program is large and many early adopters have received contracts.

This program has continued to increase its own capacity! WSDOT has paired 68 mentors with 86 protégés since the Capacity Building Mentorship program launched in summer 2017. WSDOT re-launched the program with Sound Transit. The Minority Business Development Agency – Tacoma Business Center is administering the program.

Members have access to capital.

Business Impact Northwest has combined its efforts with the Program team, Verity Credit Union, Harbor Stone Credit and BECU to offer loans to program participants. To date, Business Impact NW has administered $415,000.00 in loans, and has $750,000 annually to offer. Click here to apply.
What are we working on?

Despite the current global pandemic, the program remained on track and welcomed Cohort four to the program, which launched in November 2020. In August 2020, WSDOT (along with partnering agencies) completed the application and assessment rounds for the latest active Cohort 4. Assessments were conducted on a one-on-one basis which were followed up by virtual ‘Meet and Greets’ with WSDOT, Partnering Agency Sound Transit, Mentor, Protégé, and Program Administrator, MBDA – Tacoma.

In January of 2021, WSDOT, Sound Transit, MBDA – Tacoma, and active Mentors and Protégés virtually convened to welcome new members to the voluntary two year program, as well as have an opportunity to ask questions and hear from Executive Leadership with WSDOT and partnering agencies. In May of 2021, the Alumni Member of the program (Cohorts 1 and 2) virtually gathered to do the same. The Capacity Building Mentorship Program is also currently collaborating with the Tribal and Federal Relations team, and local Tribal leaders to encourage membership in the program, which will be starting the application for Cohort 5 in August 2021.

“*We are very satisfied with the program which has helped grow our company.*”

Brian Fujii | Subsurface Construction, LLC

Survey results show success.

Ninety three percent of Mentors & Protégés are satisfied with their pairings & making progress towards their development plan. And despite the global pandemic, 72 percent of the participants met monthly and made progress toward Protégé’s development plans.

Despite the current global pandemic, the Program is currently on track and just completed the application process for Cohort four, which launched in November 2020. The current active* pairings are:

Awarded Contracts - Protégés Responses

| Has your mentor helped you pursue (partner for) and contracts or subcontracts with WSDOT, Sound Transit, Federal, Municipality, and/or another Private Entity? |
|---|---|---|---|---|
| Yes | No | In Progress |
| 30 | 40 | 30 |

| Have you been awarded a new contract this survey quarter? |
|---|---|---|---|
| Yes | No | In Progress |
| 20 | 80 | 0 |

Despite the current global pandemic, the Program is currently on track and just completed the application process for Cohort four, which launched in November 2020. The current active* pairings are shown at right.

*Cohorts one and two are now in Alumni Status for the Program and will join the current active Cohorts in 2021 to share best practices.
"I am very passionate of the program and what you and everybody does to support minority owned businesses. When I say it, I mean it that I/Advanced Government Services would not be where we are without the Program and the support you folks provide me."

Arti O’Brien | Advanced Government Services, Inc.

TO SIGN UP FOR OUR NEXT COHORT, PLEASE CLICK HERE TO APPLY!

FOR MORE INFORMATION, PLEASE CONTACT:

Diane Gard
WSDOT
Office of Equal Opportunity
360-705-7127
GardD@wsdot.wa.gov

Jacki Doty
Office of Civil Rights, Equity & Inclusion
– Sound Transit
360-742-9799
Jacki.Doty@soundtransit.org

Linda Womack
Program Administrator
Minority Business Development Agency
– Tacoma Business Center
253-591-5239
womack@mbda-tacoma.com

Americans with Disabilities Act (ADA) Information: This material can be made available in an alternate format by emailing the Office of Equal Opportunity at wsdotada@wsdot.wa.gov or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.

Title VI Notice to Public: It is the Washington State Department of Transportation’s (WSDOT) policy to assure that no person shall, on the grounds of race, color, or national origin, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with WSDOT’s Office of Equal Opportunity (OEO). For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO’s Title VI Coordinator at (360) 705-7090.