



# Illinois Tollway **DIVERSITY**

*Driving Economic Opportunities*

## **BUILDING FOR SUCCESS**

*Partnering for Growth – Professional Services  
Reverse Mentor-Protégé Program*

December 20, 2021

# HOUSEKEEPING RULES

---



## Housekeeping Rules

---



# WELCOME & INTRODUCTIONS

---

*Partnering for Growth – Professional Services  
Reverse Mentor-Protégé Program*

---

**KRISTEN BENNETT**  
DBE Program Manager





# Illinois Tollway **DIVERSITY**

*Driving Economic Opportunities*

---

*Partnering for Growth – Professional Services  
Reverse Mentor-Protégé Program  
Overview & Panel Discussion*

December 20, 2021

# PARTNERING FOR GROWTH

## *Professional Services Program*

### Overview

- ✓ Encourages consultants to assist small, diverse and veteran-owned businesses in remaining self-sufficient, competitive and profitable
- ✓ Relationships are contract-based
- ✓ Mentor and Protégé work on agreed-upon scope designed to help expand the Protégé's technical capabilities and develop skills needed to work with the Tollway



# PARTNERING FOR GROWTH

## *Professional Services Program*

### Requirements

- ✓ Mentors must demonstrate significant level of commitment, performance, and capability to provide meaningful instruction and beneficial resources to its Protégé.
- ✓ Assistance provided to the Protégé must be sufficient enough to promote real growth
- ✓ The work performed by the Protégé may be in technical areas that require IDOT prequalification, or in nontechnical areas that do not require prequalification



# PARTNERING FOR GROWTH

## *Reverse Mentor-Protégé Agreements*

### Overview

- ✓ Small/diverse consultant serves as the prime on a Tollway PSB item, while larger firm serves in a support role
- ✓ In this support role, the larger firm assists the smaller prime in an agreed-upon scope. Agreements are subject to review/approval by the Tollway
- ✓ The goal is to expand the prime's technical capabilities so they can successfully deliver the current project and compete for Tollway work in the future





# Exhibit E

## Partnering for Growth – Professional Services Program

Exhibit E - Page 1 of 5

### REVERSE P4G – EXHIBIT E SUBCONSULTANT IS MENTORING

PARTNERING FOR GROWTH PROGRAM FOR  
DISADVANTAGED BUSINESS ENTERPRISES (DBE)/OR  
VETERAN AND SERVICE-DISABLED VETERAN OWNED SMALL BUSINESSES (VOSB)

PSB: \_\_\_\_\_

ITEM: \_\_\_\_\_

Select One

DBE: ☐

VOSB: ☐

#### MEMORANDUM OF UNDERSTANDING BETWEEN:

THE MENTOR:

FIRM NAME  
ADDRESS

A  
N  
D

THE PROTÉGÉ:

FIRM NAME  
ADDRESS

Note: The Partnering for Growth Program was formerly known as the Partnership-Mentor/Protégé Program.

Note: The DBE goal is separate and distinct from the VOSB goal. A single firm may not be utilized to achieve credit toward both DBE and VOSB goals on a single project. Therefore, the protégé participation must match the goal for which the protégé is being utilized.

#### I. PROGRAM PURPOSE

The Mentor and the Protégé commit to entering into a Partnering for Growth Agreement in accordance with the current guidelines of the Tollway's Partnering for Growth (formerly known as Partnership Mentor/Protégé) Program. The purpose of the Program is to facilitate the Tollway's professional service consultants with:

- Meeting Disadvantaged Business Enterprise/Minority Business Enterprise/Women Business Enterprise (DBE) and/or Veteran and Service-Disabled Veteran Owned Small participation goals,
- Establishing new partnerships with DBE/VOSB firms that have no prior experience providing

Exhibit E - Page 1 of 5

### EXHIBIT E

PARTNERING FOR GROWTH PROGRAM FOR  
DISADVANTAGED BUSINESS ENTERPRISES (DBE)/OR  
VETERAN AND SERVICE-DISABLED VETERAN OWNED SMALL BUSINESSES (VOSB)

PSB: \_\_\_\_\_

ITEM: \_\_\_\_\_

Select One

DBE: ☐

VOSB: ☐

#### MEMORANDUM OF UNDERSTANDING BETWEEN:

THE MENTOR:

FIRM NAME  
ADDRESS

A  
N  
D

THE PROTÉGÉ:

FIRM NAME  
ADDRESS

Note: The Partnering for Growth Program was formerly known as the Partnership-Mentor/Protégé Program.

Note: The DBE goal is separate and distinct from the VOSB goal. A single firm may not be utilized to achieve credit toward both DBE and VOSB goals on a single project. Therefore, the protégé participation must match the goal for which the protégé is being utilized.

#### I. PROGRAM PURPOSE

The Mentor and the Protégé commit to entering into a Partnering for Growth Agreement in accordance with the current guidelines of the Tollway's Partnering for Growth (formerly known as Partnership Mentor/Protégé) Program. The purpose of the Program is to facilitate the Tollway's professional service consultants with:

- Meeting Disadvantaged Business Enterprise/Minority Business Enterprise/Women Business Enterprise (DBE) and/or Veteran and Service-Disabled Veteran Owned Small participation goals,
- Establishing new partnerships with DBE/VOSB firms that have no prior experience providing professional services to the Tollway,
- Continuing technical and nontechnical support for DBE/VOSB firms that have limited experience providing professional services to the Tollway, and
- Assisting DBE/VOSB firms with building their capacity and becoming and/or remaining self-sufficient, competitive, and profitable business enterprises.

A **DBE** means a business certified by the Illinois Unified Certification Program as a DBE or certified by the City of Chicago or Cook County as an M/WBE or certified by the U.S. Small Business Administration (SBA) as an 8(a) business.

A **VOSB** means a business certified by the State of Illinois Department of Central Management Services (CMS) as a Veteran-owned small business or Service-disabled Veteran-owned small business.



# RELATIONSHIPS

## Mentors



---

Martin A. Ross, P.E.  
Senior Vice President



---

Joe Hunn, P.E.  
Vice President/Transportation Group

## Protégés



---

Lisa Gasperec, P.E.  
Principal



---

Raymond Kumapley P.E.  
Senior Vice President/Senior Project  
Manager

# DISCUSSION – BUILDING THE RELATIONSHIP



Can you share with us how this  
relationship developed?

# DISCUSSION – BUILDING THE RELATIONSHIP



**What were your expectations going into this relationship?**

# DISCUSSION – BUILDING THE RELATIONSHIP



How have you benefited from this relationship?



# DISCUSSION – BUILDING THE RELATIONSHIP



Was it difficult to change roles ?

# DISCUSSION – BUILDING THE RELATIONSHIP



**What has been the most rewarding aspect of this project ?**

# DISCUSSION – BUILDING THE RELATIONSHIP



**How has your relationship prepared you to pursue future contracts?**

# DISCUSSION – BUILDING THE RELATIONSHIP



If you could give advice to a potential mentor or protégé, what would it be?



# DISCUSSION – BUILDING THE RELATIONSHIP



Can you share with us what diversity and inclusion means to you?



# QUESTIONS AND ANSWERS

# DIVERSITY AND STRATEGIC DEVELOPMENT

## Programs

- ConstructionWorks
- Diversity Webinar Series
- Earned Credit Program
- Partnering for Growth Program
- ROCIP
- Small Business Initiative
- Technical Assistance Program

## Initiatives

- Virtual outreach sessions
- Training webinars
- Contracting opportunity emails

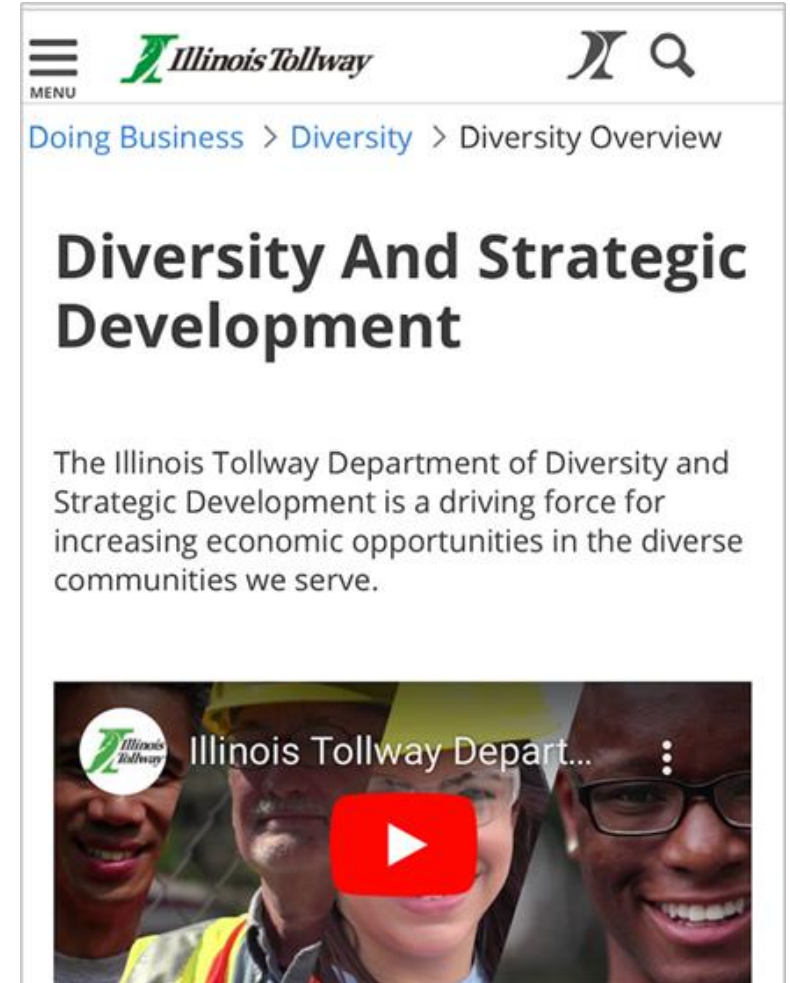
## Register for Tollway Diversity alerts!

- [lpnce@getipass.com](mailto:lpnce@getipass.com)

Visit [illinoistollway.com](http://illinoistollway.com) to get started



# BUILDING FOR SUCCESS





# THANK YOU



# APPENDIX

## Exhibit E Documents



# Exhibit E

## Partnering for Growth – Professional Services Program

**EXHIBIT E**  
**PARTNERING FOR GROWTH PROGRAM FOR**  
**DISADVANTAGED BUSINESS ENTERPRISES (DBE)/OR**  
**VETERAN AND SERVICE-DISABLED VETERAN OWNED SMALL BUSINESSES (VOSB)**

PSB: \_\_\_\_\_

ITEM: \_\_\_\_\_

Select One

DBE: ☐

VOSB: ☐

MEMORANDUM OF UNDERSTANDING  
BETWEEN:

THE MENTOR:

FIRM NAME  
ADDRESS

A  
N  
D

THE PROTÉGÉ:

FIRM NAME  
ADDRESS

Note: The Partnering for Growth Program was formerly known as the Partnership-Mentor/Protégé Program.

Note: The DBE goal is separate and distinct from the VOSB goal. A single firm may not be utilized to achieve credit toward both DBE and VOSB goals on a single project. Therefore, the protégé participation must match the goal for which the protégé is being utilized.

### I. PROGRAM PURPOSE

The Mentor and the Protégé commit to entering into a Partnering for Growth Agreement in accordance with the current guidelines of the Tollway's Partnering for Growth (formerly known as Partnership Mentor/Protégé) Program. The purpose of the Program is to facilitate the Tollway's professional service consultants with:

- A. Meeting Disadvantaged Business Enterprise/Minority Business Enterprise/Women Business Enterprise (DBE) and/or Veteran and Service-Disabled Veteran Owned Small participation goals,
- B. Establishing new partnerships with DBE/VOSB firms that have no prior experience providing professional services to the Tollway,
- C. Continuing technical and nontechnical support for DBE/VOSB firms that have limited experience providing professional services to the Tollway, and
- D. Assisting DBE/VOSB firms with building their capacity and becoming and/or remaining self-sufficient, competitive, and profitable business enterprises.

A **DBE** means a business certified by the Illinois Unified Certification Program as a DBE or certified by the City of Chicago or Cook County as an M/WBE or certified by the U.S. Small Business Administration (SBA) as an 8(a) business.

A **VOSB** means a business certified by the State of Illinois Department of Central Management Services (CMS) as a Veteran-owned small business or Service-disabled Veteran-owned small business.

# Exhibit E

## Partnering for Growth – Professional Services Program

Professional Services shall be defined as Architecture, Landscape Architecture, Professional Engineering and Professional Land Surveying.

### I. CONFORMANCE TO PROGRAM GOALS

A. Participation in this project by the Protégé.

1. In area(s) being mentored:
- Technical work covered by Mentor's prequalification category(ies) %  
Scope:

- Work not applicable to prequalification category(ies) %  
Scope:

*Note: Protégé must participate in either one or both areas*

2. In area(s) not being mentored:
- Work the Protégé will self-perform %

*Note: Protégé participation in this area is optional*

3. Total participation by the Protégé (Sum of 1. and 2.) %

B. Briefly describe an assessment of the Protégé's needs *(one-half page maximum)*.

C. Briefly describe specific assistance the Mentor will provide to support the Protégé's needs *(one-half page maximum)*.

# Exhibit E

## Partnering for Growth – Professional Services Program

### I. MENTOR EXPERIENCE WITH THE PROGRAM

A. Has the Prime consultant served as a Mentor on a Tollway project completed within the last five years? If yes, list Contract #(s):

☐ YES ☐ NO

Indicate Phase(s) of Work: ☐ MP ☐ DSE ☐ CM ☐ Other

Areas of Assistance:

B. Is the Prime consultant currently serving as a Mentor on a Tollway project? If yes, list Contract #(s):

☐ YES ☐ NO

Indicate Phase(s) of Work: ☐ MP ☐ DSE ☐ CM ☐ Other

Areas of Assistance:

C. Has the Prime consultant mentored the Protégé on another Tollway project within the last five years? If yes, list Contract #(s):

☐ YES ☐ NO

Indicate Phase(s) of Work: ☐ MP ☐ DSE ☐ CM ☐ Other

Areas of Assistance:

### II. PROTÉGÉ EXPERIENCE WITH THE PROGRAM

A. Has the DBE/VOSB firm ever been contracted by the Tollway as a Prime consultant? If yes, list date, Contract #, and description of scope for each project(s):

☐ YES ☐ NO

Date

Contract #

Description of Scope

# Exhibit E

## Partnering for Growth – Professional Services Program

B. Has the DBE/VOSB firm participated in a Mentor/Protégé relationship on a Tollway project completed within the last five years? If yes, list the following for each project(s).

☐ YES ☐ NO

<u>Contract #</u>	<u>Protégé Award \$</u>	<u>Mentored by</u>	<u>Area of Assistance</u>
-------------------	-----------------------------	--------------------	---------------------------

C. Is the DBE/VOSB firm currently participating in a Mentor/Protégé relationship on a Tollway project? If yes, list the following for each project(s).

☐ YES ☐ NO

<u>Contract #</u>	<u>Protégé Award \$</u>	<u>Mentored by</u>	<u>Area of Assistance</u>
-------------------	-----------------------------	--------------------	---------------------------

D. Has the DBE/VOSB firm participated in a Mentor/Protégé relationship on an Illinois Department of Transportation project completed within the last five years? If yes, list the following for each project(s).

☐ YES ☐ NO

<u>PSB No/Item</u>	<u>Protégé Award \$</u>	<u>Mentored by</u>	<u>Area of Assistance</u>
------------------------	-----------------------------	--------------------	---------------------------

_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____



# Exhibit E

## Partnering for Growth – Professional Services Program

- E. If the Protégé has been mentored in the same Area of Assistance proposed on this project for a Tollway and/or IDOT project a combined total of more than three times, provide explanation supporting need for additional mentoring.

### III. STATEMENT OF COMMITMENT

The purpose of this statement is to confirm a commitment between the Mentor and Protégé, that upon notice of selection from the Illinois Tollway for this PSB Item, a formal Partnering for Growth Agreement for DBEs/VOSBs will be prepared in accordance with the current guidelines of the Tollway's Partnering for Growth Program.

Should the proposer, after contract negotiation, wish to modify the 'Plan to Achieve Diversity Goal', the awarded consultant is requested to submit a detailed explanation of the work category changes that were not known at the time of the SOI submittal.

SIGNATURE (Mentor Representative)

SIGNATURE (Protégé Representative)

(Date)

(Date)

Printed Name: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Email: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Phone: \_\_\_\_\_