



N.C. DEPARTMENT OF TRANSPORTATION **Office of Civil Rights**

NCDOT Office of Civil Rights Overview

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NCDOT Office of Civil Rights

Business Services

- Business Certification Programs (DBE, SPSF, SBE)
- Business Opportunity and Workforce Development (BOWD)
- On-the-Job Training (OJT)

Compliance Programs

- Title VI Nondiscrimination Program
- Americans with Disabilities Act (ADA)
- Equal Employment Opportunity (EEO)
- Utilization and Compliance (CUF/EEOCP)

Disadvantaged Business Enterprise Program

49 CFR part 26

Objectives:

- Ensure nondiscrimination in transportation contracting (e.g. highway, transit and aviation)
- Create a level playing field where DBEs can compete fairly
- Ensure only firms that fully meet eligibility standards are permitted to participate as DBEs
- Assist in development of firms to compete successfully

Certifications

- **DBE** – Disadvantaged Business Enterprise = Federal Projects (will get MBE or WBE designation)
- **SBE** – Small Business Enterprise = Maintenance Projects < \$500K
- **SPSF** – Small Professional Services Firms (i.e., Consulting, Architectural, Engineering, GIS)

Certifications and renewals are now completed through the online portal at connect.ncdot.gov/becertified

DBE Certification

Basic Eligibility Criteria

- Social Disadvantage: Designated socially disadvantaged groups (i.e., minority or women-owned)
- Economic Disadvantage: PNW < \$1.32mill
- Small Business Size Limits: Gross receipts < \$26.29 mill; ACDBE < \$56.42mill
- Ownership: At least 51% by disadvantaged member(s)
- Control: Management, Policy and Operations

Small Business Enterprise (SBE)

- A NCDOT Program – not federally mandated
- Centralized Certification
- A purchase order program for projects \$500,000 or less
- Projects will be advertised as SBE set-asides and only SBE certified firms can respond (green block)
- Prequalification and Bonding may be waived
- Race/Gender Neutral Program (no goals are set)
- GC license and bonding may be waived

Small Professional Services Firms (SPSF)

- Developed to provide consultant opportunities for firms that meet the eligibility criteria
- Perform Professional, Scientific, or Technical work
- Certification allows firms to compete on SPSF projects in non engineering modes of work as well such right of way, environmental, real estate, and environmental surveying contracts
- Race/Gender Neutral Program (no goals are set)
- Firms must meet eligibility SBA size standards

BUSINESS OPPORTUNITY & WORKFORCE DEVELOPMENT (BOWD)



**Mentor Protégé'
Program**



**Business Development
Program**



**NCSU-LTAP Courses
Contracts Course – NCDOT Edition
Access To Capital**

Division Five Let List available at our exhibit table

Upcoming Annual Needs:

- Guardrail
- Signals and Loops
- Toll Incidental Grading
- Apply Hardwood Mulch
- Seeding and Mulching
- Sweeping and Highway Corridors
- Snow and Ice Removal
- Short line Striping

Other Projects of Interest

- Widening for Left Turn Lane on NC 98 at Camp Kanata
- Grading and Paving of Ligon Mill Road
- NC540 Landscape Enhancement
- Grading, paving, drainage, signals for NC 96 (Zebulon Road at Perry Creek)
- Replace bridge over Smith's Creek (SR 2044 Ligon Mill in Wake Forest)
- Grading and paving Rogers Road (SR 2025) grade separation over CSX railroad

- Questions??

