

DIVERSITY & INCLUSION NEWSLETTER



FALL 2019

CONSTRUCTION IS HERE

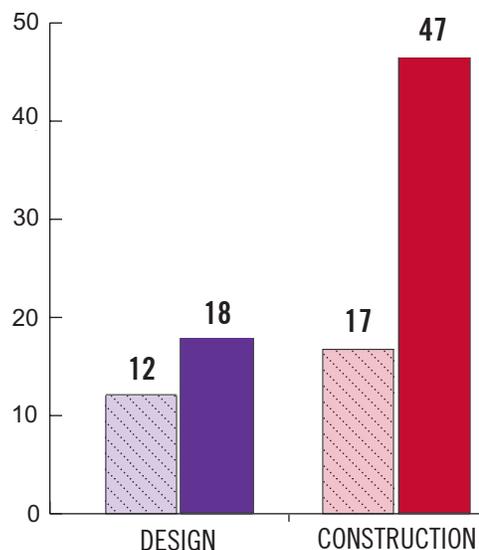
RPM PHASE ONE BREAKS GROUND ON THE RED-PURPLE BYPASS



PROJECT UPDATE

The Walsh-Fluor Design-Build Team, along with Chicago Mayor Lori Lightfoot, U.S. Senator Dick Durbin, and other elected officials broke ground on the RPM Phase One Project on October 2, 2019. Construction has kicked off with crews drilling deep foundation shafts at the site of the Red-Purple Bypass, just north of the Belmont Station in Lakeview. While construction is underway, design continues to move forward.

DBE UTILIZATION: BY NUMBER OF FIRMS



66.6% DBE UTILIZATION*
[DESIGN FIRMS]

36.2% DBE UTILIZATION*
[CONSTRUCTION FIRMS]

DBE Firms
 Total Number of Firms (Design / Construction)

* Number of firms, as of December 17, 2019

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HELPING SMALL BUSINESSES SUCCEED

The CTA's and Walsh-Fluor's Diversity & Inclusion teams are working closely with DBE and small business owners to provide financial guidance so these companies can compete on large projects like RPM.

Substantial front-end investments are often so critical to success in the construction industry. Because of this, the barriers to entry for smaller-scale subcontractors looking to bid on jobs like the Red Purple Modernization (RPM) Phase One Project are often insurmountable—these barriers include equipment financing, mobilization funds, a steady flow of working capital, and slow pay. However, the Walsh-Fluor Design-Build Team (WFDBT) intends to do what we can to assist these smaller construction firms.

The WFDBT is providing educational and financial services to assist firms in navigating through some of the financial challenges that many disadvantaged business enterprises (DBEs) encounter when looking to bid on mega-projects like RPM Phase One. That is why Walsh-Fluor has launched CapBuild, a program designed by a DBE firm, ZANN Inc., for small businesses, with the intention of promoting and supporting DBEs by providing the tools and resources to build their business capacity.

“Providing DBEs with the means to scale up their financial infrastructure, which will in turn create sustainable capacity. That is the aim of CapBuild,” said Suzanne Arkle, founder of CapBuild and president and CEO of ZANN.

Business coaching, financial guidance, and direct loan placement for needs like workforce mobilization, working capital, and equip-

ment financing are just a few of the resources CapBuild provides. And more—CapBuild is now in collaboration with Chicago's Local Initiatives Support Corporation (LISC Chicago) to promote CTA's Building Small Businesses Program, venturing to implement such programs citywide on all CTA projects.

Commencing Capacity Building

On September 5, 2019, at the Chicago office of Stantec (Design Lead for the WFDBT), CapBuild held its inaugural Chicago workshop. The first of many to come, this two-hour workshop focused on how small businesses can develop financial sustainability. It covered many topics, explored strategies for capital sourcing, loan placement, and financial analysis. It covered the differences between first-, second-, and third-tier lenders along with the different types of financing available. Capacity, capital, collateral, conditions, and character—the Five Cs of credit—were analyzed and applied to real-time business situations.

In all, the workshop provides a not-too-common opportunity for DBE participants to immerse themselves in the type of financial expertise that is too often the sole privilege of large-scale contractors with billion-dollar revenues.

While CapBuild and the Building Small Businesses Program focus primarily on DBE contractors seeking to bid on RPM Phase One,

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- Suzanne Arkle, Founder of CapBuild

they remain open to DBE and small businesses looking to bid on other construction projects throughout Chicago, as well.

Dave Shier, Walsh-Fluor Project Executive, affirms this stating, “the Walsh-Fluor team is working hard to help small businesses succeed.” And that hard work is paying off fast, as CapBuild is already in the process of underwriting loans totaling \$600,000 for small minority businesses. An impressive display of what can happen when strategic objectives converge with the intentional leadership of CTA and Walsh-Fluor.

To date, the CapBuild program has hosted three successful workshops, with 60 Chicago area small businesses having participated this fall. Many of these companies are moving forward to build the capacity needed to be ready to bid for subcontract work on RPM, including becoming loan-ready to build their business. Currently, multiple participants are pursuing loan opportunities and competing for work on the RPM Phase One Project.

The momentum only continues as CapBuild gears up for 2020, holding workshops and one-on-one interviews on a monthly basis. Be sure to check our website, www.Walsh-FluorRPM.com, for upcoming dates and locations.

CONNECTING ON THE WEST SIDE

On November 21, WFDBT held its third CapBuild event at the Austin African American Business Networking Association (AAABNA) headquarters on the City’s West Side. Following the educational session, the 15 small business owners who attended had an opportunity to share their industry experiences with each other, including Richard Yates (below, right), owner of R E A Masonry, LLC.

“Three years ago I was working for another man,” said Yates, who has been a union bricklayer for 21 years. He has since started his own business in Englewood and continues to attend events like this one.

The first contract he landed as a small business owner was with Walsh on the CTA Garfield Station Renovation, and he is currently working on the Cook County Hospital Redevelopment project. “Give us the opportunity to do the work and we’ll show you what we can do.”



WHAT IS THE CTA BUILDING SMALL BUSINESSES CAPBUILD PROGRAM?

The CTA Building Small Businesses CapBuild Program is designed to provide financial guidance to small businesses and certified DBEs by offering direct loan placement for financial needs, such as mobilization, working capital, equipment, and other cash flow needs.

The program consists of the following components:

1

EDUCATION & TRAINING

The first step in the process is attending the workshop on “Building Financial Capacity,” which includes information for those seeking bonding and insurance assistance. After the workshop, a one-on-one interview with a CapBuild representative is conducted to determine financial eligibility and a suitable financial strategy for the small business owner.

2

CAPACITY ASSESSMENT

A thorough assessment of each participant’s capacity is conducted to pre-qualify companies for the loan packaging application process. Companies that do not immediately qualify will have access to back-office support, technical assistance, and training to build capacity for future opportunities.

3

FINANCIAL GUIDANCE

Companies that enter the program will have access to coaching to create a customized strategy to build their financial capacity.

4

SURETY CONNECTIONS

A bonding educational series is provided to prepare companies for surety underwriting. Subcontractors who have been pre-qualified through the Capacity Assessment process will be referred to Inner-City Wrap, a division of Inner-City Underwriting Agency, Inc., for connections to sureties.

5

DBE OVERSIGHT

Support will be provided to ensure participating DBEs are managing contracts in a manner that ensures successful performance, sound financial practices, and profitability.

RPM BREAKS GROUND

The Walsh-Fluor Design-Build Team, along with Chicago Mayor Lori Lightfoot, U.S. Senator Dick Durbin, and other elected officials broke ground on the RPM Phase One Project on October 2nd



Meet the Red-Purple Bypass
WORKFORCE

Meet the crew members who are working at the site of the Red-Purple Bypass, just north of the Belmont Station in Lakeview

LASHONDRIA DEWBERRY • LABORER

LaShondria has been a journeyman laborer for nearly five years, all of which have been with Walsh Construction. She typically works on heavy highway projects, including several recent jobs for the Illinois Tollway. The RPM Phase One Project will be her first for CTA, and she is thrilled. "I'm very excited to work on RPM," she said. "It's a new learning experience for me and I am looking forward to learning how to work safely on and around the rail lines."

In 2015, LaShondria was a part of the IDOT Readiness Training Program, through Chicago Urban League, which is how she obtained her construction training and certifications and gained access into the industry. She has also been active with WIOA for six years now and highly recommends the program. "I have had a great experience with WIOA," she said. "They have always been helpful with my resume updates and even paid my union dues when I was laid off — I always recommend them to others."



EUGENE SHERROD • LABORER

Eugene has over 30 years of experience as a laborer on construction projects throughout Chicago. He has been a part of some of the city's most high-profile projects with Walsh, including Millennium Park, the second phase of the Blue Cross Blue Shield building, and Cook County Hospital. He was also a laborer on the CTA's recent Garfield Gateway Station Reconstruction project.

Over the years, Eugene says he has learned how to work safe and how to work smart. As part of the WIOA program, Eugene has had a good experience with consistent employment. "Walsh does a good job of letting me know what job is next," he said.



CTA President Dorval Carter meets Walsh-Fluor Laborer LaShondria Dewberry and other workforce members during the RPM groundbreaking event. ▶



WORKFORCE SPOTLIGHT

JOSE HERRERA • LABORER

Jose is a laborer who has worked for Walsh for 28 years, and 32 years in the construction industry. Much of his experience has been on CTA jobs, including the Wilson Station Reconstruction, as well as the Chicago & State and Grand & State subway stations. Jose was also a part of Walsh's Wacker Drive Reconstruction crew and various projects at O'Hare Airport. "I'm real proud to work on RPM," he said. "It's a job that will go on for a long time and I hope to be a part of it the entire time. I won't have to worry about jumping around from job to job."



JEFFREY LANE • LABORER

Jeffrey has worked in the construction industry for six years — all of which have been with Walsh. As a laborer, Jeffrey says he does a little bit of everything and learns something new every day. His previous projects include the CTA Garfield Gateway Station and Wilson Station Reconstruction projects. "I love working for CTA and I love working for [Walsh Superintendent] Walt Cunningham," he said. "I've never had a bad experience here." Jeffrey has lived on the city's West Side his entire life and is excited to leave his mark on Chicago with his contributions to the RPM project.



MICHELLE GLASPER • OILER

Michelle has 30 years of construction experience, 13 of which have been with Walsh. She has previously worked on runway projects at O'Hare Airport, and RPM Phase One will be her first CTA project. "I'm really excited to work on a CTA job," she said.

◀ Crews drill the first caisson foundation that will support the new flyover structure north of the Belmont station.



Laying CAREER TRACKS

Walsh-Fluor seeks to expand and diversify project workforce through networking and educational events

Walsh-Fluor and the CTA are seeking to diversify the RPM project’s workforce and reach disadvantaged workers and communities throughout Chicago with information about job opportunities. This past fall, the team launched the first of many events geared toward educating perspective workforce members about the RPM project specifically, as well as working in the trades in general.

More than 170 attendees joined Walsh-Fluor and CTA at the first-ever RPM Construction Careers Networking Fair on August 28. This was the first of several such career-oriented events that will be held over the course of the project.

Held at the JLM Center on Chicago’s West Side, the event targeted individuals interested in learning more about what kind of jobs will be available on the project and how to qualify and apply for them. Union representatives were on hand to discuss with participants how to become eligible to work on construction jobs throughout Chicago.

CTA President Dorval Carter and Walsh-Fluor Project Executive Dave Shier were guest speakers and discussed the importance of working in the trades in anticipation of upcoming career opportunities not only on RPM, but other projects throughout the city as well.

“We want people to leave here with a clear understand-



Walsh-Fluor Superintendent Walt Cunningham (right) speaks with attendees about becoming eligible to work in the trades.



The Electrical & Track Outreach Event featured subcontractors who talked about upcoming bidding opportunities and union representatives who spoke on workforce opportunities.

ing about how to begin a career in the trades,” said Shier. “We want to demystify the process and help job candidates make meaningful connections that could lead to a job.”

Construction trade unions that participated in the event included carpenters, cement masons, electrical workers, elevator constructors, ironworkers, laborers, operating engineers, painters, and plumbers. Job assistance agencies were also on hand, including American Job Centers (AJCs), which help people understand Workforce Innovation and Opportunity Act (WIOA) certification. Three AJCs representing the North, South, and West Sides of Chicago were present at the August 28 event.

Pre-apprenticeship programs that participated included Chicago Women in Trades, Cisco, and Dawson Technical Institute. The Safer Foundation was also on site to answer questions for individuals with a criminal record interested in working in the trades.

The Walsh-Fluor team hosted the second networking event on December 12 at the Northside American Job Center at Truman College. This event focused on upcoming electrical and track work opportunities, and was open to perspective DBE subcontractors and workforce members. Attendees also networked with union representatives and job assistance agencies.

UPCOMING

PROCUREMENT SCHEDULE

AVAILABLE SCOPES OF WORK:

The following scopes of work will be available to bid during the next three months:

- BRIDGE BEARINGS (F&I)
- EXPANSION JOINTS MATERIAL
- TEMPORARY STEEL: BEAMS & SHORING
- STRUCTURAL STEEL (F&I)
- FIBERGLASS GRATING (F&I)
- EQUIPMENT (OPERATED RENTALS)
- PRE-CAST CONCRETE PANELS (NOISEWALL)
- PRE-CAST CONCRETE PANELS (NOISEWALL INSTALLATION)
- CONCRETE PUMPING (EQUIPMENT)
- DEMOLITION, REMOVALS, & EXCAVATION
- DIRECTIONAL BORING
- MISC. MATERIALS
- SAWCUTTING, SEALING, CORING, SHOTCRETE
- TEMPORARY BARRIER WALL
- UNDERGROUND UTILITY WORK
- MISC. SMALL WORK ITEMS (LIGHTING)
- VERMIN GUARDS (F&I)
- TRACKWORK: MATERIALS & EQUIPMENT
- ASPHALT PAVING
- CLEANING (STATIONS)
- ASPHALT PAVING (PATCHES)
- ASPHALT PAVING (STRUCTURAL EXCAVATION)
- BRIDGE BEARINGS (INSTALLATION)
- STRUCTURAL STEEL MATERIAL
- EXPANSION JOINTS MATERIAL
- ASPHALT MILLING
- DEMOLITION, REMOVALS, & EXCAVATION
- ORNAMENTAL / MISC. METALS
- STRUCTURAL CONCRETE
- BRIDGE BEARINGS MATERIAL
- BRIDGE DRAINAGE (F&I)
- PRE-CAST CONCRETE PANELS (F&I)
- PAINTING & COATINGS
- REINFORCING STEEL (F&I)
- TRACKWORK: PLINTH CONSTRUCTION
- AGGREGATE PLACEMENT
- CONCRETE FLATWORK
- EARTHWORK & AGGREGATES (STATIONS)
- ENGINEERED BARRIER WORK
- MISC. MATERIALS (STREET FURNISHINGS)
- SIGNAGE
- FIRE PROTECTION
- MISC. SMALL WORK ITEMS (ARCHITECTURAL WORK)
- ROOFING
- STRUCTURAL CONCRETE (PLATFORM SUBSTRUCTURE & MAIN / AUXILIARY)
- STRUCTURAL STEEL (F&I)

COMING SOON



Walsh-Fluor and CTA to unveil scholarship program for underserved Chicago youth

Chicago Mayor Lori Lightfoot, the CTA, Chicago Public Schools (CPS), Chicago Scholars, and Walsh-Fluor will be unveiling a new “CTA Elevating Futures Scholarship Fund” in the new year. This program will provide a new path for economically disadvantaged youth who want to go to college and pursue construction and engineering-related careers.

Walsh-Fluor will donate \$250,000 to the scholarship fund to aid two to three CPS students each year (2020 through 2023) who plan to pursue Science, Technology, Engineering and Math (STEM) four-year degrees.

➔ For more information about upcoming bidding opportunities and scopes of work, visit www.Walsh-FluorRPM.com

➔ Subcontractors and DBE firms wishing to be considered for contracting opportunities should submit their credentials to Pre-Qual@WFDBT.com