



# diversity works at new jersey transit

*New Jersey Transit's Office of Business Diversity, in conjunction with THE Tunnel Project Team, is engaged in the development of a comprehensive DBE, Outreach & Minority Labor Program. The program is designed to support the needs of THE Tunnel Project as it moves from design into construction. We are here to help you navigate through the prequalification process. Please visit the project Web site: [www.thetunnelproject.com](http://www.thetunnelproject.com).*

*Activities currently underway include:*

## Compliance Monitoring and Reporting

- › Maintaining a comprehensive compliance monitoring process/procedures coordinated with procurement and engineering in compliance with the Federal regulations CFR Part 26.
- › Providing technical assistance to DBEs concerning compliance with the DBE certification requirements necessary to maintain compliance with overall DBE Program requirements. Ensure that DBE certification is maintained.
- › Defining and verify local DBE capacities for performing different work categories by performing an analysis of existing capabilities versus projections for capacity and expansion of existing services delivered.
- › Conducting progress meetings, as required, to keep informed about the design progress and technical assistance opportunities available for DBEs, DBE participation challenges, as well as issues/concerns impacting DBEs, overall DBE participation and ultimately to promote compliance with DBE program requirements.

## Minority Workforce Initiative

- › Developing a NJ/NY state approved Training and Apprenticeship Program, which entails a plan containing all terms and conditions for the qualification, recruitment, selection, employment and training of apprentices, including such matters as the requirement for written apprenticeship agreement.

## Outreach Plan & Process

- › Development of a comprehensive DBE Outreach Plan consisting of several initiatives specific to THE Tunnel Project.
- › Assisting DBEs with understanding and responding to solicitation requirements.
- › Ongoing meetings with community DBE/minority/women and trade associations and organizations.
- › Formalized Mentoring/Development Plan
- › Developing a program that includes work/training and technology transfer for mentorship program.
- › Defining eligibility/admission evaluation process for selection and acceptance into the mentoring program (DBEs working on a project versus DBEs aggressively seeking business opportunities on the project)
- › Defining meaningful post-participation roles, responsibilities, commitments and support for DBEs.
- › Developing technical support services to promote success and educate the DBE and small business communities on the impact of alternative delivery methods and overall challenges/impact on the DBE Program.

