

CONNDOT DBE BUSINESS DEVELOPMENT PROGRAM

- I. Connecticut**
- II. ConnDOT DBE Business Development Program**
- III. Ms. Debra Goss, ConnDOT Manager of the Division of Contract Compliance, e-mail: debra.goss@ct.gov, Telephone: 860-594-2169**

The ConnDOT Division of Contract Compliance has developed and continues to receive funding from FHWA's Office of Civil Rights to continue the implementation of a DBE Business Development Program (BDP). ConnDOT's Division of Contract Compliance entered into a Memorandum of Understanding with the Central Connecticut State University's (CCSU) Institute of Technology & Business Development (ITBD) over five years ago to implement the BDP. The partnership between ConnDOT and CCSU's ITBD has been an extremely successful partnership and still retains elements of the BOWD Center that existed for two years under the FHWA BOWD Center Pilot.

The ConnDOT is responsible for the overall administration of the program. The CCSU-ITBD has been contracted to provide program services by conducting needs assessments, conducting various workshops and hiring consultants to provide supportive services. This program provides one-to-one services to DBE firms. Services are provided through various consultants who are subject matter experts. DBE firms are assigned a consultant who perform analysis and assessment of the business, and create a development plan. Firms are then provided with the support and assistance necessary to implement identified areas of the development plan.

This program provides individual assistance to DBE firms and development programs and support services are individually tailored for each firm. The program's goal is to provide DBE firms with the tools necessary to support their growth and sustainability in a changing and challenging economic environment. The program provides supportive assistance in two areas: 1) Business Assessment; and 2) Development Plan Implementation.

The CCSU-ITBD consultants perform SWOT analyses and assist the DBE firms in writing their Development Plans and Business Plans. An assessment is done to determine a firm's overall health or condition. The assessment determines strengths, weakness and other threats as well as identifying deficiencies, and opportunities for improvement. The assessment also prescribes steps or actions in the form of a Development Plan to promote business growth and development. The implementation of prescribed steps or actions outlined in the Business Assessment includes the actual delivery of supportive services to address deficient areas. Firms are provided with a designated number of hours of one-to-one technical assistance to develop and implement this plan.

Additionally, ConnDOT's Division of Contract Compliance conducts an annual DBE Summit, conducts periodic DBE Outreach sessions, and CCSU-ITBD conducts specialized training sessions for the DBE firms that complete the BDP on an as-needed basis.