MENTOR PROTÉGÉ PROGRAM
JULY UPDATE

What is the mentor protégé program?
The Washington State Department of Transportation’s Mentor Protégé Program was created in response to the Governor’s diverse business participation Goals as follows:
- Minority Business Enterprise: 10 percent
- Small Businesses: 5 percent
- Veteran-owned Businesses: 5 percent
- Women’s Business Enterprise: 6 percent

This program is intended to enhance the capabilities and participation of Minority, Small, Veteran, and Women Business Enterprises (MSVWBE), and disadvantaged businesses that are able to perform work on transportation-related projects. This program is part of WSDOT’s State Funded Diversity Roadmap.

How can I be part of the mentor protégé program?
Firms certified by the Office of Minority and Women’s Business Enterprises, or registered as a small or veteran’s businesses in Washington’s Electronic Business Solution (WEBS) are eligible to participate in this program as Protégés.

To participate as a Mentor, you must have been a prime contractor or consultant with WSDOT in the recent past. If you are interested in participating, you can still apply. For more information regarding the WSDOT Mentor Protégé Program, please email info@mentorprotegeprogram.info or visit www.mentorprotegeprogram.info.

What is the status of the mentor protégé program?
Currently, 17 mentors have been paired with 28 protégés. In July, 2018, Thor, the company hired to develop and facilitate the program, is working to pair an additional 19 Mentors with 29 protégés.

Following is a breakdown of the participants by industry type:

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Business Type</th>
<th>Mentors</th>
<th>Protégés</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Construction</td>
<td>7</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Consulting</td>
<td>2</td>
<td>6</td>
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<tr>
<td></td>
<td>A &amp; E</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>II</td>
<td>Construction</td>
<td>13</td>
<td>18</td>
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<tr>
<td></td>
<td>Consulting</td>
<td>2</td>
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<tr>
<td></td>
<td>A &amp; E</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
<td>36</td>
<td>57</td>
</tr>
</tbody>
</table>

* Some mentors and protégés are participating in both cohorts or are paired with multiple firms. Not all of the firms will be matched, as the companies industries and markets vary.

MORE INFORMATION
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Overall participation by race and gender:

How will WSDOT determine the success of the mentor protégé program?

Working with the Disadvantaged Business Enterprise Advisory Group, WSDOT established the following program goals and metrics for the program:

- 100 MSVWBE noted interest in participating.
- Goal: 30 - 50 MSVWBE enrolled in the program to participate as protégés. \textit{Current enrollment is 54}.
- Goal: 30 - 50 prime contractors and prime consultants enrolled in the program to participate as mentors. \textit{Current enrollment is 36}.
- Following are targets by which the program’s success will be evaluated. Overachievement in one area could compensate for shortfalls in another:
  - 80 - 100 percent protégés have executed written development plans with their mentors.
  - 30 - 50 percent of construction industry protégés have expanded their North American Industrial Classification System Codes.
  - 30 - 50 percent of protégés are on track to increase their annual income. This can be based on winning the contract, not actual dollars paid. This could include non-WSDOT owners as well.
  - 30 - 50 percent of protégés are participating in their first contract or subcontract with WSDOT or new private sector contracts.
  - 10 - 25 percent of construction protégés have increased their bonding capacity through the mentoring process.
  - 10 - 25 percent of consulting protégés have gone from Safe Harbor to an approved Indirect Cost Rate.

How is WSDOT doing on the Results Washington goals?

WSDOT is making progress on all but one of its voluntary goals for certified or state registered businesses, as shown in the table below. The goal for Washington state agencies contracting with small businesses is 5%. In state fiscal year 2017 (July 2016 through June 2017, the latest year for which data is available), WSDOT achieved 10.76% participation, an increase of 2.61% from the 8.15% achieved in FY2016. Minority- and non-minority-women’s businesses also count toward the small business goal. “Small business” includes firms certified by the Office of Minority and Women’s Business Enterprises and all firms that indicate in Washington Electronic Business Solutions that they are small as defined by RCW 39.26.010.