

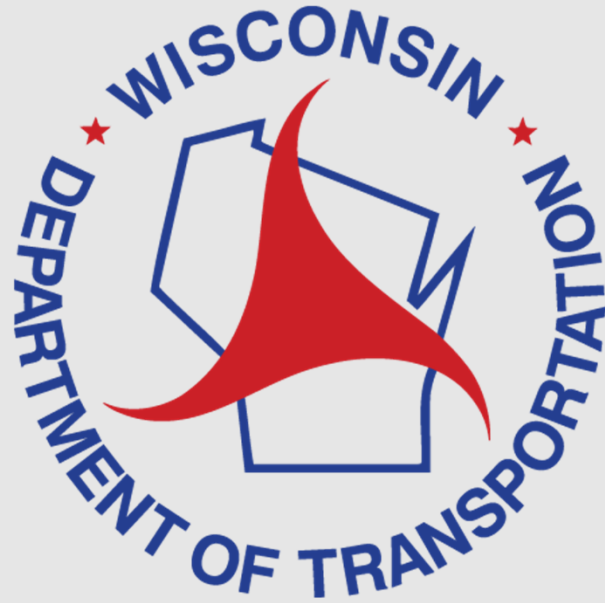
Wisconsin Department of Transportation

AASHTOWare Project Civil Rights and Labor (AWP CRL) Implementation & DBE Program Update

Wisconsin Transportation Builder's Association WisDOT Contract|Engineer Conference

January 17, 2024

Tondra Davis, Director, Office of Business Opportunity and Equity Compliance



AASHTOWare Project CRL Implementation

AASHTOWare Project CRL

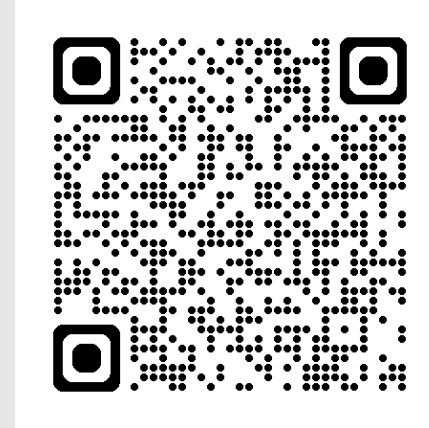
What is it?

- Platform to enter Payroll for WisDOT Projects
- AASHTOWare Project Civil Rights and Labor
 - AASHTOWare CRL
 - AWP CRL
- CRCS used previously



AASHTOWare Project CRL Implementation

- Payroll will begin in AWP CRL with awarded contracts from the January 2025 Bid Letting.
- Payroll for earlier contracts will continue in CRCS for the life of the contract.
- More Information
 - **AWP Knowledge Base** - <https://awpkb.dot.wi.gov>
 - Information about AWP CRL Payroll
 - Setting up User ID for Payroll



AASHTOWare Project CRL Training

- Spring Training
 - Virtual
 - Training Dates
 - March 5, 2025
 - March 13, 2025
 - March 18, 2025
 - Information being presented is the same at all trainings



AASHTOWare Project CRL What's Coming

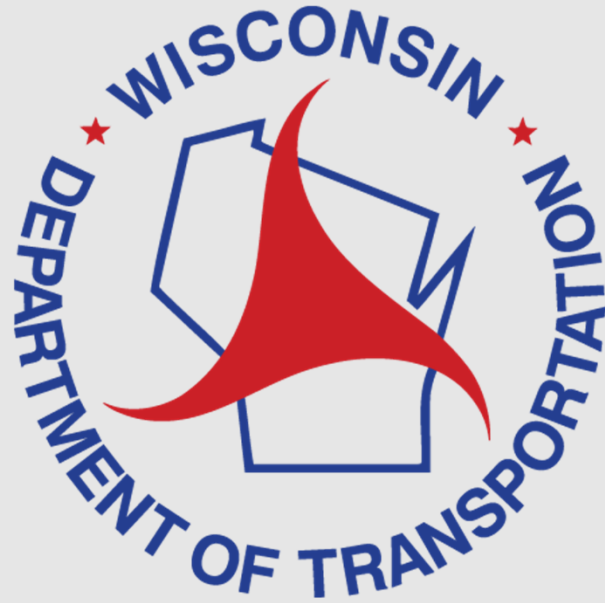
- Payments will continue in CRCS.
- Payments are the next feature to be migrated to CRL
 - **STAY TUNED!**



AASHTOWare Project CRL Questions?

DOTLaborCompliance@dot.wi.gov





DBE Program Updates

Disadvantaged Business Enterprise (DBE)

- Business certified as socially and economically disadvantaged.
 - Socially – women and/or minority-owned.
 - Economically – personal net worth and business income within federal guidelines.
- Since WisDOT is a recipient of Federal Transportation funds, a DBE program must be in place to ensure nondiscrimination in the award and administration of DOT-Assisted contracts.
- WisDOT's DBE program has been in place since 1983 – codified in 49 CFR 26.



Background on WisDOT's DBE Program

- The DBE Program requires WisDOT to establish contract goals to meet the overall annual goal for DBE Attainment.
- Race/DBE Conscious and Race/DBE Neutral
- 12.42% - Triennial DBE Goal
 - FFY 2024
 - FFY 2025
 - FFY 2026



Core Objectives of the DBE Program

- Nondiscrimination in award of contracts
- Fair competition
- Narrowly tailored – contract by contract analysis
- Eligibility based – Socially & Economically disadvantaged
- Remove barriers to participation – contract goals
- Promote DBE use beyond WisDOT contracting
- Develop competitive firms
- Provide flexibility to DOTs in establishing DBE opportunities





EQUALITY



EQUITY

How are we doing? Committee/Stakeholder Meetings

- Trans – AC (Transportation Advisory Committee for Construction); Bimonthly
- Trans – CAC (Transportation Consultant Advisory Committee); Quarterly
- DBE Stakeholder Advisory Committees
 - Southeast Region
 - Northeast Region
 - Quarterly



How are we doing? DBE Support Services

- Management and Technical Assistance
- Skill Development
- Trainings and Workshops
- Business Growth and Development
 - Mentor-Protégé Program – 6 Pairs
 - Coaching
 - Bid Express Small Business Network
 - Loan Mobilization Guaranty Program



How are we doing? External Communications

- Bid Letting Bulletin
- DBE Reporter
- DBE Alerts
- Truck Talk



How are we doing? Industry and Stakeholder Partnerships

- Construction Business Group (CBG)
- American Council of Engineering Companies (ACEC)
- Unified Certification Partners (UCP)
- Wisconsin Transportation Builders Association (WTBA)



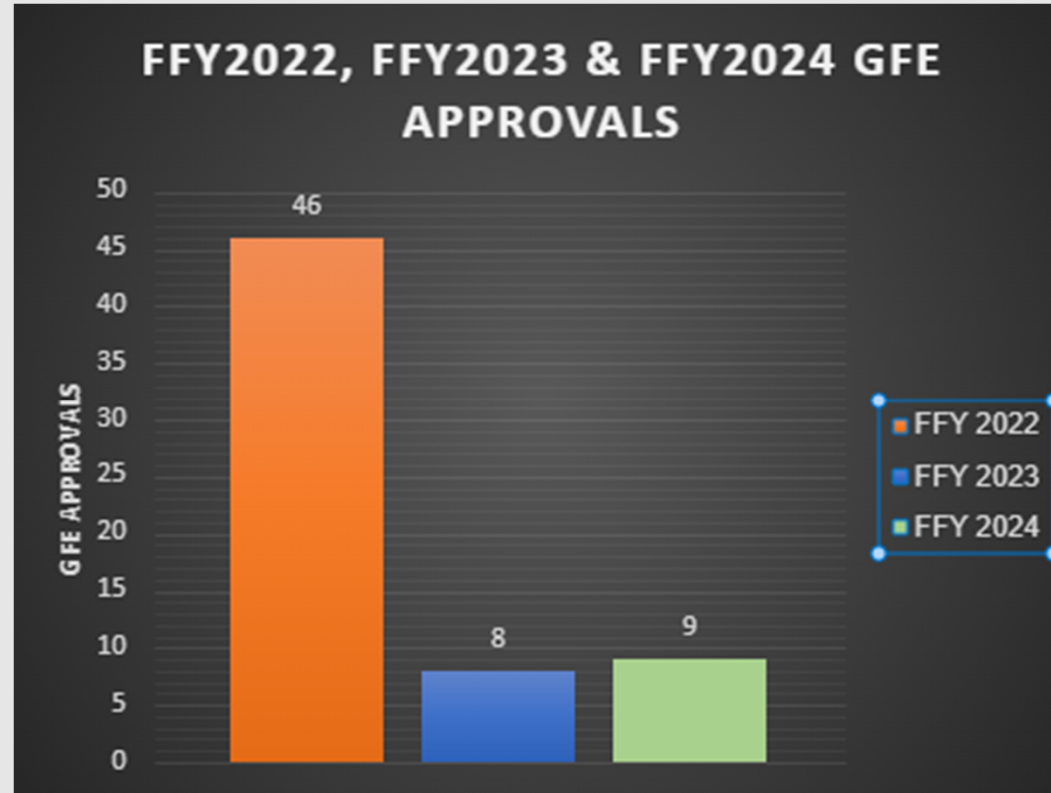
How are we doing? Bid Letting ~ FFY 22, 23 & 24

- 740 Federally Funded Highway Projects were Let
- 2,345 Bids received, analyzed and processed
- 28 Bids considered Non-Responsive (1.19% of bids)



How are we doing? Good Faith Effort (GFE)

1. DBE Goals appropriately set.
2. Primes contracting with DBEs.
3. Good Faith Effort shown.



How are we doing?

Overall DBE Goal Attainment

FFY	FEDERAL FUNDS	DBE ATTAINMENT	DBE %	ASSIGNED DBE GOAL	DBE CONSTRUCTION ATTAINMENT	DBE CONSTRUCTION %	DBE CONSULTING ATTAINMENT	DBE CONSULTING %
2019	\$769,232,326	\$81,307,857	10.57%	12.38%	\$59,227,168	72.84%	\$22,080,689	27.16%
2020	\$745,516,053	\$89,536,478	12.01%	12.38%	\$65,694,761	73.37%	\$23,841,717	26.63%
2021	\$906,229,250	\$120,536,478	14.57%	12.41%	\$101,286,683	84.03%	\$19,249,795	15.97%
2022	\$1,011,621,027	\$139,065,787	13.75%	12.41%	\$110,036,596	79.13%	\$29,029,191	20.87%
2023	\$1,076,156,888	\$155,136,749	14.42%	12.41%	\$128,976,856	83.14%	\$26,159,893	16.86%
2024	\$854,945,351	\$111,137,229	13.00%	12.42%	\$90,625,489	81.54%	\$20,511,740	18.46%
2025*	\$384,719,302	\$48,220,196	12.53%	12.42%	\$46,546,934	96.53%	\$1,673,262	3.47%

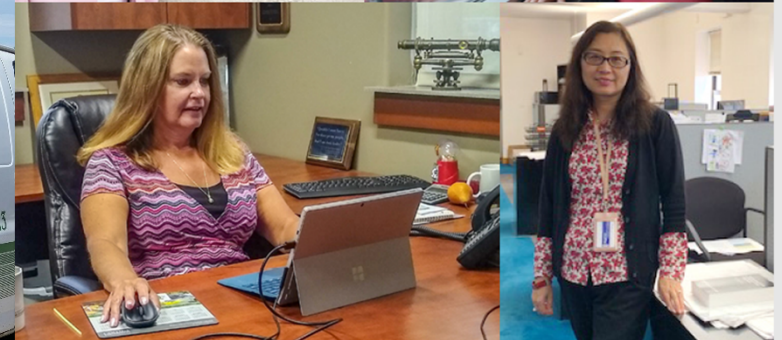
* Through 12/2024



**Met DBE Goal for 4
consecutive years!**



Thank you!



WTA, we appreciate you!



2025 - The Road Ahead

- DBE Final Rule Implementation
 - Bidder's List
 - Supplier Definitions
 - Dealer
 - Distributor
 - Forms Updated
 - Design | Build
 - DBE OEPP (Open Ended Performance Plan)
- Focus Group
- Transparent Communication
- Partnership

