



Your Guide TO DOING BUSINESS WITH



West Virginia Department of Transportation

Brought to You Through a
WVDOT Partnership With
CEI DBE
Supportive
Services

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WHAT ARE THE BIGGEST INDUSTRIES IN WEST VIRGINIA?

West Virginia is the only US state created from a Confederate state. West Virginia broke off from Virginia in 1861, to form its own state when Virginia seceded from The Union. During the early days of the state, its mineral industry flourished. Today, mining remains an economic engine in West Virginia.

In 2014, the economy of West Virginia accelerated with a growth rate of 5.1%, ranking the state the 3rd fastest-growing state in the US. The economy of West Virginia today is both rich in natural resources and ripe with technological advances. Marked with consistent growth and diversification, the economy of West Virginia is a global hub for chemicals and a national hub for biotech industries. West Virginia is also a leading state in energy. The economy of West Virginia is also diversified in areas such as aerospace, automotive, manufacturing, telecommunications, media, education, healthcare, hospitality, metals and steel, forestry, biometrics and tourism.

In August 2019, the unemployment rate in West Virginia was at its lowest (4.6%) since the start of the Great Recession.

Here are some of the biggest industries in West Virginia:

Mining

Mining has been an integral part of West Virginia for over a century and is a leading contributor to GDP growth in the State. In 2016, the mining industry of

West Virginia contributed \$4.6 billion to the GDP of the state. The same year, the mining industry employed about 12, 566 West Virginians translating to 1.8% of the total workforce. The most important mined product in West Virginia is coal. Coal was first discovered in West Virginia in 1742. Large scale production of coal in the state began in the mid-1800s. Out of the 55 counties of West Virginia, 53 of them have coal deposits. West Virginia is the 2nd largest producer of coal in the US after Wyoming. In 2017, the coal mining industry accounted for 2% of West Virginias employment. The coal industry employs about 30,000 people and was responsible for a \$3.5 billion impact. About 75% of West Virginia’s mining income is derived from coal. Natural gas is also mined in West Virginia. Natural gas accounts for 20% of West Virginias mining income. Other minerals mined in the state are petroleum, salt, sand gravel, and crushed stone.

Clean energy initiatives have had a considerable impact on the mining industry of West Virginia, especially on coal mining. Today, mining safety and ecological concerns are major challenges to coal mining in West Virginia and have caused a fall in the mining economic output in recent years.

Manufacturing

A large portion of West Virginia’s manufacturing industry is chemical manufacturing.

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About The WVDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on WVDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



About The Program

The Construction Estimating Institute (CEI) works with WVDOT as the statewide provider of the federally funded Disadvantaged Business Enterprises (DBE) Supportive Services Program. We want to increase the number of certified DBEs participating in highway and bridge construction, as well as assist DBEs in growing and eventually becoming self-sufficient. Additionally, CEI provides supportive services by assisting prime contractors and consultants with identifying DBEs for subcontracting opportunities on priority projects.

HOW TO BE A BETTER MANAGER WITH THE 3 P'S OF ACCOUNTABILITY

Abraham Lincoln said the best way to predict your future is to create it. One of the United States' greatest presidents acknowledged that everyone is in control of their own destiny. Lincoln faced one of the biggest challenges of any president: slavery. With such a harshly divided nation, he could have easily become defeated by the challenges he faced. Instead, he did what all phenomenal leaders do—he led by example. Because of his leadership, the inhumanity of slavery was contained. He created a new reality, a new destiny. Today's business leaders must also lead by example with the three Ps of accountability.

1. Personal Accountability

It's easy to get caught up in deadlines and forget that work is a personal experience. Many people spend more time at work than anywhere else. When you spend this much time somewhere, the environment is bound to rub off on you. The sheer amount of time involved is why company leaders influence is so impactful. Your employees are watching you, and they are mimicking what you do. As such, it's important to hold yourself accountable before you can expect to hold others accountable. Make yourself better first so that you can lead by example. This is difficult, as it requires self-awareness, which doesn't come naturally to most of us, but is essential. Leaders must also understand themselves before they can successfully lead others. If you take the victim stance, your employees will too, and then they'll be harder to lead. Have a hero mentality in

front of your employees and be open to their feedback about how you can improve as a leader. Ask them, "What would you like me to do more and less of as a leader?" Then, listen and take action.

2. Positive Accountability

Positivity isn't about being a cheerleader about every situation. Employees can see through a false demeanor or sugar coating a bad situation. Positivity is an overall attitude and approach to managing. It's about catching employee doing things right. See the best in a situation and inspire your workers to do the same. This relates back to your personal touch in personal accountability. If you're not portraying positivity, your employees can't mimic it. Watch the language you use, as well. Even something as simple as an email explaining an update to the company's insurance plan is an opportunity for spreading positivity. For example, if your company's plan has recently added a free yearly dental cleaning for its employees, don't just make "Changes to your dental insurance plan" as your email subject line. This vague statement could send employees into a panic about what may now not be covered that once was. And this will be especially worrisome for someone facing a painful procedure like a root canal. Instead, make the subject line positive. Replace the word "change" with "improve."

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Supportive Services Offered:

- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website
- Plan Reading



**Within the past 3 months,
CEI assisted DBEs
in obtaining**

**\$6 MILLION
IN BONDING!!**

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CEI is an educational organization providing the highest quality construction training in the industry. Over 100,000 owners, estimators, project managers, field supervisors, office support staff, foremen, laborers, and key management personnel have attended courses that are offered nationwide. The courses provide students with construction skills training and the critical information needed to be effective within their companies and organizations.