



# Your Guide TO DOING BUSINESS WITH West Virginia Department of Transportation



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## DIVISION OF HIGHWAYS AWARDS 16 PROJECTS, INCLUDING MACCORKLE AVENUE ADA PROJECT

Several projects to improve Americans With Disabilities Act (ADA) compliance, including one on MacCorkle Avenue in Kanawha County and a project to replace an important Monroe County bridge, were among 16 construction contracts awarded by the West Virginia Division of Highways in May.

All states are required to have an ADA transition plan in place as part of the Americans with Disabilities Act of 1990. In the past, paving projects have been put on hold because compliance projects, many of which involve sidewalks or ramps, must be completed first. In recent years, WVDOH has made a focused effort to increase the number of ADA-compliant roadways.

“The transition plan identifies all physical barriers that limit accessibility to facilities for individuals that have disabilities, identifies the best methods available to make accessibility possible, and outlines the schedule that the Division of Highways proposes to make each of these corrections,” Deputy State Highway Engineer Ryland Musick said. "WVDOH is working diligently to address all ADA projects in the state by 2025."

The projects awarded were:

- Red Sulphur Bridge in Monroe County. The bridge lies on a major road connecting West Virginia with Virginia.
- Road striping projects in District 6, 7, 8, 9, and 10.

- ADA ramp projects in Wardensville in Hardy County and US 250 in Barbour County.
- ADA curb access project on Cove Road in Hancock County and MacCorkle Avenue in Kanawha County.
- Turn lane and resurfacing project on the Mountaineer Highway in Wetzel County.
- Resurfacing project on Amma Road in Roane County.
- Slide correction and pile wall project on Spring Run Road in Ritchie County.
- Resurfacing project on Baileysville-Clear Fork Road in Wyoming County.
- Resurfacing project on English-Yukon Road in McDowell County.
- Replacement project for the Clinton Bridge in Ohio County.

Several factors are considered before awarding a bid, including whether a bid falls above or below the WVDOH Engineer’s Estimate and by what percentage. In cases where a bid is above the Engineer’s Estimate, WVDOH must consider the project need, repercussions of not awarding the project, additional funding sources, and whether or not sufficient reasons exist for the differences in estimates. Most projects are reviewed, analyzed, and awarded within a week of the bid letting, but the process can take longer.

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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.

# 5 INTERPERSONAL SKILLS EVERY PROJECT MANAGER SHOULD POSSESS

## How soft skills influence people and affect your project

According to a recent report published by project management researchers at Brandeis University, technical skills alone do not determine a project manager's success. In fact, some of the most common reasons for project failure include a lack of clear expectations, poor leadership and misalignment between workers and management. These causes of project failure are not the result of inadequate technical skills. Instead, they are often the result of inadequate "soft skills."

Soft skills are personal attributes that allow project managers to build team morale, motivate workers and manage conflict. They are not "hard skills" that project managers necessarily learn in school or in the field, unless they actively seek to learn them. Many successful project managers naturally possess an array of valuable soft skills. And for those who feel as though they are lacking in the soft skills department, there is good news. Brandeis researchers found that most people can develop these skills with awareness and effort. A project manager with the right soft skills is essentially skilled at managing people. Without the right interpersonal acumen, a project manager may find that he or she has to scramble to keep teams on track and motivated. On the other hand, with the right soft skills, project managers spend less time worrying about factors like employee morale and motivation and, instead, can focus on planning, risk management, project quality and completion.

There are a few soft skills that are particularly useful for construction project managers to possess. The following skills set the good managers apart from the rest and can significantly influence how efficiently and successfully projects are completed.

### 1. Communication

This skill is probably the most important. Project managers who are good communicators are able to help teams understand the scope of their duties and solve problems as they arise. If a project manager is not able to clearly communicate expectations, a project will be more complicated than necessary from the very start. Project managers who are still developing their communication skills can benefit from taking time each day to think about what their teams need to know and then conversing with them about those subjects. They can also benefit from making an effort to listen to their team members in order to improve any dialogue overall.

### 2. Leadership

This is the ability to inspire, motivate and govern when necessary. Highly developed leaders provide positive feedback and constructive criticism. They keep their cool in stressful situations. They communicate the organization's vision clearly and succinctly, and they provide opportunities for professional development while promoting a healthy, supportive company culture.

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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



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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.