



DBE Supportive Services

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Starting or Growing a Business in West Virginia Has Never Been Easier



West Virginia's unemployment rate is 5.3 percent, the lowest recorded level in over a decade. Core industries such as timber, manufacturing and mining have experienced a 13.1 percent growth rate in the last two years.

Tourism is expanding as more travelers make their way to our wild, wonderful state. Small businesses are forming at an incredible pace as consumers demand new travel experiences, unique goods that are handmade, homemade or rooted in history and Appalachian culture as evidenced by one recent study that demonstrated traveler spending last year in West Virginia was 30 percent above the national average.

It's an exciting time for business. In 2017, 10,987 businesses were registered in West Virginia, compared to 8,806 in 2010 – a 24.7 percent increase. Recently, in one 48-hour period, 63 new business organizations formed across West Virginia. Perhaps there has been no better time in decades to be in business in the Mountain State. At the One Stop Business Center, we are committed to it being easier than ever before to start or grow your business.

The West Virginia Legislature enacted laws establishing both a web-based business portal permitting the payment of

fees and registration as well as creating an interface for West Virginia business owners to have easy access to the Secretary of State's Business and Licensing Division, Workforce West Virginia, the Division of Labor and the State Tax Department. This cooperative multi-agency partnership is indicative of the collaboration across government needed to provide excellent service to the public.

Additionally, on East Washington Street in Charleston – within a block of the state Capitol complex with plenty of free parking – the Secretary of State's Office has opened the One Stop Business Center, a first-of-its-kind center in the nation that brings together four government agencies essential to starting, operating or growing a business all under one roof. Business owners can file new registrations in as little as one hour – instead of several business days – thanks to the Legislature and Secretary of State's collaboration to establish expedited service for a nominal fee.

According to a study published by the Harvard Quarterly Journal of Economics, initial barriers to starting a business can inhibit or slow economic growth; conversely, ease of access in starting a business can be an accelerant to economic growth.

Furthermore, One Stop is also the home of the state business call center, created to assist businesses obtain information regarding compliance with state law.

To read more: <http://www.wvexecutive.com/starting-growing-business-west-virginia-never-easier/>



DBE Opportunities

**Want to learn more about the DBE Program?
Call or email us today to receive assistance in the below categories!**

- Getting a letter of bond ability
- Capability Statement Development and Assistance
- Website Development and Assistance
- How to become DBE Certified
- Training and Technical Assistance

Phone Number: 800-423-7058

Email: Info@wvdbesupport.com

About The Program

The Construction Estimating Institute (CEI) works with West Virginia Department of Transportation (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.

Lead the Company You Want

4 ways to improve your leadership chops & ensure your company's growth



Small to midsize business owners must focus on the same top priorities as successful leaders of major Fortune 500 corporations. Arguably, most construction company owners and managers get hung up on the day-to-day details, rather

than focusing on the company's top priorities. If you long to grow your company, you should take note from leaders of companies larger than your own. Here's where you can start:

1. Prioritize

Take a close look at your calendar. Where is most of your time spent? To improve your business and become the best leader, you need to invest your time and energy in the things that provide the highest return. A recent survey of 50 business leaders indicated that construction business owners have a tough time staying focused. Here are the top responses to three of the most critical survey questions:

<p><i>Our biggest challenge is:</i></p> <ul style="list-style-type: none">▪ Finding qualified people▪ Job-profit margin fade and going over budget on labor▪ Micromanagement of tasks	<p><i>To improve results, I need to:</i></p> <ul style="list-style-type: none">▪ Spend more time on business▪ Focus on priorities instead of details▪ Coach and mentor others more
<p><i>I should delegate and let go of:</i></p> <ul style="list-style-type: none">▪ Project management▪ Estimating▪ Scheduling crews and equipment	

When you spend your time too focused on the minutia, you can't focus on the big tasks that produce big results. At this moment in time, your business is designed to produce the results

you're currently getting. Lackluster results are the outside indicator of an inside problem and are determined by your focus. Consider the following challenges and solutions:

- *Too few high-margin, loyal customers* – Prioritize customer relationships, marketing and sales
- *Low profit margins* – Standardize and enforce your systems and processes
- *Over-budget projects* – Create and monitor job-cost tracking and production scorecards
- *Staffing problems* – Focus on creating better programs to attract, incentivize, motivate and retain talent
- *Inefficient business procedures* – Take time to draft or update your business plan, structure, systems and/or goals

2. Conquer Fear

Most business owners and managers already know what they need to do to achieve better results. But, they don't do what they need to do, and often make excuses for why they can't.

The No. 1 reason poor leaders fail is fear—fear of failure, making bad decisions, trusting others, letting go, hiring the wrong people, losing money, taking a risk, making decisions, etc. Being ruled by fear results in loss of profits, equity, growth, accountable managers, responsible employees, high-margin customers and business value.

Effective leaders direct and coordinate, inspire and influence others to want to achieve expected results as well. Leaders must be unafraid to establish and share a clear, focused vision of targets, goals, strategies, systems and processes. They should motivate and inspire their teams to follow them by providing coaching, knowledge, information, feedback and statistics to keep the team headed in the right direction.

Poor leaders blame poor results or plateaus on circumstances beyond their control. Great leaders take responsibility and hold others responsible as well.

To read more, see excerpt: <https://www.constructionbusinessowner.com/lead-company-you-want>

Supportive Services Offered



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



**BONDING,
FINANCING,
AND
INSURANCE**

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.

CEI DBE Supportive Services

Call 800-423-7058 or visit us online at www.wvdbesupport.com