



# **USDOT SESSION 3**

# **TRANSFORMATIVE TRANSPORTATION INVESTMENTS**

**REALIZING VALUE IN THE WORKFORCE AND  
BUSINESS OF THE FUTURE**



# Human Resources Opportunities for Historically Black Colleges and Universities (HBCU)

DeShawn Shepard

Deputy Director, Departmental Office of Human Resource Management  
U.S. Department of Transportation



# Key Areas



- Building Relationships and Networking with HBCUs
- Internship Opportunities
- Career Opportunities for Recent Graduates



# Building Relationships and Networking



- **Support on Campus Engagement BEFORE the Career Fairs**
  - Responsiveness and Strong Contacts with Career Services
  - Partnering with Departments and Professors
- **On Campus Engagement Sessions**
  - Matching Majors with Careers
  - Federal Employment Benefits and Opportunities – A Career Not A Job
  - Navigating the Federal Employment Application Process
  - Interview Preparation Does Matter
- **Meet the People of DOT**
  - Hear about the real work of DOT employees
  - Student Mentoring by DOT Employee Resource Groups Members
- **Actively engaged partners wanted!!**

# Paid Internship Opportunities



Internship Program	General Eligibility Information	Full Time or Part Time	Solicitation Period	Application Deadline
<a href="#"><u>Pathways Student Internship Program</u></a>	<ul style="list-style-type: none"> <li>Current students in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.</li> </ul>	Part-Time or Full-Time Federal Appointment	Varies	Varies
<a href="#"><u>Secretarial Internship Program</u></a>	<ul style="list-style-type: none"> <li>US Citizens who meet Pathways Internship requirements.</li> <li>Students enrolled at least half time at a qualifying educational institution pursuing a qualifying degree or certificate.</li> </ul>	Part-Time or Full-Time Federal appointment	February - March	March
<a href="#"><u>Future Leaders in Public Service</u></a>	<ul style="list-style-type: none"> <li>US Citizens</li> <li>Students currently enrolled at an accredited educational institution in an undergraduate or graduate program. Undergraduates must be current second-year students/sophomores and above.</li> </ul>	Full-Time 10–12-week contract/paid volunteer appointment	October - January	January 31 <sup>st</sup>
<a href="#"><u>Summer Transportation Internship Program for Diverse Groups (STIPDG)</u></a>	<ul style="list-style-type: none"> <li>US Citizens</li> <li>Students currently enrolled in a degree-granting program of study at an accredited U.S. institution of higher education recognized by the U.S. Department of Education</li> </ul>	Full-Time 10-week contract appointment	November - January	January 31 <sup>st</sup>
<a href="#"><u>Dwight D. Eisenhower Transportation Fellowship Program (DDEFTP)</u></a>	<ul style="list-style-type: none"> <li>US Citizenship not required</li> <li>Students currently enrolled full-time in a degree-granting program of study at an accredited U.S. institution of higher education pursuing a degree in a transportation-related discipline</li> </ul>	Grants range from \$1500 – \$100,000 (based on academic level and ranking)	Varies	Varies



# Opportunities for Recent College Graduates



- **The Pathways Recent Graduate Program provides recent graduates opportunities (up to 2 years after graduation or longer for active-duty military) to apply academic training and knowledge in a professional job. These positions are entry level, predominantly at the GS-5 to GS-9 level and provide opportunity to:**
  - Build work skills and experience
  - Learn from a professional workforce
  - Gain experience in their chosen field and pursue a long-term career
  - Learn from an assigned mentor
  - Participate in formal training
- **Direct Hire Authority for Entry Level Positions at the GS-7 and GS-9 levels specifically authorized in support the Bi-partisan Infrastructure Law**
- **Example: FHWA's Professional Development Program (PDP). [Professional Development Program \(PDP\) | US Department of Transportation](#)**
  - The PDP is a two year program that includes on-the-job training, diverse development assignments, geographic and occupational mobility, and participation at the Professional Development Academy to build leadership skills.



# Points of Contact



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**PLEASE SUBMIT QUESTIONS VIA ZOOM Q&A BOX**





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# Procurement Systems and Programs

Dr. Willie H. Smith  
Senior Procurement Executive  
U.S. Department of Transportation



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# White House Initiative on Historically Black Colleges and Universities (HBCU) Bipartisan Infrastructure Law (BIL) Series

U.S. Department of Transportation

Office of Small and Disadvantaged Business Utilization(OSDBU)

Brittany Young, Small Business Specialist, WOSB Advocate

Steronica Mattocks, Program Analyst, WITI Program Coordinator





# OSDBU MISSION

# OSDBU Mission



The United States Department of Transportation (USDOT), Office of Small and Disadvantaged Business Utilization's (OSDBU) mission is to ensure Small Business policies and goals of the Secretary of Transportation are implemented in a fair, efficient and effective manner.



A plane flying over a cargo ship



# Operating Administrations(OA)



- [Office of the Secretary](#)
- [Federal Aviation Administration](#)
- [Federal Highway Administration](#)
- [National Highway Traffic Safety Administration](#)
- [Federal Railroad Administration](#)
- [Federal Transit Administration](#)
- [Maritime Administration](#)
- [Federal Motor Carrier Safety Administration](#)
- [Pipeline Hazardous Materials Safety Administration](#)
- [Great Lakes Seaway Development Corporation](#)



# OSDBU Organization



## **Procurement Assistance Division**

- Assist OSDBU Director in the implementation of Small Business Act
- Lead OSDBU Outreach efforts
- Procurement Forecast
- Mentor Protégé program
- Connections Marketplace (New)

## **Regional Assistance Division**

- National Small Business Transportation Resource Centers (SBTRCs) Program
- Bonding Education Program (BEP)
- Pathways to Entrepreneurship Program –HBCUs & MSIs targeted (new)
- Regional Small Business Contracting BIL Symposiums (New)

## **Disadvantaged Business Enterprise (DBE) & Airport Concessions DBE Program**

- FHWA, FTA, and FAA
- Goals set at grantee level
- Project specific goals



# USDOT FY22 SMALL BUSINESS GOALS

Socioeconomic Group	Government-wide	USDOT
Small Business (SB)	23%	34%
Woman-Owned Small Business (WOSB)	5%	5%
Small Disadvantaged Business (SDB)	11%	20%
Service-Disabled Veteran-Owned Small Business (SDVOSB)	3%	3%
HUBZone	3%	3%





# FY2021 Top NAICS Codes

- 541330 - ENGINEERING SERVICES
- 336611 - SHIP BUILDING AND REPAIRING
- 237310 - HIGHWAY, STREET, AND BRIDGE CONSTRUCTION
- 488111 - AIR TRAFFIC CONTROL
- 483111 - DEEP SEA FREIGHT TRANSPORTATION
- 541519 - OTHER COMPUTER RELATED SERVICES
- 334511 - SEARCH, NAVIGATION, INSTRUMENT MANUFACTURING
- 541512 - COMPUTER SYSTEMS DESIGN SERVICES
- 517310 - TELECOMMUNICATIONS RESELLERS
- 611430 - PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

# HBCU/MSI Capacity Building Initiative



- Federal Acquisition Regulation (FAR) Subpart 26.302, it is policy of the Government to promote participation of HBCUs and MIs in Federal procurement this subpart implements Executive Order #12928 of September 16, 1994.
- Assist HBCUs & MSIs with obtaining a better understanding of federal government acquisitions and contracts and increase their footprint in federal procurement opportunities.
- Ensure HBCUs and MSIs are aware of our Small Business Transportation Resource Centers (SBTRC) cooperative agreement program to determine eligibility and share cooperative agreement competition announcements.



# HOW TO FIND PROCUREMENT OPPORTUNITIES



# PROCUREMENT FORECAST



- Procurement opportunities over simplified acquisition threshold (\$250,000), PUBLIC LAW 100-656
- [FY22](#) and [FY23](#) Snapshot of DOT Procurement Opportunities
- System for Award Management - [SAM.GOV](#)

# DOT RESEARCH OPPORTUNITIES & BROAD AGENCY ANNOUNCEMENTS (BAA)



- FAR 35.016 Broad Agency Announcements(BAA) – used by federal agencies with R&D funding for acquisition of basic and applied research and that part of development
- Most of DOT’s BAAs allow for white paper submittals at any time to Topic(s)
- After review of a white paper, they may request a technical and/or cost proposal. Both will be reviewed according to the instructions described within the announcement.
- DOT BAAs can be found on SAM.gov
- Visit DOT’s [Office of the Assistant Secretary for Research and Technology's](#) website for additional information

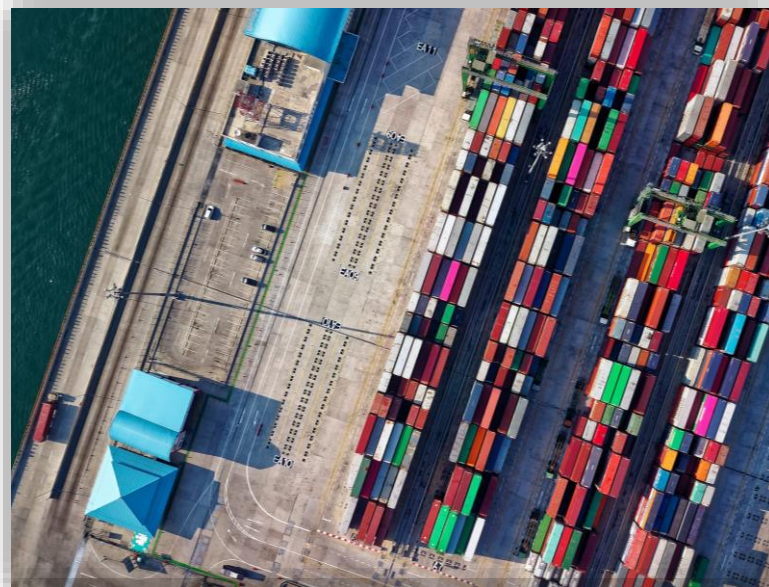


# DOT RESEARCH OPPORTUNITIES & BROAD AGENCY ANNOUNCEMENTS (BAA)



- The [University Transportation Centers](#) (UTC) program is a Congressionally-mandated program that has been in place since 1987 to help address our nation's ever-growing need for the safe, efficient and environmentally sound movement of people and goods.
- DOT invests in the future of transportation through the UTC Program by awarding and administering grants to a consortia of colleges and universities across the United States.
- The program focuses on advancing the state-of-the-art in transportation research and technology, and developing the next generation of transportation professionals.
- There are about 11 HBCUs in the UTC program that we are currently partnering with.

# The Infrastructure Investment and Jobs Act (IIJA) in Brief



**Roads, Bridges, and  
Major Projects**  
\$110 Billion

**Public Transit**  
\$89.9 Billion

**Electric Vehicles and  
Buses**  
\$15 Billion

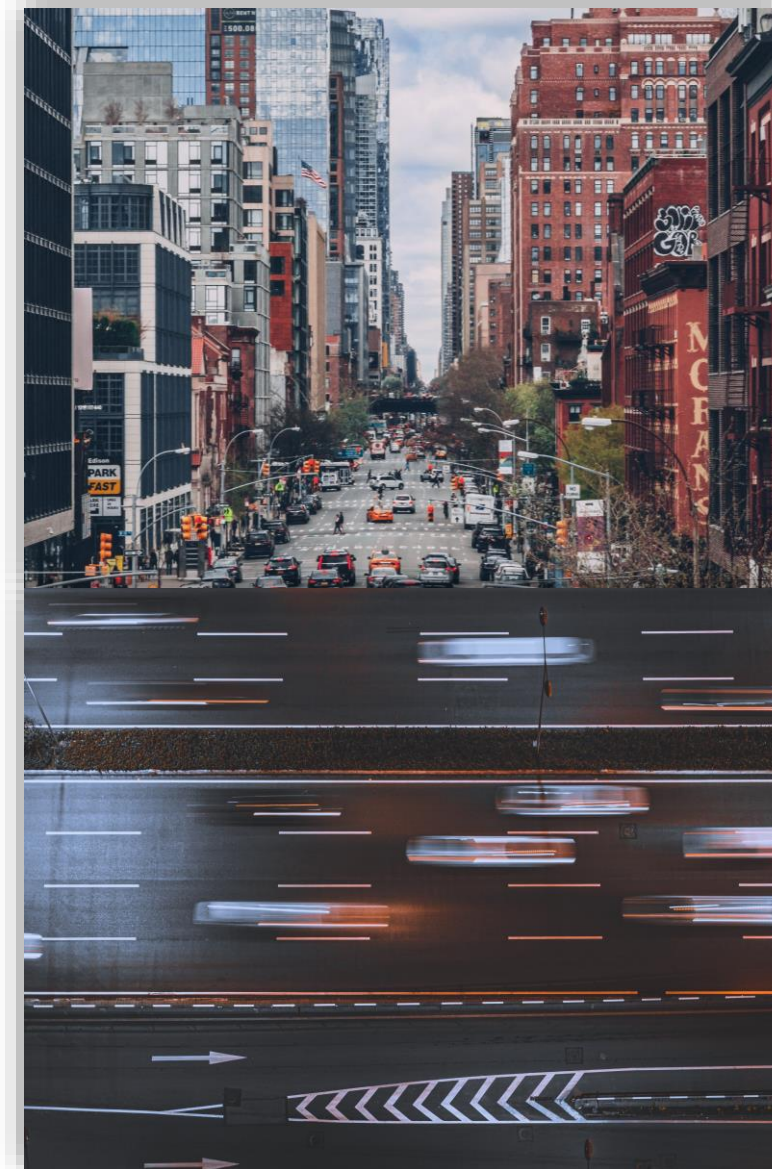
**Environmental  
Remediation and  
Power Infrastructure**  
\$86 Billion

**Transportation  
Safety**  
\$11 Billion

**Passenger and  
Freight Rail**  
\$66 Billion

**Airports, Ports, and  
Waterways**  
\$42 Billion

**Other Areas of  
Investment**  
\$121 Billion







# The Infrastructure Investment and Jobs Act in Brief

Helpful links to understand the IIJA and get a better understand on where the money is going:

- [Fact Sheet](#)
- [Reference](#)



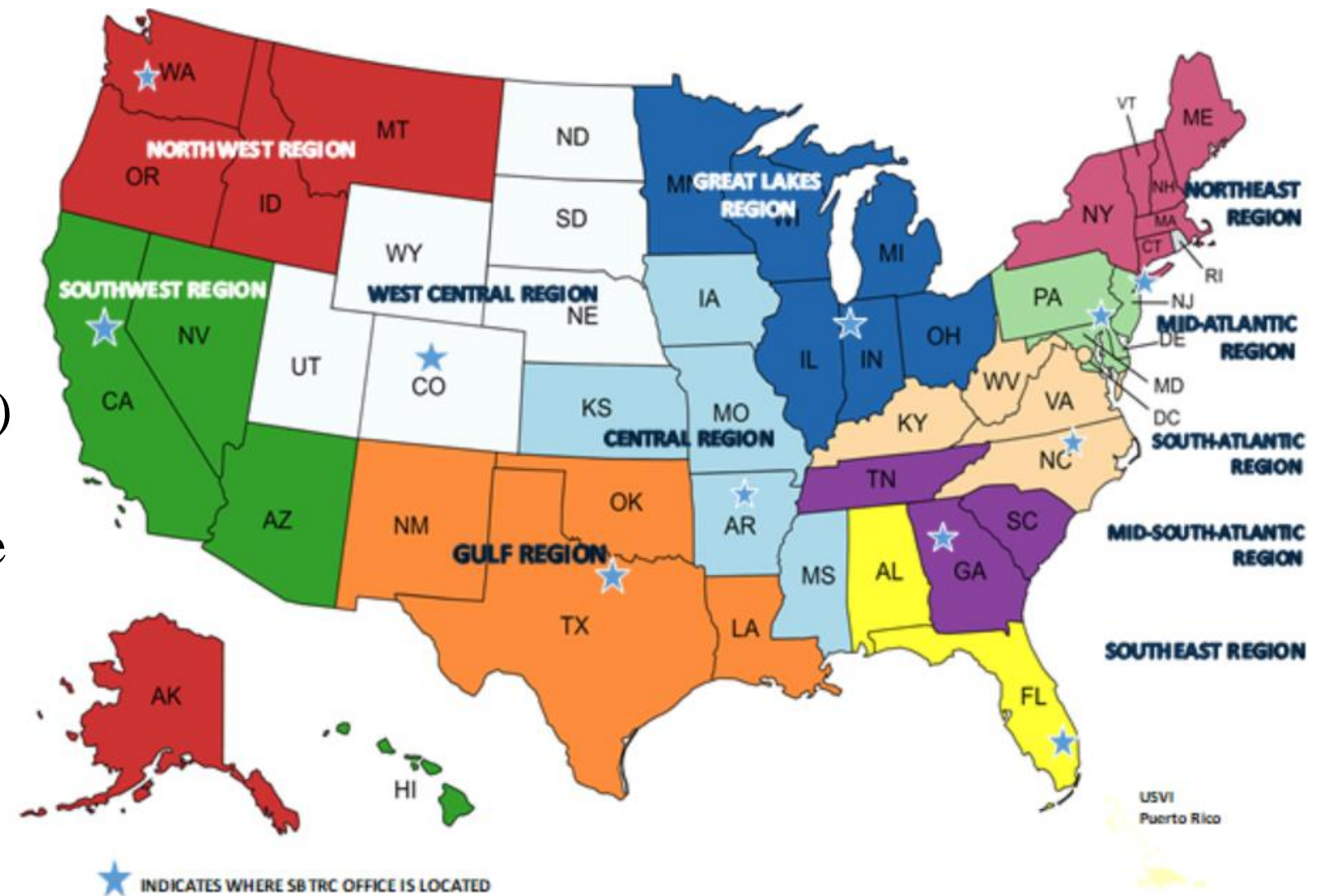


# RESOURCES NEAR YOU

# Small Business Transportation Resource Centers (SBTRC)



- Network of grantees (11)
- Technical Assistance
- Capacity building
- Bonding Education Program
- Access to Capital
- Women in Transportation Internship (WITI) program
- Support Disadvantaged Business Enterprise (DBE) program





# Small Business Transportation Resource Centers (SBTRCs)



## Central (AR, IA, KS, MO, MS)

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## South Atlantic (KY, NC, VA, WV, DC Metro Area)

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## West Central (CO, ND, NE, SD, UT, WY)

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# Operating Administrations



## Women & Girls in Transportation Initiative (WITI)

*Exposing, Educating & Engaging students about transportation opportunities*

- Create Opportunities for internships & careers in transportation
- Educates WITI participants on the exciting opportunities available in the transportation industry and STEM-related fields
- Identify barriers to economic competitiveness for women participating in the transportation industry



# Pathways to Entrepreneurship Program (PEP)



## *Targeting HBCUs, MSI & TCU Students*

- ☐ Promoting entrepreneurship as a "career of choice" —after graduation
- ☐ Exposing students to the different modes and trends in transportation
- ☐ Students will learn :
  - from and interact with industry experts, entrepreneurs, resource providers, and other relevant transportation stakeholders
  - about technologies leading the way in transportation
  - about the skill sets and disciplines needed to succeed as an entrepreneur
  - about opportunities, technical assistance, and other resources available for start-ups





# Regional Small Business Contracting Symposiums

## NATIONAL BIL SYMPOSIUMS DATES

Regional Small Business Transportation Resource Centers (SBTRCs)	Date(s)
West Central (CO, ND, NE, SD, UT, WY) <u>Virtual-Only Event</u>	Completed (5/18/2022)
Great Lakes (IL, IN, MI, MN, OH, WI) Location: Chicago, IL <u>Hybrid Event</u>	6/6/2023
Northeast (CT, MA, ME, NH, NY, RI, VT) Location: New York, NY <u>Hybrid Event</u>	12/7/2023
Central (AR, IA, KS, MO, MS) Location: Little Rock, AR <u>Hybrid Event</u>	9/13/2022
Mid-Atlantic (DE, MD, NJ, PA) Location: Philadelphia, PA <u>Hybrid Event</u>	4/6/2023
Northwest (AK, ID, MT, OR, WA) Location: Seattle, WA <u>Hybrid Event</u>	5/23/2023
Mid-South Atlantic (GA, SC, TN) Location: Atlanta, GA <u>Hybrid Event</u>	10/20/2022
South Atlantic (D.C. Metro Area, VA, NC, KY, WV) Location: Raleigh-Durham, NC <u>Hybrid Event</u>	11/1/2022
Southeast (AL, FL, PR, USVI) Location: Miami, FL <u>Hybrid Event</u>	1/23/2023
Gulf (LA, NM, OK, TX) Location: Dallas, TX <u>Hybrid Event</u>	2/22/2023
Southwest (AZ, CA, HI, NV) Location: Sacramento, CA <u>Hybrid Event</u>	3/10/2023







# ADDITIONAL RESOURCES

# ADDITIONAL RESOURCES



- [DOT-OSDBU – WWW.TRANSPORTATION.GOV/OSDBU](http://WWW.TRANSPORTATION.GOV/OSDBU)
- [SMALL BUSINESS TRANSPORTATION RESOURCE CENTERS](#)
- [US SMALL BUSINESS ADMINISTRATION \(SBA\)](#)
- [SBA WOSB PROGRAM CERTIFICATION INFORMATION](#)
- [DYNAMIC SMALL BUSINESS DATABASE](#)
- [SAM.GOV](http://SAM.GOV)
- [PROCUREMENT TECHNICAL ASSISTANCE CENTERS \(PTAC\)](#)

# OSDBU TEAM



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**Q&A SESSION VIA ZOOM CHAT**

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