



DBE Needs Assessment Survey

The DBE Needs Assessment Survey was recently completed and reviewed by our staff. We want to thank everyone who participated in the survey as the analysis is already sparking changes in our planning and communication. What became clear is that our DBE community has sincere desire to be made aware of as many networking and educational opportunities as possible. To address this, we are now publicizing these opportunities using email via GovDelivery, and our soon-to-be-launched Facebook page. We have also been networking with other agencies to help to maximize potential opportunities for our DBE community. As we make these connections, articles will appear in the newsletter and on our Facebook page.

The survey also illustrated that the DBE community is a reflection of the construction/trades industries. Most of us involved in the industry are aware of the critical shortage of young people coming into the trades or heavy construction fields. What our survey showed us was approximately 60 percent of our DBE owners are over the age of 50, with 25 percent being over the age of 60. More surprising, of the individuals who participated, only 1 DBE owner indicated they were under the age of 30. This has caused us to evaluate how our program will respond to the need to recruit young people into the industry, and how we can assist with succession planning for our many DBE's who are nearing retirement.

We were also pleased to note that most of the members of our DBE community were open to electronic communication and social media. This is a positive outcome considering we are moving to a paperless format in July. It will also help us provide educational and informational opportunities to our entire DBE community at the click of a mouse via webcasts, webinars, and postings. It will also allow us to make our DBE's aware of the large number of educational, networking, and contracting opportunities throughout the state.

We view the survey as a success and thank all of those who participated. We hope you see real changes occur as a result of your input. Have a safe and successful year!