

DRIVE

Diverse Relationships for Informative Value Exchange

Mentor-Mentee Program



PROGRAM OVERVIEW

Throughout the program, mentor-mentee pairs participate in a 24-month program of one-on-one coaching. The pairs meet at least once a month and attend quarterly feedback meetings with all program participants. Mentorship event attendees gain access to professional development resources aimed at helping participants achieve their goals throughout the duration of the mentorship.

THE MENTOR-MENTEE PROGRAM

The Texas Department of Transportation (TxDOT) is committed to increasing the participation of emerging disadvantaged (DBE) firms in the procurement of professional services contracts through the implementation of the Diverse Relationships for Informative Value Exchange (DRIVE) Program.

Administered by the Professional Engineering Procurement Division (PEPS), the program aims to further TxDOT's diverse business participation goals. It is designed to encourage and support DBE firms through voluntary partnerships with mentoring firms.

Firms are appropriately paired based on their strengths and needs. Once a mentor-mentee alignment has been established, the pair works to evaluate the mentee's business needs, identify mutually beneficial objectives, and create a plan to make progress. The goal is to build the mentee's capacity to compete on professional services contract opportunities with TxDOT, other DOTs or local governments.

DRIVE PROGRAM CONTENT

- Business development
- Business processes
- Industry best practices
- Operational process and strategies (short- and long-term)
- Resource development (staffing, teaming, etc.)
- Project management skills and techniques
- Networking
- Technical assistance and training (proposal prep)

PROGRAM OBJECTIVES

DRIVE is intended to enhance capabilities and participation of DBEs interested in working on transportation-related projects. TxDOT continues its commitment to supporting and building capacity for underrepresented firms. Program goals include:

- Increasing DBE participation in contracting opportunities
- Providing business development opportunities
- Providing opportunities for new and emerging DBE firms to increase their business management, organization and professional skills
- Providing guidance to expand industry and technical knowledge through best practices
- Growing mentor/mentee relationships
- Building relationships with stakeholders and trade organizations (regional and statewide)
- Providing opportunities to network with other consultants
- Equipping consultants to develop their services to become sub providers and/or prime consultants

BENEFITS FOR MENTORS

- Exclusive networking events with TxDOT executive leadership, TxDOT staff and industry leaders
- Formal recognition from TxDOT upon completion of the program
- Recognition at the annual PEPS Conference
- Identify participants on the “Meet the Teams” section on the PEPS DRIVE program
- Receive recognition in industry newsletters



BENEFITS FOR MENTEES

- Business development
- Business and/or financial management
- Business planning and projections (identifying potential solicitations to pursue)
- Long-term relationship with a prime vendor
- Developing innovative approaches and technology
- Developing strong business capabilities to compete for state contract opportunities whether with TxDOT, other DOTs or local governments



CONTACT

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