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## **Gilbane Building Co. graduates 6 from M/WBE and Veteran Contractor training program**

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Gilbane Building Company held a graduation ceremony on May 21 at its district office to honor six members of four local companies who completed Gilbane's M/WBE and Veteran Contractor Training Program. Guests at the graduation included Reginald Nunnally, executive director of the Mass. Supplier Diversity Office (SDO) and John Fitzpatrick, director SDO Construction Reform Program Operational Services Division.

The current graduates represent the following companies: Payne Contracting Co.; Anvil Steel Engineering, Inc.; Samiotes Consultants, Inc.; and Anthony Desmond Contracting, LLC.

"Gilbane's level of commitment to minority, women and veteran-owned firms is exemplified by this unique program," said Ryan Hutchins, senior vice president and business unit leader for Gilbane's New England region. "We continue to support the development of a diverse workforce through development of a training program that offers minority, women and veteran-owned companies a competitive edge so they can excel, not only when working with Gilbane, but with other firms within the industry as well. This is not about hitting the numbers or checking a box. This is about giving companies a chance to truly succeed in this industry."

Kahlil Olmstead, a general manager of Gilbane/Olmstead Services (G.O. Services) and a contractor training program alumnus added, "Gilbane takes an extremely proactive approach to recruiting and hiring women, veteran and minority-owned firms. More than just a good-faith effort, Gilbane is committed to building deep, long-lasting subcontractor relationships and our training program serves as an important foundation."

As an extension of the company's nationally recognized Gilbane University and currently in its fifth year, Gilbane developed this 'best practices' M/WBE and Veteran Contractor Training Program for small M/WBE and veteran-owned businesses in the construction trades. Designed as a 14-session program spanning seven months, the classes are instructed by seasoned and experienced Gilbane executives who are matched with participants as part of a mentoring program. The program helps develop ongoing relationships between a Gilbane mentor and a protégé, ultimately helping the protégé and his/her business become more knowledgeable and competitive in the construction industry. To date, Gilbane has awarded directly to our graduates more than \$11.3 million worth of contracts.

The program's class topics include accounting, cost estimating, marketing, safety, procurement, technology, project management, insurance, purchasing, scheduling, business development, risk analysis, and financial management and the curriculum is designed increase competition in the marketplace and give contractors the tools they need to compete at the highest level. Since the program's inception in 2010, including yesterday's graduates, the program has graduated a total of

38 individuals from 28 companies. Registration for the next session begins in November 2015 (the session runs through May 2016).

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