

TRANSPORTATION RESEARCH BOARD

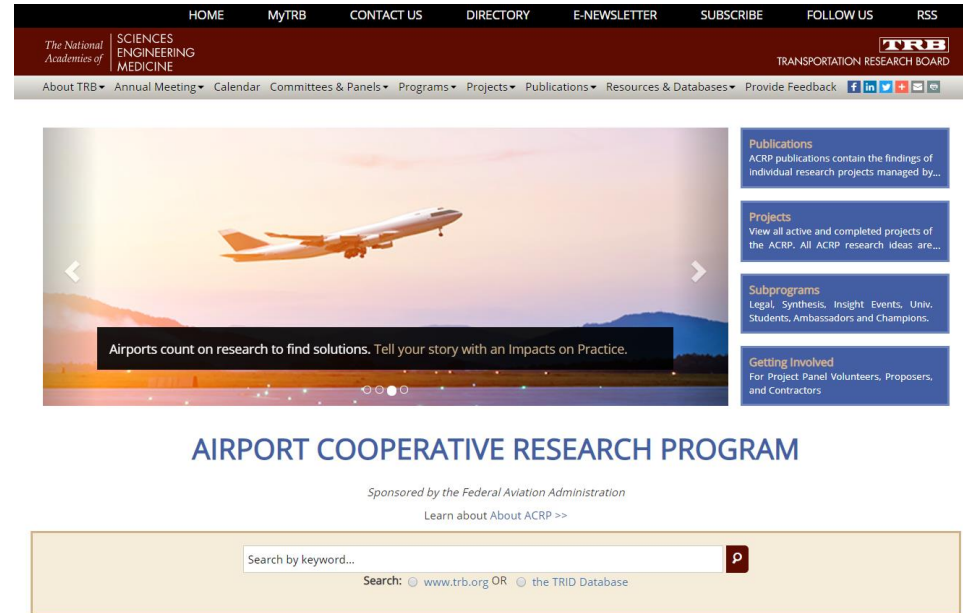
# Airport Cooperative Research Program Program Overview

September 15, 2019  
Business Diversity Committee



# What Is ACRP?

- *Practical research for airport industry*
- *Funded by FAA AIP*
- *Independent, evidence-based, backed by the National Academies*
- *Guidebooks, tools, reports, databases, syntheses, legal digests*
- *Free!*
- *Get involved by:*
  - *Using our products*
  - *Responding to research inquiries*
  - *Submitting research ideas*
  - *Serving on project panels*
  - *Conducting contracted research*
- *Go to: [trb.org/ACRP](http://trb.org/ACRP)*
- *Stop by Booth 715!*



## ANNOUNCEMENTS

# 2020 project panel nominations

[Crp.trb.org/MYACRP](https://Crp.trb.org/MYACRP)

- Integrating Crisis Management and Business Continuity
- Airport Insurance Requirements
- Consequences of Delayed Maintenance for Airport Assets
- Assessing Effectiveness of Programs for Passengers with Disabilities
- Guide to Airport Innovation - Creating and Organization Fit for the Future
- Updated Guidebook for Airport Project Delivery Systems

# ACRP Report 126

- A Guidebook for Increasing Diverse and Small Business Participation in Airport Business Opportunities (2014)
  - - Exstare Federal Services, LLC

# Project Overview

## *ACRP 06-05: Guidance for Diversity in Airport Businesses Contracting and Workforce Programs*

- ✈ Objective: To develop guidance to help airports of all types and sizes to:
- **Identify and quantify** the benefits, costs, and the regional economic impact of diversity contracting
  - **Develop tools** to help airports evaluate the benefits and costs of diversity contracting
  - Tie **diversity and inclusion challenges** with **best practices** to mitigate those challenges in airport workforce programs

# Project Overview

## *ACRP 06-05: Guidance for Diversity in Airport Businesses Contracting and Workforce Programs*

### ✈ Research includes:

- Interviews with airport operators, vendors, contractors, tenants, and other stakeholders
- Review and assessment of literature about contracting and workforce programs
- Identifying costs and benefits associated with diverse business contracting programs
- Identifying workforce diversity challenges and practices
- Case studies

### ✈ Deliverables include:

- **Guidebook** for Workforce Diversity and Diverse Business Contracting
- Diverse Business Contracting Benefit-Cost **Tool**
- **Executive Summary**, Implementation of Research Findings and Products Memorandum

# Project Team

- ✈ Richard Krop, Cadmus, Principal Investigator
- ✈ Nancy West, Exstare Federal Services Group, Deputy Principal Investigator
- ✈ Mara Rosales, Rosales Business Partners, Lead Legal Advisor
- ✈ Jaime Rooke, Cadmus Economic Modeling & BCA Lead
- ✈ Mia Stephens, Cadmus, Airport Operations
- ✈ Oana Leahu-Aluas, Cadmus, Interviewer & Investigator
- ✈ Elise Emil, Cadmus, Research Support

# Interviews

- ✈ Conducted 23 telephone interviews with 29 interviewees
- ✈ Conducted two focus groups
  - Costs and benefits of diverse contracting at airports
  - Workforce diversity
- ✈ Interviews identified
  - Keys to success
  - Measures of success
  - Challenges
  - Gaps in knowledge about diversity programs
  - Costs associated with business diversity programs



# Case Studies

## Updates of Existing Case Studies

- Columbia Metropolitan Airport
- Oakland International Airport
- Phoenix Sky Harbor International Airport
- Raleigh-Durham International Airport
- Richmond International Airport
- San Diego International Airport

# Case Studies

## New Case Studies

- Charleston International Airport
- Columbus Regional Airport Authority
- Houston Airport Systems
- Metropolitan Washington Airports Authority
- Port of Portland International Airport
- St. Louis Lambert International Airport

# Guidebook for Diversity in Airport Business Contracting and Workforce Diversity Programs

## ✈ Executive Summary

- Purpose of the Guidebook
  - ✈ Diversity in the Workplace
  - ✈ Diversity in Airports
  - ✈ Intended Audience
  - ✈ How the Guidebook Can Help Airports
- Methodology and Data Collection
- Benefits of the Guidebook
- Navigating the Guidebook

# Guidebook for Diversity in Airport Business Contracting and Workforce Diversity Programs

## ✈ Guidebook Contents

- ✈ Approaches and Techniques for Understanding the Parameters of Laws and Regulations
- ✈ Benefits of Business and Workforce Diversity
- ✈ Proactive Practices: Diverse Business Participation in Airport contracting
- ✈ Proactive Practices: Workforce Diversity
- ✈ Measuring Costs and benefits of Contracting and Workforce initiatives
- ✈ Analysis and Communication Strategies for Airports

# Guidebook for Diversity in Airport Business Contracting and Workforce Diversity Programs

## ✈️ The Airport Diversity Contracting Benefit-Cost Tool

✈️ DBE

✈️ Local and Small Business

✈️ ACDBE

✈️ Cost Effectiveness and Economic Benefits

# Inputs

- ✈ General analysis inputs
- ✈ Participation goals
- ✈ DBE analysis
  - Data on contractors working with the airport
  - Data on RFPs and/or contracts held by the airport
- ✈ Local and Small Business analysis uses same inputs as DBE analysis
- ✈ ACDBE analysis
  - Data on concessionaries working with the airport
  - Data on concessions contracts and/or opportunities at the airport
- ✈ Cost-Effectiveness and Economic Impacts
  - Data on program costs
  - Uses inputs from DBE, Local and Small Business, and ACDBE analyses
- ✈ Tool allow for inputs to be simplified to reduce data entry burden

# Outputs and Results

## ✈ Participation Trends

### ■ DBE analysis

- ✈ DBE participation in federally-assisted projects compared to goals
- ✈ Detailed breakdown of DBE participation by contract
- ✈ Charts that demonstrate trends over time

### ■ ACDBE analysis

- ✈ ACDBE participation in car rental and non-car rental concessions
- ✈ Summarizes trends according to concession type, revenues, expenditures on goods and services

### ■ Local and Small Business analysis

- ✈ Diverse participation in projects without federal assistance

# Thank you!

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