



Overview of Federal Mentor Protégé Program

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Panel Members

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Overview

Mentor-Protégé Programs

Small Business Jobs Act

- Act orders GAO to conduct a government wide study of all mentor-protégé programs to determine effectiveness in increasing small business participation in federal contracting.
 - How is each federal agency carrying out its mentor-protégé program?
 - Are there systems in place to ensure the protégé truly gains from the program?
 - Degree to which protégé is able to compete for federal contracts without the assistance of the mentor?



Overview

Small Business Jobs Act

- GAO completed it's study and issued report on June 15, 2011
 - <http://www.gao.gov/products/GAO-11-548R>
 - Recommendation for Executive Action
 - To better evaluate the effectiveness of their Mentor-Protégé programs, Directors of the various agencies should consider collecting and maintaining protégé post completion information.



Overview

Small Business Jobs Act

- Act allows for SBA to establish Mentor-Protégé programs for:
 - HUBZone Companies
 - SDVOSB's
 - WOSB's
- SBA issued Semiannual Regulatory Agenda on July 7, 2011
 - Programs will be comparable to the 8(a) program
 - Roll out expected August 2011



Overview

SBA View of Agency Mentor-Protégé Programs for Affiliation Purposes

- SBA did not intend the Mentor-Protégé exemption to be triggered by MP programs from other federal agencies. Therefore, SBA clarified that the MP affiliation exception will only apply to firms in MP programs specifically authorized by statute (i.e., the SBA or DOD MP programs) or where SBA has authorized an exception for another federal agency's MP program.



Overview



Introduction

Federal Mentor-Protégé Programs, by Year of Program Implementation

- Department of Defense (DOD), 1991
- Environmental Protection Agency (EPA), 1994
- Department of Energy (DOE), 1995
- National Aeronautics and Space Administration (NASA), 1995* (Program revamped in 2008)
- Federal Aviation Administration (FAA), 1996
- Small Business Administration (SBA), 1998
- Department of Homeland Security (DHS), 2003
- Department of the Treasury (Treasury), 2003
- Department of State (DOS), 2005
- United States Agency for International Development (USAID), 2007
- General Services Administration (GSA), 2009
- Department of Health and Human Services (HHS), 2009
- Department of Veteran's Affairs (VA), 2010



DHS' Mentor Protégé Program

- DHS has the 2nd largest Program with more than 230 active Agreements.
- Measurement of the Program's success:
 - Increase in quality of the technical capabilities of the protégé firm.
 - Increase in the number and dollar value of contract and subcontract awards.
- Currently, proposed Agreements are reviewed within 10 business days.



DHS' Mentor Protégé Program

(Continued)

- Mentor and protégé firms must be in good standing (CCR, EPLS and eSRS).
- A Mentor firm must be large.
- A Protégé firm must be small in its primary NAICS code.
- An Agreement is evaluated based on the proposed Developmental Assistance Plan for the protégé firm. The Plan may include:
 - Organizational Management
 - Technical Assistance
 - Rent free use of facilities and/or equipment



Protégé Perspective

Advantages for the Protégé:

- Business Development & Forecast Pipeline
 - Build, develop a bid process
- Developmental Assistance across the business to support growth
- Capture Support during proposal phases
 - Reduces cost of resources; assists in mitigating risk to compliance
- Agency can use the agreement as assurance that the Protégé firm will be able to perform under the contract than a similarly situated non-Protégé firm



Protégé Perspective

Challenges for the Protégé:

- MP agreements are not a gift to the protégé of guaranteed business going forward. They take work and commitment of resources to be successful.
- Driving the relationship
- Be committed to doing business with the associated agency, independent of the mentor, including: business development efforts and vetting of procurement opportunities
- Leverage success – publicize the relationship within the mentor’s line orgs and customers
- Learn the organizational structure of the mentor, how it aligns to vertical/agency/function, who the decision makers are, how procurements get vetted, and subcontracting decisions made. To be successful, you must develop relationships with all of the key players for your particular business.
- Continue to develop customer relationship outside of the mentor
- Select a mentor that has similar work and aligns to your business plan
- Bring business to the mentor through set-asides and other SB contracts



Protégé Perspective

- Some Successes outside of traditional subcontract work:
 - Executive Compensation Planning/Execution
 - Provided guidance on hiring C-suite members
 - Annual Performance Review policies/procedures
 - Helped step away from reviews at date of hire to staggering based on established date
 - Facility Security Audit Preparation
 - Achieved Commendable rating at first audit but subsequently received “Superior”
 - Technical Assistance
 - Senior-level Serco Oracle, Java developer reviewed project plan for project to ensure we were accurate in our development of tasks, resources, and timelines



Protégé Perspective

- Some Successes outside of traditional subcontract work: (cont.)
 - Business Development
 - Meet with Serco managers monthly to review pipelines as prime and subcontractor
 - Executive Coaching
 - Participate in Serco's Business Forum where 45 of top executives meet with protégés to discuss capabilities and partnering opportunities. CEO directed top executives to ensure maximum participation of protégés before other small businesses
 - Meet 1:1 with Serco CEO to discuss business strategy and direct mentoring
 - ISO and CMMI Certification Assistance



Mentor Perspective

- Approach relationship as long term
 - You get more than you put into it
- Market and corporate culture must be compatible
 - Send in the first team
- Most effective when there is a corporate champion
- Clear and realistic expectations form the roadmap and defines commitment
- Measure performance and collaboratively adjust.



Questions?



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