SMALL BUSINESS EXCHANGE NORTHEAST

EXTRA

• NEWS
• INFO
• BIDS



Volume 42, Edition 42E • October 22, 2026

1984 42 Years 2026

Published by SBE, Inc. • DBE/MBE/SBE

Recruiting Women to Construction Work

By Craig Tappel

It's no secret that the construction industry is struggling to find workers. The labor shortage is well documented, with 349,000 workers still needed for 2026. What's more, recent estimates for the demand for new workers in 2027 reached nearly half a million.

With so many positions going unfilled—and with project timelines at risk—the industry will have to step up its recruitment and retention techniques, especially in the female demographic.

Attracting women to a construction site can add important new skills and perspective, and will require new recruiting tactics, but that doesn't mean it has to be complicated. Consider these five key actions construction leaders can take to attract and support female workers in construction:

1. Focus on Inclusion from the Top Down

A workplace is only ever as inclusive as its leadership. Gain buy-in from all leaders and invite them to collaborate on the development of appropriate workplace policies and procedures:

• Consult with the firm's expert advisors, including employment counsel, insurance brokers and other specialists, to review and update the employee handbook. The revised version should reflect current laws and appropriate language.

• Mandate anti-harassment and worksite violence prevention training for all employees. Include downstream subcontractors too, if possible. Anyone onsite should understand the expectations.

• Create several channels for employees to report concerns, including an anonymous option.

• Consider hiring a third-party human resources management firm to guide development of these policies or help your human resources team to develop them. Specialist firms will better understand what is needed to bring your firm into today's inclusive workplace.

2. Focus on Pay Equity and Advancement

Women in construction earn ninety-five percent of their male counterparts—a much smaller pay gap than in other industries. Yet, there is always



room for improvement, and one way to draw women to a career in the industry is to showcase the opportunities available to them:

• Clarify the current situation by reviewing the data. Pay special attention to compensation for

Small Business Exchange • Voice of Small, Emerging, Diversity-Owned Businesses Since 1984

Click to read more





SKANSKA

SKANSKA USA CIVIL

IS SOLICITING COST PROPOSALS FROM NEW YORK MWBE AND SDVOB SUBCONTRACTORS AND VENDORS

Design-Build Services for Metro-North Railroad Hudson Line Bundle Project

MTA Construction and Development Contract No. C1000220416

Bid Date: October 21, 2026

Description of project:

Design-Builder to complete track raising along all (4) tracks at (4) new permanent bridges. Construction to include new substructure, superstructure, retaining walls, waterproofing, ballast, track, and third rail at these bridges. Utility protection and relocation will be necessary to keep necessary infrastructure in service. Some site remediation will be necessary at distinct track locations, including tree clearing, rock scaling, rock bolts, cable mesh, rockfall drapes, and shotcrete. Substation modifications will be required to tie in new service.

Many bidding opportunities are available: portable toilets, cleaning, survey, trailers, containers and dumpsters, clearing and grubbing reinforcing, concrete, structural steel fabrication, demolition, haul and dispose of soils and ballast, micropiles, soil erosion and sediment control, cofferdams, electrical subcontractor, vibration monitoring, waterproofing, rock scaling.

If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Aislinn.Speranza@skanska.com • EOE/Vet/Disabled

SMALL BUSINESS EXCHANGE NORTHEAST

SBE OUTREACH SERVICES

With over 1.6 million businesses in our active database—the country's largest non-public diversity database—SBE sets the professional standard for diversity outreach across the nation. For more than four decades, we have served small businesses, prime contractors, and agencies—with proven results.

Advertisements
Placed in various Small Business Exchange Northeast digital publications each month, and at www.sbenortheast.com

Fax, Email, and Postal Solicitations
Targeted mailings sent to businesses chosen according to your criteria

Live Call Center Follow-Up
Telephone follow-up calls using a script of five questions that you define

Computer Generated Reports
Complete documentation that will fit right into your proposal, along with a list of interested firms to contact

Special Services
Custom design and development of services that you need for particular situations such as small business marketing, diversity goal completion, and agency capacity building

Call for more information: 800-800-8534

1984 42 Years 2026







SMALL BUSINESS EXCHANGE NORTHEAST

PUBLIC LEGAL NOTICES

With a database of over 1.6 million businesses, SBE assists agencies with public legal notices

Advertisements
Placed in various Small Business Exchange Northeast digital publications each month, and at www.sbenortheast.com

Special Follow-Up Services

Custom design and development of services that you need for particular situations such as small business marketing, diversity goal completion, and agency capacity building

Call for more information: 800-800-8534

1984 42 Years 2026

VIRTUAL EVENTS FOR YOUR BUSINESS



2026

Federal Contracting for Small Businesses Webinar
Tuesday, November 10, 2026, 12:00 pm–1:30 pm
Online
Main Sponsor(s): US Small Business Administration
Contact: Irene Gonzalez, 208-334-1673, irene.gonzalez@sba.gov
Fee: Free; registration required

Learn the essentials of federal contracting for small businesses. This event will cover the basics of navigating the federal contracting process, as well as the various certifications available to help your small business succeed in the government marketplace. Certifications include: 8(a) Business Development Program, HUBZone Certification, Woman Owned Small Business (WOSB/EDWOSB), and Veteran Owned Small Business (VOSB). Don't miss this opportunity to gain valuable insights and resources to help your small business. Register at https://www.eventbrite.com/e/federal-contracting-basics-and-certifications-for-small-businesses-tickets-1977729664666

Federal Contracting: Woman-Owned Small Business (WOSB) Certification Program Webinar
Tuesday, November 17, 2026, 11:00 am–12:00 pm
Online
Main Sponsor(s): US Small Business Administration, Arkansas District Office
Contact: Suzanne Terrazas, 501-324-7379, Arkansas_DO@sba.gov
Fee: Free; registration required

This webinar will provide valuable insights into the Woman-Owned Small Business (WOSB) Federal Contracting Program certification process, which is crucial for accessing a pool of billions of dollars worth of federal contracting opportunities that are set aside specifically for woman-owned businesses. Your woman-owned small business can obtain federal contracts with less competition if you qualify. To learn how accessing these resources can significantly impact a business's growth and sustainability, and to meet with resource partners who can provide you with free one-to-one consulting, register at https://legacy.sba.gov/event/77957

Understanding SBA Programs Webinar
Tuesday, November 17, 2:00 pm–3:00 pm
Online
Main Sponsor(s): US Small Business Administration, Houston District Office
Contact: Elizabeth Charles, 713-773-6505, elizabeth.charles@sba.gov
Fee: Free; registration required

Join us for an informative webinar designed to help entrepreneurs, startups, and existing small business owners navigate the wide range of resources and programs offered by the United States Small Business Administration (SBA), including an overview of SBA's core programs: capital, counseling, contracting, and disaster assistance. Whether you're looking to launch a business, expand operations, secure funding, or recover from a disaster, the SBA has tools to support your goals. Attendees will also have the opportunity to ask their small business questions to mentors/advisors from SBA's Resource Partner Network! Register online for the free webinar at https://legacy.sba.gov/event/78036

SMALL BUSINESS EXCHANGE NORTHEAST

Serving CT, ME, MA, NH, NJ, NY, RI, VT, or any other states that you need to reach



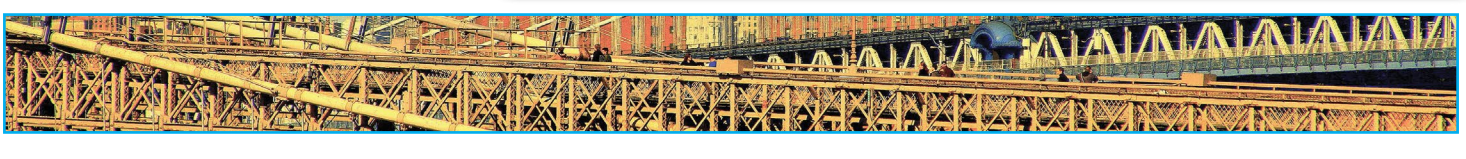
Advertise in our digital EXTRA



weekly or whenever wherever to whomever you need to reach among agencies contractors diversity firms







CORPORATE OFFICE

1160 Battery Street East, Suite 100
San Francisco, California 94111
sbe@sbeinc.com • www.sbeinc.com

Tel 800-800-8534
Fax 415-778-6255
www.sbenortheast.com

Copyright © 2026 Small Business Exchange, Inc.