

Construction Career Pathways Project (C2P2)

Tuesday, November 6, 2018

Agenda

- I. Overview of C2P2 Workgroup
- II. Progress to Date
- III. Overview of Critical Path Items
- IV. Discussion

Overview of C2P2 Workgroup

Purpose

1. Support and grow a diverse construction workforce
2. Deliver effective investments in the construction workforce system
3. Promote equitable growth in the regional economy

Goals

1. Create a framework and set of investment strategies to advance workforce equity
2. Support people of color and women to fully realize benefits of career in construction

Overview of C2P2 Workgroup

Scope of Work

Phase I: Building a Foundation

Phase II: Develop Regional Framework

Phase III: Implement the structure and processes in the Regional Framework

Progress to Date:

What We Learned

Meeting Outcomes

1. Learned best practices and key elements of a successful Construction Careers Policy and how workgroup agencies are practicing some of those elements
2. Completed Strengths, Weaknesses, Opportunities, Threats (SWOT) Analysis to develop a baseline understanding of our ecosystem
3. Established three sub groups – Goals and Accountability, Driving Demand, and Creating Supply – who will convene between meetings to identify solutions to ecosystem gaps
4. Engaged external stakeholders – labor, CBOs, contractors, and pre-apprenticeship training partners – to learn about their priorities and needs

Progress to Date:

What We Learned

Key Elements of a Successful Construction Careers Policy

1. Realistic Targeted Hire Goals
2. Early Stakeholder Engagement
3. Ongoing Stakeholder Engagement
4. Contractor Engagement
5. Recruitment of Targeted Workers
6. Invest in Pre-Apprentice and Apprenticeship Programs
7. Enact Clear Reporting and Compliance

Progress to Date:

What We Learned

Ecosystem Gaps and Opportunities

1. Lack of agency-wide targeted hire goals
2. Comparing large vs. small-scale projects
3. Recruitment and retention of targeted workers
4. Scaling pre-apprenticeship programs
5. Early education and marketing construction careers
6. Union vs. non-union participation
7. Finance strategies

Progress to Date:

What We Learned

External Stakeholder Groups

1. Building and Construction Trades
2. Minority Contractors
3. Pre-Apprenticeship Training Programs
4. Community Based Organizations
5. General Contractors
6. Sub-Contractors

Progress to Date:

What We Learned

Snapshot of External Stakeholders Priorities and Needs

1. Ongoing need for **Career Technical Education** at K-12 and community colleges
2. A lack of affordable childcare and other **supportive services**
3. Interactive “**unconscious bias**” **trainings** should be developed and enforced at all worksites

Progress to Date:

What We Learned

Snapshot of External Stakeholders Priorities and Needs (cont.)

4. Strong preference for “**alternative**” rather than “low bid” contracts
5. Develop a **predictable pipeline of work** so GCs/small contractors can scale up in accordance with demand
6. Lack of consistent **funding** for pre-apprenticeship training programs
7. Need to **diversify the workforce** to meet demand

Progress to Date:

Sub Groups

Goals and Accountability

Recommend a regionwide goal(s) for workforce diversity; accountability and enforcement mechanisms to ensure goal(s) are met.

Driving Demand

Discuss strategies that create a demand for a diverse construction workforce on public projects; recommend procurement structures that create incentives and supports for small/large, union/non-union contractors

Creating Supply

Discuss how to scale the recruitment of targeted workers to match the needs of the region; how to connect workers to pre-apprenticeship programs; strategies for long-term retention; marketing and messaging strategies to engage young people

Critical Path Items for Phase II

1. Continue to Support Sub Groups in the Development of the Regional Framework

We will rely on the expertise and resources of Workgroup members and external stakeholders to ensure recommendations leverage existing knowledge and available resources.

2. Facilitate a training on Project Labor Agreements

Attorney Julian Gross will present an overview of PLAs, highlight key definitions, and outline the PLA negotiation process to the Workgroup.

Critical Path Items for Phase II

3. Vet the Draft Framework

Workgroup will vet the Draft Framework with agency-level executives and external stakeholders. ELA will update the Framework based on comments and feedback.

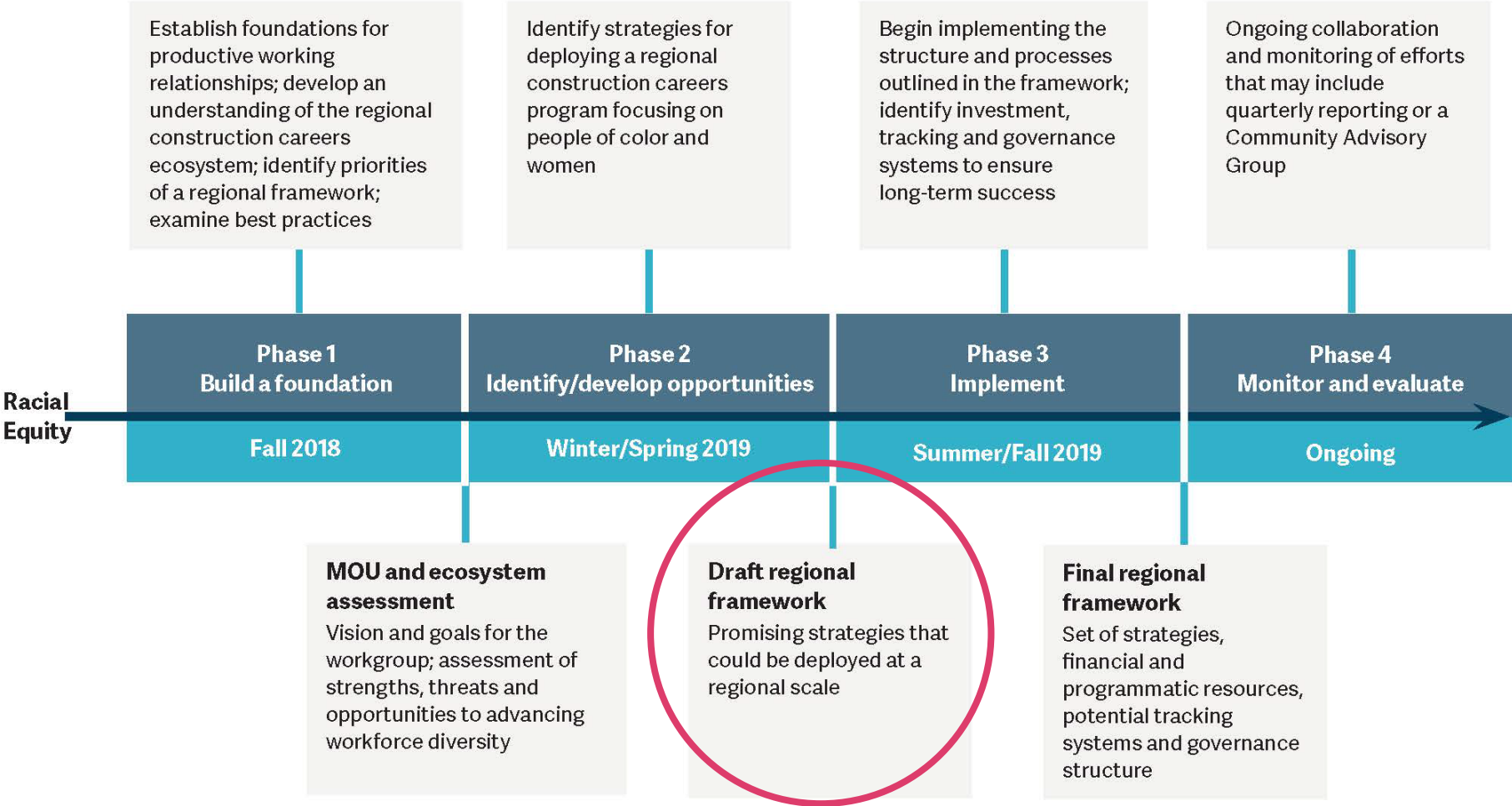
4. Other Considerations

We will engage agency-level executives to discuss critical path issues, including identifying funding sources, developing common tracking systems to progress towards goals, and ongoing organizational structures to ensure regional efforts are coordinated.

Construction Career Pathways Project Public Owner Workgroup



Goal: To create a framework and set of investment strategies to advance workforce equity and support people of color and women to fully realize the benefits of a career in construction



Discussion

- I. Questions on Progress or Critical Path Issues
- II. Role for Metro Council

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