

## Construction Career Pathways Project Draft Regional Framework Overview

### DEMAND FOR WORKERS IN THE CONSTRUCTION TRADES ON PUBLIC PROJECTS OVER \$15M IN THE PORTLAND METRO REGION OVER THE NEXT 3-5 YEARS

Total number of project: 81

Total dollar amount of projects: \$7.5 billion

Total demand for workers: 15,000

Demand for diverse workers:

- People of Color: 3,400
- Women: 2,000
- Apprentices: 2,700

## I. Project Thresholds

TIER 1	
Project Cost Threshold	Total project costs under \$200,000
Threshold Requirements	Not subject to workforce diversity goals, tracking is preferred.
TIER 2	
Project Cost Threshold	Total project costs equaling \$200,000 to \$4,999,999
Threshold Requirements	Subject to workforce diversity goals, but not subject to full provisions outlined in Workforce Agreement
TIER 3	
Project Cost Threshold	Total project costs equaling \$5 million and above
Threshold Requirements	Subject to all provisions outlined in the Workforce Agreement, including targeted workforce diversity goals

## II. Diversity Goals

These worker utilization goals have been set by average current participation in the construction workforce. The goals pertaining to persons of color and women will be ramped up over a 7 year period and are combined journey-level workers and apprentices as a percentage of project hours.

	Current Participation Level	Diversity Goal
Persons of Color	20%	25%
Women	7%	14%
Apprentices	-	20%

\*\* Data from the Regional Construction Workforce Market Study: <https://www.oregonmetro.gov/sites/default/files/2018/07/02/C2P2-regional-construction-workforce-market-study-07022018.pdf>

### III. Roles/Responsibilities

#### **Public Owner(s)**

- A. Set Clear Goals
- B. Negotiate a Workforce Agreement to Deliver Diversity Goals
- C. Align Procurement Documents
- D. Provide a Contractor Checklist
- E. Adopt Tracking Systems and Commit to Collect Same Types of Data
- F. Require a Workplace Harassment Prevention Program
- G. Determine and Enforce Consequences for Non-Compliance
- H. Encourage Alignment of Career Technical Education Efforts
- I. Invest in Supply to Fund Workforce Recruitment, Training, and Retention Efforts
- J. Acknowledge and Encourage High Performing Developer/Prime Contractors
- K. Coordinate Efforts Regionally
- L. Monitor Outcomes of Workforce Agreement

#### **Developer/Prime Contractors**

- A. Meet Workforce Requirements and Adhere to “Good Faith” Efforts
  - 1. Hiring schedule
  - 2. Craft request form
  - 3. Pre-construction Orientation
  - 4. Pre-bid Construction meeting
  - 5. COBID Engagement
- 6. Jobs Coordination
- 7. Workplace Harassment Prevention Program
- B. Implement Workplace Harassment Prevention Program
- C. Develop Partnerships with Workforce Organizations

#### **Trades**

- A. Demonstrate Commitment to Workforce Diversity Goals
- B. Fund an Equity Officer or Collaborate with Other Stakeholders to Jointly Fund
- C. Implement Workplace Harassment Prevention Program
- D. Develop Partnerships with Workforce Organizations
- E. Establish Direct Application Agreements
- F. Develop and Strengthen Pathways in the Trades

### IV. Workforce Agreement

#### **Boiler Plate Language**

- A. Dispatch Diverse Workers First
- B. Ability to Use Core Workers
- C. Protections for COBID Contractors
- D. Cost Control Mechanism/ Rule of Three
- E. No Strike/ No Lockout
- F. Labor Management Oversight Committee
- G. Outreach, Training, and Retention
- H. Consequences of Noncompliance
- I. Workplace Harassment Prevention Program
- J. Track Workforce Participation
- K. Review Progress on Goals

## V. Regional Collaboration

### ***Coordinate Workforce Demand and Supply***

Regional Coordinating Committee will review and monitor regional progress toward goals.

- Compile, review, share, and report on progress
- Coordinate funding and resources
- Recommend adjustments and solutions to challenges
- Convene external stakeholders

### ***Regional Workforce Supply Funding Strategies***

Public Owners must financially support recruitment, training and retention to meet the demand for a skilled construction workforce and advance racial equity. There are different shapes of regional collaboration on funding strategies for recruitment training and retention could take including:

- Funders Collaborative
  - Pooled resources and shared funding decision making
  - Funds managed and dispersed by a intermediary
- Set-aside Fund
  - 1% of project costs
  - Funds would be managed internally
  - Public owners share regionally best practices and funding strategies.