



Construction Career Pathways Project

A regional strategy to create family sustaining career opportunities for people of color and women and meet the demand for a skilled construction workforce.

Unprecedented Growth & Inequality

- Over the next ten years, there are at least \$7.8 billion of publicly funded construction projects in development throughout Greater Portland that will require approximately 14,000 construction workers.
- The construction industry is growing fast and is one of the few remaining industries that offers family sustaining career pathways with wages averaging \$25 per hour, full benefits and retirement.
- The construction industry is grappling with impending workforce shortages caused by a large portion of the workforce nearing retirement and low retention rates.
- People of color and women face significant barriers in accessing employment opportunities in the construction trades.
- Although the region is experiencing an economic boom, growing and unprecedented inequality will prevent all of the region's residents from benefiting.

An Opportunity for Leadership

- This period of growth offers an important opportunity to build a future of shared prosperity by ensuring publicly funded construction projects create career pathways for people of color and women.
- Public agencies have the authority to maximize the local return on public investments by both building the systems and structures we all rely on to live full lives and reducing persistent inequality.

Comprehensive Regional Strategy

- The Construction Career Pathways Project is a groundbreaking regional strategy for capturing the full potential of publically funded construction projects.
- The project brings together 16 public agencies and a wide range of stakeholders including labor, workforce development agencies, contractors and community advocates to build a Construction Career Regional Framework for the greater Portland area.
- The goal is for public agencies to: 1) adopt and implement the framework on capital projects; and 2) work together to build a robust pipeline of workers ready to rise to the demand; and 3) make transformative investments that will lift residents out of poverty.

Construction Career Pathways Project Regional Framework

- 1 Diversity Hiring Goals** – shared hiring goals for people of color, women, and apprentices.
- 2 Investing in the Pipeline** – investing in the training and services required to build and support a pipeline of skilled women and people of color.
- 3 Retention & Culture Change** – developing training and practices on construction worksites to eliminate discrimination and harassment of diverse workers and ensure a safe work environment for everyone.
- 4 Accountability** - establishing a coordinated regional system for tracking and ongoing monitoring of workforce diversity outcomes.
- 5 Efficiency** – creating shared policies and agreements across agencies to support efficient business.



Public Owners Workgroup

City of Beaverton
Beaverton School District
Bureau of Labor & Industries
Home Forward
Metro
Multnomah County
North Clackamas School District
Oregon Department of Transportation
Oregon Health Sciences University
Port of Portland
City of Portland
Portland Community College
Portland Public Schools
Portland State University
Prosper Portland
TriMet