

## CONSTRUCTION CAREER PATHWAYS PROJECT - UPDATE

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Date: June 17, 2019

Department: Diversity, Equity, and Inclusion

Meeting Date: June 25, 2019

Presenter: Raahi Reddy & Sebrina Owens-Wilson

Length: 30 minutes

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### **ISSUE STATEMENT**

The Construction Career Pathways Project aims to address a lack of diversity in the skilled construction workforce in the Greater Portland Metro region, where people of color and women face significant barriers in accessing and sustaining these careers. This project has brought together public agencies and jurisdictions throughout the region to develop a shared policy framework to implement effective strategies to address these barriers.

### **ACTION REQUESTED**

The Project was launched in July of 2018; and is currently in the third phase, which is focused on implementation and finalizing a shared policy. This phase is expected to be complete in the fall of 2019.

The purpose of coming to work session is to provide an update on the project, provide an overview of the draft shared policy framework, and to preview the proposed work plan for implementation. It is also a request to partner with Metro Council in providing regional leadership to advance racial equity in the construction industry and aligning with council priorities.

### **IDENTIFIED POLICY OUTCOMES, POLICY QUESTION(S), POLICY OPTIONS FOR COUNCIL TO CONSIDER**

- How does the proposed policy framework align with Council priorities?
- As we prepare for the implementation of the framework at Metro, what guidance does Council have for project staff?

### **STAFF RECOMMENDATIONS**

N/A

### **STRATEGIC CONTEXT & FRAMING COUNCIL DISCUSSION**

The Construction Career Pathways Project is a significant action item in advancing Goal A of Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion. Metro has played a convening role among the regions public agencies and jurisdictions and has taken the lead on stakeholder engagement.

This project provides an opportunity for meaningful regional collaboration to:

- Build economic prosperity through construction careers that provide family-sustaining wages,
- Ensure equitable benefit from public capital project investments for underrepresented communities,
- Create more effective and efficient use of public resources and investments, and
- Address significant barriers for people of color and women in accessing and growing careers in construction such as:
  - Inconsistent nature of construction work, and
  - Lack of sufficient and consistent funding and resources for education, training, and support services.

To address these challenges, a Public Owner workgroup was convened in the summer of 2018 to develop the Construction Career Pathways Project Regional Framework. This framework meets the goals of the project to:

- Support and grow a diverse construction workforce,
- Gain efficiencies in public construction projects, and
- Promote equitable growth in the region's economy.

#### *Public Owner Workgroup*

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

In addition to the workgroup, the project has also engaged community based organizations, pre-apprenticeship programs, apprenticeship programs, COBID contractors, and larger contracting firms.

## **BACKGROUND**

In 2018, Metro and City of Portland commissioned a construction workforce market study in anticipation of upcoming public construction projects. This study clearly showed:

- Construction is a high-growth industry reporting a severe shortage in skilled workers,
- There is a need for nearly 14,000 construction workers between now and 2021 on 81 known publicly funded project
- The need for construction workforce will only increase in the next ten years as new construction projects arise and nearly 20% of the workforce is at or near retirement age,
- The construction workforce has been historically homogenous – currently only 4% women and 20% minorities, and
- People of color and women are more likely to work in the lower paying trades.

For nearly a year, members of the Public Owners' Workgroup have been developing the draft regional policy framework to address these issues. On July 2, the workgroup will be finalizing the framework with the goal of full public endorsements by September.

## **ATTACHMENTS**

- Is legislation required for Council action? ☐ Yes    ☒ No
- If yes, is draft legislation attached? ☐ Yes    ☒ No
- What other materials are you presenting today?
  - Power Point Presentation
  - Construction Careers Pathways Project Regional Framework Overview
  - Portland Metro Region Construction Workforce Market Study – 2018: Executive Summary
  - Construction Careers Pathways Project Handout