

# Construction Career Pathways Project



Council Work Session  
October 1, 2019

Heidi Rahn, Interim Deputy COO

Raahi Reddy, Director of Diversity, Equity and Inclusion

Sebrina Owens-Wilson, Regional Impact Program Manager

# Regional Framework Elements

- I. Set Clear Workforce Diversity Goals**
- II. Set Project Thresholds**
- III. Track and Review Progress on Goals**
- IV. Develop a Workforce Agreement**
- V. Implement Worksite Anti-Harassment and Culture Change Strategies**
- VI. Collectively Invest in Workforce Supply**
- VII. Establish Regional Collaboration**



# Metro's Implementation

## Procurement & Solicitation

Documents

Article 14

Procedures

## Reporting & Monitoring

Software

Internal  
Training

External  
Reporting

## Contractor Engagement

Capacity  
Building

Toolkit

Training

## Fiscal Implications

Pipeline  
Investment

Staff/Project  
Costs

Software

# Project Thresholds

|          | Tier 1         |               | Tier 2        |               | Tier 3    |               |
|----------|----------------|---------------|---------------|---------------|-----------|---------------|
|          | Threshold      | # of Projects | Threshold     | # of Projects | Threshold | # of Projects |
| Option A | \$50k – \$200k | 15            | \$200k - \$2M | 62            | >\$2M     | 18            |
| Option B | \$50k - \$200k | 15            | \$200k - \$5M | 74            | >\$5M     | 6             |
| Option C | \$50k - \$500k | 46            | \$500k - \$5M | 43            | >\$10M    | 6             |

**Tier 1:** Track workforce diversity goals (20% apprentice, 14% women, 25% people of color)

**Tier 2:** Tracking & Applying Diversity Goals

**Tier 3:** Tracking and applying diversity goals and full workforce agreement

# Fiscal Implications



## Workforce Supply Investment

- \$200,000/year; \$1,000,000 over 5 years
- Calculated using 5 year construction plan
- Capacity building for community organizations



## Workforce Tracking Software

- \$10,000/year; \$6,000 Start Up Cost
- Fee based on agency's yearly total project value
- Will create more efficiency in staff time



## Internal Costs

- Have capacity with current existing resources
- DEI, AMCP, CPMO, Facilities Management, Procurement and OMA

# Investing in Workforce Supply

## Pre-Apprenticeship Training Programs

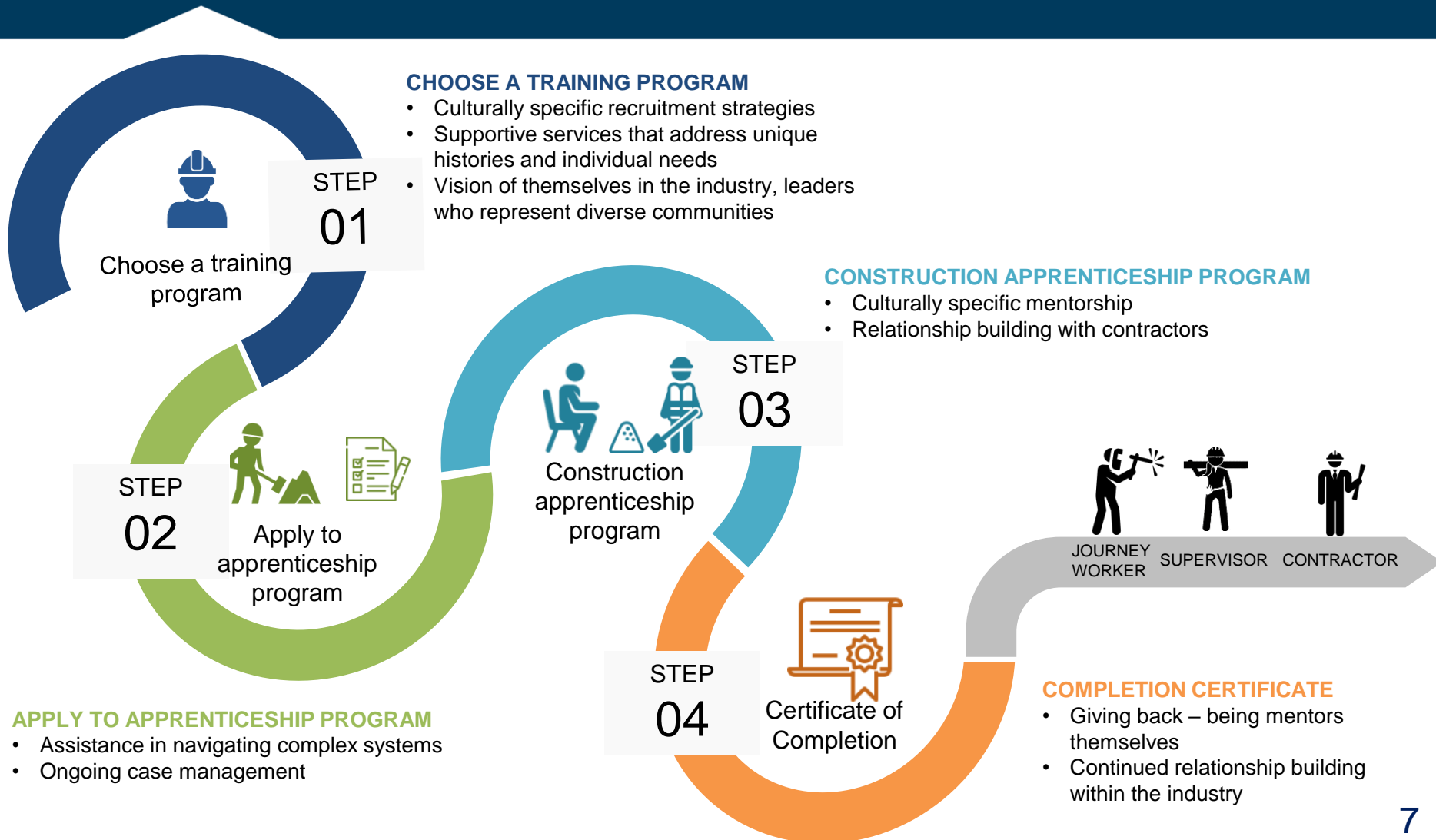
- Recruit participants
- Training space and capacity
- Case management and wrap around support

## Community Based Organizations

- Organizations that assist in barrier reduction
- Culturally specific organizations



# Culturally Specific Strategy



# Stakeholder Support

## CONTRACTORS



A2 Fabrication, Inc.

HA'S PAINTING, INC.



Metal Acoustic Commercial  
Kraft, LLC

## TRADES & APPRENTICESHIP



## COMMUNITY ORGANIZATIONS





# Regional Collaboration



# Questions

- Which option for thresholds would Council recommend in order to advance Metro's goals and priorities?
- Would Council like to continue leading the effort to have additional jurisdictions adopt the policy?
- Does Council want staff to move forward with implementation of the policy?

