

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF APPROVING THE  
CONSTRUCTION CAREER PATHWAYS  
FRAMEWORK

) RESOLUTION NO. 19-5038  
)  
) Introduced by Councilor Juan Carlos  
Gonzalez and Councilor Sam Chase

WHEREAS, careers in the construction industry provide family sustaining wages and build economic prosperity; and

WHEREAS, in 2018, Metro and the City of Portland funded the Portland Metro Region Construction Workforce Market Study that found a severe shortage in skilled workers and the need for an increased construction workforce for new construction projects in the Greater Portland region; and

WHEREAS, a shortage of construction workers creates increased costs in building public capital projects; and

WHEREAS, people of color and women face significant barriers to careers in the construction industry; and

WHEREAS, Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion provides that Metro will collaborate with local governments in support of its goal of increasing the number of women and people of color in the construction industry; and

WHEREAS, Metro wants its public capital project investments to open opportunities for women and communities of color; and

WHEREAS, Metro convened a Public Owner Workgroup that included 16 agencies from the region tasked with developing a regional approach to recruiting and retaining women and people of color in the construction trades; and

WHEREAS, the Public Owners Workgroup developed the Construction Career Pathways Framework (the Framework) with significant input from community and industry stakeholders; and

WHEREAS, the Framework establishes region-wide workforce diversity goals focused on recruiting, training, and retaining individuals that are underrepresented in the construction industry; and

WHEREAS, the Framework has public entities set project cost thresholds that will ensure consistent standards across publicly owned projects; and

WHEREAS, the Framework requires public entities to track and review progress on goals to ensure success and future adjustment as more data is collected for the region; and

WHEREAS, the Framework mandates that participating public entities enter into workforce agreements at certain cost thresholds as enforceable contracts that serve to align practices, clarify roles, and create accountability among all of the partners in publicly owned construction projects; and

WHEREAS, the Framework requires that public entities implement worksite anti-harassment and culture change strategies to eliminate hostility and bullying that have been barriers to women and people of color in the construction industry; and

WHEREAS, public investment is needed to increase the capacity of pre-apprenticeship training programs and community based organizations for a coordinated approach to recruitment, training, case management, and retention of people of color and women; and

WHEREAS, certain communities of color are severely underrepresented in the construction workforce so investment in culturally-specific strategies is critical to accessing and growing careers in construction for people of color; and

WHEREAS, the Framework provides for continued regional collaboration between public entities, contractors, the trades, certified firms, community partners, pre-apprenticeship and apprenticeship programs to truly move the needle on diversifying the construction workforce and place women and people of color into career paths that deliver economic prosperity; now therefore,

BE IT RESOLVED that:

1. The Metro Council approves the Construction Career Pathways Framework in the form attached as Exhibit A to this Resolution.
2. The Metro Council approves the capital project thresholds as described in Exhibit B to this Resolution.

ADOPTED by the Metro Council this 24<sup>th</sup> day of October 2019.

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Lynn Peterson, Council President

Approved as to Form:

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Carrie MacLaren, Metro Attorney