



Construction Career Pathways Project (C2P2)

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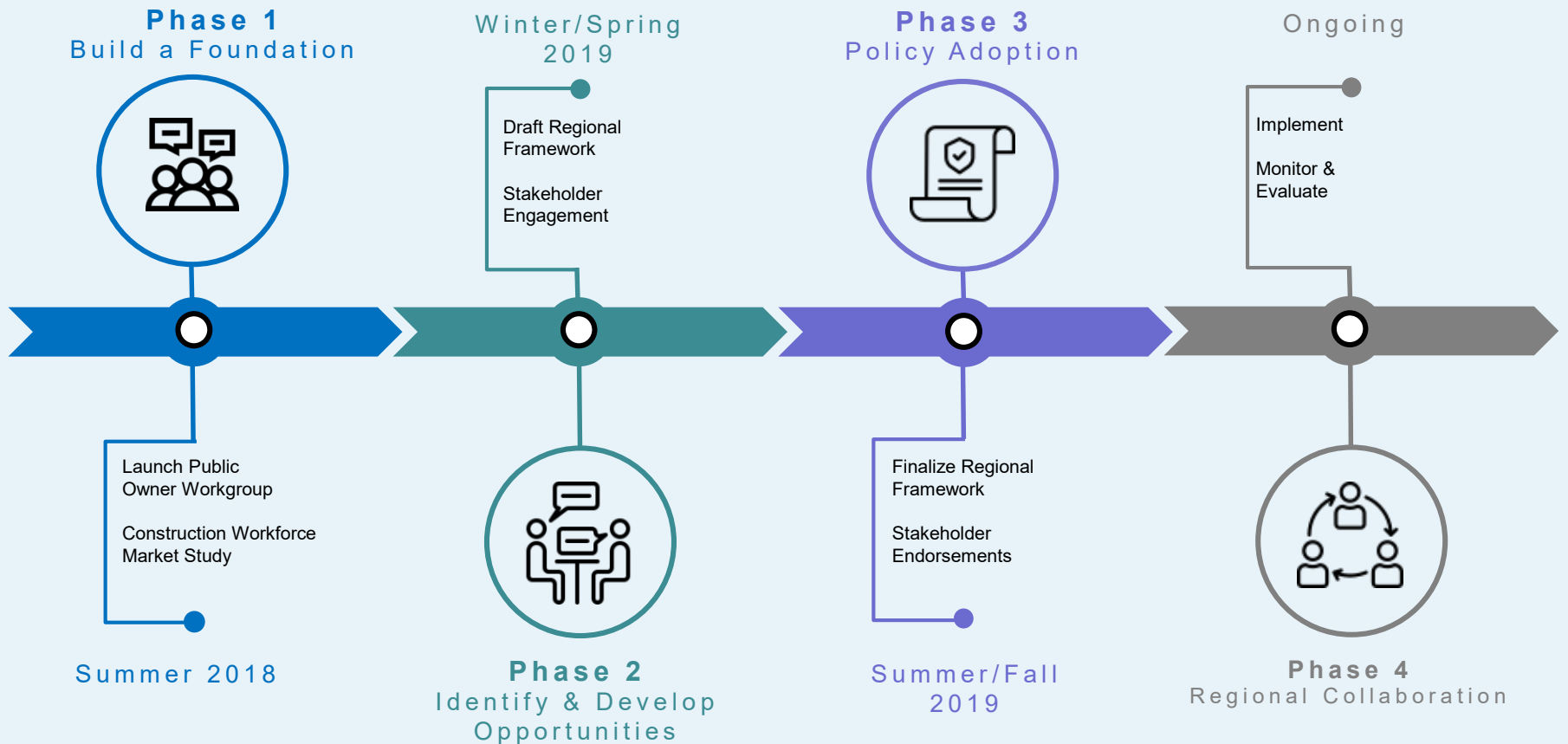
Construction Career Pathways

Project Outcomes

- Increase career opportunities for people of color and women to meet the regional demand for a skilled construction workforce.
- Regional coordination to leverage collective efforts.
- Establish consistent recruitment, training and retention policies & practices.
- Highroad industry standards become the norm.

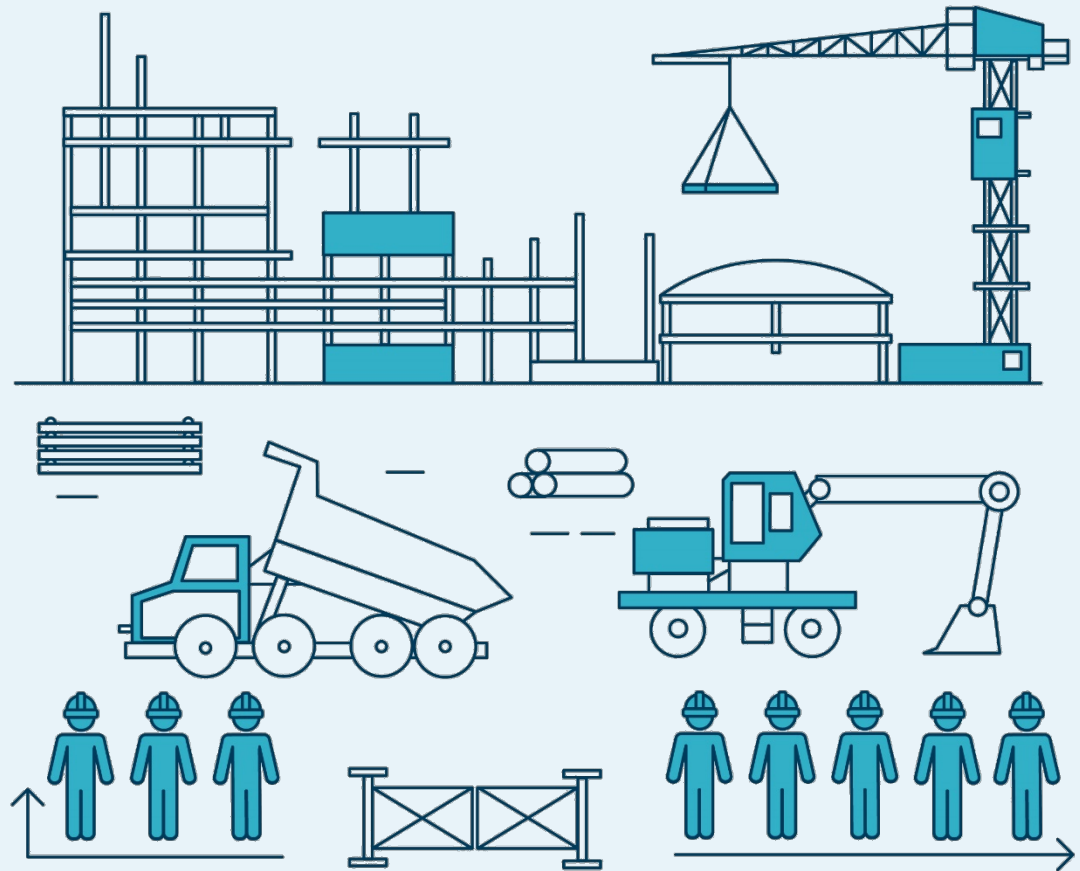


Construction Career Pathways Timeline



Over the next 10 years, public agencies across the Portland Metro region will need 14,000 construction workers for 80+ capital projects.

Retirements and barriers to entry and retention are creating a skilled labor shortage



Navigating the Construction Industry

CHOOSE A TRAINING PROGRAM

- Pre-apprenticeship program, trade school, job corps, etc.
- Job readiness
- Childcare/transportation assistance
- Tools
- Exposure to multiple trades



APPLY TO APPRENTICESHIP PROGRAM

- Pick a trade
- Apply to a union or open-shop apprenticeship program
- Application, exam and interview



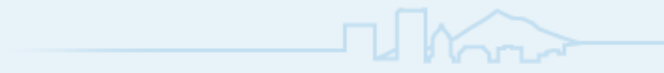
CONSTRUCTION APPRENTICESHIP PROGRAM

- Paid program w/ benefits
- Approximately 5 years long
- Classroom instruction
- On-the-job training



COMPLETION CERTIFICATE

- Continue gaining experience
- Become a journey person, supervisor or contractor



Construction Career Pathways Framework

Public agencies in the Portland Metro region are working together to grow and diversify the construction workforce by:



Setting consistent workforce diversity goals & thresholds



Invest in recruitment & retention of diverse workers
Implement culture change strategies



Building accountability through tracking and workforce agreements



Ongoing regional collaboration



Stakeholder Pledges of Support

Contractors



Metal Acoustic Commercial Kraft, LLC

HA'S Painting, Inc.

A2 Fabrication, Inc.

Trades & Apprenticeship



Community Organizations



C2P2 Framework



Framework Category	C2P2	Portland Public Schools
Goal Setting	<ul style="list-style-type: none"> • 20% of total work hours in each apprenticeable trade performed by state-registered apprentices. • 14% of total work hours performed by women and women-identified persons • 25% total work hours performed by persons of color 	<p>Existing workforce equity goals:</p> <ul style="list-style-type: none"> • 20% of labor hours in each apprenticeable trade • 25% total work hours performed by persons of color* • 14% total female hours* <p><i>*Update to AD in October 2019</i></p>
Thresholds	Tiered system	PPS's Workforce Equity AD applies to construction contracts over \$200k
Goal tracking and review	Establishing a coordinated regional system for tracking and ongoing monitoring of workforce diversity outcomes	Since 2014, PPS has contracted with the City of Portland for assistance with program administration and compliance.

C2P2 Framework



Framework Category	C2P2	Portland Public Schools
Workforce agreement	Boilerplate workforce agreements that establish workforce standards, hiring goals, safety rules, workforce harassment prevention, and conflict resolution	Opportunity for future exploration.
Anti-harassment practices	<ul style="list-style-type: none">• Utilize contracting and workforce agreements to institutionalize positive workplace training• Contractor and Trades accountability for job site culture• Identify resources, training curriculum	Opportunity for future exploration.

C2P2 Framework



Framework Category	C2P2	Portland Public Schools
Regional fund for workforce supply	A recommendation for agencies to adopt a funding model to support recruitment, training and retention, as well as wrap around support services.	Seven of PPS comprehensive high schools have construction programs that are supported through a combination of general fund, Perkins & M98.
Regional Collaboration	Affirms the Public Owners' support for the development of a diverse construction workforce by outlining parameters for how Public Owners can coordinate and communicate progress on their workforce diversity goals.	PPS has participated in the Public Owner workgroup and plans to continue to do so.



Workforce Equity at PPS

PPS Workforce Equity data to date (as of January 2020):

Department	Sum of TOTAL HOURS	Minority Journey Level Percentage	Female Journey Level Percentage	Minority Apprentice Level Percentage	Female Apprentice Level Percentage	Total Minority Percentage of Total Hours	Total Female Percentage of Total Hours	Total Apprentice Percentage
FAM	30,906	9%	5%	3%	3%	7%	5%	20%
OSM Bond 2012	2,083,733	21%	2%	26%	10%	22%	4%	24%
OSM Bond 2017	214,656	45%	3%	36%	17%	43%	6%	21%
Grand Total	2,329,295	23%	2%	27%	10%	24%	4%	24%



QUESTIONS?