



**PROSPER**  
**PORTLAND**  
Building an Equitable Economy

**DATE:** October 9, 2019  
**TO:** Board of Commissioners  
**FROM:** Kimberly Branam, Executive Director  
**SUBJECT:** Report Number 19-48  
Authorizing Prosper Portland's Participation in the Construction Careers Pathway Project Regional Framework

### **BOARD ACTION REQUESTED AND BRIEF DESCRIPTION**

Adopt Resolution No. 7344

This action by the Prosper Portland Board of Commissioners (Board) will authorize the executive director to sign on to a Regional Framework for the Construction Careers Pathway Project (C2P2). The C2P2 effort, which is being led by Metro, seeks to convene "stakeholders from public agencies, private industry and community-based organizations...to identify strategies for providing reliable career pathways for people of color and women in the construction trades." Should Prosper Portland sign on to the Regional Framework, this will commit the agency to work with other partners to develop a standardized approach to workforce development in the construction industry.

### **STRATEGIC PLAN ALIGNMENT AND OUTCOMES**

This action aligns with Prosper Portland's Strategic Plan by promoting equitable construction and contracting and by forming 21<sup>st</sup> century civic networks, institutions, and partnerships.

### **BACKGROUND AND CONTEXT**

In June 2016, Metro published the Strategic Plan to Advance Racial Equity, Diversity and inclusion; one of the objectives of this plan was to "work with regional partners to increase the utilization of local minority, women, and emerging small businesses and the number of skilled construction tradespeople of color." Subsequently, Metro staff convened the C2P2 effort in acknowledgement that "there is a lack of diversity in the construction trades in greater Portland – especially across higher skilled construction occupations. People of color and women face multiple barriers in accessing and sustaining construction careers. The inconsistent nature of construction work, lack of career ladders at construction firms, and insufficient funding and resources for education, job training and support services are among the factors that limit career employment." In response to these challenges, Metro has convened monthly meetings since 2018 with representatives from:

- City of Beaverton
- Beaverton School District
- State of Oregon Bureau of Labor and 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

After a year of discussions, Metro has asked for the C2P2 public partners to sign on to the Regional Framework, affirming their support of C2P2 goals. The Regional Framework (see Exhibit A to Resolution No. 7344) is a high-level guidance document that articulates each signatory's commitments to advancing construction workforce equity, including:

1. Set clear workforce diversity goals
2. Set project thresholds
3. Track and review progress on goals
4. Develop a workforce agreement
5. Implement worksite anti-harassment and culture change strategies
6. Collectively in workforce supply
7. Establish regional collaboration

In order to provide an implementation strategy on how signatories can deliver on the seven commitments in the Regional Framework, Metro has developed a C2P2 Public Owner Workgroup Toolkit (Toolkit). The Toolkit provides a common language around key terms; specific suggestions on how to implement the strategies; guidance on contracting goal setting; clarity on roles and responsibilities (including feedback loops for successes and challenges in meeting contracting goals); a template workforce agreement that can be tailored to each partner; and a commitment to participating in a Regional Coordinating Committee consisting of public and private stakeholders that will continue to focus on workforce supply, career pathways, support for pre-apprenticeship programs, etc. (see the full Toolkit in Attachment A).

Prosper Portland staff are confident that while the agency is either currently meeting or exceeding the majority of the Regional Framework objectives, there are actionable priorities that Prosper Portland can initiate, such as emphasizing anti-harassment training, disaggregating contracting goals to be both a stretch yet also market-responsive, and actively participating in regional conversations.

### **EQUITY IMPACT**

Signing on to the Regional Framework is not only consistent with Prosper Portland's Strategic Plan and Equity Policy, but the agency's continued involvement with the C2P2 effort could advance equity initiatives in construction contracting.

### **COMMUNITY PARTICIPATION AND FEEDBACK**

There has been considerable community participation over the course of the past year. In addition to working directly with public partners, Metro has sought feedback from general contractors and industry service providers on the Regional Framework and Toolkit.

**BUDGET AND FINANCIAL INFORMATION**

There are no immediate or direct financial implications from this proposed action.

**RISK ASSESSMENT**

There no risks to this action.

**ATTACHMENTS**

- A. Construction Career Pathways Project (C2P2) Public Owner Workgroup Toolkit