

BOARD OF EDUCATION
SCHOOL DISTRICT NO. 1J, MULTNOMAH COUNTY, OREGON

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RESOLUTION No. 6050

Portland Public Schools Adoption of Construction Career Pathways (C2P2) Regional Framework

RECITALS

- A. The Portland Metro Region Construction Workforce Market Study, commissioned in 2017 by Metro and the City of Portland, found a severe shortage of and need for a skilled construction workforce for new construction projects in the Greater Portland region.
- B. Over the next ten years, the study projects, at least \$7.8 billion of publicly funded construction projects in development throughout the region will require approximately 14,000 construction workers.
- C. The construction industry is one of the few remaining industries that offers family sustaining career pathways and competitive wages.
- D. People of color and women face significant barriers in accessing employment opportunities in construction trades.
- E. Portland Public Schools wants its workforce to reflect the community it serves; therefore, PPS is committed to opening opportunities for women and people of color.
- F. PPS was among 16 agencies participating in a Public Owner Workgroup, convened by Metro, in an effort to develop a regional approach to recruiting and retaining women and people of color in the construction industry.
- G. The Public Owner Workgroup developed the Construction Career Pathways Project Regional Framework (the Framework) with significant input from community and industry stakeholders.
- H. The Framework provides tools and guidance to help agencies set region-wide workforce diversity goals, establish project thresholds, track and review progress on goals, develop workforce agreements, implement worksite anti-harassment and culture change strategies, collectively invest in workforce supply, and establish regional collaboration to leverage collective efforts.

RESOLUTION

- The Board of Education for Portland Public Schools adopts the Construction Career Pathways Project Regional Framework as attached in Exhibit A.

C2P2 REGIONAL FRAMEWORK

The Construction Career Pathways Project (C2P2) Public Owner Workgroup (Workgroup) is comprised of 16 public agencies tasked with developing a regional approach to recruiting and retaining women and people of color in the construction trades. Since July 2018, Oregon Metro convened the C2P2 Workgroup to develop a regional approach to construction workforce equity for the Greater Portland metropolitan area. Over the course of nearly a year, the Workgroup met as a whole and in subcommittees to identify regional strategies and potential investments that will grow the number of people of color and women in the construction trades.

This Regional Framework (Framework) summarizes a series of strategies needed for creating and sustaining a diverse construction workforce. It offers high level guidance to Public Owners committed to fostering the diverse workforce needed to meet projected construction demand.¹ The attached toolkit provides Public Owners with practical approaches to implementing the strategies outlined in this Framework. The Framework and toolkit are not procurement documents or contracts.

Buy-in from multiple public agencies and cross-sector collaboration with labor, community-based organizations, contractors, educational institutions, and others, will be essential to ensure impact at a regional scale. The toolkit provides guidance on how to create impactful partnerships to diversify the workforce. If successful, the Framework can elevate a truly regional, collaborative approach that will create a robust pipeline of work, a consistent demand for workers, and an unprecedented opportunity to make transformative investments that will lift Greater Portland residents out of poverty.

This Framework provides seven essential points Public Owners must integrate into their practices in order to ensure success and truly move the needle toward achieving construction workforce equity. The accompanying toolkit provides additional details and guidance to Public Owners as they implement the recommendation their relevant policies, programs, and procurement practices.

I. SET CLEAR WORKFORCE DIVERSITY GOALS

Public Owners should establish regionwide targeted hire goals to increase diversity in the construction workforce (see below). The toolkit provides guidance on additional goals Public Owners may consider in order to create a demand for diverse construction workers, and a ramp up period timeline to ensure success.

- A. A minimum of **20% of total work hours** in each apprenticeable trade shall be performed by **state-registered apprentices**;
- B. A minimum of **14% of total work hours** shall be performed by **women and women -identified persons** – both journey and apprentice-level-I;

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II. SET PROJECT THRESHOLDS

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VI. COLLECTIVELY INVEST IN WORKFORCE SUPPLY