



600 NE Grand Ave.
Portland, OR 97232
503-797-1780

www.oregonmetro.gov



Metro | *Exposition Recreation Commission*

Agenda

Meeting: Metro Council/MERC/FOTA Task Force Joint Work Session: FOTA Task Force Updates
Date: Wednesday, October 5, 2016
Time: 12:00 – 1:30 p.m.
Place: Oregon Convention Center, Rooms C121-122

- | | | | |
|-------|----|--|--|
| 12:15 | 1. | WELCOME | Tom Hughes, Elisa Dozono |
| 12:20 | 2. | FOTA IMPLEMENTATION PROGRESS TO DATE <ul style="list-style-type: none">• Metro HR outreach, successes and future plans• Aramark FOTA outreach and hiring successes | Lisa Colling, Janet Lee
Ed Strong, Diane Marshall |
| 12:45 | 3. | FOLLOW-UP ON FOTA TASK FORCE MEETING #6
RECOMMENDATIONS <ul style="list-style-type: none">• Construction Careers Pathways Project• Mortenson & Hyatt commitment to diversity goals | David Fortney, Patty Unfred
Hillary Wilton |
| 1:15 | 4. | QUESTIONS/WRAP UP | |



Metro

MERC/Metro Council Work Session: FOTA Task Force Update

October 5, 2016

Recruitment Program Improvements

- Expansion of geographical boundaries to include 15 zip codes has been beneficial
- Increase in average number of applications received and number of FOTA hires
- Internal process improvements – briefing/debriefing panels, mitigating bias

Job Fairs and Outreach Events

- East Portland Job Fair – Rosewood Initiative
- Self Enhancement Inc (SEI)
- Portland Community College (42nd & Killingsworth)
- Sunday Parkways – North Portland
- Goodwill – Meet the Employer
- Mt Hood Community College Job Fair

FOTA hires – 2016

4 Full-Time Positions

- Set-up and Housekeeping Lead
- Education and Community Engagement Coordinator
- Lead Operating Engineer (Electrician)
- Audio/Visual Production Supervisor

4 Part-Time Positions

- Event Custodians (2), Event Receptionist, Stage Door Attendant

FOTA recruitments in progress

6 Full-Time Positions

- Supervisory/Managerial, Marketing, Security, Facility Engineer, Event Manager

3 Part-Time Positions

- Custodial, Ticket Seller and Ticket Services
Event Supervisor

Internal Improvements

Hiring Manager Support & Training

- Enhanced HR/Hiring Manager partnership

Continue outreach and awareness for FOTA applicants:

- Maximize resources and capacity with Communications team (branding, social media, expanding distribution lists)
- Personal customer service and support
- External applicant training
- Expand CBO relationships (partnership with DEI)

Accountability

- Improved FOTA tracking
- Quarterly reporting to GM/MERC and Visitor Venues
- Evaluate process and be responsive to venues
- Solicit input from internal and external stakeholders

Thank you!

Questions?

ARAMARK FOTA Review 2017

- Employment Partners
- 2016 FOTA
- 2017 Current Employees
- 2017 FOTA Goal

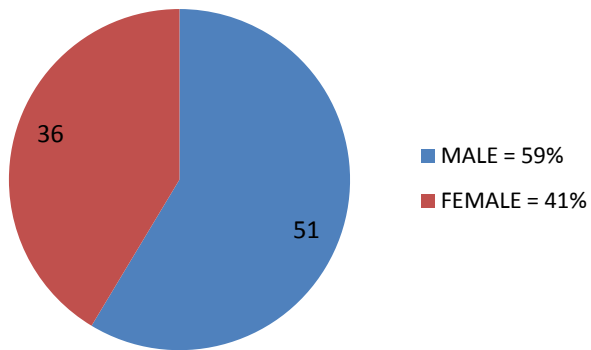
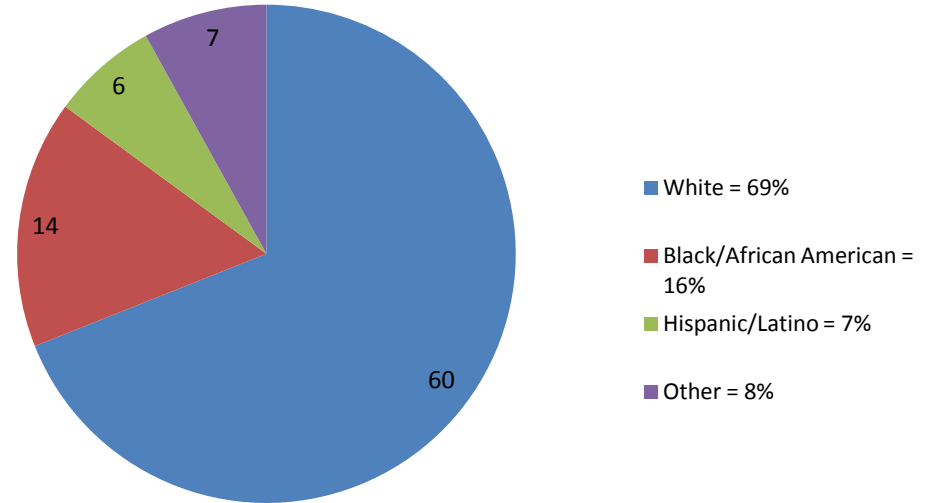
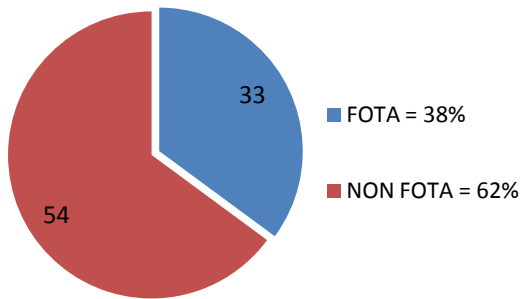
Diane Marshall | Senior Human Resource Manager | 503.731.7811 | dianemarshall@oregoncc.org

Ed Strong | General Manager | 503.731.7952 | edstrong@oregoncc.org

Community Employment Partners

- Giacometti Partners LTD
- Urban League Portland
- PCC Worksource NE Campus
- Dress For Success
- New Avenues for Youth
- New City Initiatives
- Central City Concern
- Transition Projects
- Goodwill Industries
- Catholic Charities
- US Department of Veteran Affairs
- Pivot/JobCorps
- IRCO Immigrant and Refugee Community Organization
- Trellis Inc
- SE Worksource
- Dirkse
- SCARS
- Community Visions Inc
- Human Solutions
- Cascadia
- Roosevelt High School “I Am Academy”
- Franklin High School “I Am Academy”
- Albertina Kerr
- UCP, Timothy Holt
- SEI
- Native American Youth & Family Center

2016 PT FOTA & Diversity



2016 FT FOTA Positions

3 FOTA Hires out of 7 Job Postings

Portland Expo Center

Sous Chef

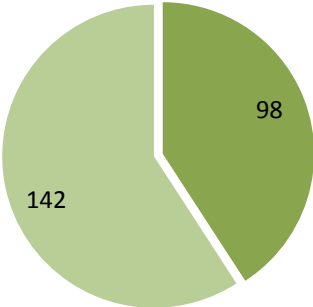
Portland's 5 Centers for the Arts

Retail Food Supervisor

Oregon Convention Center

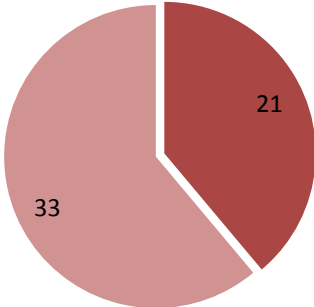
Payroll Administrator

2017 PT Current Employees



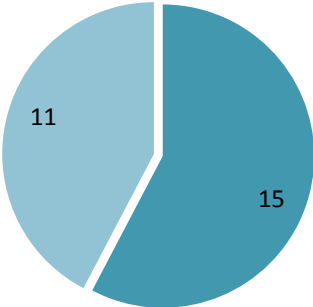
OCC

- FOTA = 41%
- NON FOTA = 59%



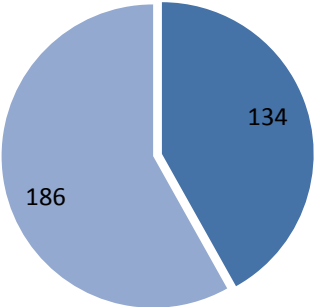
P5

- FOTA = 39%
- NON FOTA = 61%



EXPO

- FOTA = 58%
- NON FOTA = 42%

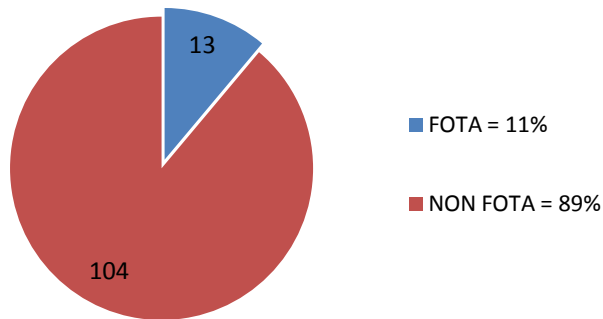


MERC

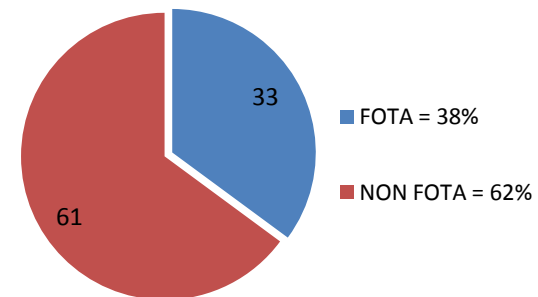
- FOTA = 42%
- NON FOTA = 58%

2017 MERC FOTA Goal

2015



2016



2017 FOTA HIRING GOAL = 45%

Thank you!

Questions?

Construction Career Pathways Project

Background

- FOTA Taskforce discussions
- Action item in Metro's Strategic Plan to Advance Racial Equity, Diversity and Inclusion
- July – project launched

Construction Career Pathways Project

Goals

- Increase career employment opportunities for people of color and women in the construction trades
- Promote equitable growth in the region's economy



Construction Career Pathways Project

Metro's role

- Convene
- Develop partnerships
- Build a foundation of understanding
- Activate opportunities



Construction Career Pathways Project

Project status

- Initiate internal resources and support

Next steps

- Partnerships and outreach
- Research and analysis
- November 10 – Diversity in the Construction Trades Summit



Thank you!

Questions?

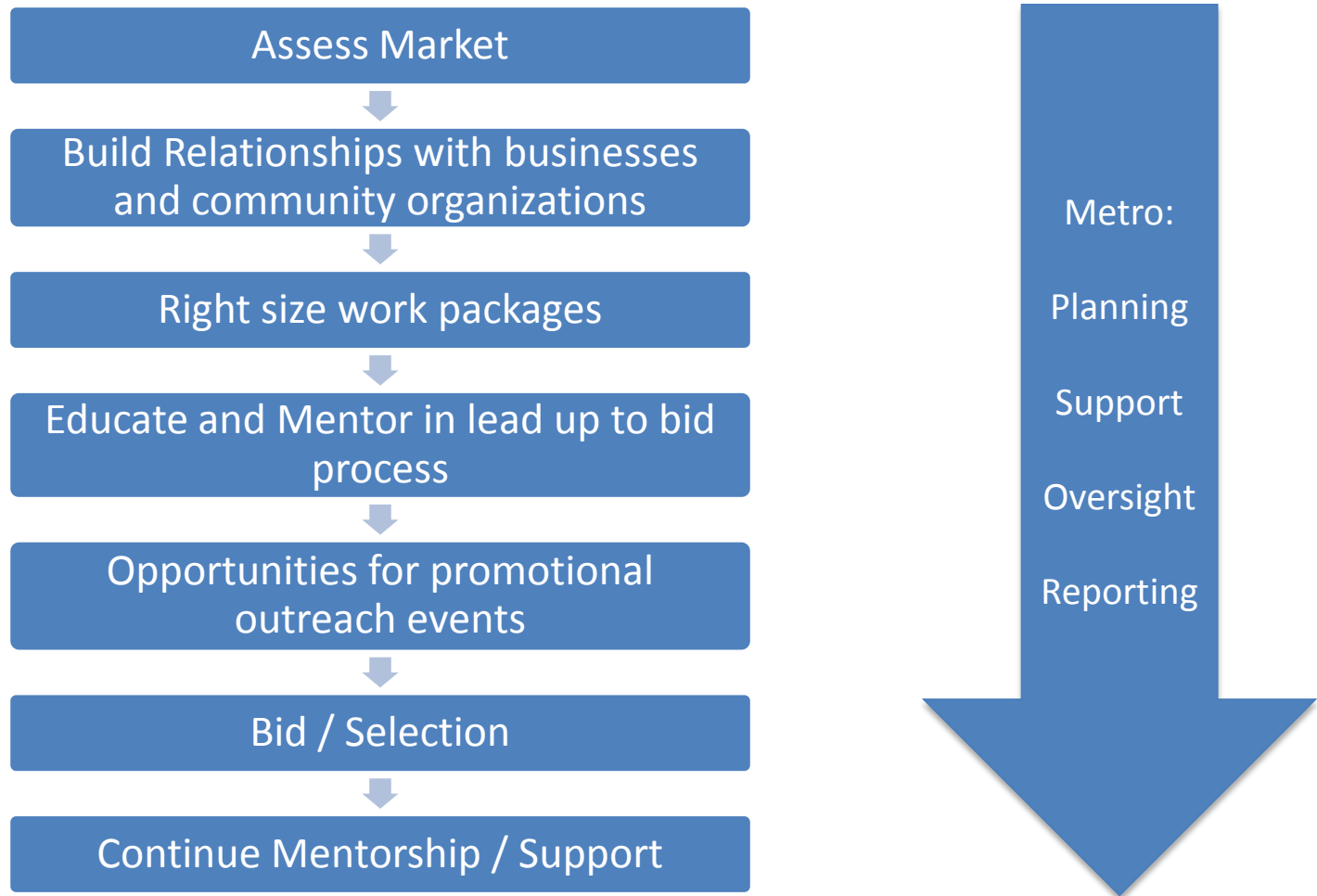
Hyatt Regency Portland at the Oregon Convention Center



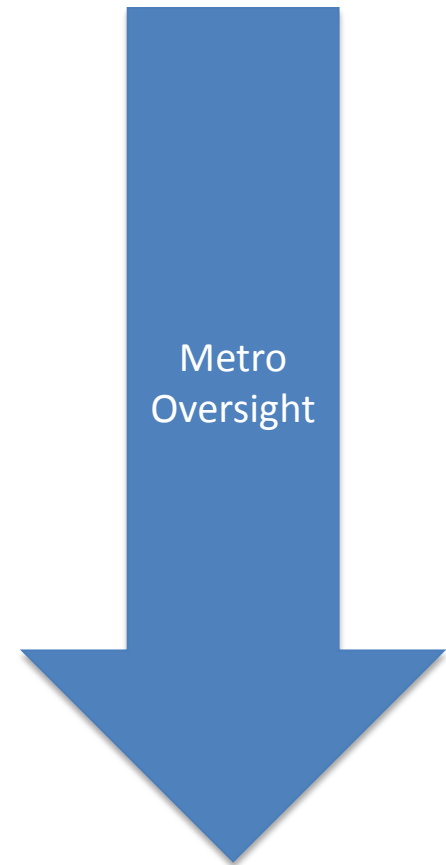
Small Business and Workforce Equity Goals

- Exceed 20% of all hard construction costs contracted to M/W/ESB firms Certified by the State of Oregon
- Exceed 20% of apprentice-able trade labor hours to be worked by Apprentices
- Exceed 15% of Project labor hours worked by Women
- Exceed 30% of Project labor hours worked by People of Color
- Engage and encourage participation by VOSB

Mortenson Contracting Strategy



Mortenson Workforce Strategy





Hammers

Metro commitment

Our project team at Metro is committed to both supporting and holding Mortenson accountable for its business and workforce equity goals through:

- Diligent planning
- Active support
- Regular oversight
- Consistent reporting to the community

Thank you!

Questions?

Metropolitan Exposition Recreation Commission

Record of FOTA Work Session

October 5, 2016

Oregon Convention Center Rooms C121-122

Present:	Elisa Dozono (Chair), Deidra Krys-Rusoff, Ray Leary, Karis Stoudamire-Phillips, Judie Hammerstad, Tom Hughes, Sam Chase, Carlotta Collette, Shirley Craddick, Bob Stacey, Members of FOTA Task Force including: Jeana Woolley, John Gardiner, Rukaiyah Adams,
1.0	The session was opened by Metro Council President Tom Hughes and MERC Chair, Elisa Dozono at 12:15 p.m. Each offered a welcoming statement.
2.0	FOTA IMPLEMENTATION PROGRESS TO DATE <ul style="list-style-type: none">• Lisa Colling of Metro's HR Department presented updates made to recruitment outreach in order to improve FOTA hire successes. Following the presentation, discussion included questions on the demographic breakdown of the FOTA hires, numbers of hires per zip code and the success of the hires.• Diane Marshall of Pacific Wild (Aramark) presented details about FOTA outreach and hiring successes. Following the presentation, there was discussion on the success of applicants. Councilor Craddick requested more outreach in the Rosewood district which is now included in FOTA.
3.0	FOLLOW UP ON FOTA TASK FORCE MEETING #6 RECOMMENDATIONS <ul style="list-style-type: none">• David Fortney of Metro's Diversity, Equity and Inclusion team presented information on Metro Construction Careers Pathway Project Discussion following the presentation included how governments might collaborate to make the project more successful and how to involve the hotel construction management team in diversity efforts although it was pointed out that Metro is not building the hotel.• Hotel project manager, Hillary Wilton, presented background on Mortenson and Hyatt commitments to diversity goals. Discussion included how to make sure the hotel construction team works in order to have a diverse and inclusive workforce including establishing targets for Mortenson Construction and Hyatt. Metro COO, Martha Bennett, pointed out that Metro has several construction projects in the works. Each project will be involved in the Construction Careers Pathway Project although the answers as to how this will work are not yet ready.
4.0	WRAP-UP <p>Teri Dresler, Metro GM of Visitor Venues closed the session at 1:25 p.m. noting that updates will be provided on a regular basis to MERC and to the task force members.</p>