



Metro

600 NE Grand Ave.
Portland, OR 97232-2736

Agenda

Meeting: Committee on Racial Equity Meeting
Date: Thursday November 29, 2018
Time: 6 to 8 p.m.
Place: 150 Beaver Creek Rd. Rm 115 Oregon City OR 97045
Purpose: Continue the work of the Committee on Racial Equity

- 6:00 p.m. Call to order and Introductions – Co-Chair Dele Oyemaja
- 6:05 p.m. Public comment – Members of the public
- 6:10 pm: Dinner and conversation
- 6:30 p.m. Dinner conversation report backs
- 6:45 p.m. Emmett Wheatfall welcome and Equity, Diversity Inclusion Council overview
- 6:55 p.m. Leaders for Equity, Diversity and Inclusion Council overview
- 7:05 p.m. CORE overview
- 7:15 p.m. Construction Career Pathways Project update
- 7:50 p.m. CORE business
- 8 p.m. Adjourn

##



Metro

Welcome!!

Metro Committee on Racial Equity C.O.R.E.

November 29, 2018





Metro

June 2016



Strategic plan to advance racial equity, diversity and inclusion

Construction Career Pathways Project (C2P2)

- Increased career employment opportunities for people of color and women in the construction trades
- Efficiencies in public construction projects
- Equitable growth in the region's economy



Existing workforce supply

- Approximately 23,000 people work in nonresidential construction occupations in the greater Portland metropolitan area (2016).
- Four percent are women.
- Twenty percent are minorities.
- Minority employment is largely driven by Hispanics. Blacks and Asians are underrepresented in the trades.
- Women and minorities are more likely to work in lower paying trades.

Total number of workers: 23,000

- Total minorities: 3,800
- Total women: 940

Completion rate for all apprentices: 46%

- Minority completion rate: 36%
- Women completion rate: 38%
- White male completion rate: 50%

Metro Construction Workforce Market Study, 2018

INCREASE RECRUITMENT OF DIVERSE WORKERS

- Ensure steady funding stream to increase capacity of pre-apprenticeship programs
- Increase direct entry from pre-apprenticeship into apprenticeship programs
- Promote recruitment of diverse workers through referrals
- Coordinate additional outreach efforts across the region through partnerships with trusted community organizations and community leaders
- Establish stronger collaboration and alignment across regional and state systems such as K-12, WorkSource, etc.

INCREASE RETENTION OF DIVERSE WORKERS

- Address construction job site culture through respectful workplace trainings with proven results
- Increase monitoring of on the job training of apprentices by well-trained experts
- Formalize mentorship resources for diverse workers
- Invest in ongoing supportive services for apprentices

DEVELOP MORE ROBUST EQUITY POLICIES AND PRACTICES

- Enforce contract goals, with consequences for non-compliance
- Improve oversight to achieve workforce goals on public projects
- Create contractor incentives in bidding process for past equity performance and compliance
- Improve and ensure a transparent system for reporting and monitoring of workforce goals
- Create consistent opportunities for connections across sectors to collectively problem solve
- Adopt shared policies and processes across agencies
- Sustain a regional investment in the construction workforce pipeline

www.oregonmetro.gov/pathways



PORTLAND METRO REGION
CONSTRUCTION WORKFORCE
MARKET STUDY

2018

work.
The Portland Metro Region Workforce Development Authority

Workforce pathway

Pat Daniels
Constructing Hope

www.constructinghope.org

- Exposure to construction careers

- Pre-apprenticeship

Kelly Kupcak
Oregon
Tradeswomen

www.tradeswomen.net

- Apprenticeship

- Journey-level worker

High-road construction industry

- Family-supporting wages
- Benefits
- Skills and safety training
- Safe, respectful work environments



5 yr demand for workers: public projects

Total number of projects: 81

Total dollar amount of projects: \$7.5 billion

Demand for diverse workers and apprentices for current workforce goals:

- Apprentices: 2,000
- Minorities: 1,300
- Women: 700

Demand for diverse workers and apprentices, assuming all public projects have goals of 20% apprentice, 25% minority, 14% women:

- Apprentices 2,700
- Minorities: 3,400
- Women: 2,000

Public Owner Workgroup

City of Beaverton

Beaverton

School District

**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

Integrated stakeholder engagement

- Labor
- Contractors – general, subs, minority
- Community based organizations
- Pre-apprenticeship training programs
- Trade associations
- Public agencies
- Private developers

Key findings from stakeholders

- A consistent funding stream for pre-apprenticeship programs can help scale up the number of targeted workers ready for apprenticeships
- There is an ongoing need for affordable childcare, transportation and other supportive services
- Lack of consistency across different agency goals and reporting requirements creates a burden, particularly for smaller firms or sub-contractors
- Solutions need to ensure that contractors of all sizes, and both union and non-union contractors, can equally compete on projects

Journey level tradeswoman

“Don’t be afraid to go out and try something new, and don’t let society’s little molded views on what a woman should do stop you from doing anything.”

