#### Agenda



Meeting: Committee on Racial Equity Meeting

Date: Thursday November 29, 2018

Time: 6 to 8 p.m.

Place: 150 Beavercreek 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

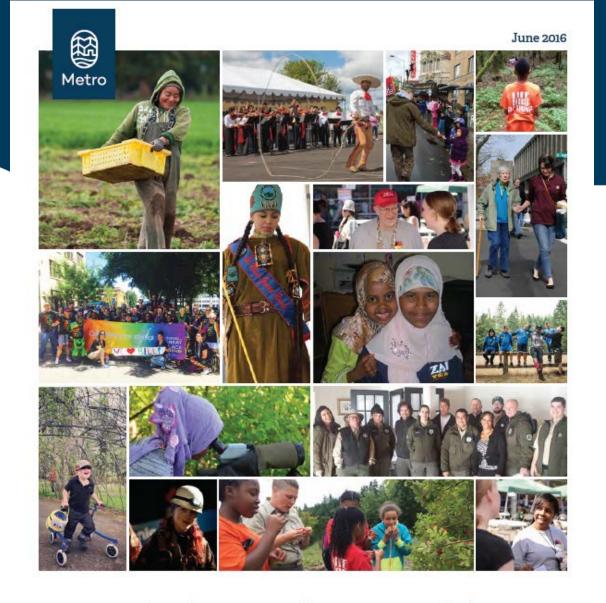


#### Welcome!!

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

November 29, 2018





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



PORTLAND METRO REGION CONSTRUCTION WORKFORCE MARKET STUDY

2018

work.

#### 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

### Workforce pathway

Pat Daniels
Constructing Hope

www.constructinghope.org

Kelly Kupcak Oregon Tradeswomen

www.tradeswomen.net

Exposure to construction careers

Pre-apprenticeship

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

## Construction Career Pathways Project (C2P2)

- Convene partners
- Center race and gender at every phase
- Learn from those most impacted
- Identify tools and policies
- Foster collective agreements and actions

www.oregonmetro.gov/pathways



Strategic plan to advance racial equity, diversity and inclusion

### 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."







