



November 25, 2020

Board of County Commissioners
Clackamas County

Members of the Board:

Resolution Supporting Construction Career Pathways Program (C2P2)

Purpose/Outcomes	Formal Resolution in support of the BCC adoption of the C2P2 Regional Framework and County Plan on November 17, 2020.
Dollar Amount and Fiscal Impact	\$50,000 to Clackamas Workforce Partnership for Workforce Investment
Funding Source	To be determined by County Administrator and approved by the BCC
Duration	FY 2020-2021
Previous Board Action	Adoption of the C2P2 Regional Framework on Nov. 17, 2020
Counsel Review	This Resolution has been reviewed by County Counsel 11/9/2020
Procurement Review	No - item is a Resolution
Strategic Plan Alignment	Supports Goal: Grow a Vibrant Economy by advocating for family-wage job opportunities for a growing, diverse workforce
Contact Person	Tracy Moreland: tracymor@clackamas.us
Contract No.	n/a

BACKGROUND:

The Construction Career Pathways Project (C2P2), aims to address a lack of diversity in the skilled construction workforce in the metro area, where people of color and women face significant barriers in accessing and sustaining these careers.

In 2018, Metro and the City of Portland commissioned a construction workforce market study in anticipation of upcoming public construction projects. This study clearly showed:

- Construction is a high-growth industry reporting a severe shortage in skilled workers.
- There is a need for nearly 14,000 construction workers between now and 2021.

- The need for construction workforce will only increase in the next ten years as new construction projects arise and nearly 20% of the workforce is at or near retirement age.
- The construction workforce has been historically homogenous – currently only 4% women and 20% minorities.
- People of color and women are more likely to work in the lower-paying trades.

To address these challenges, Metro convened a workgroup of regional public agencies in the summer of 2018 to develop the Construction Career Pathways Project Regional Framework. Over the next year this workgroup helped develop seven essential points Public Owners should integrate in order to ensure success and move the needle toward achieving construction workforce equity. The attached Clackamas County C2P2 Participation Plan outlines how the County can support the following C2P2 points:

- I. Set Clear Workforce Diversity Goals
- II. Set Project Thresholds
- III. Track and Review Progress
- IV. Develop a Workforce Agreement
- V. Implement Worksite Anti-Harassment and Culture Change Strategies
- VI. Collectively Invest in Workforce Supply
- VII. Establish Regional Collaborative

The Clackamas County Board approved adoption of the C2P2 Regional Framework and allocated a sum of \$50,000 for Workforce Investment to Clackamas Workforce Partnership on November 17, 2020.

RECOMMENDATION:

Staff recommends the Board approval of this Resolution in tandem with the recent adoption of the C2P2 Regional Framework on November 17, 2020.

Respectfully submitted,

Tracy Moreland
Policy Advisor
Clackamas County Administration

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF CLACKAMAS COUNTY, STATE OF OREGON**

**In the Matter of Supporting
Construction Careers Pathways Program (C2P2)**

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WHEREAS, Careers in the construction industry provide family-wage jobs and help build a vibrant economy.

WHEREAS, The Portland Metro Region Construction Workforce Market Study found a severe shortage of, and need for a skilled construction workforce for new construction projects in the Greater Portland region.

WHEREAS, the Clackamas County Board of Commissioners would like its public projects to help increase and support opportunities for women and communities of color, recognizing that they face significant barriers to careers in the construction industry.

WHEREAS, Metro has convened a Public Owner Workgroup, which developed the Construction Career Pathways Project (C2P2) Regional Framework with significant input from community and industry stakeholders.

WHEREAS, C2P2, through its Framework, aims to support region-wide efforts, across agencies, to address those barriers faced by women and people of color in the construction industry.

WHEREAS, 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.

NOW THEREFORE, the Clackamas County Board of Commissioners hereby resolves to:

1. Adopt the Construction Careers Pathways Framework (C2P2) in an effort to support a regional approach to recruiting and retaining women and people of color in the construction trades:
 - 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.
2. Enlist Clackamas Workforce Partnership (CWP), a county nonprofit partner, to help support and oversee this effort with Clackamas County staff.

Dated this _____ day of _____, 2020

CLACKAMAS COUNTY BOARD OF COMMISSIONERS

Chair

Recording Secretary