

October 20, 2021

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Administrator Schmidt:

In response to the request to develop a plan and research the feasibility of implementing mandatory criteria to ensure apprenticeship opportunities for companies awarded county construction contracts, an internal work group was formed that included staff from County Administration, Business and Community Services, Water Environment Services, and the Department of Transportation and Development.

Staff from these departments are also working to implement the Construction Career Pathways Program (C2P2) framework adopted by the BCC in November of 2020.

C2P2 is a regional initiative aimed to promote culture change within the construction industry and the county has adopted the framework as a public owner, and has made significant investment in workforce supply through Clackamas Workforce Partnership, the county's workforce nonprofit arm. Staff is working to implement other components of the framework, and serves on the Regional Collaboration Committee, attended by designees from all C2P2 signatories. Doing a good job in rolling this out – including good faith language, workplace harassment prevention, and workplace agreements – needs to be our priority.

Staff would also like to facilitate and schedule more discussion with regional partners and potential contractors to learn about their ideas or any hurdles to prepare for from their perspectives. It will be important to know how C2P2 fits together with other additional apprenticeship policies.

Furthermore, it is possible the high demand for construction projects and the need for workers will likely result in companies reaching out for apprentices even without county intervention.

Finally, if the county were to implement a strategy around apprenticeships, staff would look at crafting workforce training and hiring specifications that included incentives and collaborative language.

This recent proposal has merit, but for the reasons listed above, staff is recommending fully implementing C2P2 before incorporating other apprenticeship criteria or adopting additional policies.

Please let me know if you have questions or need additional information.

Tracy Moreland
Commission Policy Advisor

Cc: Cindy Becker, Sarah Eckman, Mike Bezner, Lynne Chicoine