

# **CONSTRUCTION CAREER PATHWAYS PROJECT (C2P2)**

**Update to Clackamas County Economic Development Commission**

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# REVIEW - 2020

- In 2018 Oregon Metro created a regional committee to develop the Construction Career Pathways Program for the region to support apprenticeships and harassment prevention policies for capital project contractors in the metro area.
- The intention of the Framework is to provide a meaningful, region-wide impact in reducing barriers women and people of color face in gaining and retaining employment in the construction trades.
- County staff worked with staff from Metro and Clackamas Workforce Partnership (CWP) to develop a plan specific to Clackamas County that would provide the desired impacts and be feasible to implement.
- Metro does not oversee the County's plan, but do serve as a resource.



# **REVIEW - CONTINUED**

- In November of 2020, the Clackamas County Board of Commissioners adopted the C2P2 Framework and a county work plan, and the Board allocated \$50,000 to Clackamas Workforce Partnership to manage pre-apprenticeship assistance programs.
- Two Clackamas County departments, WES and DTD, developed an initial plan to support C2P2 in their capital projects.



# **C2P2 FRAMEWORK- 7 ELEMENTS**

- Support Regional Workforce Diversity Goals
- Set Project Cost Thresholds
- Track and Review Progress
- Develop Workforce Agreements with Contractors
- Require Worksite Anti-Harassment and Culture Change Strategies
- Invest in Workforce Supply (Apprenticeships)
- Participate in a Regional Collaborative Committee



# **SET CLEAR WORKFORCE DIVERSITY GOALS**

Clackamas County will support the region-wide hiring goals:

- A minimum of 20% of total work hours in each apprentice trade shall be performed by state-registered apprentices.
- A minimum of 14% of total work hours shall be performed by women - both journey and apprentice-level workers.
- A minimum of 25% total work hours shall be performed by persons of color – both journey and apprentice level workers.



# COUNTY PROJECTS

## CLACKAMAS COUNTY WORKFORCE DIVERSITY TIERS

TIERS	COST THRESHOLD	REQUIREMENTS	PROJECT EXAMPLES
<b>TIER 1 - Not subject to C2P2 Framework requirements</b>	Total project costs less than \$1 million	Projects not subject to C2P2	Minor road and infrastructure repair and maintenance
<b>TIER 2 - Subject to Workplace Harassment Prevention Plan</b>	Total project costs between \$1-10 million	Required to have a Workplace Harassment Prevention Plan in place for employees	Lolo Pass Stabilization and Pavement Preservation Project; Bear Creek Bridge replacement  Kellogg Creek Aeration Basin Improvements, Multi-Pump Station Improvements (Group 1), Bolton Pump Station upgrade
<b>TIER 3 - Subject to Workplace Harassment Prevention Plan; Workforce Diversity Goals; and Workforce Agreements</b>	Total project costs are more than \$10 million	Subject to all provisions outlined in a Workforce Agreement, including targeted workforce diversity goals	WES: Tri-City Outfall - \$45 million  *Clackamas County Courthouse - \$313 million



# **ABOUT THE COURTHOUSE...**

- The winning technical proposal from the Fengate group includes their response to the C2P2 requirements outlined in the RFP as well as responses to other diversity requirements.
- There will be a comprehensive Partnership Agreement (PA) the County will execute with the contractor to include specific compliance standards, including supporting apprenticeship programs, women and minority-owned businesses as subcontractors, workplace harassment prevention protocols, and software to track hiring and other data.





# **INVESTING IN WORKFORCE**

In 2021, the BCC approved an allocation of \$50,000 to Clackamas Workforce Partnership to implement pre-apprenticeship support programs for women and people of color in Clackamas County. There was a re-allocation of funds in February, 2022, for a total of \$100,000 investment in workforce supply. To date, there have been 15 participants in these programs, (currently there are 7: three are women, and five are people of color). The programs are:

## **Portland Metro Pre-apprenticeship Program**

Funding to provide for support of a designated number of placements in Oregon Tradeswomen, Inc. (OTI) Pre-apprentice program. OTI could hold a designated number of seats for Clackamas area participants that Clackamas area providers would recruit and prescreen for the OTI program.

## **Support for Pre-apprenticeship Costs**

Support for uniform/boots, tools, career education and outreach materials, student transportation stipends, PPE, other misc. expenses.





# **SUPPORT THE REGIONAL** **COLLABORATIVE**

Meets quarterly- staff from WES and DTD are sitting members with CWP and County Admin as alternates.

Best practices with other C2P2 adoptive agencies and partners:

- Metro
- Prosper Portland
- Multnomah County
- Portland Public Schools
- City of Portland
- Clackamas County
- Washington County?



# **THANK YOU!**

## **QUESTIONS/DISCUSSION**

