

Construction Career Pathway Project – Clackamas County Investment in the Workforce Pipeline
Continued funding in the amount of \$50,000
Informational only

Problem Statement:

Greater Portland is growing, and the high-wage construction industry is growing with it. There is an anticipated need for 15,000 new construction jobs in the next 10 years at a time when 20% of the region’s workforce is nearing retirement age. There is a lack of diversity in the construction trades in greater Portland – especially across higher skilled construction occupations. Black, Indigenous, and People of Color and women face multiple barriers in accessing and sustaining construction careers. The inconsistent nature of construction work, lack of career ladders at construction firms, and insufficient funding and resources for education, job training and support services are among the factors that limit career employment. Since 2009, annual apprenticeship enrollments in the Portland metro area have nearly tripled, from less than 600 to 2,350 (in 2016). Despite the substantial gain, the demographic makeup of registered apprentices has seen limited change. For example, in the 2009 enrollment cohort, women represented 9% of apprenticeships, minorities 26%, and combined women and minorities 31%. Meanwhile, in 2016 these percentages were 8%, 24%, and 29%, respectively.

Construction Career Pathway Project (C2P2) History:

As a result of the [Portland Metro Region Construction Workforce Market Study](#), Metro Regional Government began an initiative to address the lack of women and people of color represented in the trades. Since that time Clackamas Workforce Partnership has joined the effort as a partner of the Construction Career Pathway Project. In November 2020, Clackamas County adopted the Construction Career Pathways framework and in February 2021, Clackamas County committed \$50,000 to address the workforce pipeline. These funds were intended to support local women and people of color in pre-apprenticeship training to prepare them to enter the high paying, career path jobs in the construction trades.

Project Report – Clackamas Area Partnerships, Recruitment, and Training Activities:

Clackamas does not have a registered pre-apprenticeship program for the construction trades. To achieve the project objectives, CWP needed to develop new relationships with registered pre-apprenticeship programs throughout the Portland Metro area. In anticipation of the County funds for C2P2, CWP began to meet with Oregon Trades Women, Portland Youth Builders, Constructing Hope, and Portland Opportunities Industrialization Center (POIC).

CWP contracted with Immigrant & Refugee Community Organization (IRCO) to recruit, enroll, and place Clackamas area residents into the registered pre-apprenticeship programs. The participant recruitment process began February 2021 and by May IRCO staff had enrolled 8 participants, 5 are women and 3 are people of color, all are residents of Clackamas County. 5 of the participants have successfully completed training and 3 are still enrolled in classes.

Regional Collaborative Committee (RCC):

The Regional Collaborative Committee (RCC) is a one-of-a-kind partnership between public agencies, community-based organizations, trades, pre-apprenticeship groups, and industry groups. They are

committed to creating sustainable workforce opportunities in the construction industry for BIPOC people and women in Greater Portland. The RCC is focused on identifying solutions to address four key topics 1) Coordinate funding to support the region-wide workforce pipeline, 2) Develop consistent data tracking and reporting for diverse workers on public projects, 3) Ensure anti-harassment/prevention training on all projects, and 4) Support the implementation and adoption of the framework by new agencies.

Clackamas Area Workforce System Results:

First, with Clackamas Counties investment in the Construction Career Pathway Project, we have been able to serve individuals that might have otherwise not had an opportunity in a high growth, high wage career in the construction trades.

Second, we were also able to establish relationships with the regional pre-apprenticeship programs, building a bridge to supportive and effective workforce pipeline training programs for Clackamas County residents.

Finally, because of Clackamas Counties adoption of the Construction Career Pathways Framework and staff participation on the RCC, we can participate in a regional approach to construction workforce equity and opportunity for women and people of color in the construction industry. As well as share and learn from best practices from other public owners and support the development of a Construction Workforce Funder Collaborative that is designed to coordinate funds from multiple public owners to support the region-wide workforce pipeline.