



# Construction Career Pathways

House Interim Committee on Business and Labor

Workforce Development and Diversity in Construction Industry

Raahi Reddy | Metro | Diversity, Equity, and Inclusion Director

September 21, 2022

# A Unified Policy Strategy

Eight public agencies in the greater Portland region have made policy commitments to implement Construction Career Pathways to grow and diversify the construction workforce.



Construction Career Pathways is recognized as a national model of how governments can work together to create the conditions for advancing racial equity in construction.

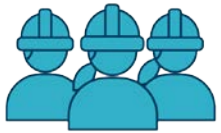
# Construction Career Pathways

## Outcomes

- Increase construction career opportunities for Black, Indigenous, and people of color and women
- Help meet the regional demand for a skilled construction workforce
- Utilize regional coordination to leverage collective efforts
- Establish consistent recruitment, training and retention policies & practices
- Make equitable industry standards the norm

# Construction Career Pathways Framework

**Public agencies in the Portland Metro region are working together to grow and diversify the construction workforce by:**



Setting consistent workforce diversity goals



Increasing recruitment & retention of diverse workers



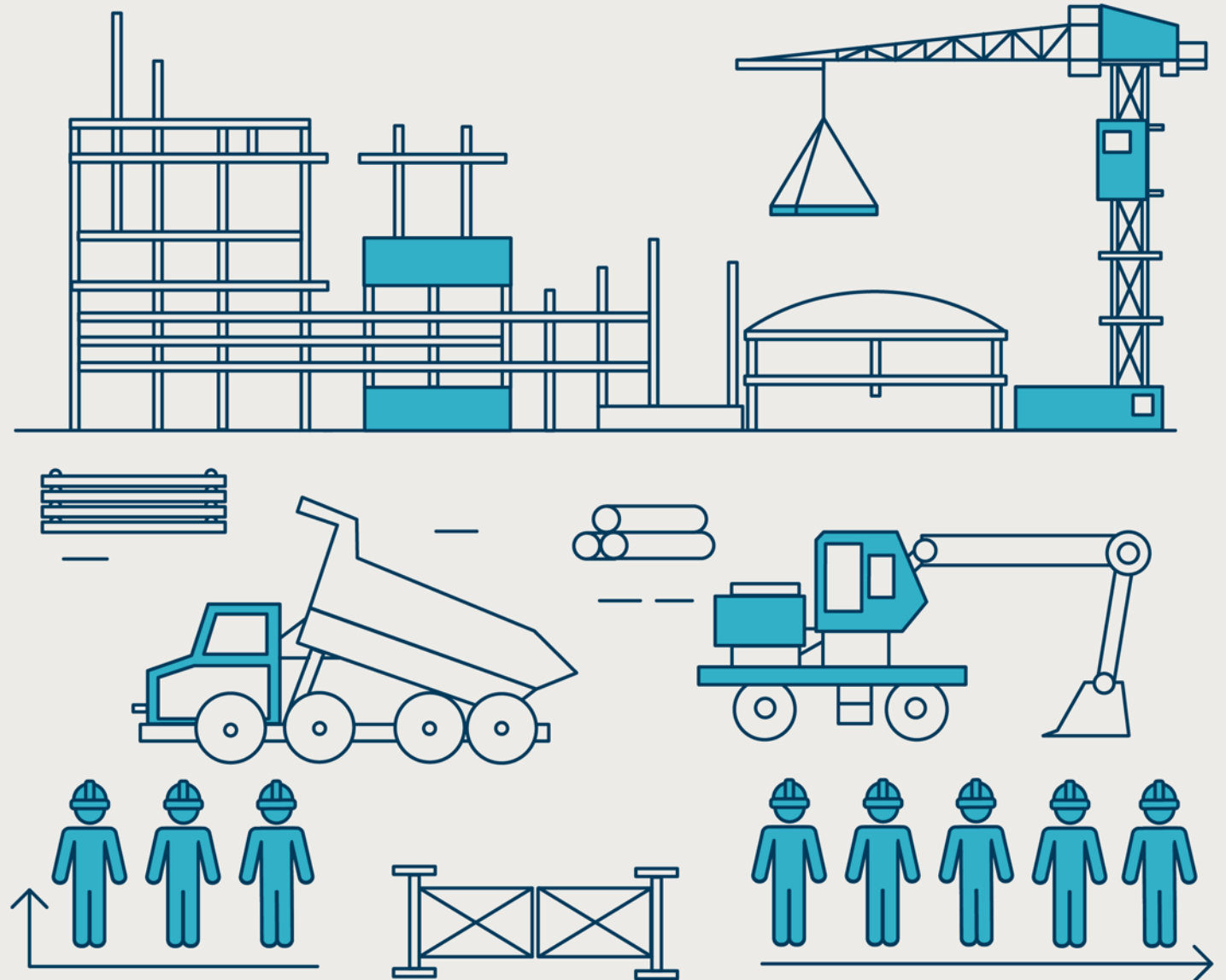
Building accountability through tracking and workforce agreements



Ongoing regional collaboration

# Construction Career Pathways

In 2018, public agencies across the Portland region needed 14,000 additional construction workers for 80+ capital projects. The number of projects and demand for workers has only grown.



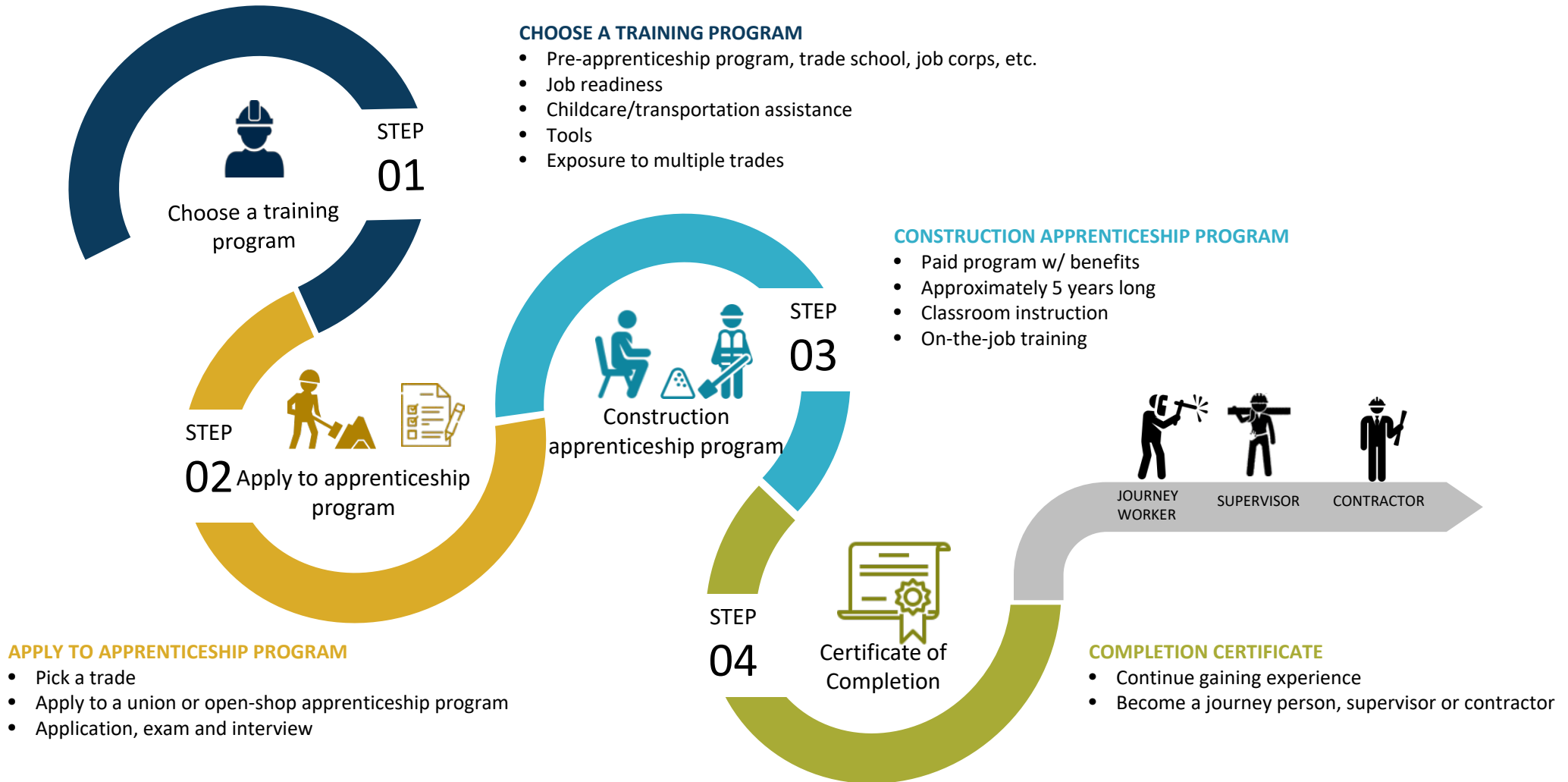
# Women and people of color drop out of the construction workforce at higher rates

**For every 25 people of color who enter the construction industry, only 9 advance to complete an apprenticeship program.**



Source: Oregon Bureau of Labor and Industries

# Construction Career Pathways



# Construction Career Pathways Accomplishments





# Regional Collaborative Committee Membership



## Pre-Apprenticeship Training Programs

Constructing Hope  
Oregon Tradeswomen

## BIPOC & Women Contractors

Molinas Construction Company  
O'Neill Construction Group  
Latino Built  
Portland Business Development Group

## Workforce Investment Boards

Worksystems Inc.  
Clackamas Workforce Partnership

## Apprenticeship Programs

Oregon Laborers Training & Apprenticeship  
Ironworkers Apprenticeship Training  
Pacific Northwest Carpenters Institute  
NECA-IBEW Training Center

## Public Agencies

Metro  
City of Portland  
Multnomah County  
Prosper Portland  
Clackamas County  
Washington County  
Portland Public Schools  
Portland Community College

## Community Based Organizations

Self-Enhancement Inc.  
The Urban League of Portland  
Northwest Family Services  
Centro Cultural  
Latino Network

## Construction Trades

LiUNA, Local 737  
Columbia Pacific Building Trades Council  
Pacific Northwest Council of Carpenters  
IBEW, Local 48

## General Contractors

Mortenson Construction  
Lorentz Bruun

# Government Agencies Can Set the Conditions

## Build the Pipeline

Invest in growing the capacity of pre-apprenticeship programs to increase training opportunities for diverse workers.

## Establish Diversity Goals

Set goals to build demand for diverse workers and ensure investments in training lead to jobs and careers.

## Invest in Retention

Invest in wrap around services and require anti-harassment & respectful workplaces training to create a safe and welcoming environment for workers.

## Promote Accountability

Identify clear expectations for all stakeholders and mechanisms to track and report implantation and progress toward goals.

## Collaborate

Partner with other agencies and industry stakeholders to establish and advance a unified strategy.



Raahi Reddy

Metro | Diversity, Equity, & Inclusion Director

[raahi.reddy@oregonmetro.gov](mailto:raahi.reddy@oregonmetro.gov)

[oregonmetro.gov/construction-career-pathways](https://oregonmetro.gov/construction-career-pathways)