

Department:	County Management	Program Contact:	Brian Smith
Program Offer Type:	Innovative/New Program	Program Offer Stage:	As Requested
Related Programs:	72005A, 72044A		
Program Characteristics:	Out of Target		

Executive Summary

The Construction Diversity and Equity Fund (CDEF) program supports recruitment and retention of women and minorities in the skilled construction trades. It also supports the competitiveness of State certified minority-owned, women-owned, service-disabled-veteran-owned businesses, and emerging small businesses. This program offer is for an additional staff person to manage the CDEF program and support the increasing County ongoing requirements which impact the Supplier Diversity Program.

Program Summary

The Supplier Diversity Program in Central Purchasing includes several of the County's key programs aimed at assuring adequate opportunities and support for state certified businesses, subcontractors and apprentices to participate and compete for business opportunities provided through County contracts. The Construction Diversity and Equity (CDEF) program is the newest of these programs and specifically supports recruitment and retention of women and minorities in the skilled construction trades. It also supports increasing the competitiveness of State certified minority owned, women owned, service-disabled-veteran-owned businesses, and emerging small businesses. Originally launched in FY20, CDEF was designed and implemented utilizing existing staff and has never had dedicated operational staffing. More recently, the program has struggled to maintain timely reporting and the business support it requires. We are requesting one additional FTE (Program Specialist) to support the CDEF growing program needs.

We have experienced some more recent constraints in the CDEF program. Over the past few months, we have thoroughly evaluated the status of both CDEF and the related Workforce Training and Hiring Program. Though both programs are expanding due to demand, the resource constraints have been more than planned especially with the implementation of the B2G/LCP tracker software system. The software has dramatically increased the efficiency for suppliers to comply with the County's Workforce Training and Hiring Program, but there remains an overall staffing deficit to keep up with the additional demand. A Supplier Diversity Manager and two program specialists currently staff CDEF and three other programs (Good Faith Effort program, Workforce Training and Hiring program, and the Labor Compliance program). An additional Program Specialist resets the County's commitment to CDEF and could greatly enhance our ability to maintain current program needs while addressing/supporting other new initiatives that may arise (e.g. Labor Harmony, contractor living wage, equity in contracts etc.). These initiatives are newer and evolving so support needs may change over time. We will closely monitor these priorities as they grow and/or change.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	CDEF contracts managed to ensure support for pre-apprentices, apprentices, and Certified employers.	N/A	N/A	N/A	6
Outcome	Apprentices and pre-apprentices supported to gain or maintain employment in the construction trades	N/A	N/A	N/A	35

Performance Measures Descriptions

Due to COVID, pre-apprenticeship programs were largely shut down. We expect these to reopen in FY23. We believe that direct support for both workers and COBID certified firms was depressed due to COVID.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$134,950	\$0
Materials & Supplies	\$0	\$0	\$15,050	\$0
Total GF/non-GF	\$0	\$0	\$150,000	\$0
Program Total:	\$0		\$150,000	
Program FTE	0.00	0.00	1.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

This program is funded through General Fund revenues.

Significant Program Changes

Last Year this program was: