



**Program #72044A - FRM Construction Diversity and Equity** FY 2024 Department Requested

**Department:** County Management **Program Contact:** Brian Smith  
**Program Offer Type:** Existing **Program Offer Stage:** Department Requested  
**Related Programs:** 72044B  
**Program Characteristics:** In Target

**Executive Summary**

The Construction Diversity and Equity Fund (CDEF) program helps women and minority individuals get jobs in skilled construction trades and helps businesses owned by these groups be successful. It also supports the competitiveness of State certified minority-owned, women-owned, service-disabled-veteran-owned businesses, and emerging small businesses.

**Program Description**

Construction jobs offer stable, well-paying careers that can support a family. Past discrimination and other barriers mean that not everyone has been able to access these jobs. The CDEF program helps to create more diversity, fairness, and opportunity in the construction industry and in the business world.

The CDEF program supports three initiatives.

- 1) It funds Bureau of Labor and Industries (BOLI) certified pre-apprenticeship programs. These programs are an important gateway into the trades. CDEF supports their recruitment of women and minorities.
- 2) It funds support and retention services for women and minority apprentices. This recognizes that every individual has different barriers that may disrupt their employment. Employers and unions refer apprentices to one of the County's three contractors who provide the services. Providing tools, safety equipment, or various support services helps ensure success on the job. Contractors provide qualitative feedback from the apprentices to gauge program impacts.
- 3) It funds technical help, mentoring and training for State certified minority-owned, women-owned, service-disabled-veteran-owned businesses, and emerging small businesses. Within that group, we emphasize serving construction-related professional services or contracting businesses. Certified firms apply online for support. We match them with one of four contractors to provide the help. Both contractors and certified firms provide feedback on the success of the engagement. This feedback is provided through monthly online surveys from both of these groups.

**Performance Measures**

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	Number of workers served in BOLI Pre-Apprenticeship Programs	N/A	15	5	10
Outcome	Number of workers able to maintain employment due to receiving direct support and retention services.	N/A	25	60	60
Output	Number of State Certified firms receiving technical assistance, mentoring, and training.	N/A	25	25	25

**Performance Measures Descriptions**

Due to COVID-19, pre-apprenticeship programs were slow to start back up in FY 2023. The number of workers measures how many are served by the BOLI Pre-Apprenticeship Program. The number of workers maintaining employment is a measure of the effectiveness of the program and the number of firms receiving technical assistance, mentoring and training measures the volume of this work.

## Legal / Contractual Obligation

Multnomah County Board Resolution No.2018-024 - Resolution Approving Amendments to Public Contract Review Board Rules Division 60 on Equal Opportunity in Public Contracting, Effective July 1, 2018

## Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
<b>Program Expenses</b>	<b>2023</b>	<b>2023</b>	<b>2024</b>	<b>2024</b>
Contractual Services	\$215,000	\$0	\$424,839	\$0
Unappropriated & Contingency	\$0	\$0	\$1,745,402	\$0
<b>Total GF/non-GF</b>	<b>\$215,000</b>	<b>\$0</b>	<b>\$2,170,241</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$215,000</b>		<b>\$2,170,241</b>	
<b>Program FTE</b>	0.00	0.00	0.00	0.00

<b>Program Revenues</b>				
Other / Miscellaneous	\$45,000	\$0	\$2,046,291	\$0
Beginning Working Capital	\$170,000	\$0	\$123,950	\$0
<b>Total Revenue</b>	<b>\$215,000</b>	<b>\$0</b>	<b>\$2,170,241</b>	<b>\$0</b>

## Explanation of Revenues

The program has two sources of funding. First, the County pays (1%) of construction costs into the fund. Second, any Liquidated Damages paid by construction contractors are part of the fund. Liquidated damages are a sum contractors pay to the County if they do not meet contracted inclusion goals for women, minorities and apprentices.

## Significant Program Changes

**Last Year this program was:** FY 2023: 72044A FRM Construction Diversity and Equity

The CDEF program expects to receive the assessment from the Library Bond funded projects in FY 2024 (by 12/31/2023), estimated at \$1.9 million. This is a significant sum and the program has developed a five year plan to expend these funds across the program's three dedicated purposes. We plan to spend \$243,000 in FY 2024 from the Library Bond Project and the balance will be placed in contingency.