



Program #72044A - FRM Construction Diversity and Equity FY 2025 Department Requested

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

Executive Summary

The Construction Diversity and Equity Fund (CDEF) program assists women and minorities in securing jobs in skilled construction trades and helps businesses owned by these groups succeed. Additionally, it boosts the competitiveness of State-certified businesses owned by minorities, women, veterans, and emerging small businesses.

Program Description

Construction jobs offer stable, well-paying careers that can support a family. Yet, past discrimination and other barriers have limited access to these opportunities for some individuals. The CDEF program aims to increase diversity, fairness, and opportunities in the construction industry and business world.

The CDEF program supports three key initiatives:

- 1) Funding Pre-Apprenticeship Programs- The program supports Bureau of Labor and Industries (BOLI) certified pre-apprenticeship programs, which serve as crucial entry points into the construction trades. CDEF focuses on aiding these programs in recruiting women and minorities.
- 2) Support for Apprentices- CDEF allocates funds for support and retention services for women and minority apprentices. Recognizing the unique challenges individuals may face, the program connects apprentices with one of three County contractors. These contractors provide tools, safety equipment, and various support services to ensure success on the job. The program collects qualitative feedback from apprentices to assess the impact of the program.
- 3) Technical Assistance for Certified Businesses- The program provides funding for technical help, mentoring, and training for State certified minority-owned, women-owned, veteran-owned, and emerging small businesses. The program emphasizes serving both construction-related professional services and contracting businesses. Certified firms can apply online for support. The program matches them with one of four contractors to get that support. Both contractors and certified firms provide monthly online feedback surveys to check the success of the engagement.

Performance Measures

Measure Type	Performance Measure	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Number of workers served in BOLI Pre-Apprenticeship Programs	18	10	18	10
Outcome	Number of workers able to maintain employment due to receiving direct support and retention services.	92	60	95	100
Outcome	Retention rate of workers able to maintain employment due to receiving direct support and retention services	N/A	N/A	86%	86%
Output	Number of State Certified firms receiving technical assistance, mentoring, and training.	0	25	12	28

Performance Measures Descriptions

Retention rate of workers able to maintain employment due to receiving direct support and retention services- New performance indicator. A retention rate of 86% significantly exceeds the 46% average retention rate of apprentices in the Portland metro area.
 Number of State Certified firms receiving technical assistance, mentoring, and training- FY 2023 performance was impacted by turnover in the Supplier Diversity Officer (SDO) position. the sole staff for the implementation of this program.

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
Program Expenses	2024	2024	2025	2025
Contractual Services	\$424,839	\$0	\$2,230,541	\$0
Unappropriated & Contingency	\$1,745,402	\$0	\$0	\$0
Total GF/non-GF	\$2,170,241	\$0	\$2,230,541	\$0
Program Total:	\$2,170,241		\$2,230,541	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Other / Miscellaneous	\$2,046,291	\$0	\$179,912	\$0
Beginning Working Capital	\$123,950	\$0	\$2,250,629	\$0
Total Revenue	\$2,170,241	\$0	\$2,430,541	\$0

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.

The program has increased beginning working capital resources in FY 2025 resulting from the Library Bond Capital Project paying its 1% to the CDEF Fund, \$1.9 million.

Significant Program Changes

Last Year this program was: FY 2024: 72044A FRM Construction Diversity and Equity

Available program funds were significantly increased for FY 2025 with funding from the Library Bond Capital Project. This allows the program to serve more pre-apprentices, apprentices, and COBID certified firms in the next few years. Demand for Technical assistance requests are expected to increase specifically due to the construction needs on the Library Bond and Earthquake Ready Burnside Bridge projects.