

Program #72044A - FRM Construction Diversity and Equity
FY 2026 Adopted
Department: County Management

Program Contact: Brian Smith

Program Offer Type: Operating

Program Offer Stage: Adopted

Related Programs:
Program Characteristics: One-Time-Only Request

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 Construction Diversity and Equity Fund (CDEF) program aims to increase diversity, fairness, and opportunities in the construction industry and business world.

The CDEF program supports three key initiatives:

- **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.
- **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 two 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.
- **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 five 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	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Number of workers served in BOLI Pre-Apprenticeship Programs	0	10	32	30
Outcome	Number of workers able to maintain employment due to receiving direct support and retention services	55	100	125	100
Outcome	Retention rate of workers able to maintain employment due to receiving direct support and retention services	65%	86%	70%	72%
Output	Number of State Certified firms receiving technical assistance, mentoring, and training	15	28	50	50

Performance Measures Descriptions

Retention rate of workers able to maintain employment due to receiving direct support and retention services.- A retention rate of 72% 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- FY24 performance was impacted by procurement of the program and transitioning to a largely new set of service suppliers and it's now performing at a much higher volume.

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	Adopted General Fund	Adopted Other Funds
Program Expenses	2025	2025	2026	2026
Contractual Services	\$2,230,541	\$0	\$1,900,377	\$0
Total GF/non-GF	\$2,230,541	\$0	\$1,900,377	\$0
Program Total:	\$2,230,541		\$1,900,377	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Other / Miscellaneous	\$179,912	\$0	\$114,260	\$0
Beginning Working Capital	\$2,250,629	\$0	\$1,986,117	\$0
Total Revenue	\$2,430,541	\$0	\$2,100,377	\$0

Explanation of Revenues

\$1,986,117 Beginning Working Capital resulting from the Library Bond Capital Project paying 1% to the CDEF Fund, and other county construction projects
\$104,260 Internal Service Reimbursement (1%) of construction costs
\$10,000 Assessed Liquidated Damages are paid by construction contractors 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 2025: 72044A FRM Construction Diversity and Equity