

Division: Finance & Risk Management

Program Characteristics: One-Time-Only Request

Program Description

Construction jobs offer stable, family-wage careers, yet barriers often limit access for women and people of color. The Construction Diversity and Equity Fund (CDEF) addresses these disparities by increasing diversity and business opportunities within the industry.

This program:

- Funds Bureau of Labor and Industries (BOLI) certified pre-apprenticeship programs to recruit women and people of color into the trades.
- Provides retention services, tools, and safety equipment to ensure apprentices succeed on the job.
- Delivers technical assistance, mentoring, and training to State-certified minority-owned, women-owned, veteran-owned, and emerging small businesses.

Equity Statement

The Construction Diversity and Equity Fund dismantles systemic barriers by redistributing resources to women and people of color, who have been historically excluded from the construction industry. By funding targeted recruitment, retention support, and technical assistance for minority-owned businesses, the program promotes fair access to family-wage careers and economic opportunity for underserved populations.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Contractual Services	\$1,900,377	\$0	\$1,938,703	\$0
Total GF/non-GF	\$1,900,377	\$0	\$1,938,703	\$0
Total Expenses:	\$1,900,377		\$1,938,703	
Program FTE	0.00	0.00	0.00	0.00
Program Revenues				
Other / Miscellaneous	\$114,260	\$0	\$930,158	\$0
Beginning Working Capital	\$1,986,117	\$0	\$1,208,545	\$0
Total Revenue	\$2,100,377	\$0	\$2,138,703	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Number of State Certified firms receiving technical assistance, mentoring, and training.	67	70	50
Number of apprentices served in BOLI Pre-Apprenticeship Programs	43	45	50