



Program #72044B - Regional Construction Workforce Diversity Funder Collaborative FY 2024 Proposed

Department: County Management **Program Contact:** Brian Smith
Program Offer Type: New **Program Offer Stage:** Proposed
Related Programs: 72044A
Program Characteristics: One-Time-Only Request

Executive Summary

This program positions the County to be part of a regional effort to make the construction workforce more diverse. Participation of many local governments may also help attract private and foundation funding to support workforce development. This program funds year two of a five year effort to increase diversity in the construction workforce.

Program Description

The Regional Construction Workforce Diversity Funder Collaborative is a group of public owners who want to improve the racial and gender diversity of the regional construction trades workforce. The group includes the City of Portland, Multnomah County, Washington County, Clackamas County, Metro, TriMet, Prosper Portland, State Bureau of Labor and Industries, and Portland Community College. Each member of the group agrees to contribute a certain amount of money each year for a set number of years and helps plan, develop, and review the progress of the projects. The group started as part of The Construction Career Pathways Project (C2P2) Public Owner Workgroup.

The Funder Collaborative is made up of C2P2 signatories who have agreed to invest money together to increase diversity and the number of people in the construction workforce. The Funder Collaborative is a place where members can share ideas and learn from each other to help with regional efforts. They work together and invest in projects to make this happen.

The Funder Collaborative has formal voting procedures, as agreed upon by its members and outlined in the bylaws. Each funder has one vote, unless otherwise specified. Collectively, the members develop an annual work plan that explicitly includes the desired outcomes of the investments. The Funder Collaborative uses their annual work plan to guide decisions and update it each year based on the performance outcomes and regional labor needs.

This program offer is scaled to 72044A Construction Diversity and Equity Fund (CDEF) which also provides some dedicated funding for workforce diversity development activities. However the CDEF funding can be volatile on an annual basis, and is supplemental rather than reliable multi-year base funding. This program offer provides stable funding, aligned in purpose with other agencies in the region.

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	20	12	12
Outcome	Number of workers able to maintain employment due to receiving direct support and retention services.	N/A	N/A	40	40

Performance Measures Descriptions

The outcome performance measure is new this year as the funder collaborative has gotten up and running in FY 2023 and moving forward is aiming for a 75%/25% split of pre-apprenticeship training and support/retention services of early term diverse apprentices.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2023	2023	2024	2024
Contractual Services	\$200,000	\$0	\$200,000	\$0
Total GF/non-GF	\$200,000	\$0	\$200,000	\$0
Program Total:	\$200,000		\$200,000	
Program FTE	0.00	0.00	0.00	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: FY 2023: 72044B Regional Construction Workforce Diversity Funder Collaborative

This funding is for year two of our annual funder commitment of five years.