

Division: Finance & Risk Management**Program Characteristics:** One-Time-Only Request**Program Description**

This program addresses the lack of racial and gender diversity in the regional construction workforce. By pooling resources with other public agencies, the County actively works to meet the growing labor needs of the region while opening career pathways for underrepresented groups. If approved, FY2027 would be the fifth year of our five-year commitment.

Through the Regional Construction Workforce Diversity Funder Collaborative, this program:

- Partners with local governments and agencies (currently City of Portland, Washington County, Metro, TriMet, and Portland Community College) to align workforce development efforts.
- Invests in programs that train new workers (pre-apprenticeship) that increase the recruitment and retention of women and people of color in the construction trades.
- Develops a work plan based on performance outcomes and regional labor market data.
- Leverages funds from private companies and foundations to support construction workforce diversity.

Equity Statement

Staff integrate equity practices throughout the program's core functions and in customer interactions. This program addresses racial and gender disparities in the construction trades by partnering locally to create a shared plan for hiring diverse workers, ensuring fair access to career pathways for women and people of color, and using data to track diversity progress.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Contractual Services	\$200,000	\$0	\$200,000	\$0
Total GF/non-GF	\$200,000	\$0	\$200,000	\$0
Total Expenses:	\$200,000		\$200,000	
Program FTE	0.00	0.00	0.00	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Number of workers served in BOLI Pre-Apprenticeship Programs	108	45	45
Number of people retained in apprenticeship program at 6 months due to receiving direct support and retention services	20	16	25