



2017-2019

CONSTRUCTION WORKFORCE PLAN

For the Counties of Clackamas, Clark,
Cowlitz, Multnomah, Wahkiakum
and Washington & the City of Portland

THE COLUMBIA-WILLAMETTE WORKFORCE COLLABORATIVE

Working together to support and develop regional talent.



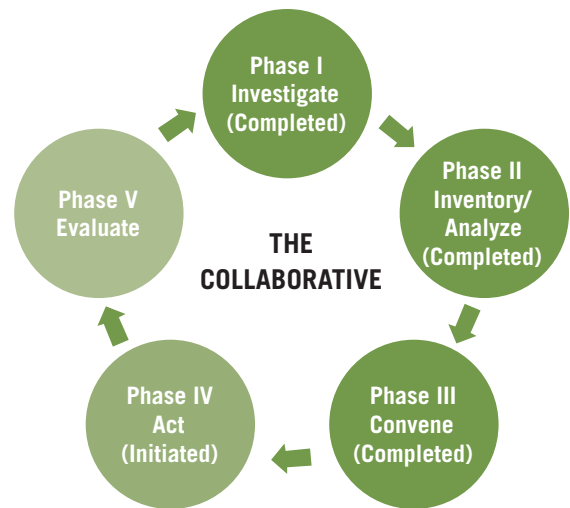
WHY A REGIONAL PLAN?

A variety of good public and private efforts are underway to improve the quality of the regional construction workforce. The challenge is these efforts often work in isolation, which diminishes the overall impact to the industry. The magnitude of the challenge requires multiple stakeholders to work together to have a meaningful and sustained impact on the supply of well-trained construction workers.

The Columbia-Willamette Workforce Collaborative is a partnership that delivers a unified approach to serve industry, support economic development and guide public workforce investments in the Portland-SW Washington Metropolitan Area. We work with industry to identify and remove barriers that stand in the way of cultivating and sustaining a skilled workforce.

COLLABORATIVE MODEL

Our proven five-step business model directly involves industry in the design, development, delivery and oversight of regional workforce programs and services.



DRIVEN BY THE INDUSTRIES WE SERVE

Data show that construction has become a high-growth industry in the Portland Metro Area. In the next 10 years, more than 15,000 new jobs are expected, outpacing other industries in the region. These are high-paying jobs, averaging more than \$25 per hour. Current and future building trends, both public and private, are rapidly increasing the demand for skilled tradespeople in the region. One-fifth of the region's construction workforce is at, or nearing, retirement age. Contractors are currently looking across the country to fill positions. How can we work together to address training and workforce needs locally and capture this opportunity to build a supply of trained workers?

In October 2016, the Collaborative held a Construction Workforce Convening to discuss these challenges and to begin the process of engaging companies in development of the 2017-2019 regional, industry-specific workforce strategy. Creating a regional construction plan allows us to identify common industry workforce challenges, coalesce around shared goals and align the efforts of the public workforce system to make a greater overall impact for the sector.

Companies identified three priority areas, indicating a strong emphasis be placed throughout on better marketing the career opportunities, recruiting non-traditional construction workers, creating industry support tools such as mentoring to retain their workforce, and helping industry strengthen best practices for recruiting and screening the best candidates.

PRIORITY AREA #1

CONNECT YOUTH TO JOBS AND TRAINING OPPORTUNITIES IN CONSTRUCTION

Increase opportunities for industry exposure and awareness for both youth and the individuals who influence their career decisions. Strategies will help bridge the gap that so often exists between youth, businesses and these various influencers. This will include the development of tools to help businesses connect with their future workforce.

- Build a visual roadmap to successful construction careers that highlights current programs and resources
- Promote events to support employment in construction trades
- Educate influencers with data-driven outlooks for careers in construction
- Connect industry and education through internships and career-related learning experiences
- Align education and legislation

PRIORITY AREA #2

ADVANCE EQUITY AND DIVERSITY IN THE CONSTRUCTION INDUSTRY

Strategies are designed to help contractors attract new workers to the industry, increase diversity of skilled workers and lead to more positive jobsite culture.

- Create trusted relationships with industry partners that promote success for diverse workers
- Develop robust marketing strategy highlighting diversity
- Allocate resources for pre-apprenticeship, training and screening capacity to increase the number of women and people of color entering the industry
- Incorporate best practices that institutionalize diversity

PRIORITY AREA #3

IMPROVE RETENTION OF EXISTING APPRENTICES AND WORKERS

Help contractors to retain workers, develop their skills and advance them into higher-skilled positions that will increasingly be made available in the years ahead.

- Promote and provide standardized tools for jobsite culture success
- Create a formal mentorship program for building relationships, teaching and problem solving
- Provide life skills training and resources
- Identify worker aptitude early using current best practices

WORKGROUP PARTICIPANTS

AGC Oregon/Columbia Chapter
Alcantar and Associates
Andersen
Braun Construction and Design LLC
Bricklayers Local 1
Building Industry Association of Clark County
Cascadia Technical Academy
Clark College
Constructing Hope
Faison Construction
Hoffman
Howard S. Wright
IBEW Local 48
Kiewit Infrastructure West

Laborers Local 737
Lease Crutcher Lewis
Mt. Hood Community College
NAMC Oregon
National Urban Housing and Economic Development Corp.
NECA IBEW
Northwest College of Construction
Northwest Regional Organizing Coalition
ON Electrical Group
Operators Local 701
Oregon Department of Education
Oregon Laborers Apprenticeship
Oregon Tradeswomen Inc.
Pacific Northwest Carpenters Institute

Pacific Northwest Regional Council of Carpenters
Portland Community College
Portland Youthbuilders
Professional Minority Group, Inc.
R&H Construction
Raimore Construction
Southwest Washington Contractors Association
Terra Firma
Turner Construction
Walsh
WorkSource Oregon

PLAN REVIEWERS

City of Portland
City of Vancouver
Clackamas County
Clark County
Columbia River Economic Development Council
Cowlitz County
Cowlitz Economic Development Council

Hillsboro Chamber of Commerce
Metro
Multnomah County
Oregon Bureau of Labor and Industries
Portland Development Commission
Port of Camas-Washougal
Port of Kalama
Port of Longview
Port of Portland

Port of Ridgefield
Port of Vancouver
Port of Woodland
Portland Public Schools
State of Oregon
Tri Met
Washington County
Washington Labor & Industries

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