



Community Benefits Advisory Group Meeting

March 28, 2024



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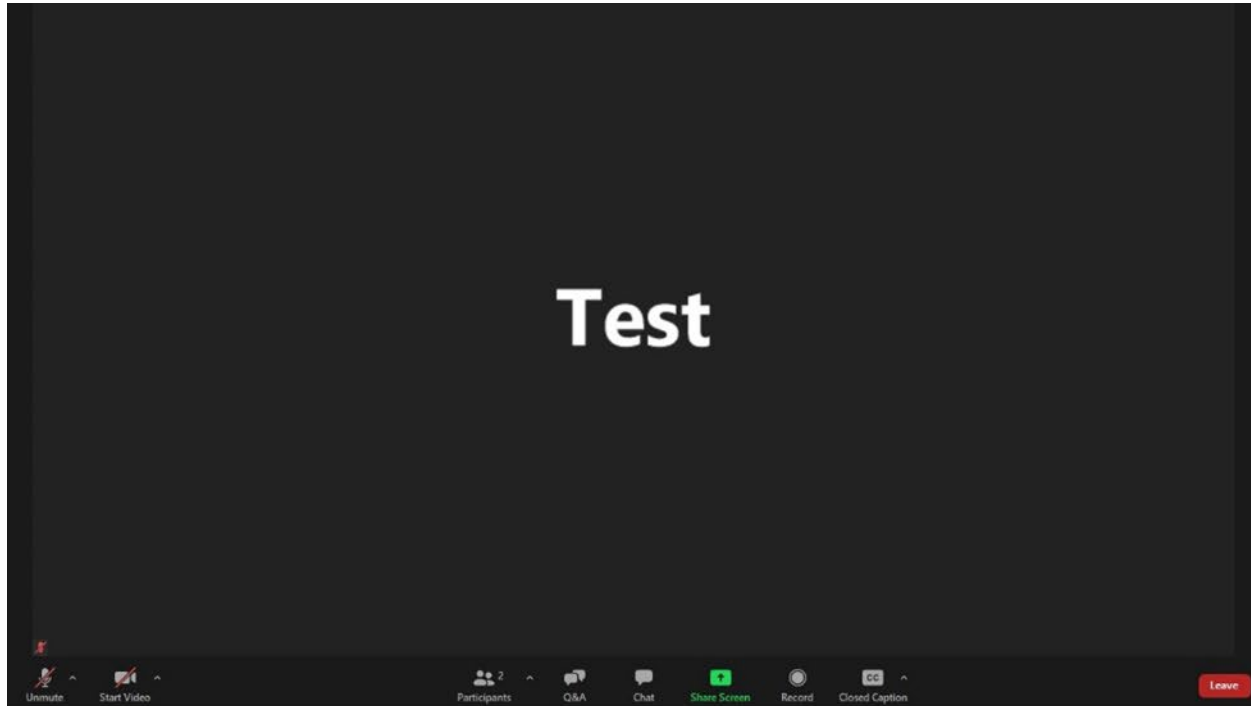
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Los subtítulos en Inglés están disponibles en Zoom y YouTube.

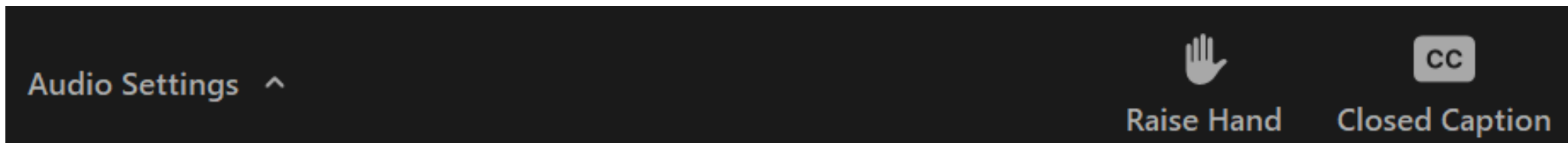
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How to access closed captions



1. At the bottom middle of your screen, you should see a menu of options. If you can't see the menu, hover your mouse over the bottom middle of the screen.
2. Then click on the “CC” icon and a separate window with captions will appear.



ASL Interpretation

- ▶ In the effort to continue to center equity there is an ASL interpreter in addition to closed captioning.
- ▶ To make sure the interpreter is always visible please right click their video and select spotlight video.
- ▶ For those watching on YouTube, when we screenshare, you will be able to see the slideshow, closed captioning and the ASL interpreter. You will still be able to hear different people speaking but may not see them.

Public Input Instructions

- ▶ There will be an opportunity to provide brief public input later in the meeting today (around 9:50 AM).
- ▶ Verbal public comment will be welcome in the Zoom webinar during the designated time, with the option to turn on your camera.
 - Please use the link located in the meeting description on the YouTube meeting page or on the IBR CBAG meeting webpage.
 - Commenters will not be allowed to share their screens and will be removed from the room once the public comment period concludes.
- ▶ **To comment by phone:**
 - Dial: +1 646 931 3860 US or +1 408-638-0968
 - Enter meeting ID: 823 5803 3783, passcode: 385815
 - Dial *9 to raise your hand
 - After you are invited to speak, dial *6 to unmute yourself.



Group Agreements

- ▶ Put relationships first
- ▶ Keep focused on our common goal
- ▶ Notice power dynamics in the room
- ▶ Create a space for multiple truths & norms
- ▶ Be kind and brave
- ▶ Practice examining racially biased systems and processes
- ▶ This is a learning space for everyone, look for learning
- ▶ Advisory group members will turn cameras on as you share this space together
- ▶ Take care of your personal needs as they come up. Let the facilitator know if you need to step away.
- ▶ Virtual participant can participate by taking written notes, and using the 'Raise Hand' and 'Speak' features for active engagement
- ▶ Welcome diverse perspectives; it's okay to disagree
- ▶ Move Up, Move Up
- ▶ Assume and have good intentions



Welcome CBAG Members

Greg Johnson, Program Administrator

Meeting Agenda

Time	Topic
9:30 a.m.	<ul style="list-style-type: none">• Call to order• Welcome & introductions• Meeting overview and outcomes
9:50 a.m.	<ul style="list-style-type: none">• Public comment
10:00 a.m.	<ul style="list-style-type: none">• Program update
10:05 a.m.	<ul style="list-style-type: none">• Presentation on Workforce Study<ul style="list-style-type: none">○ Q&A
10:25 a.m.	<ul style="list-style-type: none">• Presentation on potential community benefits in Workforce Equity and Economic Opportunities
10:30 a.m.	<ul style="list-style-type: none">• Small group discussion - Review, edit/propose recommendations
11:10 a.m.	<ul style="list-style-type: none">• Large group report
11:25 a.m.	<ul style="list-style-type: none">• Closing and next steps

CBAG Sharing

- ▶ Introductions – CBAG Members
 - Please introduce your name, organizational affiliation or at large status, and pronouns
 - Check in question - What kind of music were you into 10 years ago?

Public Comment

Comment Instructions

To make a verbal comment:

- ▶ To make a live comment via phone, dial: +1 646 931 3860 or +1 408 638 0968
 - ▶ Meeting ID: 823 5803 3783
 - ▶ Passcode: 385815
- ▶ Dial *9 to raise your hand
- ▶ The facilitator will call on participants to provide comment
- ▶ Dial *6 to unmute yourself
- ▶ Please provide your name and affiliation
- ▶ 10-minute timeframe will be divided among the number of requested speakers

If we run out of time and you have not had a chance to speak, you can still provide comments after the meeting.



Comment Instructions

To submit comments after the meeting:



- ▶ Fill out the comment form on the program website or email your comments to info@interstatebridge.org with “CBAG Public Comment” in the subject line.



- ▶ Call **360-859-0494** (Washington), **503-897-9218** (Oregon), **888-503-6735** (toll-free) and state "CBAG Public Comment" in your message.
- ▶ Written comments need to explicitly say “**CBAG Public Comment**” in the subject line or in the body of the message for them to be identified and distributed to CBAG members.
- ▶ All written comments must be received prior to 48 hours in advance of each upcoming meeting in order to be distributed to advisory group members. Comments received after that point will be distributed to members in advance of their next meeting.

Program Update

Greg Johnson, Program Administrator

Recent Activities

- ▶ **Community Forum**
 - Odyssey World International Educational Services
- ▶ **Listening Sessions**
 - Odyssey World International Educational Services
 - Slavic Community Center
- ▶ **Multilingual/CBO Tour**
- ▶ **Multilingual/CBO Press Conference**
- ▶ **Executive Steering Group**
- ▶ **Bi-state Tolling Subcommittee**
 - March 15
 - Next meeting – April 19



Tolling Oregon & Washington Commission Coordination

- ▶ In January, the Commissions signed an intergovernmental agreement setting up a bi-state toll subcommittee that will recommend rates and policies to the full Commissions of each state.
- ▶ The Commissions will jointly determine:
 - Rate-setting
 - *Hours of operation*
 - *Time of day rates & truck multiplier rates*
 - *Escalation*
 - Exemptions and/or Discounts
- ▶ These topics will be part of ongoing commission discussions with rates and policies being set about 6-8 months before tolling begins.
- ▶ Next Meeting: April 19, 2024

Workforce Study

Aidan Gronauer, IBR Assistant Director of Civil Rights & Equity

Anthony Samperio, Worksystems Inc

Regional Workforce Study

- ▶ **A skilled and diverse workforce that is ready to meet the challenges of the future is critical to the IBR program's success**
 - The program is actively engaged in identifying strategies to improve workforce readiness
- ▶ **The program commissioned the regional area Workforce Development Boards to conduct a comprehensive regional workforce market study**
 - The study was conducted by Workforce SW Washington, Clackamas Workforce Partnership, and Worksystems
- ▶ **This study is a key step in understanding the potential gaps in the current and projected workforce needed to support infrastructure projects in the region over the next 5 years**
 - The study identifies opportunities for consideration that could support efforts to help ensure equitable economic and workforce development

Research Team

- ▶ Local Workforce Development Boards:
 - **Worksystems, Clackamas Workforce Partnership, Workforce SW Washington**
- ▶ Portland State University: Dr. Maura Kelly
- ▶ Oregon Employment Department: Regional Economist
- ▶ Estolano Advisors



Overview

- ▶ Survey of labor demand forecast for regional public capital projects over \$15 MM over next 5 years
- ▶ Inventory of current labor supply, including analysis of registered apprentices
- ▶ Focus groups, surveys, interviews with industry stakeholders
- ▶ Professional, Technical, Engineering (PTE) occupations



PORTLAND METRO REGION
CONSTRUCTION WORKFORCE
MARKET STUDY

2018

Methodology

- ▶ Interviewed and collected Project data from 19 public agencies on 107 regional Projects.
- ▶ Staffing patterns derived from economic modeling based on national data and informed by industry experts.
- ▶ Analyzed current labor market data for non-residential construction occupations and PTE occupations, including BOLI Apprenticeship data.
- ▶ Conducted focus groups with 15 apprentices and journey workers.
- ▶ Interviewed 10 apprenticeship programs, 4 unions, 2 contractors, 1 Trade Association, and 4 higher education institutions.

Caveats/Assumptions

- ▶ A worker is defined as working 2,080 hours a year (full-time, year-round employment).
- ▶ For those projects with only costs provided, the team used a ratio of 2,800 to 5,000 trades hours per \$1 million in hard costs, depending on project type. This ratio was informed by data from past projects and contractor interviews and feedback.
- ▶ To estimate occupational employment for those projects without detailed workforce needs, the team used staffing patterns for 16 different project types based on known data from past projects, contractor interviews, and contractor-reviewed national industry-based staffing patterns.
- ▶ Staffing patterns derived from a sample of projects are representative of all projects.
- ▶ Diversity and/or apprenticeship goals provided by 44 projects apply to those projects with no stated goals.
- ▶ Diversity and apprenticeship goals apply to each occupation.

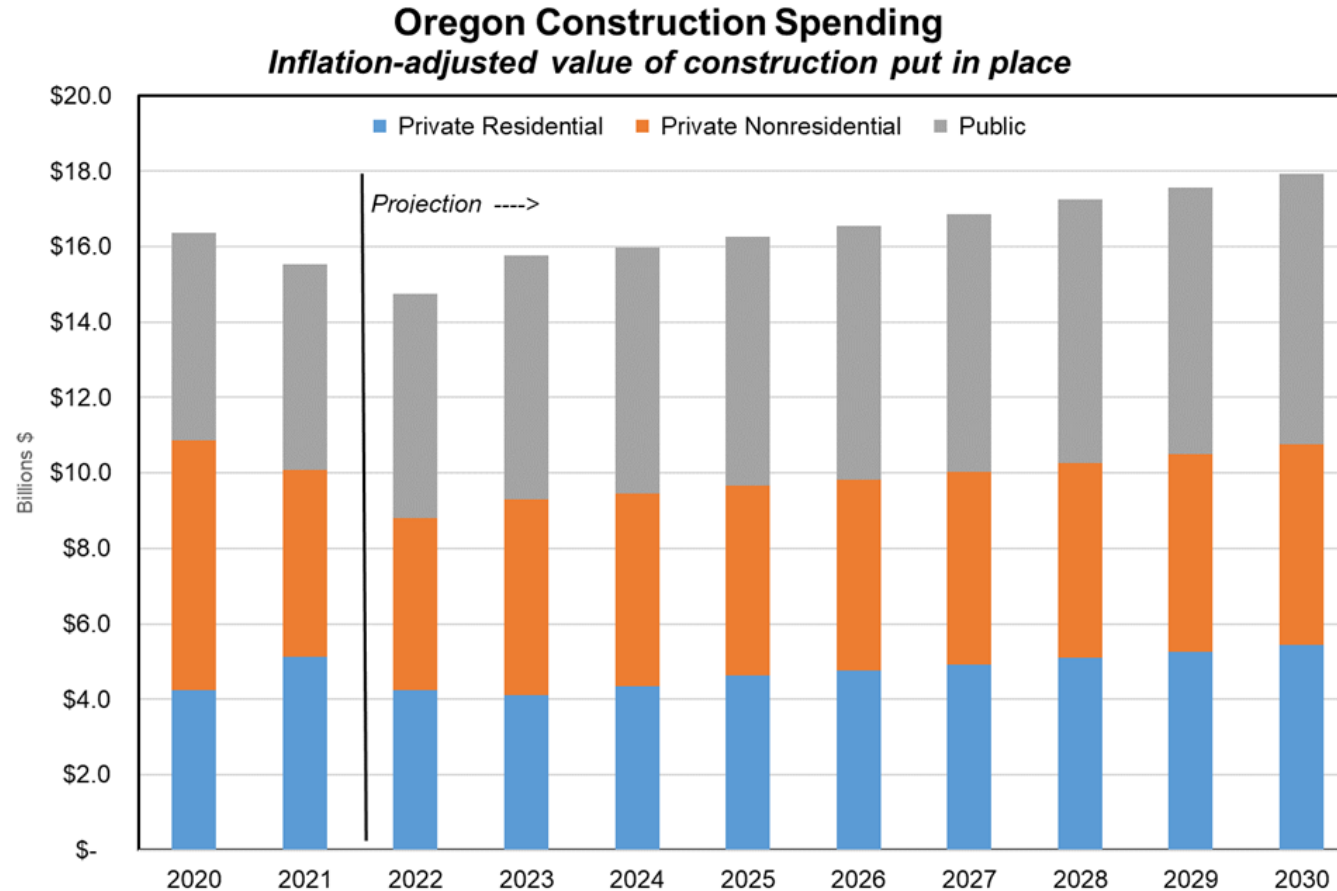
Findings: Existing Workforce Supply

- ▶ Approximately 43,000 people work in nonresidential construction occupations in the greater Portland metropolitan area (2022).
- ▶ Five percent are women.
- ▶ Twenty-six percent are workers of color.
- ▶ Employment for workers of color is largely driven by workers who identify as Hispanic/Latino. Black and Asian workers are underrepresented in the trades.
- ▶ Women and people of color are more likely to work in lower paying trades.

Findings: Projected Demand (5+ Years, public projects over \$15 million)

- ▶ Known large public capital projects identified by this study will require over 22,000 construction workers.
- ▶ Average goals, if applied across all 107 projects, puts the 5-year demand at **3,800 apprentices, 4,700 people of color, and 2,500 female construction workers.**
- ▶ While the workforce as a whole appears largely ready to meet the demand at a sum total level, this conclusion breaks down when looking through an occupational lens at diversification for each major trade.
- ▶ The **current supply would fall short by 270 people of color, 1,050 females, and 1,290 apprentices** to fill the needs for all trades in the region over the next 5 years.
- ▶ An estimated 5,900 PTE workers will be needed (as a ratio of staffing patterns). As with the trades, these positions may be filled by a combination of the existing workforce and new entrants.
- ▶ Three PTE occupations account for over half of total PTE demand: office clerks, project management specialists, and civil engineers.

Findings: Projected demand cont.



Source: U.S. Census, IHS Markit, Oregon Office of Economic Analysis

Findings: Barriers to Diversifying

- ▶ Retention of diverse workers is negatively impacted by lower-quality training experiences.
- ▶ Harassment remains a significant issue.
- ▶ Women and people of color are less likely to have opportunities for advancement.
- ▶ Real-life hardships and lack of stable work can be enough to prevent continuation in the career path.
- ▶ Childcare access and cost of childcare.
- ▶ Shifts offered in construction not flexible or accommodating.

Findings: Barriers to Diversifying cont.

- ▶ Most connections still occur through personal referrals.
- ▶ State certified pre-apprenticeship programs can't scale without multi-year funding stability to grow capacity.
- ▶ Majority of public projects still don't have clear workforce goals, preventing the market from truly adopting diversity with a competitive mindset, which would contribute to the continuity of opportunity for diverse workers.

Study Author Recommendations for IBR Consideration

1. Grow a diverse regional construction workforce through multi-jurisdictional collaboration, coordination, and targeted investments.
2. Improve retention through addressing jobsite culture, childcare and other challenges.
3. Knock down the barriers that women and workers of color face to grow a skilled workforce.
4. Implement Effective Project Administration and Procurement Strategies.
5. Increase Communication and Education for Project Managers and Contractors
6. Continue to explore and address Professional, Technical and Engineering (PTE) equity opportunities.

Next Steps

- ▶ **Publish workforce study to the IBR website (expected in March)**
- ▶ **This study is one important step to inform efforts as the program continues to develop specific workforce strategies**
 - Provides a foundation to understand the current and anticipated future state of the workforce and opportunities to help promote equitable growth in the region's economy
- ▶ **Next steps in these efforts include:**
 - Analyzing recommendations to identify potential program actions
 - Developing an action plan for implementation

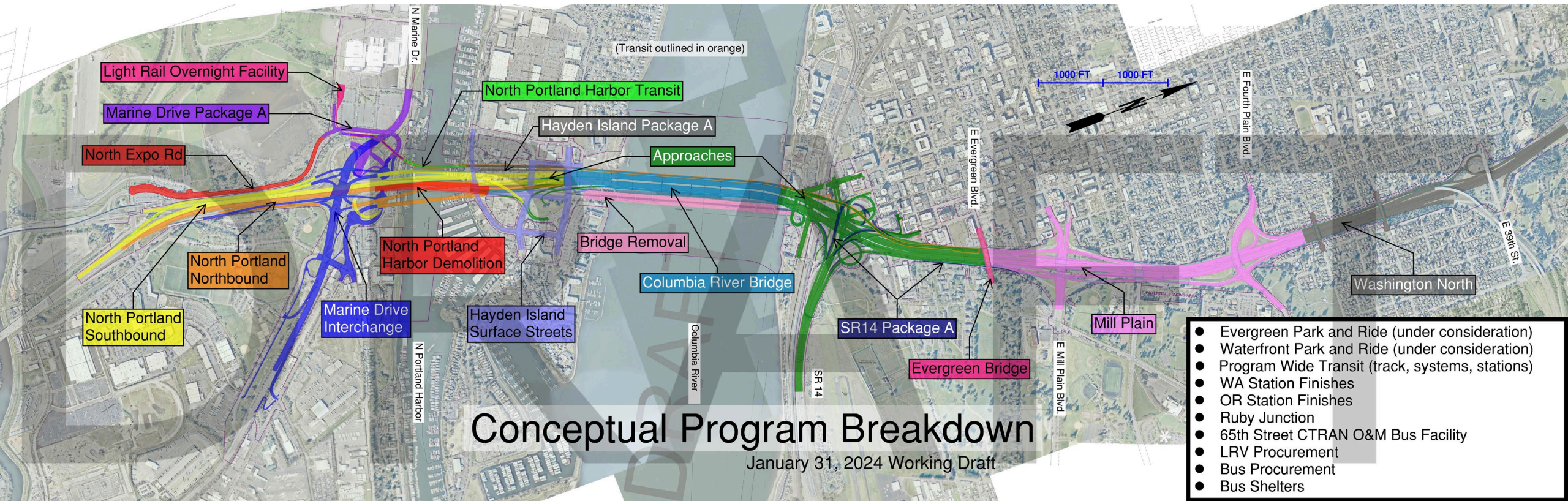


IBR Community Benefits Examples

Workforce Equity and Economic Opportunity

Emilee Thomas-Peralta, Equity Team

Conceptual Construction Packaging Map



This graphic is intended only to show potential contract packages. It does not reflect all design options under environmental study, and does not reflect design decisions.

The IBR program delivery plan is a work in progress; this map is subject to ongoing modifications.

Examples of Potential Community Benefits

▶ DBE Support:

- Host regular workshops for DBEs
- Assess needs for back-office support and technical support (i.e. accounting, payroll, estimating, plan reading, understanding specifications, etc.)
- Host prime contractor & DBE networking events
- Institute prompt pay requirements on all construction contracts
- Funding for technical assistance, training, outreach, and support

Examples of Potential Community Benefits

▶ DBE Support:

- Unbundling work packages to create DBE prime contracting opportunities
- Require all major prime contractors to employ a DBE liaison
- Require prime contractors to have an internship/mentor program so minority college students can be exposed to project management skills
- Create dashboard for tracking DBE data
- Implement contracting and workforce strategies that hire and train local DBEs for both short-term and long-term jobs, using strategies that align with regional Construction Careers Pathways Program

Examples of Potential Community Benefits

▶ Workforce Support, Outreach, and Training:

- Provide transit services to connect trainees with training sites and eventually the IBR worksite
- Provide childcare vouchers and/or create childcare center near project site for trainees and employees during construction
- Provide internship opportunities on the project with all program partners
 - *Including internship programs for enrolled students*
- Provide workforce training opportunities for middle and high school students
- Stable Working Conditions - stagger construction packages so DBEs, BIPOC workers, etc. can have long term work on project

Examples of Potential Community Benefits

▶ Labor and Workforce Provisions:

– Priority & hiring

- *Develop criteria that helps target populations such as veterans, BIPOC, women, individuals experiencing lower-income, formerly incarcerated, and individuals experiencing disabilities*
- *Local hiring – define what local means for IBR (e.g. 50-mile radius)*

– Anti-harassment/Respectful Jobsites program

– Prevailing wage, health care, retirement

– Apprenticeship goals focused on graduation vs. apprenticeship hours only



Breakout Session in Progress

We will return in 40 minutes.

Large Group Report

What's Next?

CBAG Workplan

- ▶ April 25, 2024, IBR Office
 - Mobility and Accessibility (Brainstorm)
- ▶ May 23, 2024, Portland Building
 - Community Benefits (Brainstorm)
- ▶ June 27, 2024, Portland Building
 - Avoid Further Harm (Brainstorm)
- ▶ July 25, 2024, IBR Office
 - Physical Design (Brainstorm)
- ▶ August 22, 2024, Portland Building
 - Mobility and Accessibility – (Review/Refine)
- ▶ September 26, 2024, IBR Office
 - Community Benefits – (Review/Refine)

Next Program Meetings

- ▶ Equity Advisory Group (EAG)
 - April 15, 2024 – 5:30 - 7:30 PM
- ▶ Community Benefits Advisory Group (CBAG)
 - April 25, 2024 – 9:30 - 11:30 AM



Wrap up

Final Thoughts



Thank you!



March 28, 2024