



# ~~C2C Career Path~~ Project (C2P2)

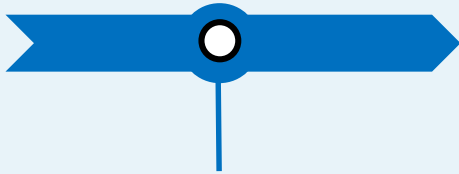
Courtney Westling, Director of Government Relations,  
PPS

Raahi Reddy, Director of Diversity, Equity and  
Inclusion, Metro

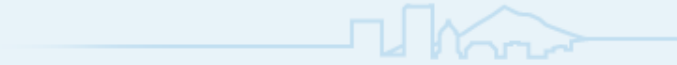
February 4, 2020



# City of Cary Care erPartnership



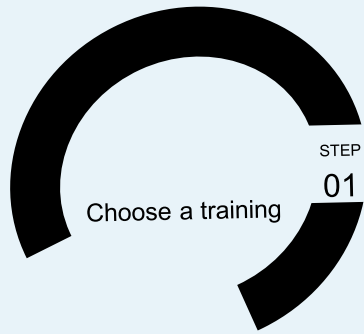
Launch Public  
Owner Workgroup

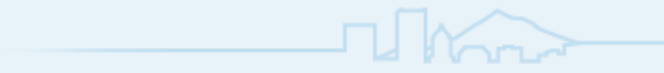


Over the next 10 years, public agencies across the Portland Metro region will need 14,000 construction workers for 80+ capital projects.



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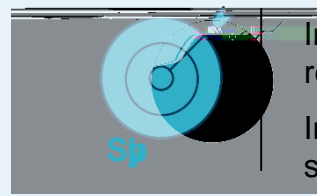


# Career Pathways

Phase 1: Pre-Meeting  
Phase 2: Meeting  
Phase 3: Post-Meeting



Setting consistent workforce diversity goals & thresholds



Invest in recruitment & retention of diverse workers  
Implement culture change strategies



Building accountability through tracking and workforce agreements



Ongoing regional collaboration



# Sales Pledges

City

Tades & Ap

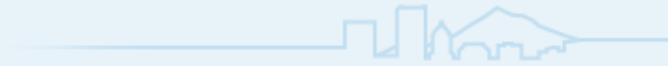
City





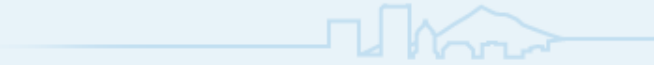


# C2P2 Family



Family Category	C2P2	Pbd Pbl Sb
Workforce agreement	Boilerplate workforce agreements that establish workforce standards, hiring goals, safety rules, workforce harassment prevention, and conflict resolution	Opportunity for future exploration.
Anti-harassment practices	<ul style="list-style-type: none"> <li>• Utilize contracting and workforce agreements to institutionalize positive workplace training</li> <li>• Contractor and Trades accountability for job site culture</li> <li>• Identify resources, training curriculum</li> </ul>	Opportunity for future exploration.

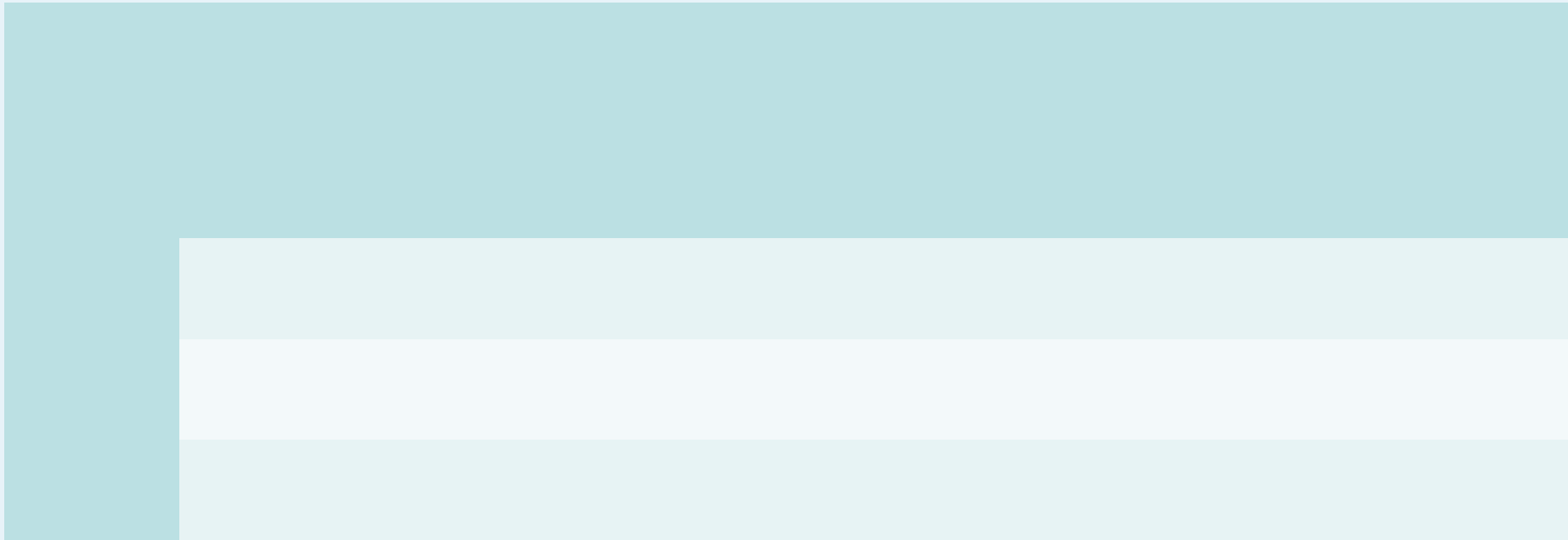
# C2P2 Family



Family Category	C2P2	Pub Pbl Sb
Regional fund for workforce supply	A recommendation for agencies to adopt a funding model to support recruitment, training and retention, as well as wrap around support services.	Seven of PPS comprehensive high schools have construction programs that are supported through a combination of general fund, Perkins & M98.
Regional Collaboration	Affirms the Public Owners' support for the development of a diverse construction workforce by outlining parameters for how Public Owners can coordinate and communicate progress on their workforce diversity goals.	PPS has participated in the Public Owner workgroup and plans to continue to do so.



# We Eat PPS





# QUESTIONS?