MEMORANDUM

Date: October 28, 2024

From: Avtar Sunnivagora, Certified Business Program Manager, Office of School

Modernization

Emily Courtnage, Director of Purchasing & Contracting

Subject: Fiscal Year 2023-24 Equity in Public Purchasing and Contracting Update

The Board adopted the Equity in Public Purchasing and Contracting Policy, 8.50.095-P, on July 16, 2012. The Policy includes three distinct objectives:

- 1. Business Equity: Providing contracting opportunities to small businesses that have been historically under-utilized, including businesses owned by people of color and women.
- 2. Contractor Workforce Equity: Ensuring apprenticeship opportunities in the construction trades and promoting construction employment opportunities for people of color and women.
- 3. Career Learning Equity: Leveraging our contracting activities to provide career learning opportunities to PPS students.

I. Business Equity

1. Business Equity Goals and Requirements

The Business Equity Administrative Directive 8.50.096-AD was approved by the Superintendent on September 23, 2013. Key provisions of the Business Equity AD include:

x An aspirational goal of 18% for the participation of Minority-Owned Businesses (MBE), Women-

b. Detailed Data:

Apprentice Participation: Percentage of labor hours worked by state certified apprentices on eligible District construction projects:

x Current projects: 23%

x Cumulative since 2014: 23%

Workforce Diversity: Percentage of total labor hours (journey + apprentice) worked by minorities or women on eligible District construction projects:

x Current projects:

x Minority hours: 37% x Female hours: 9% x Cumulative since 2014: x Minority hours: 32% x Female hours: 6%

III. Career Learning

The Career Learning Administrative Directive 8.50.098-AD ("Career Learning AD") was approved by the Superintendent on October 23, 2013. Key provisions of the Career Learning AD provided:

- x Construction, architecture, engineering, and related services contracts \$100,000 or greater require District contractors to register on the District's approved Career Learning database tool (currently PPS Partner Connect, managed by the College and Career Readiness department) and offer to provide two or more career learning opportunities to District students.
- x Career learning opportunities include guest speakers, worksite visits, job shadows, informational interviews, career fairs, mock interviews, externships, and project-based learning activities.

The District no longer uses Partner Connect as it was no longer meeting the needs of our students, contractors, or Career Coordinators. The District is in the process of revising and strengthening its Career Learning program specifications to better meet the needs of students, with a focus on more substantive student engagement by our largest contractors.