

To address the challenges of growing demand for workers in the construction sector, the Construction Career Pathways policy framework provides critical strategies to provide reliable career pathways for women and BIPOC people. We know when we open up access to construction careers to people who have historically been excluded from this industry we create economic opportunity for all individuals and grow our region.

We want our contractors to be successful on their projects. We're here to help and partner with Contractors to make sure the region's construction industry is strong and equitable.

Here are common questions asked by our contractor community about this program:

1. What is Construction Career Pathways?

Answer: Construction Career Pathways is a regional, shared policy among public agencies to provide reliable career pathways for women, and Black, Indigenous, and people of color in the construction trades through publicly owned-projects.

2. How much will the Construction Career Pathways cost my company?

Answer: Construction Career Pathways does not require additional hard costs for companies. However, your company should consider costs associated with being a training agent when putting together your bid. LCP Tracker Software costs are covered by Metro.

3. How much time will Construction Career Pathways take?

Answer: There are several aspects to take into consideration:

- Your firm will report its workforce equity through LCP Tracker (as well as reporting Certified Payroll),
- Your firm will need to complete the actions described in your Construction Careers Plan (like outreach, trainings, etc.)

4. Can I submit my Construction Careers Pathway Plan after the bid/proposal is due?

Answer: No. For an Invitation to Bid the Plan is required within two hours of bid submittal and for a Request for Proposals the Plan (or other Construction Career Pathways information as requested in the RFP) is required with proposals.

5. What happens if we're unable to meet our workforce goals in the Construction Careers Pathway Plan?

Answer: The main goal of Construction Career Pathways is to increase the workforce diversity in the industry. If you are making good faith efforts towards meeting these goals, you are meeting your contract requirements.

6. What happens if we forget, change or don't complete all of the good faith efforts in our Construction Career Pathways Plan?

Answer: Just as you would follow building specifications on a project, you should also follow the specifications you set out in your Construction Career Pathways Plan. However, if you can no longer meet those efforts (maybe a community organization no longer exists or doesn't have a workforce program anymore) you may thoughtfully adjust your Plan with input and approval from your Metro Contract Manager.

7. I'm a registered minority-owned business with a diverse workforce, do I have to complete the Construction Career Pathways Plan?

Answer: Yes, all contractors must complete this plan. However, you can show that you could meet the diversity goals, including apprenticeship, with your current crew. Diversity must also include female participation. Please keep in mind that if your crew changes, you may need to work with pre-apprenticeship programs, registered apprenticeship programs, or community based organizations to ensure that you are still working toward the workforce goals. You must address all aspects of the Plan in your submittal – recruitment and retention of women and people of color and community outreach and engagement.

8. Does my company have to be a union shop to participate in Construction Career Pathways?

Answer: No. Construction Career Pathways is meant to diversify the workforce of the entire construction industry. Registered apprenticeships also exist for open-shop programs which can be found with the [Oregon Labor and Industries Apprenticeship and Training Division](#).

9. Does my company need to have an apprenticeship program?

Answer: No. Most companies do not run their own apprenticeship program. Instead, you will need to be a registered training agent for any trades that you will utilize apprentices in. More information about this can be found with the [Oregon Labor and Industries Apprenticeship and Training Division](#).

10. How do I formulate a Plan when proposing on a Construction Manager/General Contractor project? The project is not completely defined or specified at the time my proposal is due.

Answer: We will take that into account in the RFP process and ask you to be more generalized about your past experience in promoting workforce diversity and your general ideas and thoughts about workforce diversity for the project in question. The awarded proposer will formulate a more concrete plan when working with the Metro Contract Manager and other parties to get to the Guaranteed Maximum Price



or Early Work Amendments – when there is a more defined Scope of Work and Specifications.

11. Who do I talk to if I have questions?

Answer: If you have questions before your bid or proposal is due, contact the Procurement Analyst at bidsandproposals@oregonmetro.gov. If you have questions after the contract is executed you can ask the Metro Contract Manager on your project.