



**Clackamas  
Workforce  
Partnership**  
WORKFORCE DEVELOPMENT BOARD

**Clackamas Workforce Partnership  
Board of Directors Meeting**

Thursday, January 16, 2020

7:30 a.m. – 9:45 a.m.

Clackamas Education Service District

Mt. Hope Conference Room

13455 SE 97<sup>th</sup> Avenue, Clackamas, OR 97015

7:30 AM	Call to Order & Welcome Public Comments Introductions & New Board Member Announcement Approval of Consent Agenda	David Green
7:35 AM	Metro: Construction Career Pathways Program (C2P2)	Bryan Fuentez
7:40 AM	Annual Report	Bridget Dazey
7:50 AM	Advisory Group Updates	Advisory Group Leaders
8:05 AM	Strategic Plan <ul style="list-style-type: none"><li>• Mission</li><li>• Vision</li><li>• Values</li><li>• Sectors</li><li>• Priority Populations</li><li>• Goals</li></ul>	Bridget Dazey Bryan Fuentez
9:20 AM	Commissioner's Update	Commissioner Martha Schrader
9:30 AM	Executive Director Update <ul style="list-style-type: none"><li>• Clackamas Youth Career Expo: April 16, 2020</li><li>• Bylaws Revision</li><li>• April Board Meeting: April 16, 2020</li><li>• Additional Items</li></ul>	Bridget Dazey
9:45 AM	Adjourn	

**Mission:** Address critical workforce, educational, and training challenges, and develop a skilled workforce that meets the needs of business and strengthens the local economy of Clackamas County.



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**NEXT SCHEDULED MEETINGS:**

**CWP Board of Director Meetings – 2019**

January 17, 2019  
April 18, 2019  
June 20, 2019  
October 17, 2019

**CWP Executive Committee Meetings – 2019**

February 21, 2019  
May 16, 2019  
July 18, 2019 (Tentative; based on Summer Schedule availability)  
September 19, 2019  
November 21, 2019

**ADDENDUM**

**Consent Agenda**

1. October 18, 2018 Board Meeting Minutes
2. Acceptance of Financial Reports

**RECOMMENDATION:** Approval

**SUGGESTED MOTION:** I move the Board of Directors approves the consent agenda.

Clackamas Workforce Partnership  
Board of Directors Meeting  
October 17, 2019  
Clackamas Community College  
Community Center Room CC127



### Attendance

David Green (Board Chair), Citizens Bank  
Tina Irvine (Secretary/Treasurer), Express  
Employment Professionals  
Jessica Amaya-Hoffman, DHS Self-Sufficiency  
Selene Andreasen, Willamette View  
Matt Millard, OHSU, AFSCME Local 38  
Tracy Calderon, Oregon Employment  
Department (WorkSource Clackamas)  
Doug Franklin, DHS Vocational Rehabilitation  
Kyle Lang, Canby Chamber

Gordon Harvey, General Sheet Metal  
Rod Cook, Clackamas County Health, Housing  
and Human Services  
Bryse Bishoff, DW Fritz  
Cindy Moore, Clackamas County Business and  
Economic Development  
Ravinder Waraich, 7-11 Franchisee owner and  
InfoCare LLC  
Brooke Berglund, PGE  
Commissioner Martha Schrader, ex-officio

### Absent Members

Joe Harris, Local 16 Sheet Metal Workers  
Scott Zadow, IBEW Local 48  
Diana Sliker, Blount International  
Eric Johnston, Todos Juntos  
Kurt Davis, Timber Lake Job Corps

Alex Crooks, Crooks and Company  
David Plotkin, Clackamas Community College  
Larry Didway, Oregon City School District  
Peter Lund (Vice Chair), SuperGenius Studios

### Members of the Public & CWP Staff

Jamie Stasny, Clackamas County Transportation  
Lisa Davidson, Clackamas Community College  
Ashley Schmidt, Schmidt Consulting  
Kathy Wilcox, Oregon Employment Department  
Amanda Wall, Clackamas Workforce  
Partnership  
Bridget Dazey, Clackamas Workforce  
Partnership

Bryan Fuentez, Clackamas Workforce  
Partnership  
Deb Zang, Clackamas Workforce Partnership  
Amy Oakley, Clackamas Workforce Partnership  
Amy Black, Clackamas Workforce Partnership  
Brent Balog, Clackamas Workforce Partnership

### Agenda Item #1: Consent Agenda Items

**Minutes:** The minutes from the past Board meeting are listed below and copies of these minutes were emailed to the Board Members prior to review.

June 2019 Board Meeting Minutes

October Financial Report

**Other consent agenda items:** None currently.

**Discussion:** N/A

## **RECOMMENDATION: Approval – Motion to Approve Consent Agenda**

**MOTION:** Motion Approved with amendment (Kyle Lang attended the June 2019 Board Meeting) by Tina Irvine; Second by Jessica Amaya-Hoffman.

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### **Agenda Item #2: Advisory Group Updates**

**Presenter:** Advisory Group Leaders (Business, Emerging Worker, Youth & Resource Development)

**Discussion:** Representatives from each of the four strategic plan goals provided updates to the Board of Directors, along with a detailed conversation regarding Resource Development lead by Bridget Dazey (CWP).

**Job Seeker Advisory Group:** Jessica Amaya-Hoffman presented to the Board on the last meeting of the advisory group which was held on June 24, 2019. The group has developed an action plan from the 530 WorkSource Clackamas customers that responded to the (6) survey questions regarding feedback on center performance. The WorkSource Clackamas Continuous Improvement Team and the Equity Council are working to address next steps from this action plan. Jessica announced to the Board that Brent Balog will be taking over the Advisory Group as he moves into his new role at CWP this fall. Jessica mentioned the team has lost two members (special thanks to Stephanie Kalez and Kristin Buckner for their volunteer time) so the advisory group is open and actively looking for new members. Please contact Amanda Wall if you are interested in joining this advisory group at [amanda.wall@clackamasworkforce.org](mailto:amanda.wall@clackamasworkforce.org)

#### **Business Advisory Group:**

David Green presented to the Board on the last meeting of the advisory group which was held on September 9, 2019, as well as information from the July meeting. In July 2019, the group welcomed Alan Osborn, Business Representative with WorkSource Regional Business Services who presented on the 'Regional Business Services' delivery model in our area, what services are offered to employers and what their goals and metrics are in service the business community. The Business Advisory group began to identify how CWP can be better connected to their work. David also announced to the Board that the business advisory group welcomed Tracy Calderon, the newly hired WorkSource Clackamas Area Manager to the advisory group. David thanked Tracy for joining and commended her input. The next meeting will be held on December 9, 2019.

#### **Emerging Worker Advisory Group:**

Selene Andreasen presented to the Board on the Summer Youth Employment Program which through funding from the Department of Human Services was offering youth work readiness skills and employment during this past summer. These funds are additionally available to help establish or maintain relationships between Workforce Boards, local area provides and DHS. Our metrics were set to receive 12-30 youth referrals, enroll 12, have 3 receive short term training and 3 receive work experience. Selene reported to the Board that the programs achievements included 25 referred youth participants, 13 enrolled, 10 completed work readiness training, 10 were placed in work experience with 955 hours of work completed and almost \$12,000 in wages paid out.

Selene noted for the Board that the next Solution Series is scheduled for November 12 at Clackamas Education Service District on hosting student interns. C-TEC Youth Services, area high schools, and Clackamas Community College will be on the panel discussion and invited the Board to attend.

**Resource Development Advisory Group:**

Amy Black presented a brief update to the Board on current goal metrics. Amy noted for the Board that Ashley Schmidt, of Schmidt Consulting would be presenting to the Board in greater detail later in the meeting on fund development.

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**Agenda Item #4: DEI Highlight: National Disability Employment Awareness Month**

**Presenter:** Brent Balog, Clackamas Workforce Partnership

**Discussion:** Brent gave a presentation highlighting National Disability Employment Awareness Month. Brent provided the board with the resources that are available for employers.

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*Included in the minutes are the resources presented in the slides:*

- Department of Labor
- Office of Disability Employment
- National Council on Disability
- National Disability Rights Network
- Department of Health and Human Services
- WorkforceGPS
- Employer Assistance and Resource Network for Disability Inclusion (EARN)
- Job Accommodation Network (JAN)
- National Collaborative for Workforce and Disability for Youth
- Partnership for Employment
- Center for Disease Control

*Additional Local Resources:*

- Clackamas County Supported Employment Steering Committee
- Employment First
- Interstate Disability Employment Alliance
- Oregon Self-Advocacy Coalition Employment Committee
- DRO - Client Assistance Program
- Oregon Developmental Disability Coalition
- Independence NW
- Mentor Network
- Job Accommodation Network

Brent also gave a reminder to the board that November 1<sup>st</sup> is the Board DEI training at Harmony West. Any questions, feel free to contact Brent at [brent.balog@clackamasworkforce.org](mailto:brent.balog@clackamasworkforce.org)

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#### Agenda Item #4: Fund Development

**Presenter:** Ashley Schmidt, Schmidt Consulting & Bridget Dazey, Clackamas Workforce Partnership

**Discussion:** Ashley Schmidt presented to the Board of Directors an update on the consulting work in fund development she is doing for the organization. Ashley reported to the Board current giving levels are currently at a 16% for the year, and that our goal is to have 100% Board Giving by the end of December. Ashley presented our new framework for future giving, including a goal of \$50,000 by July 1, 2020 from private businesses in the area. She shared with the Board a list of local large companies in the Clackamas County region and asked for information on current relationships. Finally, CWP is planning on participating in Giving Tuesday, which is historically the first Tuesday after Thanksgiving, as a main year end push for fundraising efforts in our area.

Amanda Wall and Ashley Schmidt gave a brief report on the current Solution Series metrics, including a push for Board to attend, share and participate in the monthly events.

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#### Agenda Item #5: Strategic Planning - 2020

**Presenter:** Bridget Dazey, Clackamas Workforce Partnership

**Discussion:** The CWP staff and Board will be creating a new strategic plan this program year. Community input is essential to making this plan a success. CWP staff will create a planning timeline and begin pulling together necessary information to complete the plan by its due date spring of 2020.

A full timeline for our strategic planning due dates is available upon request. Please email Amanda Wall at [amanda.wall@clackamasworkforce.org](mailto:amanda.wall@clackamasworkforce.org) if you would like a copy. Our next dates to be aware of: November 4: ThoughtExchange will be sent to Board Members, Stakeholders, CCBS etc for comment.

November 11: ThoughtExchange closes, discussion of information internally at CWP Program Managers Meeting

November 18 - 21: Mission/Vision and additional edits will be submitted to the Executive Committee for review and comment

December 17: Stakeholder Public Meeting for public comment on strategic goals

Bridget discussed with the board the option to revise CWP mission and vision, sectors identified, and priority populations. All will be considered in revising, adding, or removing to the 2020-2024 plan. A discussion on child care and early learning was part of the sectors conversation. Bridget will discuss with the Executive Committee at November's meeting and more information will be shared with the board as staff moves forward.

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## Agenda Item #6: 2020 Regional Transportation Funding Measure

**Presenter:** Jamie Stasny, Clackamas County

**Discussion:** Clackamas County is participating in the T2020 Task Force with Metro and other jurisdictions in the Portland Metropolitan Area to develop a transportation funding strategy to strengthen and improve the transportation system. Throughout 2019, Task Force members are working to present a recommendation to Metro that will address regional transportation priorities, including around congestion relief, safety, and alternative transportation options. For more information visit [www.clackamas.us/transportation/t2020](http://www.clackamas.us/transportation/t2020)

Jamie Stasny presented to the Board on the T2020 initiative, what we are asking Metro to consider in Clackamas County, and gave the Board information on public events for comment and discussion. Finally, Jamie asked if CWP Board of Director would consider a Letter of Support for the Metro Proposal.

A motion was brought to the floor, in an effort to make the November 21 deadline, to bring the discussion and drafting of the letter to the Executive Committee for decisions.

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**RECOMMENDATION: Motion to bring a discussion / Letter of Support to Executive Committee for Review**

**MOTION: Motion Approved** by Matt Millard, Second by Kyle Lang

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## Agenda Item #7: Commissioner's Update

**Presenter:** Commissioner Martha Schrader

**Discussion:** Commissioner Martha Schrader gave an update on the Board of County Commissioners of Clackamas County programs, resources and general information. She also provided areas of issue currently being focused on that promote the welfare of our region. Commissioner Schrader included an additional push for support of the T2020 taskforce, along with information on the need for a new courthouse in Oregon City.

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## Agenda Item #8: Executive Director Update

**Presenter:** Bridget Dazey, CWP

**Discussion:** Bridget Dazey presented to the Board an overview of the 2019 Manufacturing Day, including special thanks to Board Member businesses for participating, including Blount International, DW Fritz, and General Sheet Metal. Bridget announced to the Board that the

Employer Spotlight will now be run through CWP Staff, so if any members are interested in presenting please let Amy Oakley or Bryan Fuentez know. Information was given to the Board on the CSAP (Clackamas Substance Abuse Program), and as follow up to the October Solution Series, an invitation for businesses to join an October 29 meeting at the CSAP offices to learn more about workforce solutions and ways to help individuals returning to society after incarceration. Along with this invitation, information was shared with the Board to join Waffle Wednesdays and Wrap Wednesdays. Amanda will be sending out a google excel sheet for individuals to sign up if they are interested in attending.

#### Upcoming Events & Reminders

- **October 29:** CSAP (Clackamas Substance Abuse Program)/CWP Business Connections Meeting @CSAP Offices
- **October 29:** IDEA's 3<sup>rd</sup> Annual Peer-to-Peer Business Forum and Diversity
- **November 1:** CWP Staff & Board Equity and Diversity
- **November 6:** Waffle Wednesday @CSAP
- **November 12:** Shaping the Future of Work
- **November 12:** Discussion on Childcare in the City of Sandy
- **November 20:** Wrap Wednesday @CSAP
- **November 21:** CWP Executive Committee Meeting
- **December 10:** Multi-generations in the Workforce

Meeting was adjourned at 9:30am

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All items mentioned are available upon request by contacting Amanda Wall at [amanda.wall@clackamasworkforce.org](mailto:amanda.wall@clackamasworkforce.org).

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Amanda Wall

Date

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David Green

Date



Clackamas Workforce Partnership  
Budget to Actual Report  
July 1, 2019 - November 30, 2020

REVENUE	YOUTH WIOA				ADULT WIOA				DISLOCATED WORKER/ ADDL ASST WIOA				ADMIN WIOA			
	BUDGET	YTD ACTUAL	PERCENT	PENDING	BUDGET	YTD ACTUAL	PERCENT	PENDING	BUDGET	YTD ACTUAL	PERCENT	PENDING	BUDGET	YTD ACTUAL	PERCENT	PENDING
ALLOCATIONS	\$ 429,294	\$ 429,294	100.0%		\$ 389,745	\$ 389,745	100.0%		\$ 549,273	\$ 549,273	100.0%		\$ 151,180	\$ 151,180	100.0%	
FY1819 Carry forward	\$ 86,069	\$ 117,453	136.5%		\$ 114,546	\$ 125,095	109.2%		\$ 116,180	\$ 100,353	86.4%		\$ 161,045	\$ 162,512	100.9%	
<b>TOTAL REVENUE</b>	<b>\$ 515,363</b>	<b>\$ 546,747</b>	<b>106.1%</b>		<b>\$ 504,291</b>	<b>\$ 514,840</b>	<b>102.1%</b>		<b>\$ 665,453</b>	<b>\$ 649,626</b>	<b>97.6%</b>		<b>\$ 312,225</b>	<b>\$ 313,692</b>	<b>100.5%</b>	
EXPENDITURES	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS
Service Provider Contracts	\$ 457,220	\$ 147,584	32.3%	\$ 487,037	\$ 341,970	\$ 137,932	40.3%	\$ 347,418	\$ 507,950	\$ 201,421	39.7%	\$ 487,582	\$ 1,500	\$ 480	32.0%	\$ 1,500
Personnel	\$ 36,245	\$ 10,940	30.2%		\$ 115,156	\$ 41,938	36.4%		\$ 115,156	\$ 42,853	37.2%		\$ 232,477	\$ 87,798	37.8%	
Materials & Services	\$ 8,726	\$ 3,509	40.2%		\$ 32,303	\$ 13,210	40.9%		\$ 30,959	\$ 12,476	40.3%		\$ 56,056	\$ 34,472	61.5%	
CWP EXPENDITURES:	\$ 44,971	\$ 14,449	32.1%		\$ 147,459	\$ 55,148	37.4%		\$ 146,115	\$ 55,329	37.9%		\$ 288,533	\$ 122,270	42.4%	
<b>TOTAL EXPENDITURES</b>	<b>\$ 502,191</b>	<b>\$ 162,033</b>	<b>32.3%</b>		<b>\$ 489,429</b>	<b>\$ 193,080</b>	<b>39.5%</b>		<b>\$ 654,065</b>	<b>\$ 256,750</b>	<b>39.3%</b>		<b>\$ 290,033</b>	<b>\$ 122,750</b>	<b>42.3%</b>	
Planned for Future Periods	\$ 13,172	\$ 384,714			\$ 14,862	\$ 321,760			\$ 11,388	\$ 392,876			\$ 22,192	\$ 190,942		

REVENUE	OTHER FEDERAL				STATE				LOCAL/ FOUNDATION				TOTAL			
	BUDGET	YTD ACTUAL	PERCENT	PENDING	BUDGET	YTD ACTUAL	PERCENT	PENDING	BUDGET	YTD ACTUAL	PERCENT	PENDING	BUDGET	YTD ACTUAL	PERCENT	PENDING
ALLOCATIONS	\$ 3,167				\$ 1,104,055	\$ 1,108,799	100.4%		\$ 44,400				\$ 2,626,714	\$ 2,672,691	101.8%	
FY1819 Carry forward	\$ 746,234	\$ 662,985	88.8%		\$ 59,152	\$ 32,412	54.8%	\$ 43,652	\$ 24,250	\$ 22,936	94.6%		\$ 1,307,476	\$ 1,223,746	93.6%	
<b>TOTAL REVENUE</b>	<b>\$ 749,401</b>	<b>\$ 662,985</b>	<b>88.5%</b>		<b>\$ 1,163,207</b>	<b>\$ 1,141,211</b>	<b>98.1%</b>		<b>\$ 24,250</b>	<b>\$ 67,336</b>	<b>277.7%</b>		<b>\$ 3,934,190</b>	<b>\$ 3,896,437</b>	<b>99.0%</b>	
EXPENDITURES	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS	BUDGET	YTD ACTUAL	PERCENT	OBLIGATIONS
Service Provider Contracts	\$ 383,162	\$ 156,124	40.7%	\$ 471,450	\$ 426,575	\$ 178,897	41.9%	\$ 777,472	\$ -	\$ 2,794		\$ 44,400	\$ 2,118,377	\$ 825,232	39.0%	
Personnel	\$ 97,992	\$ 41,313	42.2%		\$ 128,570	\$ 61,567	47.9%		\$ 18,060	\$ 16,163	89.5%		\$ 743,656	\$ 302,572	40.7%	
Materials & Services	\$ 18,288	\$ 10,728	58.7%		\$ 60,689	\$ 24,922	41.1%		\$ 6,190	\$ 3,922	63.4%		\$ 213,211	\$ 103,239	48.4%	
CWP EXPENDITURES:	\$ 116,280	\$ 52,041	44.8%		\$ 189,259	\$ 86,489	45.7%		\$ 24,250	\$ 20,085	82.8%		\$ 956,867	\$ 405,811	42.4%	
<b>TOTAL EXPENDITURES</b>	<b>\$ 499,442</b>	<b>\$ 208,165</b>	<b>41.7%</b>		<b>\$ 615,834</b>	<b>\$ 265,386</b>	<b>43.1%</b>		<b>\$ 24,250</b>	<b>\$ 22,879</b>	<b>94.3%</b>		<b>\$ 3,075,244</b>	<b>\$ 1,231,043</b>	<b>40.0%</b>	
Planned for Future Periods	\$ 249,959	\$ 454,820			\$ 547,373	\$ 875,825			\$ -	\$ 44,457			\$ 858,946	\$ 2,665,394		

Donations/Sponsorships                   \$    3,297  
Workforce Solutions Series Net           \$    4,804

# CONSTRUCTION CAREER PATHWAYS REGIONAL FRAMEWORK

The Construction Career Pathways Project Public Owner Workgroup (Workgroup) is comprised of 16 public agencies tasked with developing a regional approach to recruiting and retaining women and people of color in the construction trades. Since July 2018, Oregon Metro convened the Workgroup to develop a regional approach to construction workforce equity for the Greater Portland metropolitan area. Over the course of nearly a year, the Workgroup met as a whole and in subcommittees to identify regional strategies and potential investments that will grow the number of people of color and women in the construction trades.

This Regional Framework (Framework) summarizes a series of strategies needed for creating and sustaining a diverse construction workforce. It offers high level guidance to Public Owners committed to fostering the diverse workforce needed to meet projected construction demand.<sup>1</sup> The attached toolkit provides Public Owners with practical approaches to implementing the strategies outlined in this Framework. The Framework and toolkit are not procurement documents or contracts.

Buy-in from multiple public agencies and cross-sector collaboration with labor, community-based organizations, contractors, educational institutions, and others, will be essential to ensure impact at a regional scale. The toolkit provides guidance on how to create impactful partnerships to diversify the workforce. If successful, the Framework can elevate a truly regional, collaborative approach that will create a robust pipeline of work, a consistent demand for workers, and an unprecedented opportunity to make transformative investments that will lift Greater Portland residents out of poverty.

This Framework provides seven essential points Public Owners should integrate into their practices in order to ensure success and truly move the needle toward achieving construction workforce equity. The accompanying toolkit provides additional details and guidance to Public Owners as they implement the recommendation their relevant policies, programs, and procurement practices.

## I. SET CLEAR WORKFORCE DIVERSITY GOALS

Public Owners should establish regionwide targeted hire goals to increase diversity in the construction workforce (see below). The toolkit provides guidance on additional goals Public Owners may consider in order to create a demand for diverse construction workers, and a ramp up period timeline to ensure success.

- A. A minimum of **20% of total work hours** in each apprenticeable trade shall be performed by **state-registered apprentices**;
- B. A minimum of **14% of total work hours** shall be performed by **women and women-identified persons** – both journey and apprentice-level workers;
- C. A minimum of **25% total work hours** shall be performed by **persons of color** – both journey and apprentice level workers.

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<sup>1</sup> For more information about projected demand, see the Metro *Regional Construction Workforce Market Study*. <https://www.oregonmetro.gov/sites/default/files/2018/07/02/C2P2-regional-construction-workforce-market-study-07022018.pdf>.

## II. SET PROJECT THRESHOLDS

Public Owners will set a project cost threshold to trigger targeted hire goals and set a “tiered” system to determine tracking requirements. The threshold tiers recommended in the toolkit are based on the Public Owner’s typical project size and cost. Agencies should consider and adopt the thresholds outlined in the toolkit or set modified thresholds based on their typical project size and their capacity to monitor compliance.

## III. TRACK AND REVIEW PROGRESS ON GOALS

Public Owners should utilize a software tracking system – such as Elations, LCPtracker, B2GNow - to streamline reporting and compliance. Adopting a data-driven approach will facilitate the enforcement of targeted hire goals and help Developers/Prime Contractors troubleshoot any issues that may arise. Collecting this data regionally helps to create and allows for monitoring and reassessment of progress towards workforce goals. The toolkit provides a list of approaches to collecting workforce data, along with a set common data points all Public Owners should commit to collecting in order monitor their progress towards achieving workforce diversity goals.

## IV. DEVELOP A WORKFORCE AGREEMENT

Workforce Agreements are enforceable contracts that govern the terms and conditions of employment for all workers on a given construction project. They serve as a useful mechanism to align practices to ensure diversity goals are met and allow for clear tracking and monitoring of contractors by Public Owners, community-based organizations, and certified firms. Workforce Agreements avoid costly delays due to labor disputes or shortages of workers, and contractually ensures that publicly funded projects are completed on time and on schedule for the benefit of taxpayers.<sup>2</sup> They offer Public Owners increased oversight of numerous contractors and unions on large projects. The toolkit contains a series of terms that are critical to achieving workforce diversity goals and should be considered when negotiating a Workforce Agreement.

## V. IMPLEMENT WORKSITE ANTI-HARRASSMENT AND CULTURE CHANGE STRATEGIES

To support, cultivate and grow a positive jobsite culture, Public Owners should require an approved worksite harassment prevention strategy. Programs such as Alteristic’s Green Dot or the Carpenter’s Positive Jobsite Culture Training programs ensure all employees, regardless of race, gender, or creed, are guaranteed a safe and respectful working environment.<sup>3</sup> By working together, Public Owners, trades, and contractors can put practices in place that can help eliminate hostility and bullying in the construction industry.

## VI. COLLECTIVELY INVEST IN WORKFORCE SUPPLY

Public Owners acknowledge that a regionwide workforce diversity policy must be paired with a coordinated approach to recruitment, training, and retention of women and people of color. Public Owners must engage labor, industry groups, and community-based organizations to address ongoing barriers that prevent people of color and

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<sup>2</sup> Labor Agreements, Project Labor Agreements, Community Workforce Agreements, and Community Benefits Agreements are other legally enforceable contracts that when implemented, can result in diversity outcomes on public projects.

<sup>3</sup> Alteristic’s Green Dot Violence Prevention program is a bystander intervention strategy that aims to prevent and reduce power-based personal violence at school campuses and workplace environments, including sexual harassment and bullying. Green Dot develops curriculum and training materials using strategic planning, bystander mobilization, interpersonal communication, and coalition building. The Green Dot program was successfully implemented as part of the project labor agreement for the Multnomah County Central Courthouse and can be a model adapted for projects and jobsites across the region. More information can be found at: <https://alteristic.org/services/green-dot/>.

women from entering the construction industry. Public Owners should also direct funds towards increasing the number of qualified women and people of color in the construction industry. The toolkit offers three ways Public Owners can facilitate a continuous investment in the construction workforce.

## **VII. ESTABLISH REGIONAL COLLABORATION**

The success of the recommendations outlined in this Framework depends on implementation. Public Owners must institutionalize a coordinated structure and process to get a sense of their collective progress and calibrate their efforts as needed. Public Owners should also develop clear roles for external stakeholders (trades, contractors, industry groups, certified firms, and community-based organizations) to ensure efforts are coordinated, complementary, and not duplicative. The toolkit outlines a process for regional coordination, including a committee structure and suggested functions.

## **VIII. NEXT STEPS**

The undersigned agree to participate on a Regional Implementation Committee (Committee) to create an action plan for adopting and the implementing the recommendations of the Framework within each agency and coordinating on a regional scale. The Committee will also engage external stakeholders (trades, contractors, industry groups, certified firms, and community-based organizations) to collaboratively, creatively, and continuously to truly move the needle on diversifying the construction workforce and placing workers into career paths that deliver economic prosperity.

The **Occupation Profiles** tool is located on [QualityInfo.org](http://QualityInfo.org), a website of the **Oregon Employment Department**

## Childcare Workers (399011)

Clackamas (Clackamas)

### Description

Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. Excludes "Preschool Teachers, Except Special Education" (25-2011) and "Teacher Assistants" (25-9041).

### Job Openings Listed with the Oregon Employment Department

for Childcare Workers

Current job listings for this occupation: 4. Included: Openings 1 through 4.

Job Title	Date Posted	Location	Wage Offered
Instructional Asst - 4 hours day, PT, Perm	11/06/2019	Happy Valley	\$15.00/hr
CARE Substitute Pool, 2-4 hrs/day, PT Temp	10/31/2019	Milwaukie	\$15.00/hr
CARE After School Program Asst, 3 hrs/day, PT Perm, Multiple Open	10/31/2019	Milwaukie	\$15.00/hr
CARE After School Program Asst, 3.5 hrs/day, PT Perm, Multiple Open	10/31/2019	Milwaukie	\$15.00/hr

### Job Openings from Other Websites

for Childcare Workers

The following job openings have been automatically extracted from various sites across the Web. Oregon Employment Department cannot validate these openings nor endorse any of these external sites. Some of these jobs may no longer be open. In some cases, a single opening may be posted on multiple sites.

Total openings from other websites: 3. Included: Openings 1 through 3.

Job Title	Date Posted	Location	Wage Offered
JobID 5898 : CARE After School Program Asst. 4 hrs/day (.5 FTE) Part Time Perm	11/06/2019	Milwaukie	
Infant and Toddler Specialist	10/31/2019	Clackamas	
JobID 752 : Infant and Toddler Specialist (CCR& R)	10/30/2019	Clackamas	

### State of Oregon Licenses and Certifications

for Childcare Workers

No statewide license is required for this occupation.

### Wage Range

for Childcare Workers

Note: This occupation has a large share of part-time workers. Annual wages for occupations with a large share of part-time workers may overstate actual income.

Area	10th Percentile	25th Percentile	50th Percentile (Median)	75th Percentile	90th Percentile	Average Hourly	Average Annual
Oregon	\$11.48	\$11.81	\$12.42	\$14.74	\$18.10	\$13.56	\$28,203
Clackamas	12.89	12.89	12.90	12.90	14.99	13.42	27,905

### Employment Outlook

for Childcare Workers

## Occupation Profiles: Childcare Workers (399011)

### Clackamas (Clackamas)

<b>Statewide Employment Analysis</b>	Employment in this occupation in 2017 was much larger than most occupations across the state. The total number of job openings is projected to be much larger than most occupations in Oregon through 2027. This occupation is expected to grow at a somewhat faster rate than the statewide average growth rate for all occupations through 2027.  Reasonable employment opportunities exist.
<b>Area Employment Analysis</b>	Area employment analysis currently not available.

### Area Employment Projections

for Childcare Workers

Replacement openings are caused by existing workers permanently leaving their occupation. Many additional job openings occur due to job changes within occupations.

Area	2017 Employment	2027 Employment	Percent Change	Annual Change Openings	Annual Replacement Openings	Total Annual Openings
Oregon	10,208	11,772	15.3%	156	1,578	1,734

### Industries of Employment

for Childcare Workers

No industries of employment data is available for this occupation.

### Educational Requirements

for Childcare Workers

The typical entry level education for this occupation is a high school diploma or equivalent. Those with a postsecondary training (non-degree) have a competitive advantage in the labor market.

### Knowledge

for Childcare Workers

Examples of the knowledge needed for success in this occupation is listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- **Customer and Personal Service:** Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- **English Language:** Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

### Skills

for Childcare Workers

Examples of the skills needed for success in this occupation are listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- **Monitoring:** Keeping track of how well people and/or groups are doing in order to make improvements.
- **Service Orientation:** Looking for ways to help people.

### Abilities

for Childcare Workers

Examples of the abilities needed for success in this occupation are listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- **Oral Comprehension:** Listening and understanding what people say.
- **Oral Expression:** Communicating by speaking.
- **Problem Sensitivity:** Noticing when problems happen.

## Detailed Work Activities

for Childcare Workers

Examples of the detailed work activities involved with this occupation are listed below, in order of importance. This information comes from the Occupational Information Network (O\*NET).

- Arrange childcare or educational settings to ensure physical safety of children.
- Provide counsel, comfort, or encouragement to individuals or families.
- Assist individuals with special needs.
- Clean tools or equipment.
- Maintain client information or service records.
- Discuss child development and behavior with parents or guardians.
- Monitor health or behavior of people or animals.
- Teach health or hygiene practices.
- Arrange items for use or display.
- Perform administrative or clerical tasks.
- Care for patients with mental illnesses.
- Develop educational or training programs.
- Perform housekeeping duties.
- Prepare foods or meals.
- Teach daily living skills or behaviors.
- Assign duties or work schedules to employees.
- Train service staff.
- Perform human resources activities.
- Develop daily schedules for children or families.
- Organize recreational activities or events.
- Accompany individuals or groups to activities.

## Schools and Training Providers

for Childcare Workers

The training providers listed below offer programs related to this occupation. This information is updated once per year. Anyone interested in a particular program should check with the training institution regarding its availability. Listing these training providers does not necessarily constitute or imply their endorsement, recommendation, or favoring by the State of Oregon.

School	City	Programs of Training and 2016 Graduates		
Clatsop Community College	Astoria	Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; 1-2 yrs.	0
Klamath Community College	Klamath Falls	Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; 1-2 yrs.	5
		Child Care Provider/Assistant	Associate Degree	5
Lane Community College	Eugene	Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; <1 yr.	20
Mt Hood Community College	Gresham	Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; <1 yr.	0
		Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; 1-2 yrs.	0
		Child Care Provider/Assistant	Associate Degree	0
Southwestern Oregon Community College	Coos Bay	Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; <1 yr.	12
		Child Care Provider/Assistant	Postsec. Awards/Cert./Diplomas ; 1-2 yrs.	4
		Child Care Provider/Assistant	Associate Degree	6

## Clackamas (Clackamas)

**Career Pathways**

for Childcare Workers

These Oregon community colleges have defined career pathway roadmaps to facilitate entry into this occupation.

Community College	Pathway
Blue Mountain Community College	Early Childhood Education
Central Oregon Community College	Early Childhood Education
Chemeketa Community College	Early Childhood Education
Clackamas Community College	Early Childhood Education & Family Studies
Columbia Gorge Community College	Early Education and Family Studies
Klamath Community College	Education
Lane Community College	Early Childhood Education
Linn-Benton Community College	Early Childhood Education/Family Studies Child Care Director
Mt Hood Community College	Child Development and Early Education
Rogue Community College	Early Childhood and Elementary Education (ECE, EE, ECD)
Southwestern Oregon Community College	Childhood Education & Family Studies
Tillamook Bay Community College	Early Childhood Education/Family Studies
Treasure Valley Community College	Early Childhood Education: Early Intervention/Child Development Associate
Umpqua Community College	Early Childhood Education

**Related Occupations**

for Childcare Workers

Occupations related to Childcare Workers are listed below. This information comes from the Occupational Information Network (O\*NET).

- Home Health Aides
- Physical Therapist Aides
- Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers
- Personal Care Aides
- Preschool Teachers, Except Special Education
- Occupational Therapy Aides
- Teacher Assistants
- Psychiatric Aides
- Hotel, Motel, and Resort Desk Clerks
- Medical Records and Health Information Technicians



**CWP Industry Sector Groups: Employment, Payroll, Units and Average Pay 2018**

County	Year	cty	Group Name	annual emp	annual pay	units q1	Average Pay 2018
Clackamas	2018	05	Adv Manufacturing	9,993	744,950,982	321	\$74,547
Clackamas	2018	05	Construction	13,506	810,947,725	1,642	\$60,044
Clackamas	2018	05	Early Learning	1,021	23,781,212	94	\$23,292
Clackamas	2018	05	Health Care	18,166	1,124,763,167	1,000	\$61,916
Clackamas	2018	05	Tech Group	3,729	513,558,362	331	\$137,720
Multnomah	2018	51	Adv Manufacturing	14,839	1,003,666,822	422	
Multnomah	2018	51	Construction	24,303	1,776,423,651	1,798	
Multnomah	2018	51	Early Learning	3,390	84,072,823	334	
Multnomah	2018	51	Health Care	50,043	3,198,688,351	2,278	
Multnomah	2018	51	Tech Group	12,862	1,624,872,868	1,268	
Washington	2018	67	Adv Manufacturing	39,597	5,198,764,554	406	
Washington	2018	67	Construction	16,630	1,130,001,124	1,493	
Washington	2018	67	Early Learning	2,369	55,165,633	227	
Washington	2018	67	Health Care	25,173	1,505,313,549	1,428	
Washington	2018	67	Tech Group	8,121	946,488,396	815	
County	Year	cty	Group Name	annual emp	annual pay	units q1	Average Pay 2018
Tri-County			Adv Manufacturing	64,429	6,947,382,358	1,149	\$107,830
Tri-County			Construction	54,439	3,717,372,500	4,933	\$68,285
Tri-County			Early Learning	6,780	163,019,668	655	\$24,044
Tri-County			Health Care	93,382	5,828,765,067	4,706	\$62,419
Tri-County			Tech Group	24,712	3,084,919,626	2,414	\$124,835

**Annual Average Employment: Clackamas County**

Year	Adv Manufacturing	Construction	Early Learning	Health Care	Tech Group
2010	9,041	8,297	642	14,897	2,767
2011	9,605	8,325	644	14,810	2,550
2012	9,920	8,544	697	14,909	2,579
2013	10,512	8,812	747	15,486	2,550
2014	9,852	9,604	805	15,837	2,528
2015	9,701	10,176	831	16,511	3,140
2016	9,705	11,181	1,009	17,460	3,380
2017	9,700	11,821	966	18,237	3,503
2018	9,993	13,506	1,021	18,166	3,729

**Total Payroll: Clackamas County**

Year	Adv Manufacturing	Construction	Early Learning	Health Care	Tech Group
2010	530,811,849	393,256,476	11,530,611	773,751,289	259,866,066
2011	569,285,722	404,810,308	12,137,138	795,799,482	268,542,137
2012	603,976,255	420,854,166	13,361,716	820,015,858	295,014,624
2013	674,744,450	439,615,979	14,617,598	868,674,023	301,478,628
2014	663,165,984	490,192,270	15,782,813	897,080,713	314,528,327
2015	668,924,382	538,939,948	16,716,222	965,598,423	403,543,243
2016	681,596,040	608,902,946	21,404,876	1,026,432,021	412,574,163
2017	711,552,521	672,363,875	21,279,665	1,094,035,975	558,789,919
2018	744,950,982	810,947,725	23,781,212	1,124,763,167	513,558,362

**Q1 Units: Clackamas County**

Year	Adv Manufacturing	Construction	Early Learning	Health Care	Tech Group
2010	273	1,383	79	807	200
2011	275	1,378	74	824	218
2012	281	1,336	78	840	219
2013	299	1,382	80	877	224
2014	290	1,402	83	910	228
2015	287	1,447	85	937	267
2016	293	1,498	87	960	290
2017	292	1,563	91	991	323
2018	321	1,642	94	1,000	331

## Low Income Wages by Industry, Clackamas County, 2018/Q3

*Source: Oregon Employment Department*

	Under \$15.00	% Under \$15.00	\$12.00 or less	% \$12.00 or less
<b>All Industries</b>	<b>56,989</b>	<b>29.4%</b>	<b>19,716</b>	<b>10.2%</b>
Natural Resources and Mining	4,615	52.9%	1,610	18.4%
Construction	1,720	10.1%	463	2.7%
Manufacturing	1,879	9.6%	458	2.3%
Wholesale Trade	1,951	17.4%	523	4.7%
Retail Trade	11,650	51.4%	4,338	19.1%
Transportation, Warehousing, and Utilities	1,008	22.2%	243	5.4%
Information	347	17.5%	156	7.8%
Financial Activities	1,050	12.5%	370	4.4%
Professional and Business Services	7,909	29.7%	1,938	7.3%
Private Educational Services	725	28.6%	334	13.2%
Health Care & Social Assistance	5,584	24.1%	1,603	6.9%
Leisure and Hospitality	13,252	60.3%	5,930	27.0%
Other Services	3,461	40.4%	1,121	13.1%
State Government	181	6.4%	2	0.1%
Local Government	1,657	11.6%	626	4.4%

### Clackamas County

<b>Individuals and Families Living in Pover</b>	Number	Percentage
Total Population for Whom Poverty Status is Determined (2018)	413,386	
Total number of families	112,337	
Families Below Poverty Level	5,392	4.8%
All Families receiving supplemental security income (SSI) and/or cash public assistance income in past 12 months	5,930	
All families below poverty level receiving supplemental security income (SSI) and/or cash public assistance income in the past 12 months.		27.5%
Total households with food stamps/SNAP benefits in the past 12 months	14,333	9.0%
Individuals Below Poverty Level	29,122	7.0%

*Source: Census, ACS 2018 Table S1702 & Table DP03*

<b>English Second Language Learner</b>	Number	Percentage
Total households (2018)	158,749	

*Source: Census, ACS, 2018 Table S1602*

Total limited English speaking households	2,941	1.9%
Limited speaking households speaking Spanish	1,298	15.4%
Limited English speaking households speaking other Indo-European languages	434	6.9%
Limited English speaking households speaking Asian and Pacific Island languages	998	18.3%
Limited English households speaking other languages	211	21.3%

### Individuals with Disabilities

	Number	Percentage
Total Population for Who Disability Status is Determined 2018 (Clackamas County)	414,437	
Total civilian noninstitutionalized population with a disability	46,640	11.3%
With a hearing disability	16,023	3.9%
With a vision disability	7,473	1.8%
With a cognitive difficulty	16,134	4.1%
With an ambulatory difficulty	22,592	5.8%
With self care difficulty	7,649	2.0%

Source: Census, ACS, 2018 Table S1810

### Individuals with Background Issue

[State of Oregon Report of Criminal Offenses and Arrests](#)

### Long Term Unemployed

Unemployed 27 weeks or more, Clackamas County

	Year	Unemployed
	2006	1,346
	2007	1,003
	2008	1,535
	2009	5,143
	2010	9,047
	2011	7,479
	2012	5,466
	2013	4,568
	2014	3,165
	2015	2,124
	2016	1,430
	2017	1,427
	2018	1,214

Source: Oregon Employment Department, LAUS

### Veterans

	Number	Percentage
Number of Veterans, Clackamas County	27,023	

Source: Census, ACS, Tables S2101 & B21001

Male veterans	24,375	
Female veterans	2,648	
Age groups (all veterans)		
65-74	7,958	29.4%
35-54	6,133	22.7%
55-64	4,383	16.2%
19-34	1,753	6.5%
75+	6,796	25.1%
Veteran educational level (25 years or higher)		
High School graduate (or equivalency)		20.8%
Some college or associate degree		40.5%
Bachelor's degree or higher		34.0%
Employment Status (18-64 years)		
Veterans employed	12,269	
Labor force participation rate		77.6%

**Youth and Young Adults, Clackamas County**      Number    Percentage

Labor Force Participation Rate by Age (2010)		
16-19 years		37.7%
20-24 years		73.5%
25-44 years		82.6%
45-54 years		80.8%
55-64		64.3%
65-74 years		24.8%
75+ years		5.7%
Labor Force Participation Rate by Age (2018)		
16-19 years		38.8%
20-24 years		74.9%
25-29 years		83.4%
30-34 years		83.2%
35-44 years		83.0%
45-54 years		81.0%
55-59 years		72.5%
60-64 years		57.3%
65-74 years		26.0%
75+ years		7.0%
Change in Employment by Age (2010-2018)		
14-18 years	1,332	49.1%
19-21 years	1,317	21.1%
22-24 years	1,424	19.2%
25-34 years	4,657	15.5%

Source: Census, ACS, 2010-2018 Table S2301 & QWI Explorer

35-44 years	6,407	20.7%
45-54 years	1,685	5.1%
55-64 years	5,092	21.7%
65-99 years	4,715	72.4%

### Rural Communities:

Zip Code	Name	Service Area	Designation	Total Population: 2017 (ACS 5-yr)	Population 16 years and over	In labor force	Civilian labor force
97004	Beavercreek	Oregon City	Rural	3,875	3,418	2,007	2,007
97011	Brightwood	Wemme	Rural	607	562	296	296
97013	Canby	Canby	Rural	23,625	18,419	12,168	12,168
97017	Colton	Canby	Rural	3,392	2,742	1,495	1,495
97022	Eagle Creek	Sandy	Rural	3,698	2,724	1,579	1,579
97023	Estacada	Estacada	Rural	10,344	8,369	4,998	4,998
97028	Government	Wemme	Rural	85	68	52	52
97038	Molalla	Canby	Rural	16,050	12,452	7,970	7,970
97042	Mulinc	Canby	Rural	3,394	2,596	1,604	1,604
97049	Rhododendro	Wemme	Rural	1,502	1,205	728	728
97055	Sandy	Sandy	Rural	18,317	14,353	9,210	9,201
97067	Welches	Wemme	Rural	2,355	2,116	959	959
			Total	87,244	69,024	43,066	43,057
			% of County	21.8%	21.4%	20.5%	20.5%
	Clackamas County			399,962	322,685	209,867	209,742

### Communities of Colo

*Race alone or in combination with one or more*

<i>other races</i>	2018 (ACS 1-Yr)	
Total population	416,075	
White	379,525	91.2%
Black or African American	7,767	1.9%
American Indian and Alaska Native	7,736	1.9%
Asian	25,765	6.2%
Native Hawaiian and Other Pacific Islander	2,755	0.7%
Some other race	12,459	3.0%
Hispanic or Latino (of any race)	36,855	8.9%

Source: ACS DP05

*Clackamas County All Industries Employment by Race: 2018*

Race	Workers	% of Total
White Alone	145,455	87.0%
Black or African American Alone	4,337	2.6%
American Indian or Alaska Native Alone	2,104	1.3%
Asian Alone	9,389	5.6%
Native Hawaiian or Other Pacific Islander Alone	721	0.4%
Two or More Race Groups	5,130	3.1%
<i>Total</i>	167,136	100.0%

Source: QWI

*Clackamas County All Industries Employment by Ethnicity: 2018*

Ethnicity	Workers	% of Total
Not Hispanic or Latino	147,286	88.1%
Hispanic or Latino	19,852	11.9%

Source: QWI

**Women**

Average Annual Monthly Earnings, Females vs Males (Clackamas County)

Year	Female	Male	Earning Ratio
			Female to Male
2010	2,874	4,336	0.66
2011	2,941	4,424	0.66
2012	3,016	4,520	0.67
2013	3,122	4,601	0.68
2014	3,201	4,756	0.67
2015	3,385	4,956	0.68
2016	3,454	4,988	0.69
2017	3,582	5,185	0.69
2018	3,673	5,199	0.71

Source: Census, QWI Explorer

Average Annual Employment by Gender, Clackamas County

	All Ages	All Ages	% Female
	Female	Male	Emp
2010	67,741	72,770	48.2%
2011	66,845	72,842	47.9%
2012	67,534	74,170	47.7%
2013	69,227	76,220	47.6%
2014	70,503	77,950	47.5%
2015	73,252	81,441	47.4%

Source: Census, QWI Explorer

2016	75,723	84,529	47.3%
2017	78,077	86,645	47.4%
2018	79,441	87,698	47.5%