



Equity in Public Purchasing and Contracting: Contractor Workforce Equity

I. DEFINITIONS

- A. **“Contract”** means a “Public Contract” as defined in ORS 279A.010
- B. **“Contractor”** means the person or entity with whom PPS enters into a Contract.
- C. **“Public Improvement Contract”** means a Public Contract for a “Public Improvement” as defined in ORS 279A.010

II. CONTRACTOR WORKFORCE EQUITY

A. Applicability

Upon being awarded a non-exempt PPS Public Improvement, a Contractor will be obligated to comply with the PPS Contractor Workforce Equity protocols.

Exempt contracts: PPS Workforce Equity protocols will not apply to PPS Public Improvement Contracts that (a) have a value less than \$1,000,000, (b) have a project duration less than six months, or (c) are awarded as Emergency Contracts.

The Contractor Workforce Equity protocols will apply to:

- i. The prime contractor of the non-exempt PPS Public Improvement Contract; and
- ii. Any subcontract greater than \$250,000 contracted under the non-exempt prime contractor.

B. Contractor Workforce Equity Protocols

- i. Contractor will ensure that a minimum of 20% of labor hours in apprenticeable trades performed by the contractor and subcontractors on PPS projects are performed by state-registered apprentices;
- ii. Contractor will utilize outreach, partnership and recruitment with workforce organizations, trade apprenticeship programs, PPS’s Pre-Apprenticeship Program, PPS’s College and Career Readiness/Career and Technical Education Program and/or unions to create an apprenticeship program that reflects the diversity of the Portland metropolitan area; and
- iii. Contractor will strive to achieve PPS’s aspirational workforce diversity goal of a minimum of 25% minority and 14% female hours (including both journey and apprentice level workers) on each eligible project.

III. RESPONSIBILITY AND ACCOUNTABILITY

PPS will periodically review its performance under this directive. Pursuant to Board Policy 8.50.095, the Superintendent will report to the Board regarding PPS’s performance toward this objective. The Superintendent or designee is responsible for periodically reviewing the goals, thresholds and criteria as explained in the Administrative Directive and may modify them as appropriate based on such review and analysis.

History: Adopted 9/13; Revised 10/19, 5/26, 10/26