



Equity in Public Purchasing and Contracting: Career Learning Equity

I. SCOPE - CAREER LEARNING EQUITY OBJECTIVE

The intent of this Administrative Directive is to increase the numbers of students, in particular young people of color and young women, exposed to careers in construction, architecture, engineering, and related services.

All work in the implementation of this Administrative Directive will be in full consultation and alignment with the PPS Pre-Apprenticeship Program and/or the College and Career Readiness/ Career and Technical Education Program. Obligation to comply with these career learning requirements may be reduced or excused, at PPS's sole discretion and as specified in contract documents, for those projects that primarily take place over the summer or winter breaks.

PPS contractors will be required to offer Career Learning Opportunities to PPS students as follows:

- A. All PPS construction contractors with contracts valued at or exceeding \$1,000,000 but less than \$25,000,000 will be required to offer at least four Career Learning opportunities to PPS students every year during the active term of the contract.
- B. All PPS construction contractors with contracts valued at or exceeding \$25,000,000 will be required to offer at least six Career Learning opportunities to PPS students every year during the active term of the contract.
- C. All PPS architecture, engineering, and related services contractors with contracts valued at or exceeding \$250,000 but less than \$1,000,000 will be required to offer at least two Career Learning opportunities to PPS students every year during the active term of the contract.
- D. All PPS architecture, engineering, and related services contractors with contracts valued at or exceeding \$1,000,000 but less than \$25,000,000 will be required to offer at least four Career Learning opportunities to PPS students every year during the active term of the contract.
- E. All PPS architecture, engineering, and related services contractors with contracts valued at or exceeding \$25,000,000 will be required to offer at least six Career Learning opportunities to PPS students every year during the active term of the contract.
- F. Career Learning opportunities include, but are not limited to:
 - 1. Guest Speaker - Contractor will visit a school and talk about the speaker's career including necessary education and skills.
 - 2. Worksite Visits/Company Tours - Contractor will host a tour of the contractor's worksite or place of business for a group of students.
 - 3. Job Shadows - Contractor will give a student, or a group of students, an inside look at a contractor representative's job and work environment.
 - 4. Informational Interviews - Contractor will provide an opportunity for students to call, email, or visit business representatives to ask questions about contractor careers or industry.
 - 5. Focused Career Days/Fairs - Contractor will host or participate in a career day or event that provides an in-depth overview to a group of students who have expressed interest in the contractor's industry.

6. Mock Interviews - Contractor will help students practice their interviewing skills before their initial job interview.
 7. Extended Learning Opportunities (ELOs) - Contractor will coordinate with Career Coordinators and students to allow student interns to work on specific tasks at Contractor's place of business. ELOs can be paid or unpaid and managed in accordance with age-appropriate applicable laws and policies.
 8. Project-Based Learning Activities - Contractor will work with Career Coordinators or teachers to help students develop a real-life project for presentation and evaluation, providing students the experience of inquiry in response to a complex question, problem, or challenge.
- G. PPS will manage, track, and report on contractor and student career learning participation. Such tracking and reporting will include disaggregation of participating contractor and student demographics by race, ethnicity, and gender as well as school and program-based categories where possible.

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 10/2013; Revised 8/2017, 5/2019, 12/2024 and 10/2026.