

# CONSTRUCTION WORKFORCE PLAN (2025–2027)

## WHY A REGIONAL PLAN?

The Columbia-Willamette Workforce Collaborative (CWWC) is a partnership that delivers a unified approach to serve industry, support economic development, and guide public workforce investments in the Portland-Vancouver Metropolitan Area. We work with industry leaders to identify and remove barriers that stand in the way of cultivating and sustaining a skilled workforce.

The CWWC has developed a Quality Jobs framework, whereby public workforce investments are centered on prioritizing careers that include characteristics of a quality job. The CWWC seeks to coordinate industry leaders, including construction employers, general contractors, public owners, unions, trade associations, registered apprenticeship and pre-apprenticeship programs to create meaningful and sustained impact on the supply side of well-trained construction workers.

## COLLABORATIVE MODEL

Our proven five-step business model directly involves industry in the design, development, delivery and oversight of regional workforce programs and services.

## DRIVEN BY THE INDUSTRIES WE SERVE

The Portland-Vancouver Metropolitan Area’s construction industry is booming. Since 2015, it’s added the most new jobs of any sector (over 28,000) and boasts the second-highest growth rate (40%) over that period. This trend is expected to continue, with projections for 11,539 new jobs by 2032. These high-paying positions (averaging over \$30 per hour) are crucial to fill, especially with a significant portion of the current workforce nearing retirement.

To address this growing demand and ensure a robust future workforce, the CWWC is actively engaged in several initiatives. Public agencies, who are owners of marquee projects in the region, have apprenticeship utilization goals as well as targeted hours worked by diverse workers. These efforts maintain a steady demand for new workers into the construction industry. We have identified tools and resources geared toward supporting local businesses as they implement policies and practices aimed at increasing retention and advancement. Additionally, the



*Oregon Tradeswomen*

service providers we work with are engaging job seekers in conversations about labor and employment laws as well as continuing education to support career progression.

In spring of 2024, the CWWC held several Construction Workforce Convenings to discuss these challenges. Employers, unions, trade associations, pre-apprenticeship, and apprenticeship programs were engaged in the development of the 2025-2027 Construction Workforce Plan. Creating a regional Construction Plan allows us to identify common industry workforce challenges, coalesce around shared goals, and align the efforts of the public workforce system to make a greater overall impact for the sector.

## CONSTRUCTION WORKFORCE PLAN GOALS

Under the guidance of employers, industry associations, labor, and apprenticeship programs, the CWWC developed a three-point plan to address the construction industry’s workforce challenges.

<b>PRIORITY AREA #1</b>  <b>Connect youth and career changers to jobs, training, and apprenticeship opportunities in Construction</b>	<b>PRIORITY AREA #2</b>  <b>Advance diversity, equity and inclusion within the Construction industry</b>	<b>PRIORITY AREA #3</b>  <b>Improve retention of existing apprentices and workers</b>
<ul style="list-style-type: none"> <li>• Educating career coaches, educators and guidance counselors about apprenticeship opportunities and construction pathways.</li> <li>• Raising awareness and expanding industry messaging.</li> <li>• Providing hands-on experiences and exploration through worksite externships and ambassador programs.</li> </ul>	<ul style="list-style-type: none"> <li>• Building relationships and expanding outreach to underrepresented populations in the construction sector.</li> <li>• Investing in training and support of pre-apprenticeship programs, career coaching and supportive services.</li> <li>• Promoting a diverse and inclusive industry.</li> </ul>	<ul style="list-style-type: none"> <li>• Building a culture of inclusion in training programs and work environments.</li> <li>• Equipping early-term apprentices with resources for success.</li> <li>• Supporting worker wellbeing by promoting mental and physical health resources.</li> </ul>

## 2024 WORKGROUP PARTICIPANTS

<p>AGC OREGON/COLUMBIA CHAPTER          ANDERSEN CONSTRUCTION          BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 1          BUILDING INDUSTRY ASSOCIATION OF CLARK COUNTY          CHRISTENSON ELECTRIC INC          CLACKAMAS WORKFORCE PARTNERSHIP          COLUMBIA PACIFIC BUILDING &amp; CONSTRUCTION TRADES COUNCIL          HOFFMAN STRUCTURES          IBEW LOCAL 48          IRONWORKERS LOCAL 29          LABORERS LOCAL 737          LATINOBUILT          MT. HOOD COMMUNITY COLLEGE</p>	<p>NECA-IBEW ELECTRICAL TRAINING CENTER          OREGON AND SOUTHERN IDAHO LABORERS EMPLOYERS TRAINING TRUST          OREGON STATE BUILDING &amp; CONSTRUCTION TRADES COUNCIL          PROFESSIONAL MINORITY GROUP, INC          RAIMORE CONSTRUCTION          SOUTHWEST WASHINGTON CONTRACTORS ASSOCIATION          WALSH CONSTRUCTION          WASHINGTON STATE BUILDING &amp; CONSTRUCTION TRADES COUNCIL          WESTERN STATES CARPENTERS          WORKFORCE SOUTHWEST WASHINGTON          WORKSOURCE OREGON          WORKSOURCE WASHINGTON          WORKSYSTEMS</p>
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