

# Advancing Equity in Project Labor Agreements City of Oakland Presentation

Thursday, April 7, 2022

**Estolano**  
ADVISORS

# AGENDA

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1. Welcome and Introductions
2. Project Origins
3. Phase I Research and Report
4. Phase II Goals and Timeline
5. Equity Action Plan Overview
6. Q&A and Discussion

# Project Origins

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- **Interagency partnership began in 2017**
- **Port-led research on PLAs in East Bay**
  - ***“Strengthening PLAs in California’s East Bay,” 2019***
- **San Francisco Foundation joined to convene Advisory Committee and circulate RFP**
- **Estolano Advisors selected in 2020**

# Research and Data Findings

# Construction Labor Supply and Demand Analysis

## Labor Supply

- **Current Workforce**
  - Building Trades Affiliates
  - Apprenticeship Programs
  - Public Agency PLA Participation Data
- **Projected Workforce**
  - Pre-Apprenticeship Programs
  - Apprenticeship Programs

## Labor Demand

- Construction Forecast



# Supply: Building Trades Affiliates Data (Current)

## Survey Methodology

10 out of 19 Building and Construction Trades Council of Alameda County (BCTCA) partners responded to the survey

## Findings/Issues

Results were self reported and do not fully capture the landscape of the local construction workforce

## Recommendation

Standardizing data collection and establishing an annual reporting system of the data

# Supply: Apprenticeship Programs (Historical)

**Latinx** and **Black apprentices** made up of a *higher proportion of the incoming cohort* but experienced a *lower graduation rate* compared to white and Asian apprentices

**Female apprentices** experienced **lower graduation rates** compared to male apprentices

Highest numbers of apprentices graduating from **Laborers, Electrical, Carpentry, Iron/Steel Workers, Plumbing**

Apprentices with **more dependents are less likely to graduate** holding other factors constant

# Supply: Apprenticeship Programs (Current)

Over **3,000 apprentices** in Alameda County as of 2019

**58%** of the total active apprentices are Latinx, followed by **22%** white, and **12%** Black apprentices

**Females** make up 4% of active apprentices



# Supply: Apprenticeship Programs (Projected)

**414 apprentices** will graduate by 2024

- Despite accounting for the largest number of graduates, **Latinx apprentices** are expected to graduate at the 3rd lowest rate
- **Black apprentices** are expected to graduate at the lowest rate at 3%

# Supply: Pre-Apprenticeship Programs (Projected)

Of these existing 4 programs (**Cypress Mandela, Future Build, RichmondBUILD, and Rising Sun Opportunity Center**)

- **90%** of the participants have **graduated**
- Roughly **70%** of the participants end up being **placed in union apprenticeship** programs
- **95%** of the participants are **BIPOC**

**5 new programs** have launched in Alameda/Contra Costa targeting youth and currently incarcerated individuals

# Supply: Public Certified Payroll Data (Current)

AC Transit, BART, City of Oakland, Peralta Community College (2008-2020)

- Total Hours Worked: 6,971,791 hrs or 3,485 full time employees (FTE)
- **2%** of hours performed by **female workers**
- **Over 50%** of the hours were performed by **Latinx workers**
- Majority of the hours were performed Laborers, Carpentry, Electrical, Engineer, and Dry-wall

# Demand: Construction Forecast (Short Term)

## Short Term (2021-2025)

- Data on planned projects can inform both the number of hours and the mix of crafts used.
- 4.4 million hours of work hours, or 2,248 FTEs

*Table V-6: Short-Term Construction Demand in Work Hours by Top 5 Crafts (2025)\**

Craft	2021	2022	2023	2024	2025	Total	FTE
Laborers	312,169	356,888	311,275	283,223	217,761	1,481,316	741
Electrical - Electronic	155,571	178,149	157,729	136,858	104,991	733,297	367
Carpentry	123,120	136,995	114,881	101,924	78,666	555,585	278
Engineer	87,882	100,865	88,687	80,166	61,581	419,180	210
Iron - Steel Workers	56,201	64,202	57,021	48,105	36,875	262,404	131

\*Based on planned construction projects in the following agencies: Alameda County, BART, City of Oakland, Port of Oakland, and Peralta College

# Demand: Construction Forecast (Long Term)

## Long-Term (2026-2030)

- Estimating the relationship between overall economic activity and each agencies' demand for construction labor.
- 9.9 million work hours work, or 4,951 FTEs

*Table V-8: Long-Term Moderate Growth Construction Demand in Work Hours by Top 5 Crafts (2030)*

Craft	2026	2027	2028	2029	2030	Total	FTE
Laborers	567,354	585,866	604,377	622,889	641,401	3,021,887	1,511
Carpentry	276,531	284,059	291,586	299,114	306,641	1,457,931	729
Electrical - Electronic	203,341	209,155	214,969	220,783	226,597	1,074,846	537
Engineer	157,232	162,497	167,763	173,029	178,295	838,816	419
Drywall / Lather	116,951	120,187	123,423	126,659	129,895	617,115	309

# Recommendations and Action

# Phase II: Equity Action Plan Development

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## Action Plan Framework:

- I. Setting Workforce Diversity Goals
- II. Tracking and Sharing Workforce Data
- III. Establishing Clear Responsibilities and Improving Enforcement
- IV. Supporting Recruitment, Retention, and Advancement of Diverse Workers
- V. Sustaining Regional Collaboration to Create a Diverse Workforce

# Phase II: Equity Action Plan Development

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## Phase II Priorities

### I. Setting Workforce Diversity Goals

- *Aligning on shared definition of disadvantaged worker*
- *Aligning on definition of local worker that focuses on low-income geographies*
- *Applying diversity goals across trades and across contractors*



# Phase II: Equity Action Plan Development

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## Phase II Priorities

### II. Tracking and Sharing Workforce Data

- *Setting shared metrics for project-based contractor and workforce demographics to track and share publicly*
- *Taking aligned action to increased capacity for the building trades and pre-apprenticeship providers to track data of members and participants*

# Phase II: Equity Action Plan Development

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## Phase II Priorities

### III. Establishing Clear Responsibilities and Improving Enforcement

- *Increasing enforcement mechanisms in PLAs*

# Phase II: Equity Action Plan Development

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## Phase II Priorities

### IV. Supporting Recruitment, Retention, and Advancement of Diverse Workers

- *Requiring contractor contributions for workforce development, ensuring a set-aside for retention*
- *Pooling workforce funds across jurisdictions*

# Phase II: Equity Action Plan Development

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## Phase II Priorities

### V. Sustaining Regional Collaboration to Create a Diverse Workforce

- *Commit to ongoing work for Phase III*
- *Convene local partners to implement locally*

**Thank you**