



Oregon

Tina Kotek, Governor

HPAC Work Group Recommendation Template

Work Group

- Availability of land
- Land development permit applications
- Codes and design
- Workforce shortages
- Financing

Recommendation

Type the work group recommendation for submission to the full HPAC.

Establish a Housing Production Corps – a workforce development “boot camp” to fast track potential workers into productive jobs within all areas of the housing production related work industry.

The state may work with the US Department of Labor to expand Job Corps programming, and/or build/expand existing programs within the State such as Constructing Hope, OregonServes, Reentry programs, and reemployment programs.

Job training opportunities shall include career options which fast-track candidates into construction trades and building/planning professional careers to assist in the achievement of Governor Kotek’s housing production goals.

Related Work Plan Topics

Identify topics assigned to the work group that informed the development of this recommendation.

- Expand earn and learn models
- Develop statewide programs and funding for youth build, correctional training, GED programs and certifications for basic construction skills
- Create and connect students with youth apprenticeships
- Grow the pool of licensed tradespeople that will be necessary to build needed housing
- Workforce shortages are a barrier to housing production. Specifically, actions are needed to increase the number of pre-apprentice, apprentice, and journey trades professionals in the construction industry. These actions include alignment of education systems with trades, financial support to enter trades with few resources or changes to existing state programs, review of existing training and certification process and requirement, and reduction of barriers to certification.

Adoption Date

Enter the date the work group adopted the recommendation.

10/30/23

Method of Adoption

Describe if the adoption was a vote, by consensus, etc., and if the recommendation is unanimous.
Unanimous consensus

Co-chairs Guidance: Standards for Analysis

1. Clearly describe the housing production issue that the recommended action(s) will address.

Describe the barrier(s) or solution(s) the recommendation seeks to address, and how the existence of the barriers hinders production or how the solution supports production.

At this time, construction trades and building professionals are experiencing a net loss to workforce, with more annual retirements than new hires. The necessary increase in housing production will require an infusion of skilled personnel into the workforce at all levels. Current systems for recruitment, training, licensing, and onboarding take significant time and are not able to keep up with the workforce demands.

Clear pathways into construction trades and building professional careers are lacking due to multiple points of entry, barriers related to attainment of higher education, financial barriers, and lack of familiarity with the system. The option of a streamlined “boot camp” to provide a rapid pathway into the field may serve to mobilize opportunity youth, justice-involved individuals, employees seeking related work after injury, and others who lack access, direction, or otherwise face challenges in achieving employment in the housing development field through current pathways.

Additional marketing for the program must also be included in this effort. Students must be aware of the opportunities, potential future careers and wages, and assisted to funnel into these programs beginning in their K-12 years. Such efforts must necessarily include promotion of the career opportunities themselves, and as a side effect, would promote traditional pathways toward these careers as well.

Training and education through this program will be intensive and immersive, many with residential opportunities. This model is well suited for formerly incarcerated individuals and young adults. It is critical that the programs target reentry populations, high school non-completers, and recent unemployed or under-employed high school graduates. There may also be opportunity for recently unemployed individuals of any age – particularly those existing housing production related jobs, as they may be readily retrained for related careers.

2. Provide a quantitative, if possible, and qualitative overview of the housing production issue.

Summarize the quantitative and qualitative information available, and reviewed by the work group, that informed the analysis of the barrier or solution and led to the recommendation included in this form.

If a student in Oregon is accepted in to a trade apprenticeship program, it can take at least 4 years before one can test to become a license journey-worker. Current trade apprenticeship programs are highly competitive with many qualified applicants delaying entry for multiple years or simply discontinuing the effort. Each year, many youth and young adults are denied or lack access opportunities to begin training in fields which are already experiencing shortages.

Similarly, potential building and planning professionals must currently choose between educational or experiential pathways to career entry. The education pathway takes several years before job readiness and presents many barriers to students who may have difficulty accessing higher education. The experiential pathway may only seem apparent to individuals with prior experience in the field or related fields, thus limiting potential candidates.

Creating a Housing Production Workforce Corps to include all construction trades and building/planning professional careers will improve illumination of pathways toward necessary jobs for achieving the housing production goal set forth in EO 23-04. Job Corps candidates would gain exposure to a variety of opportunities in the industry to determine the roles that would best fit their skillsets and aptitude.

The residential full-time nature of the program may allow opportunities to fast-track training in these fields, allowing students to start work more rapidly than through traditional pathways. On-the-job training opportunities for all related work in the field of housing production may help to create a more well-rounded work force and also allow Job Corps trainees to begin productive contribution to projects at an earlier stage than may be expected through traditional pathways.

3. To assess the issue and potential action(s), include subject matter experts representing all sides of the issue in work group meetings, including major government, industry, and stakeholder associations.

List the observers and participating SMEs at the work group meetings as the recommendation was developed. Identify which participating SMEs provided information to the work group and how. Summarize the information and perspective provided by the participating SMEs. If the participating SMEs expressed disagreement or concern with the work group recommendation, describe the reason.

8/28/23

Pat Daniels – Constructing Hope

John Stapleton – Pivot Architecture

4. Provide a quantitative, if possible, and qualitative overview of the outcome of the recommended action(s).

Outline the impact of the recommendation on housing production.

Numbers of workforce personnel produced will depend on the scope of the project as implemented.

Programs must be designed for rapid output of productive workers.

Licensing for housing production related jobs must include modifications and accommodations to allow a rapid pathway to licensing through this program. This will require cooperation from various licensing entities.

The housing Production Workforce Corps should include exposure and experience in many fields related to housing production to develop a well-rounded work force that can be rapidly repurposed as workforce needs and personal circumstances change. For example, a trades worker who becomes injured may be an excellent candidate to rapidly retrain as a building inspector or a codes professional.

5. Provide an estimate of the time frame (*immediate, short, medium, long-term*), feasibility (*low, medium, high*), and cost (*low, medium, high*) for implementation of the recommended action(s).

Outline the work group's estimate of the time for implementation of the recommendation and its impact on housing production once implemented. Describe the work group's assessment of the feasibility of the recommendation being implemented and feasibility of success. Provide any estimates on the cost for implementation.

Time frame – medium. It will likely take approximately 6 – 12 months to identify new career pathways, training partners, staffing, and recruit a new cohort of students in to the Housing Production Corps. Once the career pathways are established, students would be expected to begin productive contribution to projects within a short time frame. Fast-tracking certain license programs may help provide a more rapid entry into housing production related careers.

Cost – low. Job Corps is a federally funded program. New pathways, staffing, overhead, may require supplemental state funding to ensure rapid implementation to include multiple new opportunities.

Cost – high. If the Housing Production Corps cannot build upon the existing Job Corps framework, costs will increase.

6. Provide a general overview of implementation, the who and how for the recommended action(s).

To the extent the work group knows, is this implemented in state statute or rule, by the state or local government, by a particular agency, etc.
Implementation of this Housing Production Workforce Corps will take cooperation and collaboration between multiple state agencies.

7. Outline the data and information needed for reporting to track the impact and implementation of the recommended action(s).

Identify the data the Governor's Office would need to track to determine if the recommendation is increasing housing production.

Data must be collected on Housing Production Corps applicants, enrolled students, graduates, and non-completers to identify trends in workforce development and actual workforce production. Surveying would aid in determining from where students are engaged to track marketing efficacy, and identify sources of rich student pools. Follow up employer surveys may also identify ongoing Housing Production Corps success and contributions to production efforts.

8. Identify any major unknowns, tradeoffs, or potential unintended consequences.

Based on the work group's analysis and information provided by participating SMEs, outline what is unknown, the tradeoffs exist by implementing the recommendations, and any known potential unintended consequences.

Fast-tracking entry into licensed trades or other careers requiring licensing or certification may face resistance. The gap between workforce need and workforce availability is significant enough that it is recommended this fast-tracking option be taken into strong consideration. A Sunset period may be established, whereby such fast-tracked opportunities are no longer available or are more limited in availability, once housing production workforce pools are substantially deep enough.

Please include any relevant reports, data analyses, presentations, or other documents that would be informative and useful for the full HPAC as the recommendation is discussed and considered.