CLACKAMAS COUNTY

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MEMORANDUM

TO: Clackamas County Board of County Commissioners (BCC)

FROM: Mike Bezner, Assistant Director, Transportation and Development

RE: C2P2 on the 172nd Avenue Improvements project

DATE: November 3, 2026

REQUEST: Approve a Construction Career Pathways Program (C2P2) framework exception to include 4,000 apprenticeship hours instead of a workforce agreement as a contract requirement for the 172nd Avenue Improvements project (172nd project).

BACKGROUND: In 2020, the Clackamas County Board of Commissioners (BCC) adopted a version of the C2P2 Framework originated by a task force formed by Metro in 2018. One of the purposes of C2P2 is to support apprenticeships and harassment prevention policies for capital project contractors in the metro area.

A key component of Clackamas County's C2P2 program is various project "tiers" identifying specific workforce requirements. The following tier structure was adopted by the BCC:

- Tier 1: projects costing less than $1 million will have no C2P2 requirements.
- Tier 2: projects with a construction value of $1 - $10 million will require the contractor to have a documented Workplace Harassment Prevention Plan in place.
- Tier 3: projects exceeding $10 million will require workforce agreements, which establish expectations of the successful bidder regarding apprenticeship programs, anti-harassment and equity protections, workforce benefits, and workforce development.

The Department of Transportation and Development (DTD) is currently partnering with the City of Happy Valley on the 172nd project, and its estimated construction cost would qualify under Tier 3. DTD has researched workforce agreements and talked to other jurisdictions about their experiences. Generally speaking, workforce agreements do not translate well to typical road construction projects delivered by DTD. Unlike conventional vertical construction projects, road construction does not have an extensive system of trades that benefit from this type of agreement. For this reason, the BCC previously gave an exception for the Stafford-Childs Roundabout project to use 2,000 apprenticeship hours instead of a workforce agreement.

Staff is proposing that this exception be granted for the 172nd project as well. Based on guidance received from the ODOT Office of Civil Rights, Staff recommends requiring 4,000 apprenticeship hours for this project.

RECOMMENDATION: Staff respectfully recommends that the Board approve a C2P2 framework exception to include 4,000 apprenticeship hours instead of a workforce agreement as a contract requirement for the 172nd Avenue Improvements project.

Respectfully Submitted,

Dan Johnson

Dan Johnson, Director
Department of Transportation and Development