



Clean Energy Works High Road Outcomes

- 55.64% of the more than 189,112 project work hours have been performed by women and people of color
- 16.69% project dollars are going to minority or women-owned small businesses
- More than 87% of our prime contractors offer employer-subsidized health insurance
- Median wage for all workers is \$18.34 per hour, and the average wage is \$21.54.
- 175 direct new construction hires: 46% of new hires are women and people of color
- 25 entry-level weatherization workers hired through a partnership with WorkSystems Inc.
- 5 MBE/WBE participating prime contractors, and roughly 8 MBE/WBE subcontractors are regularly utilized by Clean Energy Works Oregon ("CEWO") contractors

General Observations and Conclusions:

- An important accomplishment to share from the outset: when Clean Energy Works Portland ("CEWP") was launched, the first round of projects did not have any participating minority- or women-owned (MBE/WBE) contractors. In fact, there was only one minority- or women-owned home performance contractor who had the certifications to participate.
- Over the last two years, Clean Energy Works has improved on all High Road goals and targets except in diverse minority- and women-owned business participation.
- Through program policy and stakeholder collaboration, Clean Energy Works has built a more inclusive and diverse workforce makeup by applying and supporting the achievement of higher goals than what is seen in the general construction industry in Oregon and in the Metro area.

Broader Construction Industry

Providing a family-supporting wage to our diverse workforce is an important accomplishment in residential construction. Our focus has been on raising wages for entry-level weatherization work, which historically has had low wages, few if any benefits and little advocacy or labor organizing. Clean Energy Works employers pay 180% of state minimum wage—which currently comes out to \$15.84 per hour—as a floor to ensure that workers are receiving family-supporting wages. This is in accordance with the Energy Efficiency and Sustainable Technology Act of 2009 (EEAST).

There are some comparative conclusions we can draw from the CEWP/CEWO data, the data we gathered from interviews with our contractors and from data from the general construction industry (*Data from US Bureau of Labor Statistics Geographic Profile Data: <http://www.bls.gov/opub/gp/gpsec3.htm> Calculated using total numbers in construction occupation by demographic group and applying to total construction number. Metro data is a weighted sample with data limitations):

- The percentage work hours performed by people of color on Clean Energy Works projects—45.47%—is outpacing the demographic makeup of people of color in the construction industry in Oregon, which is 18.22%*.
- The total percentage of women's work hours—12.73%—is outpacing the demographic makeup of women in the construction industry in Oregon, which is 2.28%*.
- The average wage for Clean Energy Works projects (pilot, \$20.38 and statewide, \$22.91) is \$21.65 and is outpacing the average hourly wage for insulation work in Oregon and nationally, which is \$15.30 to \$15.90 (including residential, commercial and industrial insulation). CEWO contractors report that the going rate in hourly wages for typical residential weatherization work tends to top out at \$9 to \$11.