

A best practice aimed for building careers for minorities and women in the *construction* industry and exposing students to the benefits of working in construction is to recognize those employers and worksites that strive to provide that opportunity.

The CAWS Certified Diverse Worksite allows contractors, worksites, and owners to be recognized for their commitment and work towards developing, maintaining, and achieving an industry recognized level of Diversity and Apprentice utilization on their projects.



By committing your worksite to this CAWS initiative, you will be publically recognized for your dedication through the placement of a banner on the worksite/project to be certified. CAWS will also promote your commitment to other CAWS members and hundreds of construction industry stakeholders through the CAWS website and newsletter, and offer connections to qualified resources pools of Diverse workers to your subcontractors as needed, in support of their efforts to meet any diversity goals set.

The CAWS Certified Diverse Worksite certification banner will promote your worksites efforts in one of a following different ways:

- 1. By recognizing your worksite as one that has set Diversity and Apprenticeship Utilization Goals.**
  - A. Set diversity goals and apprentice utilization goal of 20 percent on selected worksite/project.
  - B. Establish a baseline of hours worked by minorities and women and apprentice for general contractors and subcontractors;

- OR -

  - C. Set a worksite goal of increasing apprentice hours from a minimum of 15% over the course of the project.
  - D. Set a worksite goal of increasing minority and women hours worked from a minimum of 15% towards 20 or more % over the life of the project.

- OR -
- 2. By recognizing your worksite as one that has maintained a level of Diversity and Apprenticeship Utilization on a worksite/project that is reflective of the CAWS Standards**
  - A. Maintain a 15 to 20 percent diversity and apprentice utilization goal of on selected worksite/project.

- OR -
- 3. By recognizing your worksite as one that is achieving a worksite diversity and apprenticeship utilization goal of increasing representation of hours worked by 5 to 10 percent per year for the term of the project.**
  - A. Achieve a worksite goal of increasing apprentice hours and/or minority and women hours worked to or above the CAWS Standards of 15–20 percent .

CAWS wants to recognize you and your worksite for making a difference in the community by building better careers for people of color and women in the construction industry and exposing students to the benefits of working in construction. If you have any questions on the CAWS Diverse Worksite Certification Process, please call John Gardner at 503.478.7354.  
We look forward to hearing from you.



# Certified Diverse Worksite MOU

## MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (“MOU”) dated this \_\_\_\_ day of \_\_\_\_\_, 2009 is made and entered into by and between \_\_\_\_\_ (“Contractor”) and Construction Apprenticeship & Workforce Solutions, Inc. (“CAWS”).

### RECITALS

- A. The parties above agree to share the common goals of increasing the representation of under-represented minorities and females in the construction trades in the Portland metropolitan area through the development and implementation of a long-term, comprehensive regional workforce strategy;
- B. The parties acknowledge that their role in implementing this workforce strategy is to create a set of best practices aimed at building careers for persons of color and women in the construction industry; in doing so, the party above agrees to place a CAWS Certified Diverse Worksite Banner on selected worksite.
- C. The parties also acknowledge that their effectiveness in increasing the number of under-represented minorities and females who enter and succeed in the construction industry is substantially enhanced if all stakeholders agree to comprehensively apply these best practices to all construction projects, whether privately or publicly funded.
- D. The parties further acknowledge to use CAWS to assist contractors and training agents in filling the apprenticeship placement opportunities for persons of color and women (in doing so, CAWS will work in partnership with other qualified community-based organizations and registered apprenticeship programs).
- F. Agree to notify potential subcontractors of CAWS and these specific worksite strategies on the certified worksite/project.
- E. The parties above agree that they will track and disclose information to CAWS regarding number of employees, ethnicity, gender, and relative information regarding work status and job placement on a quarterly basis. This information will be tracked and disclosed to the CAWS Certification Subcommittee and Board of Directors for potential worksite/contractor recognition and annual award ceremony. The information unless specified is public information. CAWS will never ask for specific information regarding an employee’s personal information.

IN WITNESS WHEREOF, the parties hereto have entered into this MOU on the dates below their signatures.

#### CONTRACTOR:

#### CONSTRUCTION APPRENTICESHIP & WORK FORCE SOLUTIONS, INC:

By \_\_\_\_\_  
Legal Name of Contracting Entity

By \_\_\_\_\_  
Signature of Authorized Officer

By \_\_\_\_\_  
(Print) Name of Authorized Officer

By \_\_\_\_\_  
(Print) Title of Authorized Officer

Date \_\_\_\_\_

By \_\_\_\_\_  
CAWS Elected Co-Chair

By \_\_\_\_\_  
(Print) Name

By \_\_\_\_\_  
CAWS Investment Manager

By \_\_\_\_\_  
(Print) Name

Date \_\_\_\_\_