# Contracting Social Equity Initiatives

**Applies to projects where the City of Portland is the contracting agency**

<table>
<thead>
<tr>
<th>Contracting Initiative</th>
<th>Led by</th>
<th>Description</th>
<th>Contract Value</th>
<th>Required Certification</th>
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| **PCDP**
Prime Contractor Development Program | BRFS/Procurement | Provides certified contractors with increased prime contracting opportunities. Based on dollar thresholds, PCDP contracts could also include a WTHP and/or SEP (see below). | $5,000 - $1 Million | DBE, MBE, WBE, ESB, SDVBE |
| **WTHP**
Workforce Training and Hiring Program | BRFS/Procurement | Requires 20% of labor hours-per-trade be performed by state registered apprentices. Also requires that 18% of labor hours be performed by minority workers; and 9% of labor hours be performed by female workers (apprentice and journey level). | Prime Contracts $200,000 and above Subcontracts $100,000 and above | All contractors |
| **SEP**
Subcontractor Equity Plan | BRFS/Procurement | Requires certified contractors to set 20% D/M/W/ESB/SDVBE goal for standard low-bid and some alternative projects. | $150,000 - $10 Million | DBE, MBE, WBE, ESB, SDVBE |
| **CEIP**
Community Equity and Inclusion Plan | City Attorney with BRFS/Procurement and lead bureau project owner | Sets standards for beneficial working conditions and increased workforce diversity for contractors using alternative contracting methods. | $10 Million - $25 Million | All contractors that use alternative contracting method |
| **CBA**
Community Benefit Agreement | City Attorney with lead bureau project owner | Sets standards for beneficial working conditions and increased workforce diversity for contractors using alternative contracting methods. | $25 Million and above | All contractors that use alternative contracting method |
| **COEP**
Community Opportunities and Enhancement Program | BRFS/Procurement with OEHR | Requires 1% of public improvement contract funding be collected and used for workforce development and technical assistance to increase contractor diversity. | All Public Improvement Projects | N/A |

**DBE = Disadvantaged Business Enterprise**  
**MBE = Minority Business Enterprise**  
**WBE = Women’s Business Enterprise**  
**ESB = Emerging Small Business**  
**SDVBE = Service-disabled Veteran-owned Business Enterprise**