



Mêtis Construction

Creating jobs and opportunities
for craftspeople

Jobs in the construction industry aren't always long-term options for craftspeople: workers are often hired as contractors, requiring them to move from project to project and individuals have few options to save and plan for retirement. Mêtis Construction of Seattle identified worker ownership as an ideal solution to recruit and retain skilled carpenters while providing dignified jobs in their community. The ICA Group supported Mêtis through the assessment and valuation of the business, and later guided Mêtis through the conversion process, helping them to form a worker-owned and controlled company. Worker ownership not only supports a local small business like Mêtis for the long term, it helps employees build assets over time, promoting the financial viability of the trades as a career choice.

Mêtis is now held by a worker ownership trust that provides a path to ownership for every employee. The trust was designed to support worker ownership of the company for generations. Since transitioning to worker ownership, the business has seen a positive shift in the company's culture. James Jennings, a new employee who was interested in working for a worker owned company shared,

“Everybody takes responsibility, everybody shares the stresses, the enjoyment, and the work, and this creates a much more appreciative, challenging, and enjoyable work environment.”

The company continues to support excellence in project management and craft, and has developed efficiencies in pricing and cost controls, project scheduling, and budget management. Mêtis also developed a statement on equity and social justice, and worker-owners are committed to upholding the company's values throughout every project. Matthias Scheiblehner, founder and worker-owner of Mêtis, believes that worker ownership does more than provide a business solution:

“It's a pretty amazing experience to walk into work every day and feel like you're doing some small thing towards making the world a more just and equitable place.”

To learn more about Mêtis Construction and the Mêtis Trust Agreement, visit metisconstructioninc.com

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