How Researchers use Data to Inform Industry Stakeholders and Policy Makers about Women in the Trades:

Oregon’s Workforce Development Program

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Women Build Nations Conference October 13, 2018 Seattle, WA
Portland State University research on women in the trades

Research projects
- Evaluation of pre-apprenticeships and BOLI/ODOT supportive services in Oregon (bi-annual survey)
- Evaluation of job site training to reduce job site harassment in Oregon and Washington

Policy Makers and Stakeholders
- Public agencies
- Oregon state legislature
- Advocacy organizations
- Pre-apprenticeship programs
- Contractors, union staff, apprenticeship coordinators
- Tradespeople
Recruitment and Retention in the Construction Workforce in Oregon, by Gender and Race (2016-2017)

Recruitment

- Women of color: 2%
- White women: 6%
- Men of color: 22%
- White men: 70%

Retention

- 57 of retention
- 41 men
- 43 white women
- 47 women of color

What factors negatively impact the retention of women apprentices? (2018 survey of apprentices)

- Harassment on the job
- Unequal access to training
- Unequal access to on the job hours
- Cost of childcare
- Finding consistent childcare
- Buying tools and equipment
- Paying for food and lodging when working out of town
- Paying for gas
- Finding reliable transportation

Tradeswomen describe discrimination they have experienced (2018 survey of apprentices)

• “I was told by a foreman that if I didn't fuck him I would be fired.”
• “There was racist graffiti on the portable toilets and the staircases at the job sites.”
• “I have spent the whole day sweeping while my male counterparts were learning skills of the trade.”
• “One time I got told to dig a hole, but my supervisor took all the shovels and I had to use the back of my hammer.”
• “I was turned down for jobs that I knew were available.”

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- **Pre-apprenticeship**: Oregon Tradeswomen and Constructing Hope
- **Financial support**: fuel assistance; support for overnight travel; tools, clothing, and personal protective equipment (PPE); childcare subsidies
  - Working in eligible trades: carpenters (and allied trades), cement masons, ironworkers, laborers, operating engineers (and allied trades), and painters
  - Currently working on a highway and/or bridge job (any trade)
- **Non-financial support**: budget class, mentoring, social support
- **Respectful workplaces**: Green Dot program (one pilot job site)

Funded by the Oregon Bureau of Labor and Industry (BOLI) and Oregon Department of Transportation (ODOT)
Tradeswomen in Eligible Trades in Oregon Receiving BOLI/ODOT Supportive Services (2016-2017)

- 24% of women of color and 25% of white women apprentices completed a pre-apprenticeship
- 58% of women of color and 42% of white women received financial services
- 10% of women of color and 9% of white women received non-financial services

Tradeswomen describe how supportive services helped them (2018 survey)

• “[Through mentoring from Oregon Tradeswomen], I had continual access to community support with people experiencing similar situations as I am.”

• “If I hadn't had [assistance with tools, clothing, PPE], I don't know what I would have done. I did not have the money to buy gear and equipment.”

• “[The childcare subsidy] helped immensely. It took a lot of the stress off of spending every penny I had on childcare.”

Completion Rates Among Apprentices in Eligible Trades, by Receipt of BOLI/ODOT Supportive Services, by Race and Gender (2005-2017 Cohorts)

Tradespeople who received services are also more likely to be working in construction after apprenticeship.

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