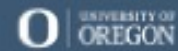




CONSTRUCTING A DIVERSE WORKFORCE

EXAMINING UNION AND NON-UNION
CONSTRUCTION APPRENTICESHIP AND
THEIR OUTCOMES FOR WOMEN AND
WORKERS OF COLOR

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A photograph of two construction workers on a site. The worker on the left is a woman wearing a lime green long-sleeved shirt, brown pants, a safety harness, and a hard hat. She is holding a stack of black rectangular objects. The worker on the right is a man wearing an orange t-shirt, brown pants, a hard hat, and sunglasses. He is also holding a stack of black rectangular objects. They are standing on a concrete floor in front of large, angled wooden trusses supported by metal beams. In the background, there are more construction materials and a parking lot with several cars.

BACKGROUND

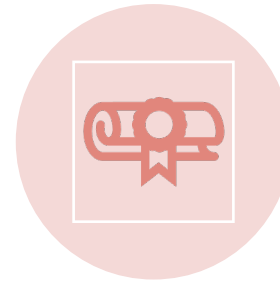
DATA AND METHODS

- Data from Apprenticeship and Training Division of the Bureau of Labor and Industries (BOLI) Oregon
- Apprentice programs active in Portland, Oregon Tri-County area between 2011-2020
- All programs were either exclusively union or non-union
 - 45 trades total
- Sample excludes deceased apprentices
- Descriptive statistics using Excel and logistic regressions using STATA

FINDINGS



Enrollment



Graduation



Termination



Wages

ENROLLMENT

Apprenticeship Status between 2011-2020						
Union Status	Currently Active	Completed	Suspended	Separated	Total	% of Total
Non-union	1,827	1,279	29	1,899	5,034	28%
Union	4,717	3,278	78	4,857	12,930	72%
Total	6,544	4,557	107	6,756	17,964	100%

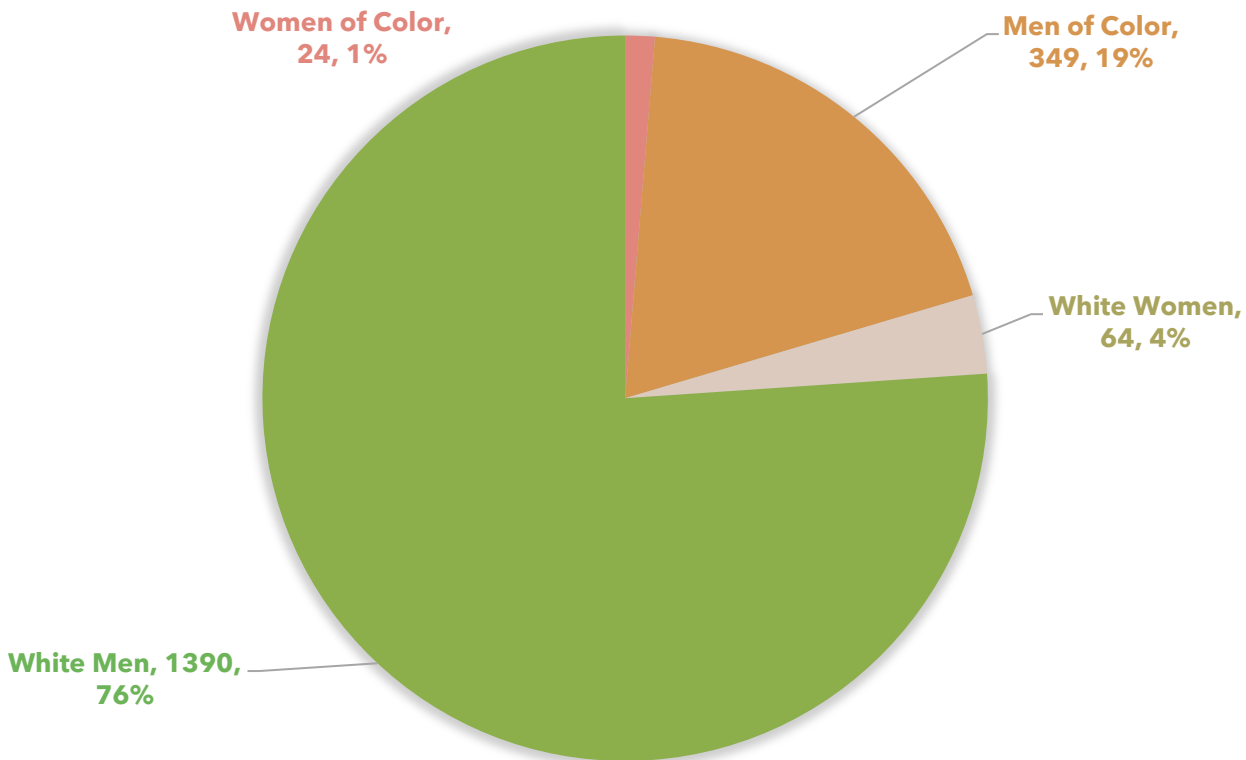
ENROLLMENT: APPRENTICESHIP DIVERSITY

Apprentices in union and non-union programs between 2011-2020 by sex and race/ethnicity*

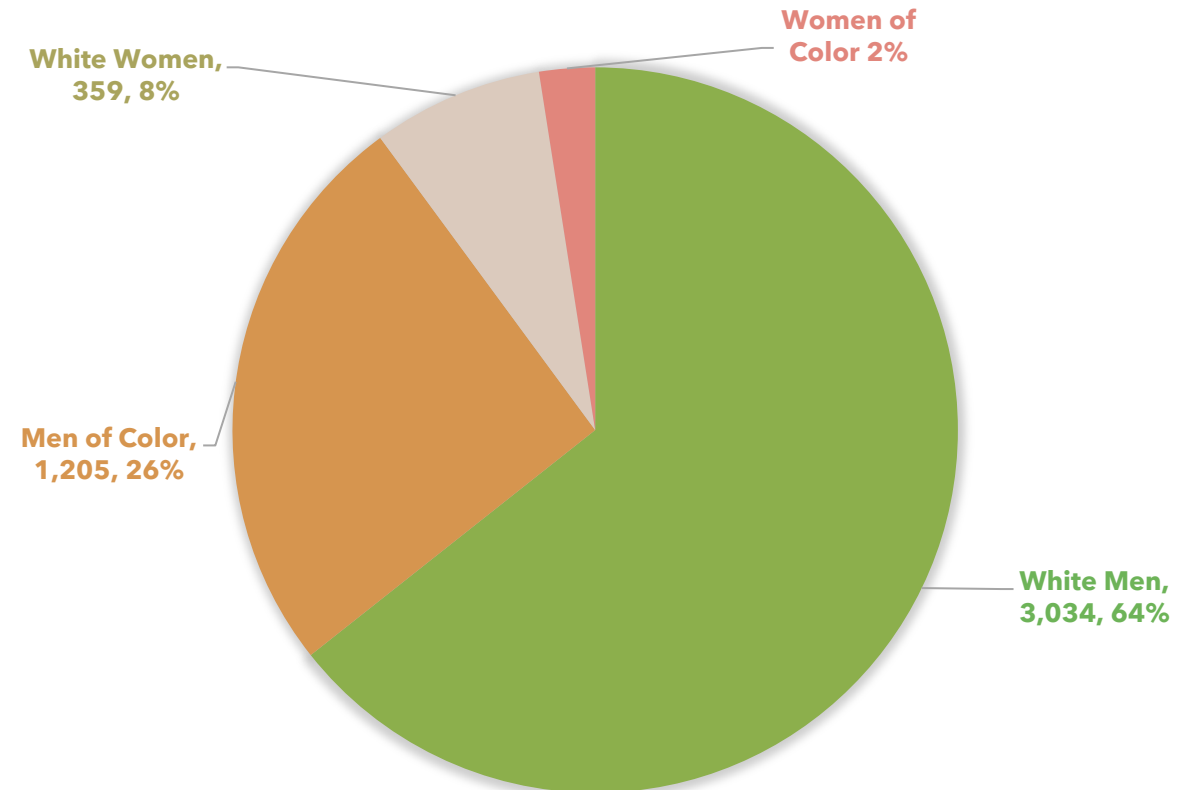
Sex and Racial/Ethnic Group	Non-Union	% of Non-Union	Union	% of Union	Total	% of Grand Total
White Men	3,755	75%	8,338	64%	12,093	67%
Men of Color	1,006	20%	3,351	26%	4,357	24%
White Women	199	4%	915	7%	1,114	6%
Women of Color	74	1%	324	3%	398	2%
White Non-binary People	0	0%	2	0%	2	0%
Non-binary People of Color	0	0%	0	0%	0	0%
Total	5,034	100%	12,930	100%	17,964	100%

UNION PROGRAMS MORE DIVERSE

APPRENTICE DIVERSITY IN NON-UNION PROGRAMS FOR ACTIVELY ENROLLED



APPRENTICE DIVERSITY IN UNION PROGRAMS FOR ACTIVELY ENROLLED





GRADUATION RATES

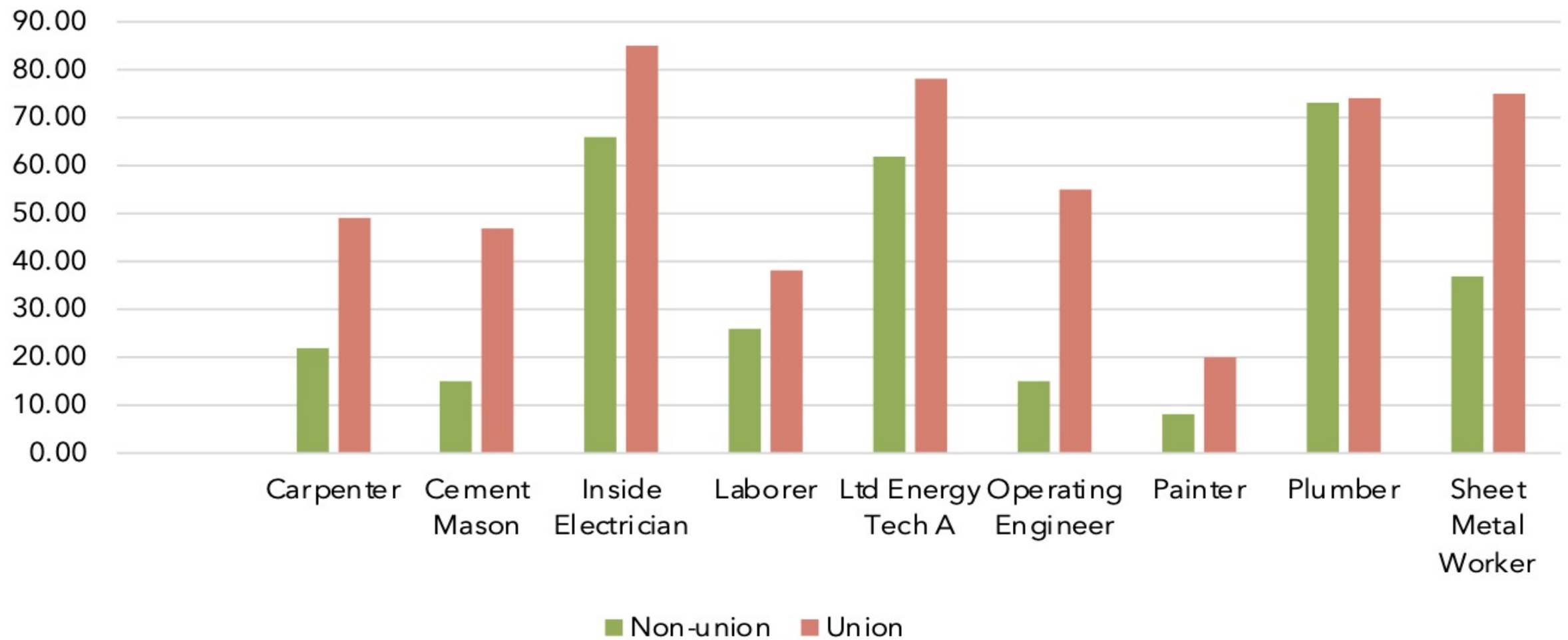
GRADUATION RATES OVERALL

- Men graduated at higher rates than women overall (53% vs 45%)
- White apprentices graduated at higher rates than BIPOC (55% vs 44%)
 - Black men and Black women experienced lowest graduation rates (29% and 37% respectively)

GRADUATION RATES HIGHER FOR FOR WOMEN AND BIPOC IN UNIONS

- 50% of women enrolled in union programs completed compared to 29% of women enrolled in non-union programs
- 45% of BIPOC in union programs completed compared to 40% in non-union programs

FIGURE 5: GRADUATION RATES BY TRADE



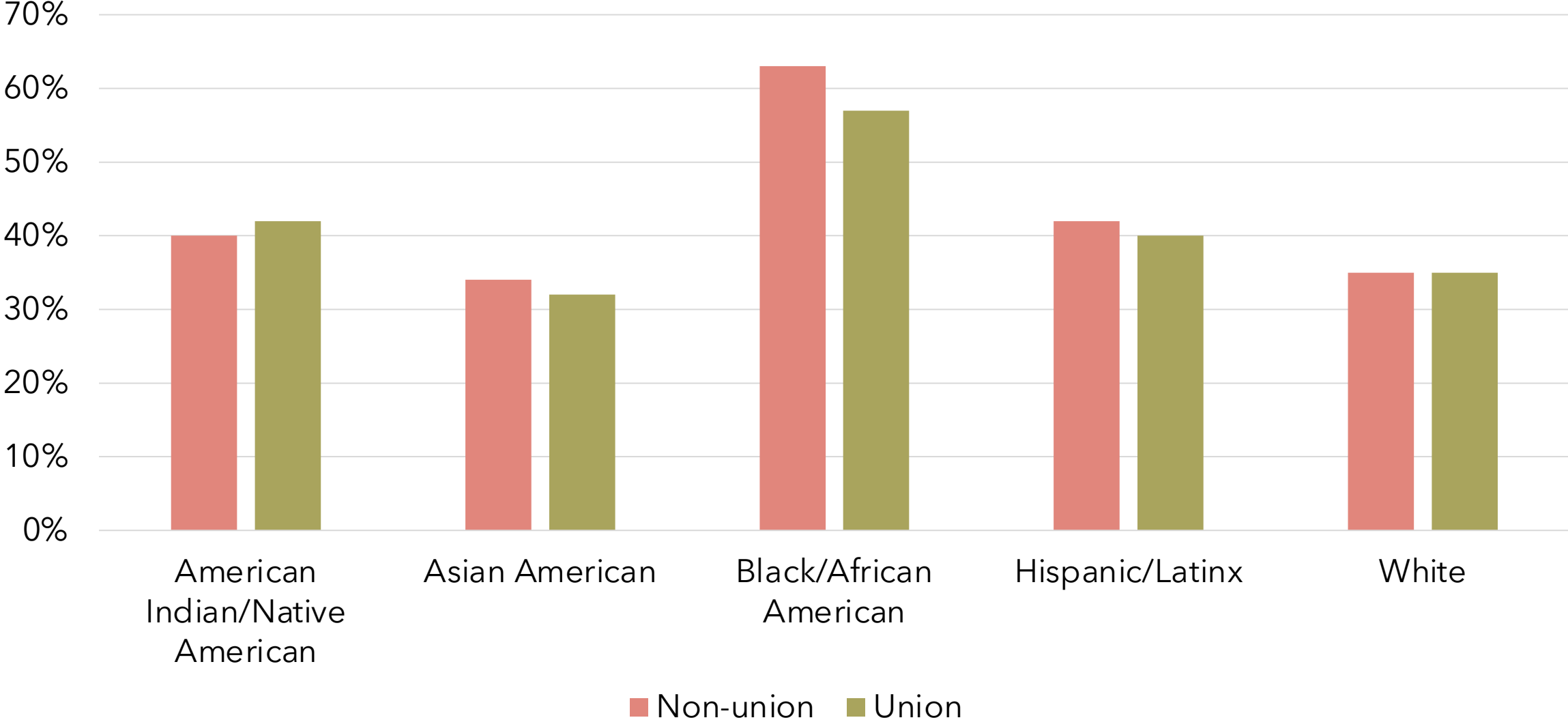


SEPARATION

SEPARATION

- On average, workers of color in the sample separated at higher rates than white workers, 44% compared to 35%, and women separated at higher rates than men, 41% compared to 37%.
- 47% of people of color enrolled in non-union apprenticeship programs separated, compared to 43% in union programs.
- 51% of women enrolled in non-union programs separated, compared to 38% of women enrolled in union programs.

PERCENT SEPARATED WITHIN RACIAL/ETHNIC GROUP



WAGES



WAGES

- Union programs represent higher proportion of better paying trades than non-union programs
- More women and BIPOC in unions were enrolled in high paying trades than in non-union programs
- Women of color in non-union programs experienced lowest wages

CONCLUSION



RECOMMENDATIONS

Recruitment

- Reflect on recruitment practices. Analyze current outreach processes efforts, and examine who is doing the recruiting (i.e., are recruiters' representative of a diverse group of people?).
- Examine success rate of female applicants.
- Examine language used in job postings (e.g., masculine pronouns to describe candidates) and include diversity statements.



RECOMMENDATIONS

Mentorship

- Establish mentor training programs so that mentors have opportunities to learn about successful mentorship practices.
- Develop formal mentorship policies in each program so that workers, regardless of gender and racial/ethnic identity, are paired with a mentor.
- Designate an ombudsperson specifically to mediate issues of equity, discrimination, or harassment and provide assistance and support to women and BIPOC.



RECOMMENDATIONS

Equitable Access to Work Hours

- Rotate jobs
- Develop project thresholds that require contractors to distribute a minimum number of hours to women and BIPOC.
- Establish flexible work hours.

Establish Anti-Harassment Workplace Policies and Practices

- Incorporate anti-harassment training from programs like RISE Up, Alteristic's Green Dot, Carpenter's Positive Jobsite Culture Training, or Lauren Sugerman's Gender Lens Curriculum.



RECOMMENDATIONS

Support Outside of Work

- Provide financial support for gas, travel and childcare.
- Develop a hardship fund.
- Provide pregnancy and maternity leave.
- Provide childcare during courses, or classes that accommodate schedules particularly of single mothers.

