CONSTRUCTING A DIVERSE WORKFORCE

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

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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

<table>
<thead>
<tr>
<th>Union Status</th>
<th>Currently Active</th>
<th>Completed</th>
<th>Suspended</th>
<th>Separated</th>
<th>Total</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-union</td>
<td>1,827</td>
<td>1,279</td>
<td>29</td>
<td>1,899</td>
<td>5,034</td>
<td>28%</td>
</tr>
<tr>
<td>Union</td>
<td>4,717</td>
<td>3,278</td>
<td>78</td>
<td>4,857</td>
<td>12,930</td>
<td>72%</td>
</tr>
<tr>
<td>Total</td>
<td>6,544</td>
<td>4,557</td>
<td>107</td>
<td>6,756</td>
<td>17,964</td>
<td>100%</td>
</tr>
</tbody>
</table>
## Apprenticeship Diversity

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

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

APPRENTICE DIVERSITY IN NON-UNION PROGRAMS FOR ACTIVELY ENROLLED

- Women of Color, 24, 1%
- Men of Color, 349, 19%
- White Women, 64, 4%
- White Men, 1390, 76%

APPRENTICE DIVERSITY IN UNION PROGRAMS FOR ACTIVELY ENROLLED

- White Women, 359, 8%
- Men of Color, 1,205, 26%
- Women of Color 2%
- White Men, 3,034, 64%
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 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
**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.
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.