

Oregon's Apprenticeship Programs... 75 Years of Excellence

- Oregon's Apprenticeship Programs have been improving construction in Oregon since 1931.
- Oregon was the 2nd State in the nation to establish apprenticeship training at the state level.
- Federal programs were established six years after Oregon's and portions were modeled after Oregon's training programs.

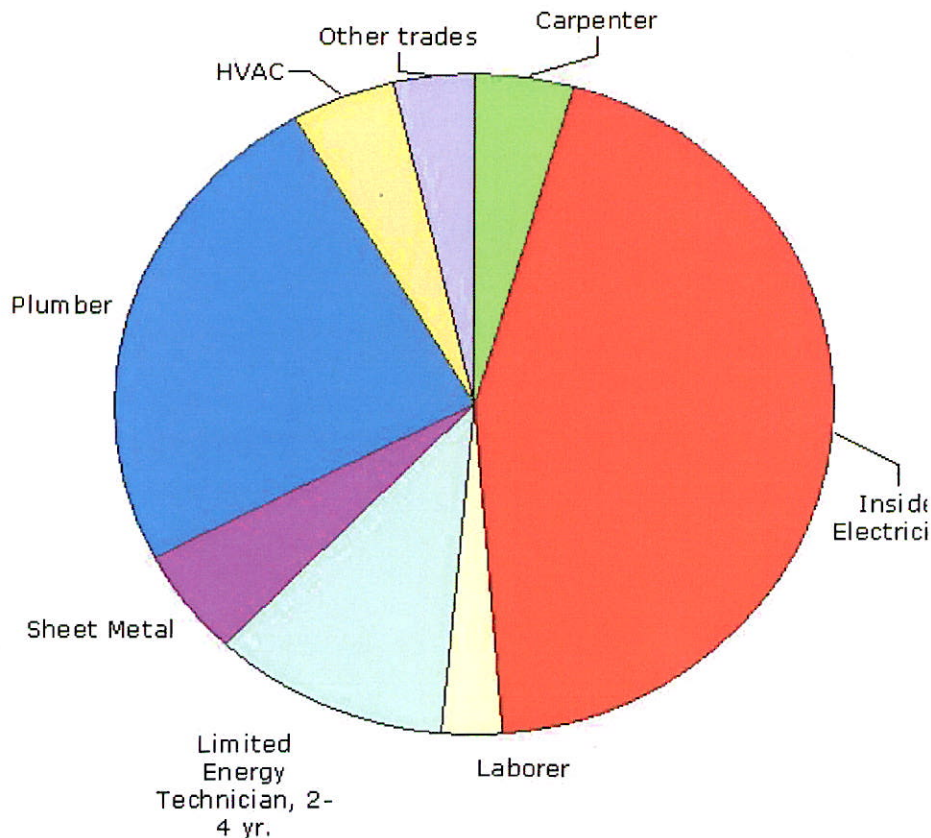
Union Apprenticeship Programs: Building Oregon's Strong and Diverse Workforce

A recent study conducted by the University of Oregon's Labor Education and Research Center gives an objective comparison of the contributions of union and open shop apprenticeship programs to Oregon's construction workforce. (1) This report offers empirical evidence indicating that union programs contribute more ethnic and gender diversity as well as raw numbers to the skilled labor force than open shop apprenticeship programs. Below are figures from the report showing the key differences found between union and open shop apprenticeship programs.

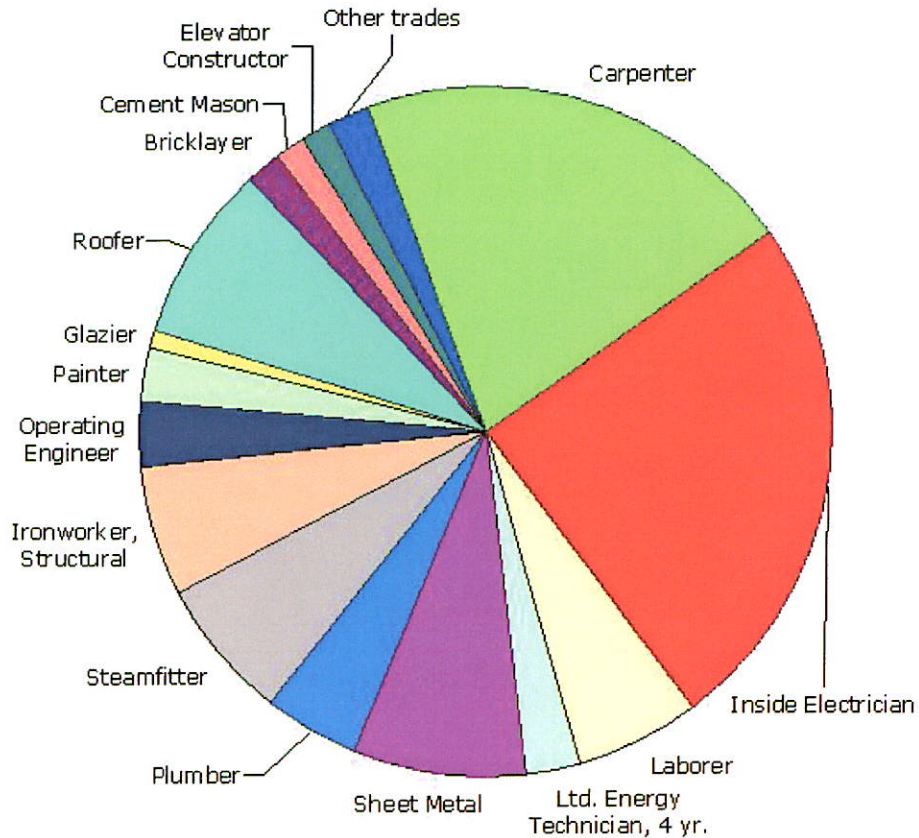
(1) Byrd, Barbara and Marc Weinstein. "Construction Apprenticeship in Oregon: An Analysis of Data on Union and Open Shop Apprenticeship Programs." University of Oregon: Labor Education and Research Center. March 2005.

Union apprenticeship programs train a more diversely skilled labor force capable of meeting the needs of Oregon's construction market.

Figure 1: Open Shop Construction Apprentices by Trade, 2004
(Trades with more than 20 apprentices statewide)



**Figure 2: Union Construction Apprentices by Trade, 2004
(Trades with more than 20 apprentices statewide)**

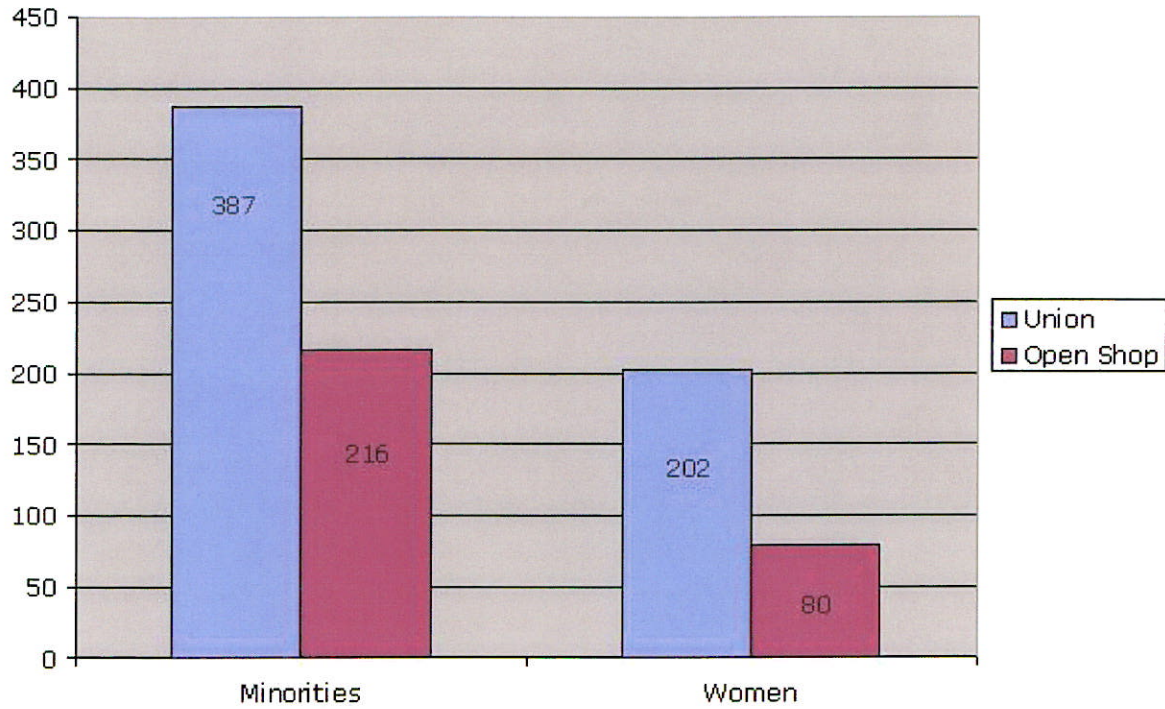


Union apprenticeship programs recruit and graduate a more gender and ethnically diverse workforce than open shop apprenticeship programs.

Figure 3: Women and Minority Male Apprentices, 2004



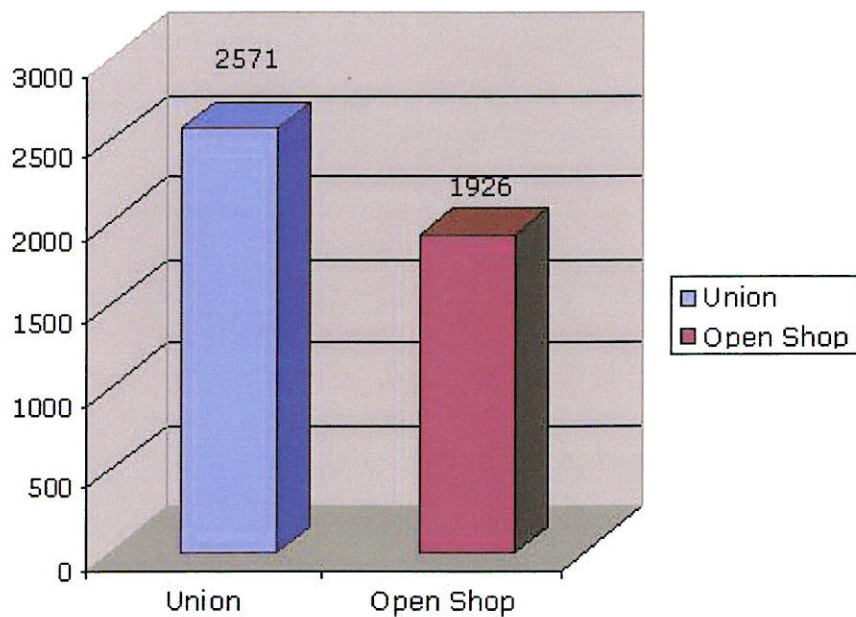
**Figure 4: Minority and Female Graduates
Among 1992-99 Entrants**



**Union Apprenticeship Programs:
Training the Majority of Oregon's Skilled Workforce.**

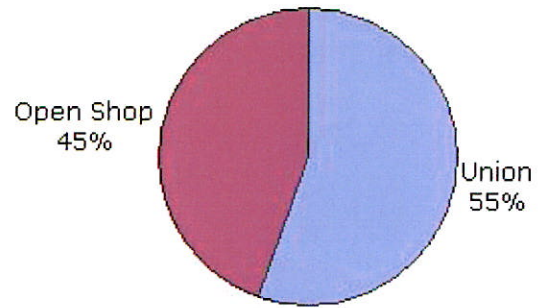
Despite being outnumbered nearly 2-to-1 by open shop apprenticeship programs, Oregon's union apprenticeship programs register more apprentices.

Figure 5: Total Number of Active Construction Apprentices, 2004



Union based apprenticeship programs have a higher completion rate than open shop apprenticeship programs.

Figure 6: Union and Open Shop Share of Completions for 1992-99 Entrants





**Oregon State Building &
Construction Trades Council**

An Analysis of Data on Union and Open-Shop Apprenticeship Programs

Key Findings

The findings outlined in this report suggest that, in general, union apprenticeship programs do a better job than open shop programs of recruiting and graduating apprentices. On a trade-by-trade basis, most union programs also do better in recruiting and graduating women and minority apprentices.

- In 2004, union apprenticeship programs were training 57% of all construction apprentices. At the end of December 2004, there were 2,571 apprentices in union programs as compared to 1,915 in open shop programs.
- The average program size of union programs is almost three times higher than that of open shop programs – 92 apprentices per program as compared to 37.
- Union apprenticeship programs train for a much greater variety of occupations. Open shop programs are concentrated in the licensed trades of electrician and plumber/steamfitter.
- Union programs currently train more than twice as many women and minorities than do open shop programs. Women's share of union apprenticeship enrollments is approximately 7%, and minority enrollments in union programs 14.2%. Women's share of open shop apprenticeship enrollment is 3.6%, and minority enrollment is 10%.

Completion rates cited in this report are actual rates and were calculated based on the proportion of those who began their training between 1992-99 inclusive and who successfully completed their training by 2004.

- ✓ Union programs complete more apprentices than open shop programs, overall. Fifty-five percent of all construction apprenticeship graduates come from union programs.
- ✓ When union and open shop programs are compared trade-by-trade, most union programs have higher graduation rates than their open shop counterparts.

Union programs graduate almost twice as many minorities, and more than twice as many females, than do open shop programs. On a trade-by-trade basis, women graduate at a consistently higher rate in union programs, and minorities graduate at a higher rate in most union programs.

Study prepared for the Oregon State Building and Construction Trades Council by LERC