

# OREGON'S CHILD CARE SUBSIDIES FOR HIGHWAY CONSTRUCTION APPRENTICES

Office of Civil Rights, Oregon Department of Transportation  
Apprenticeship & Training, Oregon Bureau of Labor & Industries  
Akana Workforce Development

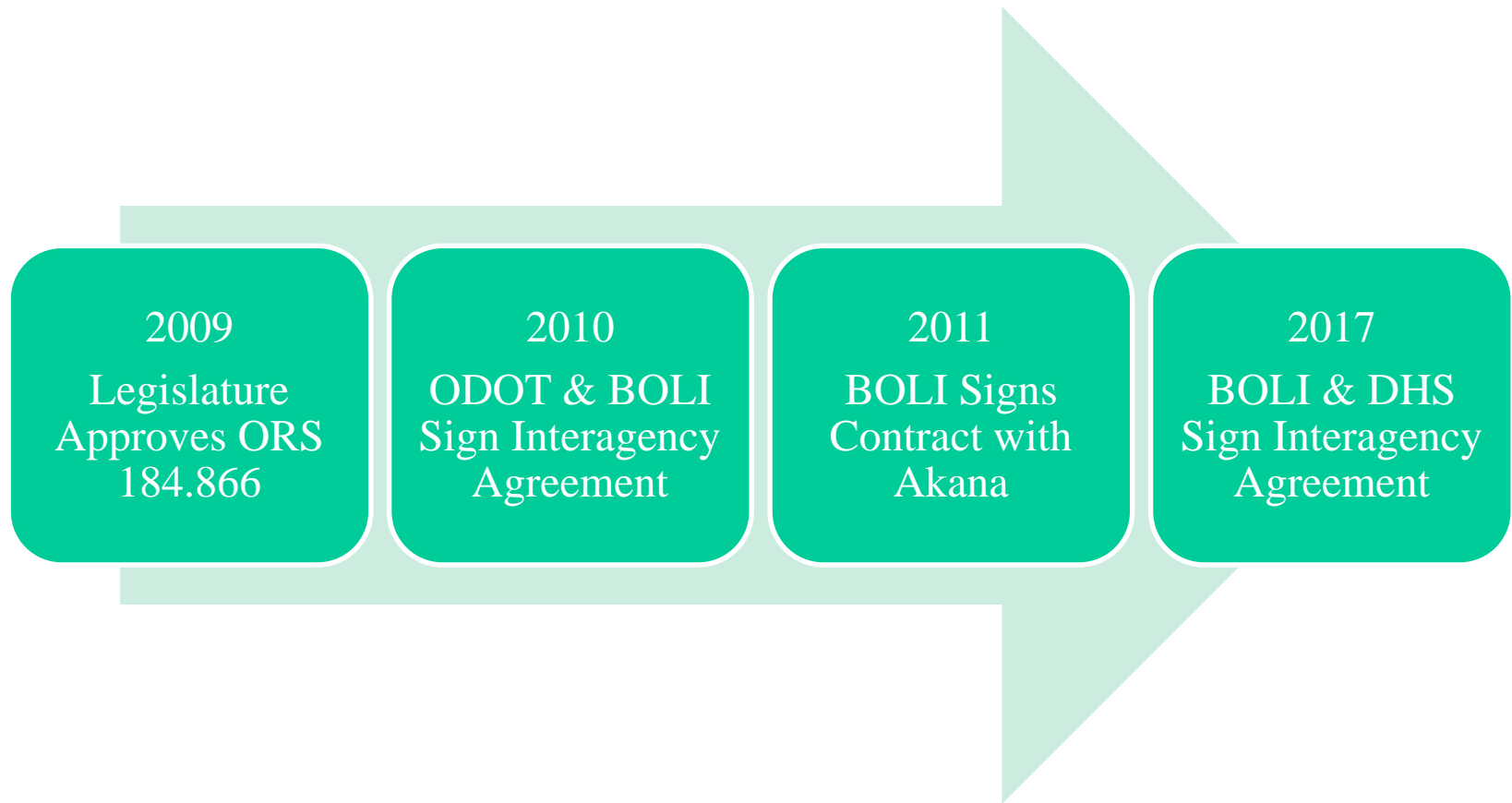


Larry S. Williams, MA  
ODOT Supportive Services Specialist  
Oregon Bureau of Labor and Industries

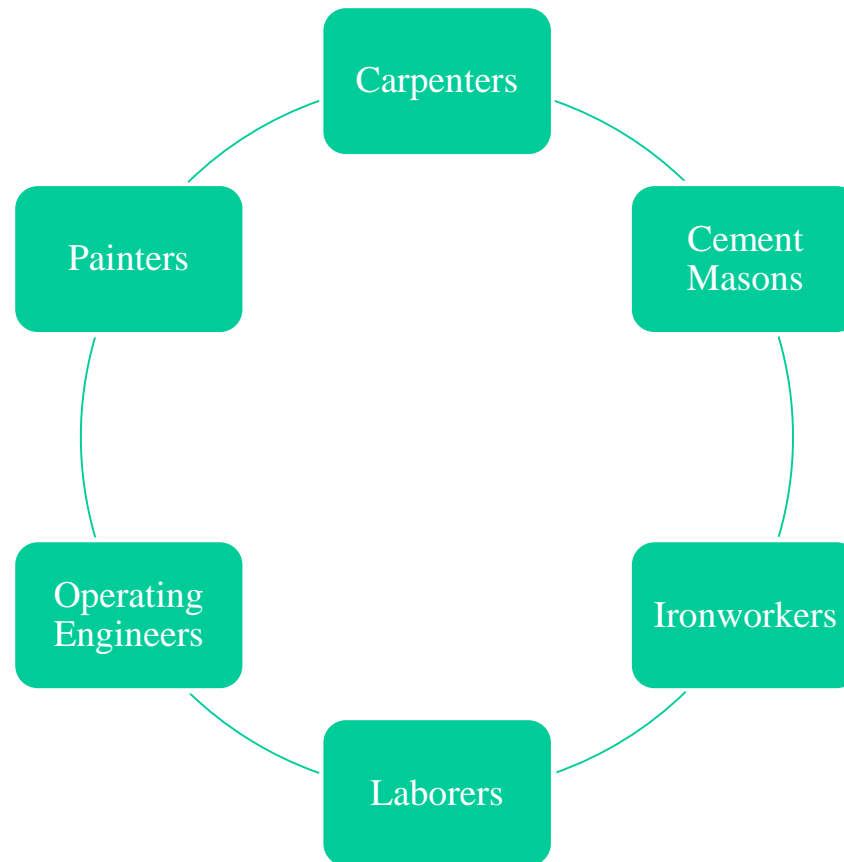
Penny Painter  
Workforce Development Project Manager  
Akana

Written Comments to the Joint Task Force On Access to Quality Affordable Child Care

# History of Apprentice Child Care Subsidies



# Apprentices Served in Targeted Trades



# ERDC and ARCC Side by Side

## Employment Related Day Care

- Must be an Oregon resident.
- Be employed. Caretakers/parents must be employed.
- Both parents must be working in a two-parent family. Exceptions may exist.
- Income must be below 185% of the Federal Poverty Level.
- Must have a qualifying child or children.  
Qualifying children are:
  - Under 13 years of age who need care, or
  - Age 13-17 who receive care if required by special circumstances; and
  - U.S. Citizens or qualifying non-citizens
- Must need child care to remain employed.
- Must use a child care provider that meets DHS requirements.

## Apprenticeship Related Child Care

- Must be
  - employed as a registered Apprentice in a highway construction trade, i.e. Carpenter, Cement Mason, Iron Worker, Laborer, Operator, Painter or
  - employed on a transportation-related job as a registered apprentice in another construction trade; and
  - in “Good Standing” with their Apprenticeship Program and need child care to remain employed.
- Need
  - a child care provider that meets DHS requirements or the equivalent in another state if the provider is not in Oregon;
  - application documents, including proof of household income; and
  - participation in the Interview Call.

# How ARCC Supplements ERDC

## **ERDC Alone**

- Co-pays for most on ERDC
- ERDC has limits on how much Providers can be paid
- ERDC has an Exit Income Limit of 250% of Federal Poverty Level or 85% of state's median family income, whichever is higher

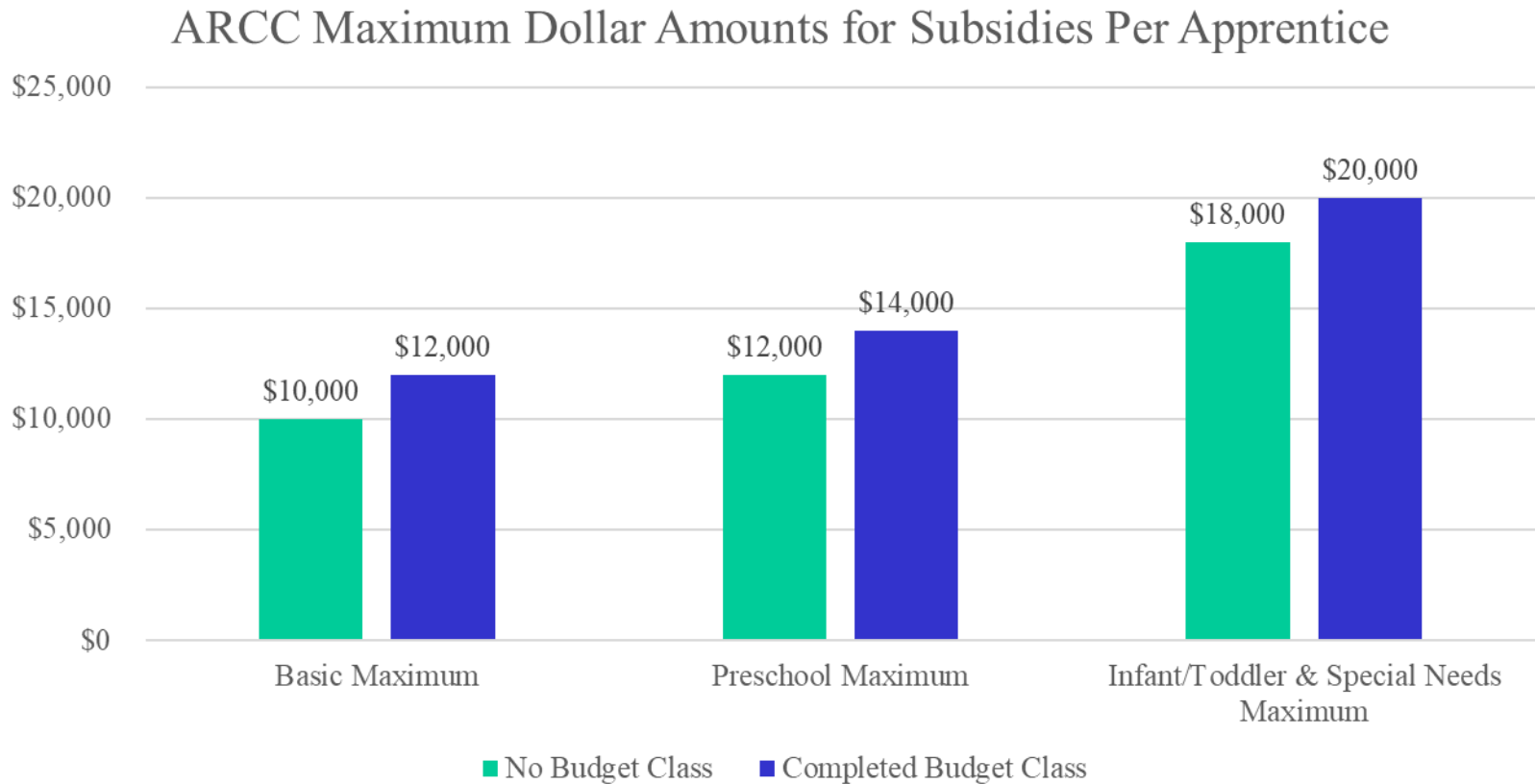
## **ERDC + ARCC**

- ARCC picks up the co-pays of any Qualified Apprentice who receives ERDC
- ARCC pays overages for any Qualified Apprentice who receives ERDC
- ARCC only requires copays above the ERDC Exit Income Limit and pays up to a maximum dollar amount per Qualified Apprentice

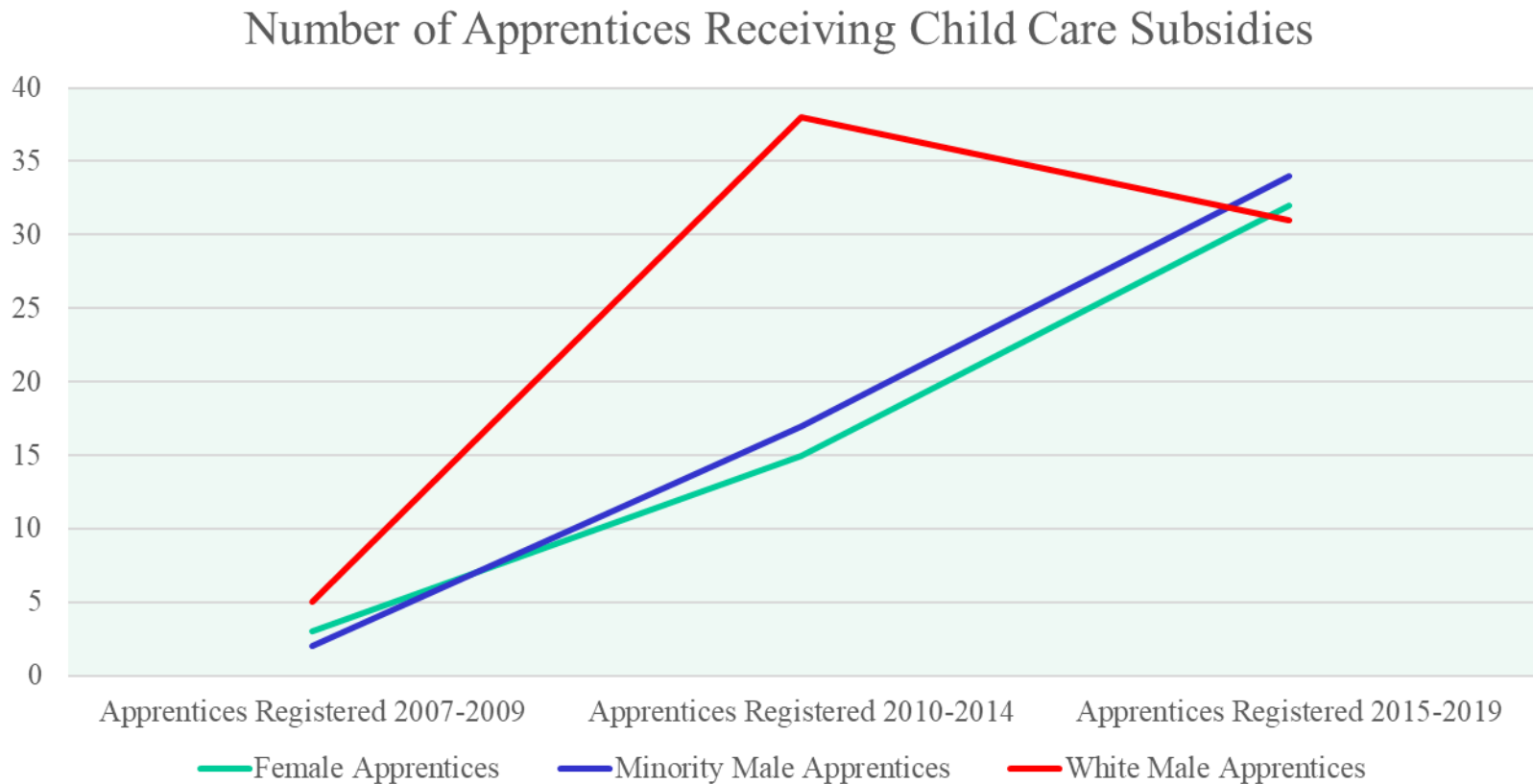
# ARCC Co-Pays (up to Per Apprentice Max)

Rule related to Federal Poverty Level (FPL)	Qualifies for ERDC (up to 185% of FPL)	Up to ERDC Ongoing and Exit Limit (~250% FPL)	Up to 280% of FPL	Up to 335% of FPL	More than 335% of FPL
\$ Limit for 3 Person Household (FPL - \$21,720)	\$40,182	\$54,300	\$60,816	\$72,762	No limit for household income (ends at apprentice maximum)
Apprentice Co-Pay under ARCC	0	0	25% of Total Child Care Cost	50% of Total Child Care Cost	75% of Total Child Care Cost

# ARCC Per Apprentice Max



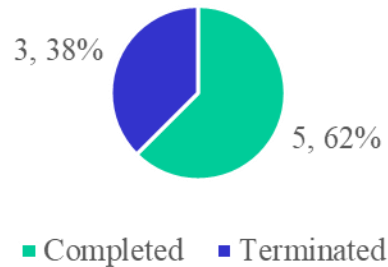
# Increase in Child Care Subsidies - # Served



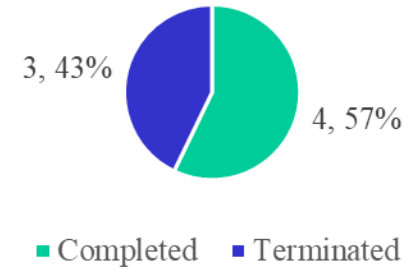


# Apprentices Registered 2010-2014, Receiving Child Care Subsidies

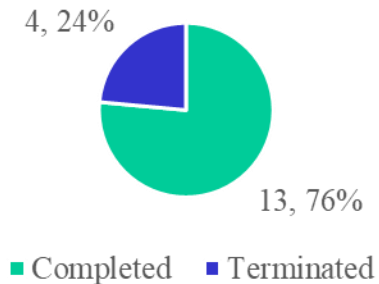
## Female Minority



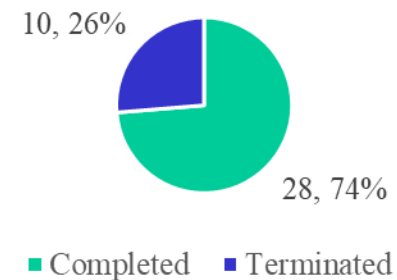
## Female White



## Male Minority

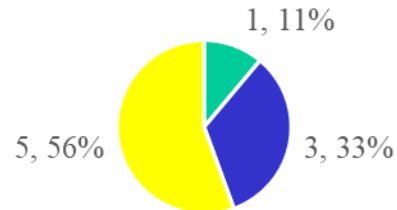


## Male White



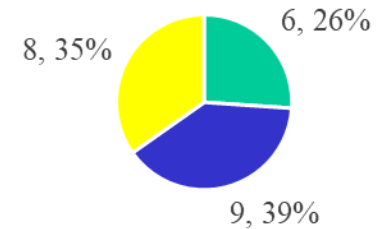
# Apprentices Registered 2015-2019, Receiving Child Care Subsidies

## Female Minority



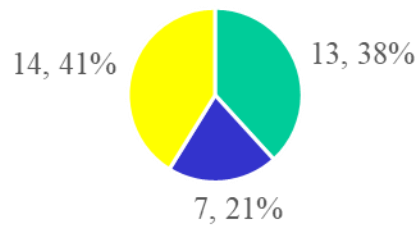
■ Completed ■ Terminated ■ Still Active

## Female White



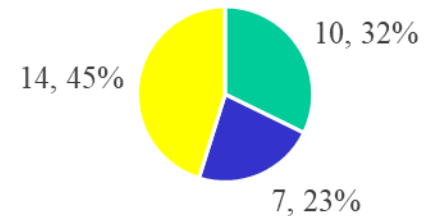
■ Completed ■ Terminated ■ Still Active

## Male Minority



■ Completed ■ Terminated ■ Still Active

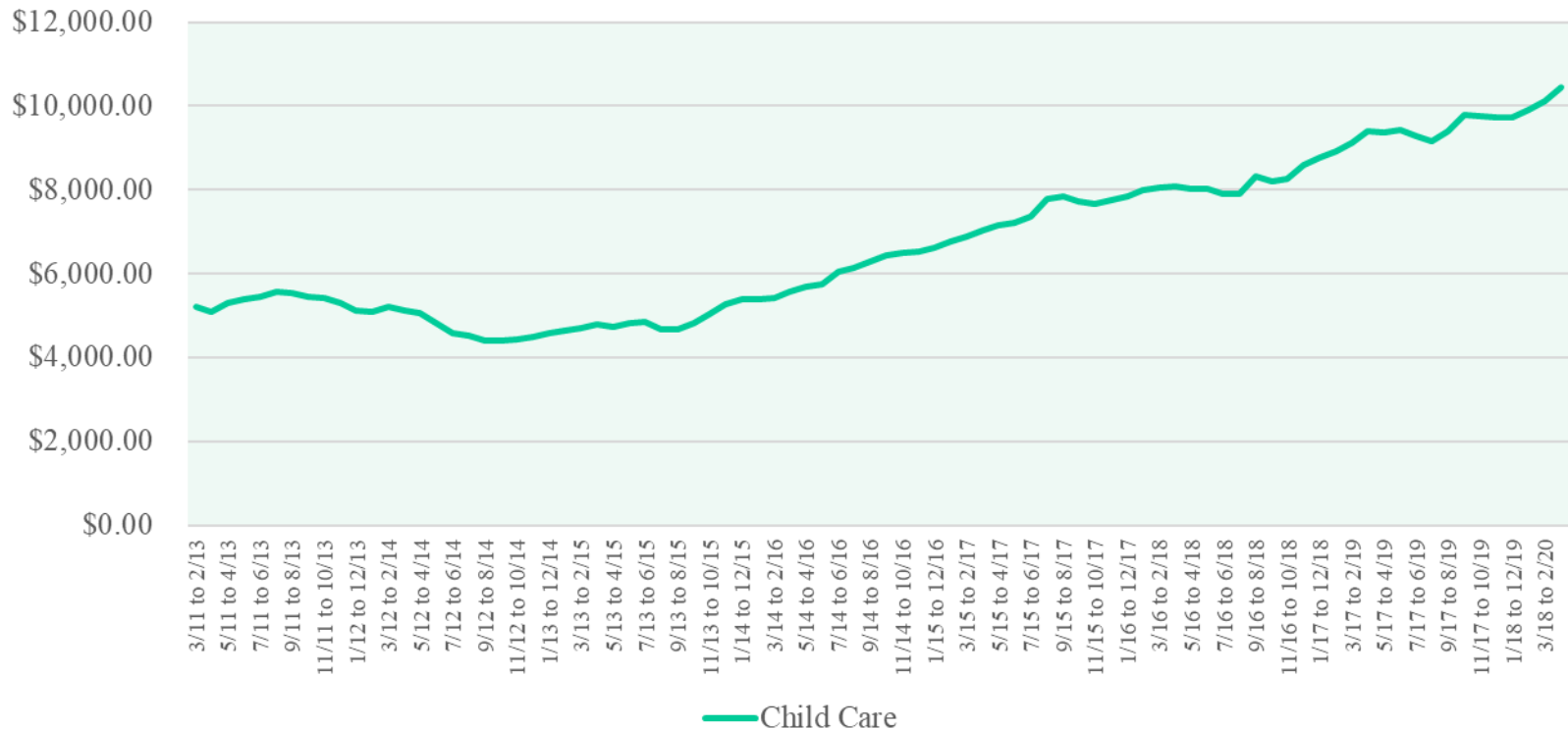
## Male White



■ Completed ■ Terminated ■ Still Active

# Increase in Child Care Subsidies - Dollars

2-Year Moving Average of Child Care Subsidies Per Month



# Apprentice Stories – Terrance

- Fifth-Term Carpenter Apprentice
- Spouse works
- With one 5 year-old child needing care

**“I can’t emphasize enough how this positively impacted our lives.”**

## Apprentice Stories - Terrance

“We both work full-time, and childcare was costing us \$1000 a month for our daughter. In the time since we started receiving help with childcare **we were able to pay off our credit cards.** This was instrumental in us being **able to purchase our first home!** Without this program owning a home would have taken us a lot longer!

“I am so incredibly grateful for this help, and I hope that funding for this will continue so that other families like mine can reach their goals as well!”

# Apprentice Stories – Lucinda

- Fifth-Term Carpenter Apprentice
- Spouse works
- With two children (ages 3 & 5) needing care

“Before we started receiving help with our childcare bill we were barely getting by...

“We were shuffling bills, paying some late just to get by.

**“Life was so stressful and I almost left my apprenticeship.”**

## Apprentice Stories – Lucinda

“My husband and I are writing this to give thanks for all the help and support from this program. After receiving help we were able to catch up on bills and start putting a little aside for emergencies. [The] budgeting class ... helped us put our finances into perspective and understand what we needed to do.

“[Penny] gave me information that I will continue to use throughout my career. She has been amazing to work with and I feel I’ve entered into the program as a stranger and am leaving with a friend. There are no words than can explain our gratitude for this program’s help. So thank you so very much for everything.”

## Apprentice Stories – Sarah

- Second-Term Painter Apprentice
- Single Parent
- With three children (ages 5, 6, & 7) needing care

“I am a single mother of 3 young children. My family benefits from the priceless aid of the childcare provided to me and my children through the ERDC/ARCC Childcare Assistance Programs.”



## Apprentice Stories – Sarah

“The [Child Care Support] has impacted my family’s life for the better and I am grateful; I can’t stress enough the importance [this] has had on giving me the tools needed to maintain my independence, to take care of my family, **to have access to safe and affordable childcare**, and to allow me to provide for us all.

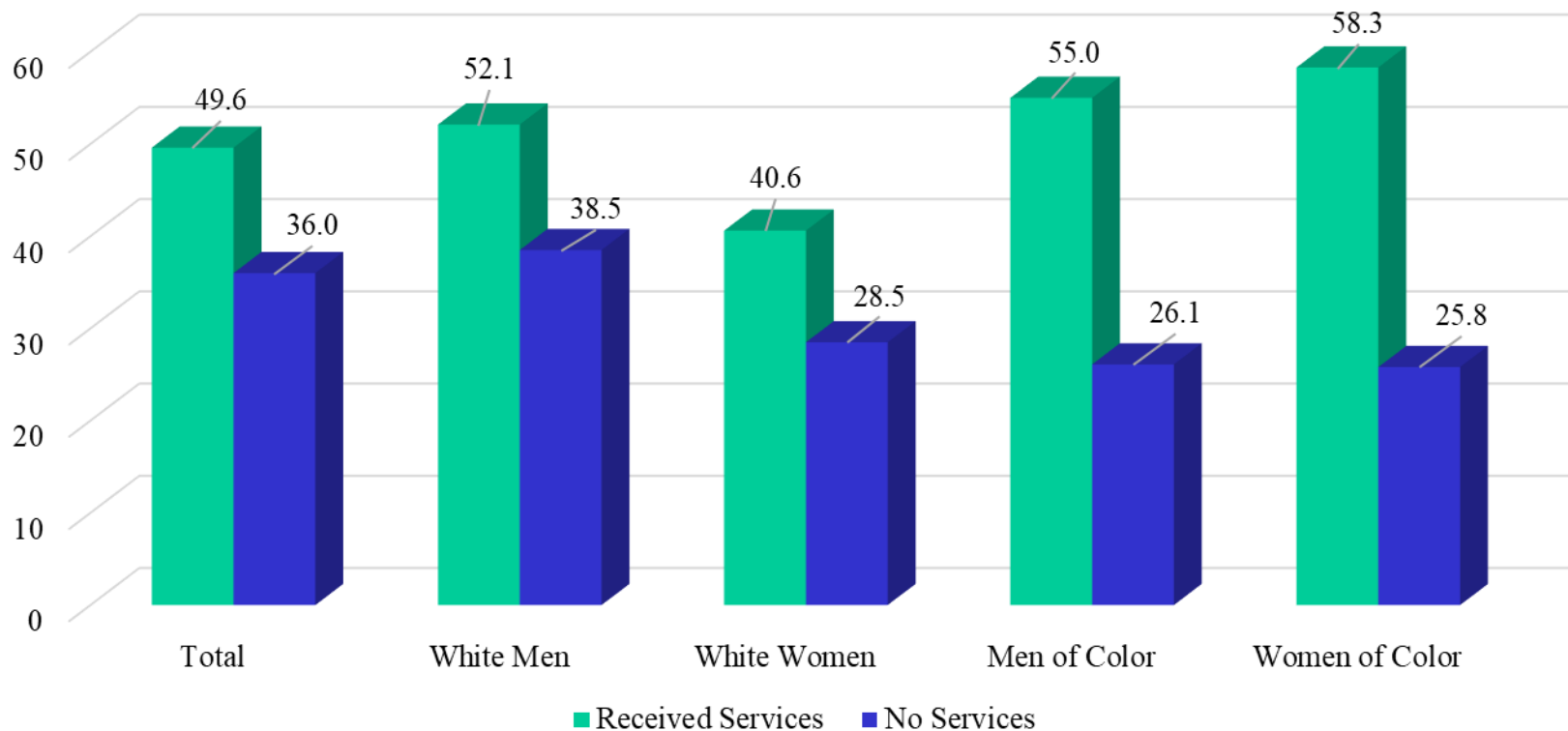
“Without the help of paying childcare I absolutely would not have the same opportunities **to get into the trades, maintain my career, improve myself, and set a positive example for my children.** I will be forever thankful for the Childcare Assistance Programs.”

# Child Care Subsidies for Apprentices Since 2011

- Total Apprentices Served: 177
  - Completed: 90 (50.8%)
  - Still Active: 41 (23.2%)
- Total ARCC Child Care Subsidies Paid (through 3/20): \$770,191
- Average ARCC Child Care Subsidy Per Apprentice: \$4,351
- Total ERDC Paid to Qualified Apprentices (since 1/18): \$31,976

# Completion Rates Higher for Apprentices Receiving Services (2005-2017 Cohorts)

Completion Rates among Apprentices in Eligible Trades by Receipt of ODOT-BOLI Services, by Race and Gender (OAS Data, 2005-2017 Cohorts)



# Cost to Expand **Child Care** to Other (Non-Highway Related) Construction Apprentices

- Total Cost Per Biennium: \$400,406
  - DHS for ARCC Subsidies: \$266,906
  - Akana Outreach and Managing Applications: \$81,273
  - BOLI Administration and Oversight: \$52,227
- Number of Apprentices in 6 Targeted Trades: 2,417
- Cost Per Apprentice in a Targeted Trades: \$165.66
- Number of Apprentices in Other Construction Trades: 6,675
- Estimated to Expand to Other Construction Trades: \$1,105,780

# Cost to Expand **All Services** to Other (Non-Highway Related) Construction Apprentices

- Total Cost Per Biennium: \$2,100,000
  - Outreach, Recruitment, Pre-Apprenticeship: \$750,000
  - Apprentice Retention (including Child Care Subsidies): \$1,000,000
  - Third-Party Evaluation: \$75,000
  - BOLI Administration and Oversight: \$275,000
- Number of Apprentices in 6 Targeted Trades: 2417
- Cost Per Apprentice in a Targeted Trades: \$868.85
- Number of Apprentices in Other Construction Trades: 6,675
- Estimated to Expand to Other Construction Trades: \$5,799,574

# Selected Websites

- Apprenticeship and Training Division, Oregon Labor and Industries
  - [oregon.gov/boli/atd](http://oregon.gov/boli/atd)
- Oregon Apprenticeship, The Journey Starts Here
  - [oregonapprenticeship.org](http://oregonapprenticeship.org)
- Office of Civil Rights, Oregon Department of Transportation
  - [www.oregon.gov/ODOT/Business/OCR/Pages/Workforce-Development.aspx](http://www.oregon.gov/ODOT/Business/OCR/Pages/Workforce-Development.aspx)
- Selected Works of Professor Maura Kelly, Portland State University
  - [works.bepress.com/maura\\_kelly/](http://works.bepress.com/maura_kelly/)
  - <https://www.pdx.edu/sociology/maura-kelly>
- Video about Oregon's Program (Real Help for Working Oregonians)
  - [youtube.com/watch?v=2sNS5xV9Pa8](https://youtube.com/watch?v=2sNS5xV9Pa8)
- Institute for Women's Policy Research – Briefing Paper & Webinar
  - <https://iwpr.org/publications/child-care-supports-for-the-construction-trades-building-and-sustaining-diversity-in-oregon/>
  - <https://iwpr.org/get-involved/events/webinar-child-care-supports-for-the-construction-trades-building-and-sustaining-diversity/>

## Selected Published Articles

- “Gender and Racial Training Gaps in Oregon Apprenticeship Programs.” By: Berik, Günseli; Bilginsoy, Cihan; Williams, Larry S. *Labor Studies Journal*. June 2011, Vol. 36 Issue 2, pp 221-244.
- “When Working Hard Is Not Enough for Female and Racial/Ethnic Minority Apprentices in the Highway Trades.” By: Kelly, Maura; Wilkinson, Lindsey; Pisciotto, Maura; Williams, Larry S. *Sociological Forum*. June 2015, Vol. 30 Issue 2, pp 415-438.
- “Building a Healthier Workforce: An Evaluation of an Online Nutrition Training for Apprentices.” By: Rohlman, Diane S.; Parish, Megan A.; Hanson, Ginger C.; Williams, Larry S. *Journal of Nutrition Education & Behavior*. October 2018, Vol. 50 Issue 9, p 913.

Larry S. Williams, MA  
ODOT Supportive Services Specialist (Operations and Policy Analyst)  
Oregon Bureau Labor & Industries  
[larry.s.williams@state.or.us](mailto:larry.s.williams@state.or.us)  
Cell: 503-333-0800

Penny Painter  
Workforce Development Project Manager  
Akana  
6400 SE Lake Road, Suite 270  
Portland, OR 97222  
Penny.Painter@Akana.us  
Cell: 503.278.6519