

# 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

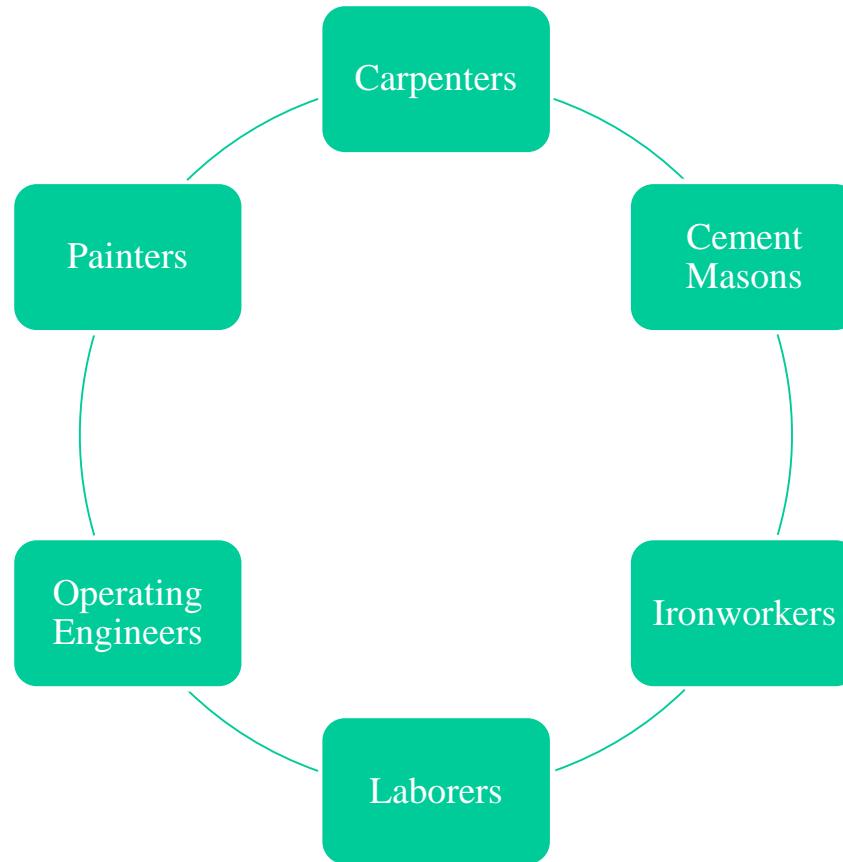
2009  
Legislature  
Approves ORS  
184.866

2010  
ODOT & BOLI  
Sign Interagency  
Agreement

2011  
BOLI Signs  
Contract with  
Akana

2017  
BOLI & DHS  
Sign Interagency  
Agreement

# 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

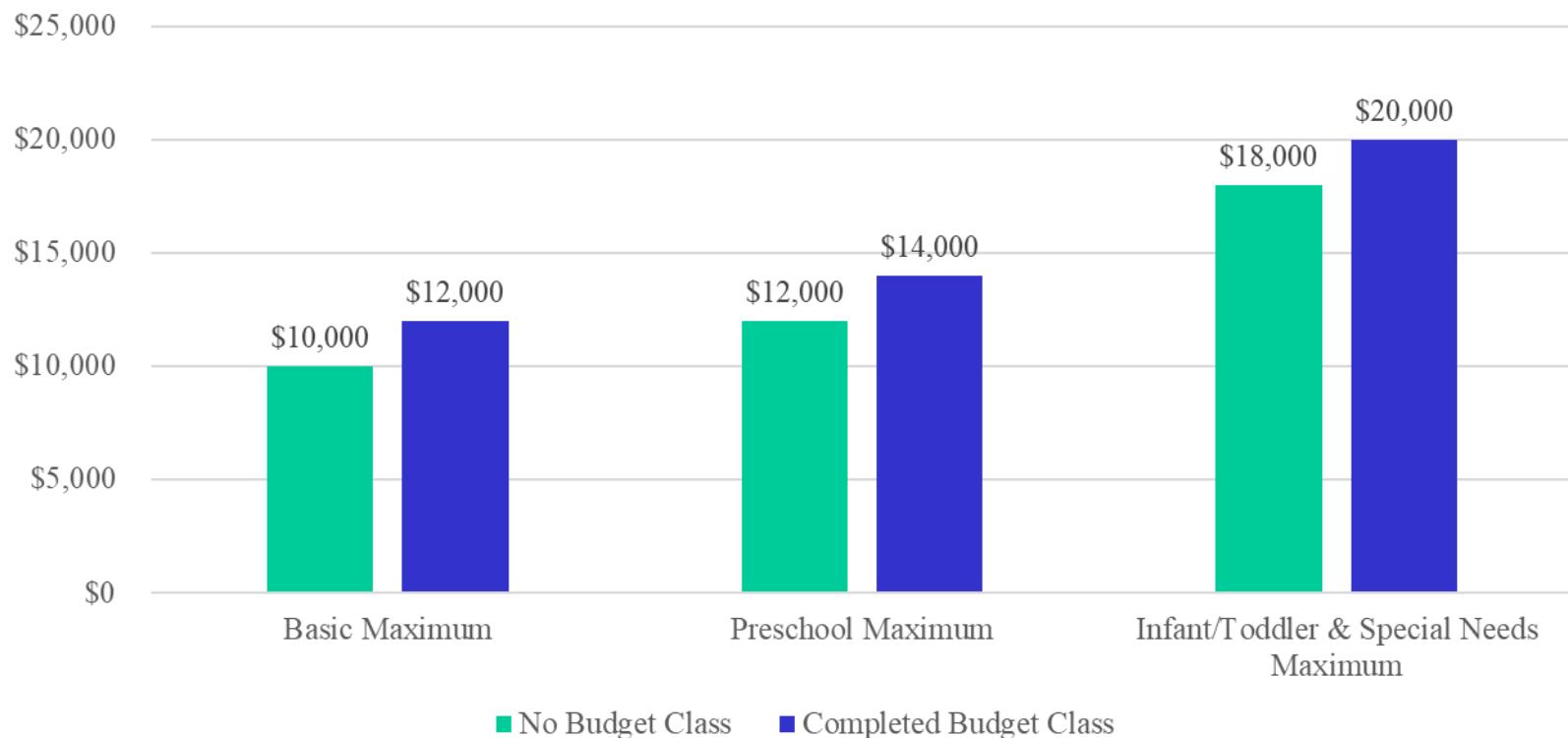
- ARCC picks up the co-pays of any Qualified Apprentice who receives ERDC
- ARCC pays overages for any Qualified Apprentice who receives ERDC
- ARCC only requires copays above the ERDC Exit Income Limit and pays up to a maximum dollar amount per Qualified Apprentice

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

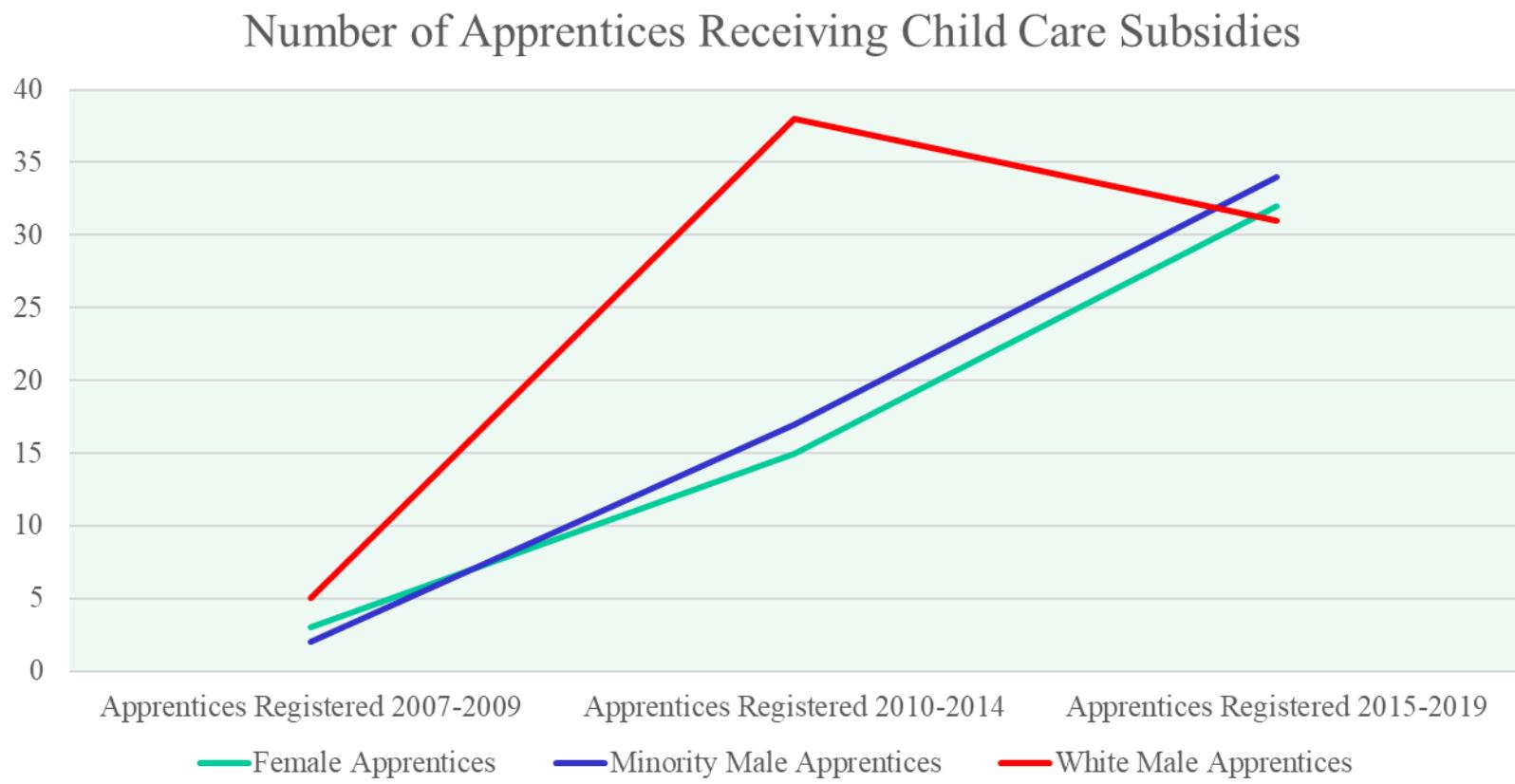
Rule related to Federal Poverty Level (FPL)	Qualifies for ERDC (up to 185% of FPL)	Up to ERDC Ongoing and Exit Limit (~250% FPL)	Up to 280% of FPL	Up to 335% of FPL	More than 335% of FPL
\$ Limit for 3 Person Household (FPL - \$21,720)	\$40,182	\$54,300	\$60,816	\$72,762	No limit for household income (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

ARCC Maximum Dollar Amounts for Subsidies Per Apprentice

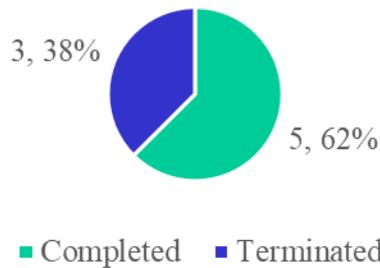


# Increase in Child Care Subsidies - # Served



# Apprentices Registered 2010-2014, Receiving Child Care Subsidies

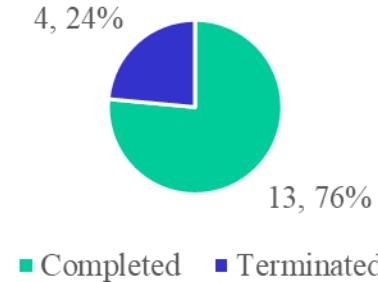
Female Minority



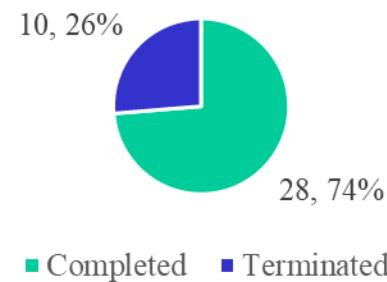
Female White



Male Minority

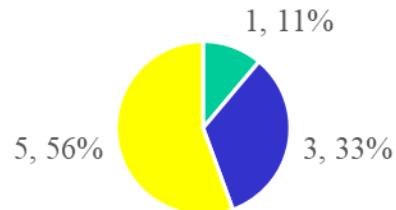


Male White



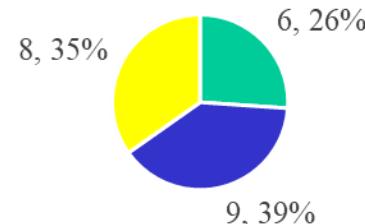
# Apprentices Registered 2015-2019, Receiving Child Care Subsidies

Female Minority



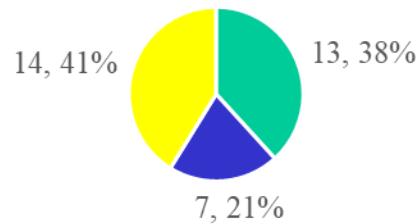
■ Completed ■ Terminated ■ Still Active

Female White



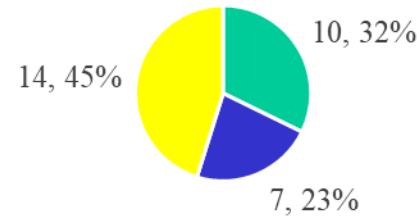
■ Completed ■ Terminated ■ Still Active

Male Minority



■ Completed ■ Terminated ■ Still Active

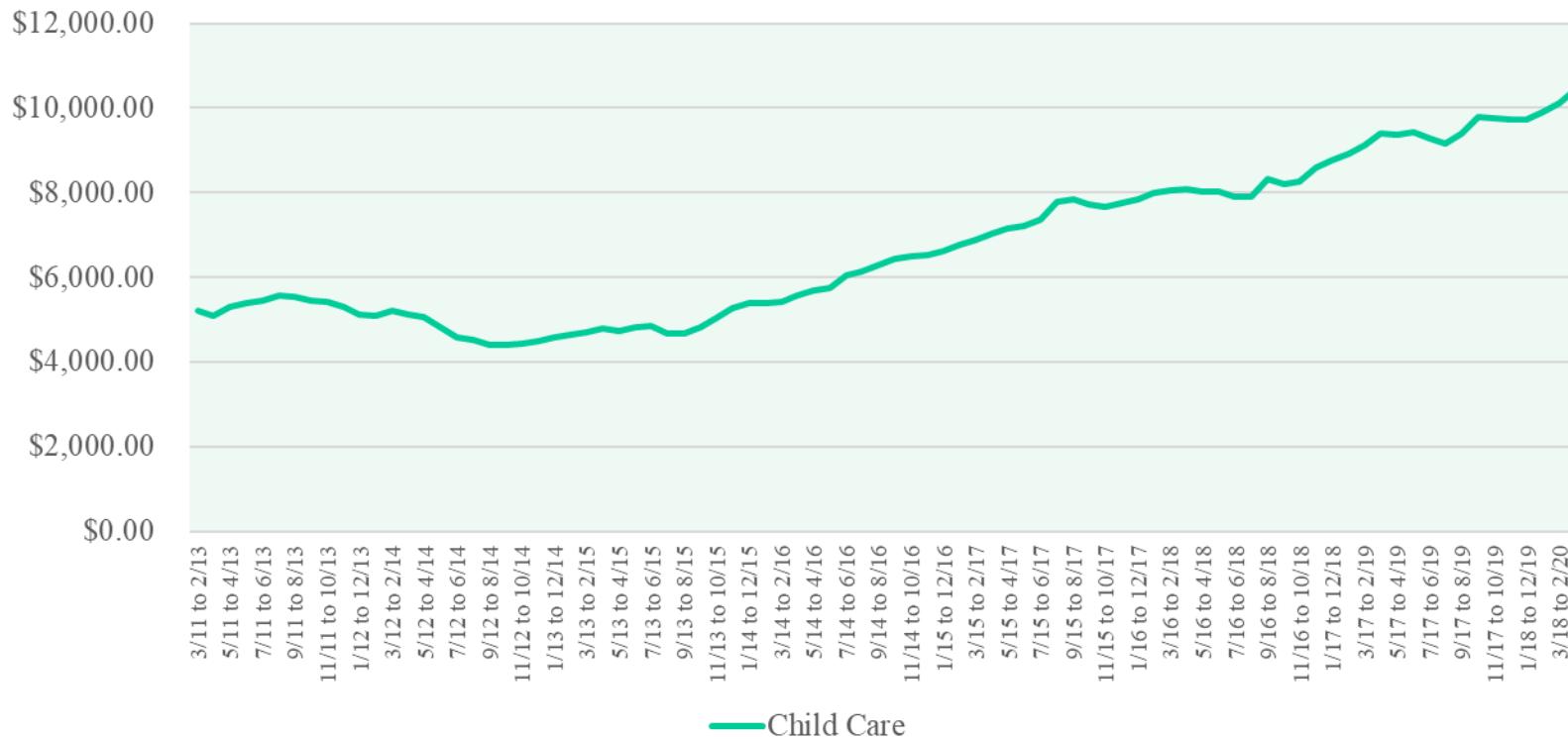
Male White



■ 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.

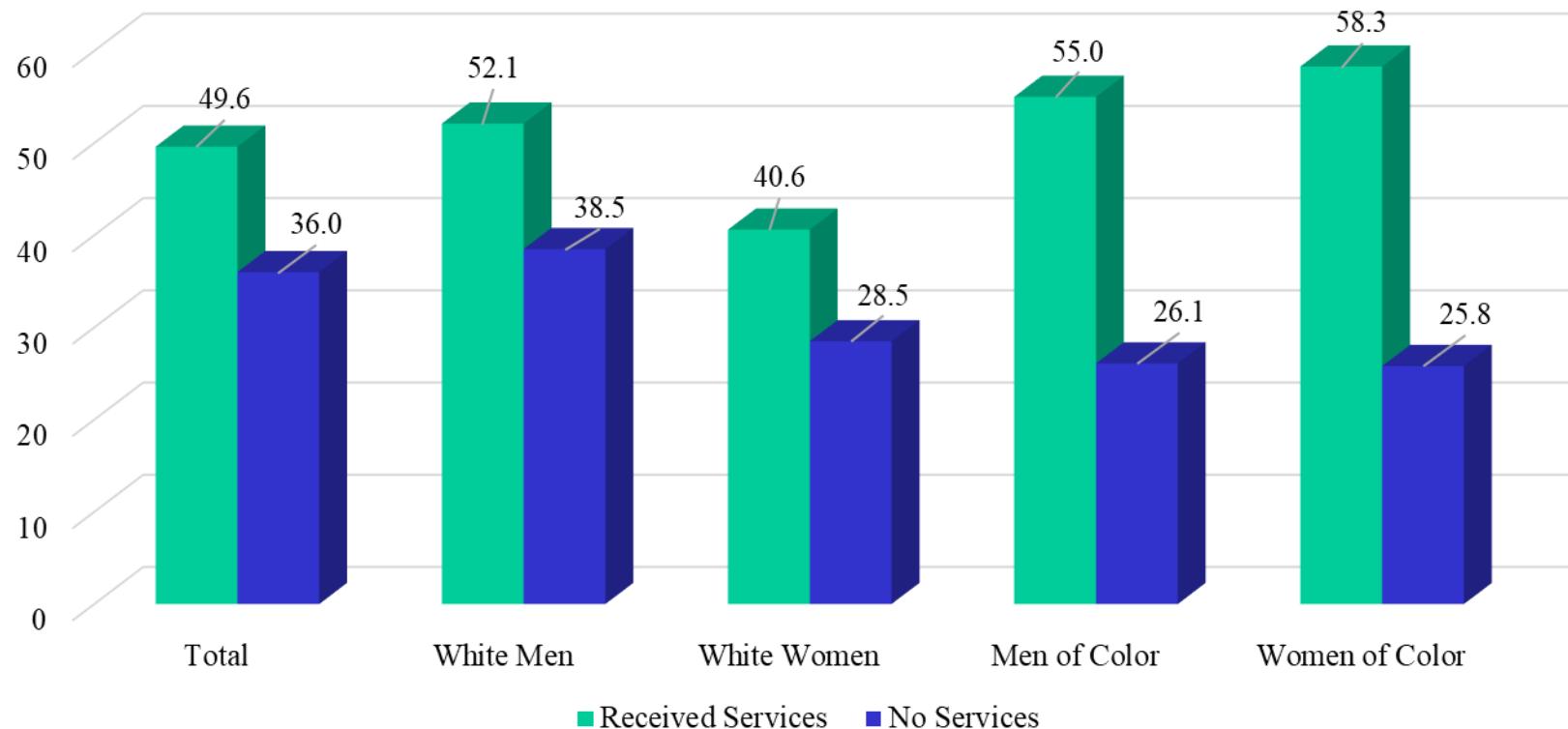
“Without the help of paying childcare I absolutely would not have the same opportunities **to get into the trades, maintain my career, improve myself, and set a positive example for my children**. I will be forever thankful for the Childcare Assistance Programs.”

# 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](http://https://www.pdx.edu/sociology/maura-kelly)
- Video about Oregon's Program (Real Help for Working Oregonians)
  - [youtube.com/watch?v=2sNS5xV9Pa8](http://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/](http://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/](http://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; Pisciotta, 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