



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 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. The sky is overcast.

BACKGROUND

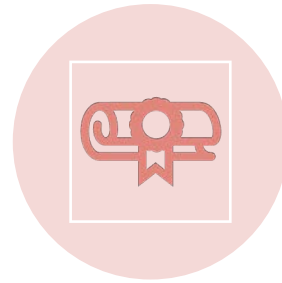
DATA AND METHODS

- 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

FINDINGS



Enrollment



Graduation



Termination



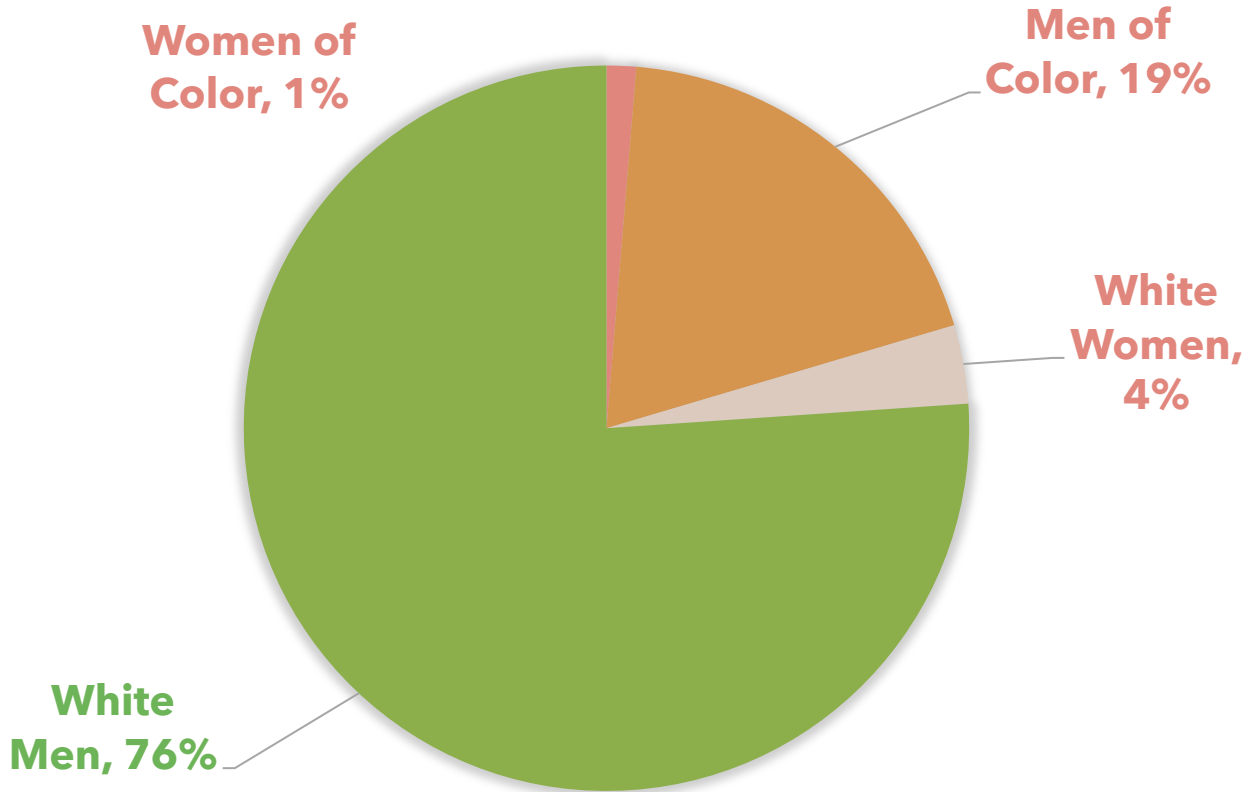
Wages

ENROLLMENT

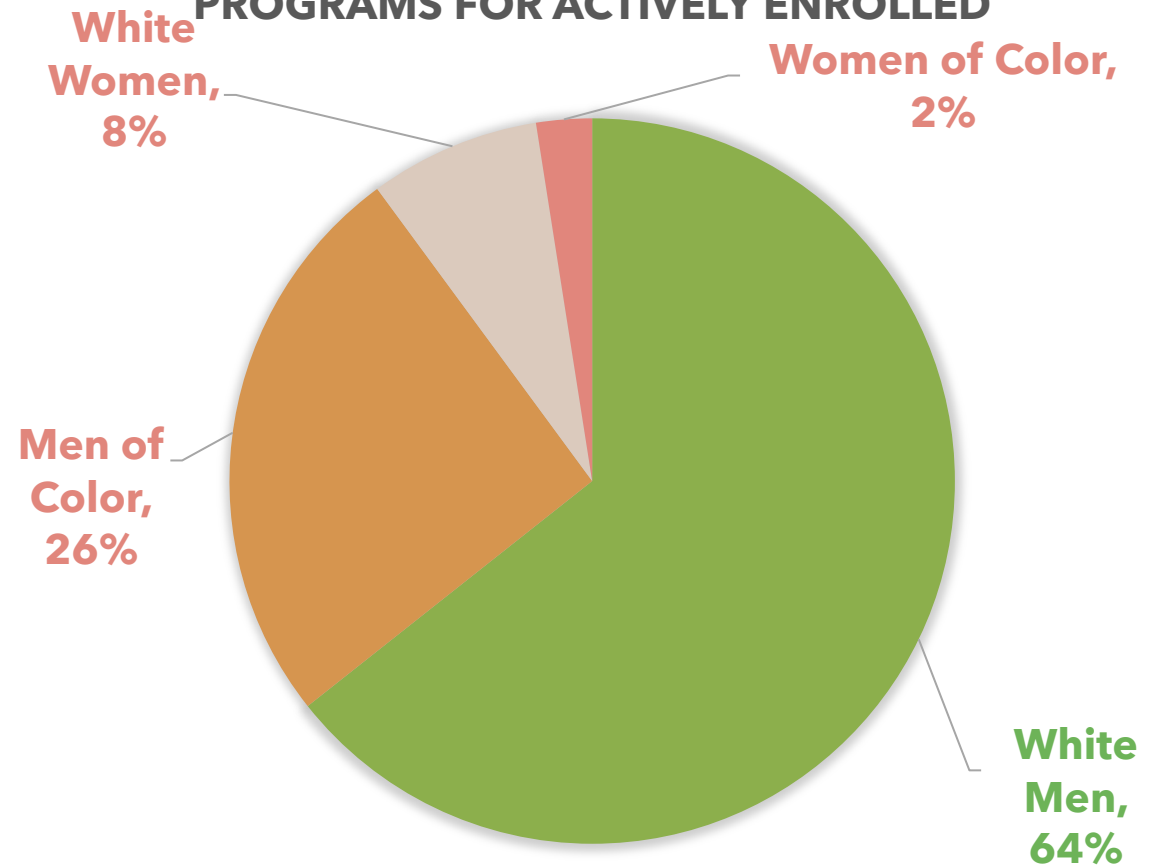
Apprenticeship Status between 2011-2020						
Union Status	Currently Active	Completed	Suspended	Separated	Total	% of Total
Non-union	1,827	1,279	29	1,899	5,034	28%
Union	4,717	3,278	78	4,857	12,930	72%
Total	6,544	4,557	107	6,756	17,964	100%

UNION PROGRAMS MORE DIVERSE

APPRENTICE DIVERSITY IN NON-UNION PROGRAMS FOR ACTIVELY ENROLLED



APPRENTICE DIVERSITY IN UNION PROGRAMS FOR ACTIVELY ENROLLED





GRADUATION RATES

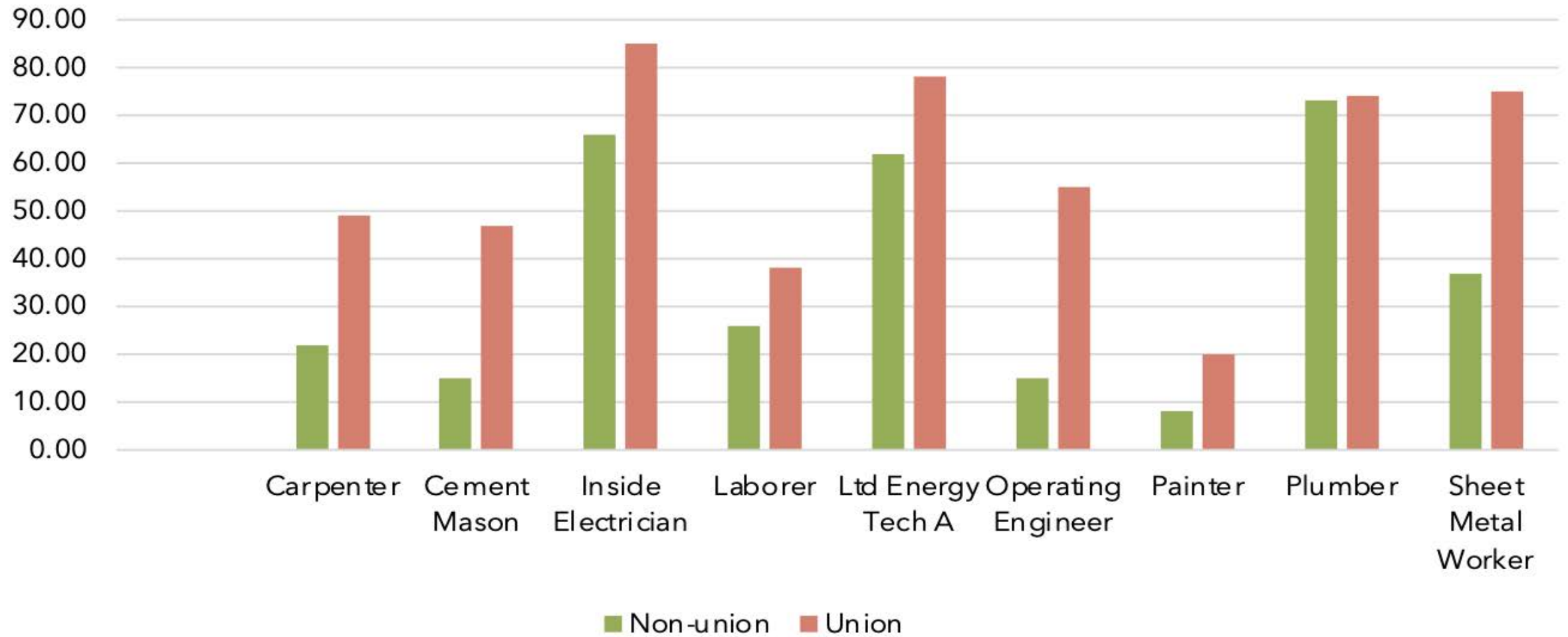
GRADUATION RATES OVERALL

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

GRADUATION RATES HIGHER FOR FOR WOMEN AND WORKERS OF COLOR IN UNIONS

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

FIGURE 5: GRADUATION RATES BY TRADE



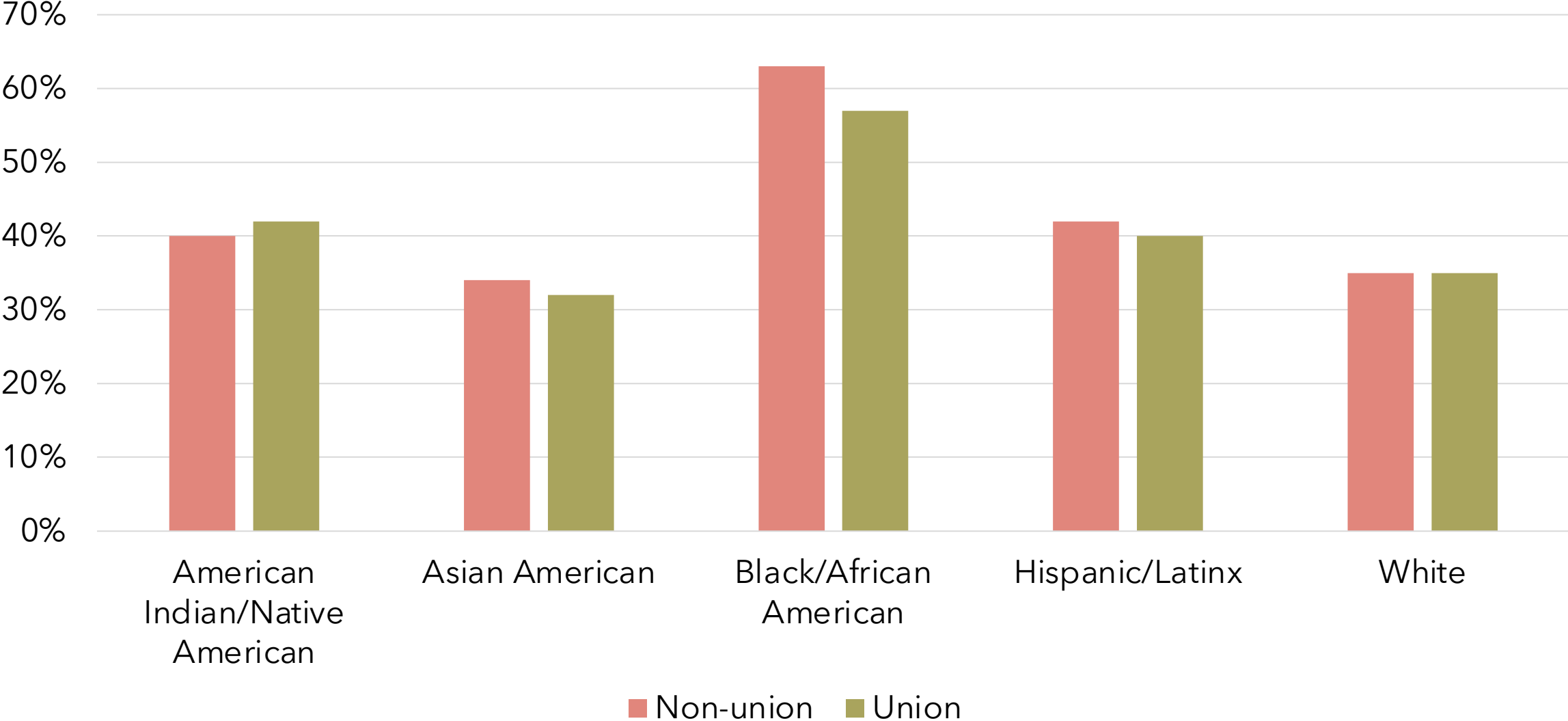


SEPARATION

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.

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WAGES



WAGES

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

CONCLUSION

