

Apprenticeship and Training Division Overview

Lisa J. Ransom, Director
Apprenticeship and Training Division



House Committee on
Business and Labor

February 2023



State Approving Agency

- US Department of Labor-Office of Apprenticeship
- Oregon State Apprenticeship & Training Council (OSATC)
- Apprenticeship & Training Division of the Bureau of Labor & Industries



Apprenticeship and Training Division Equity Vision Statement



The Apprenticeship and Training Division of the Bureau of Labor and Industries cultivates a system that sees and values the unique, individual lived experiences by assessing the specific cultural and community disparities, barriers, and advantages, to facilitate equitable access to career pathways that achieve a self-identified high quality of life through registered apprenticeship.



Oregon Registered Apprenticeship



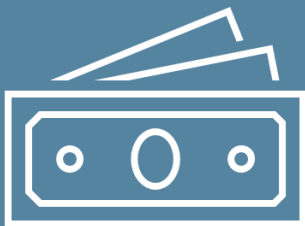
Paid On-the-Job-Training

- Defined work processes
- Minimum of 2,000 hours



Related Training

- Certified curriculum
- 144 hours a year



Progressive Wage Scale

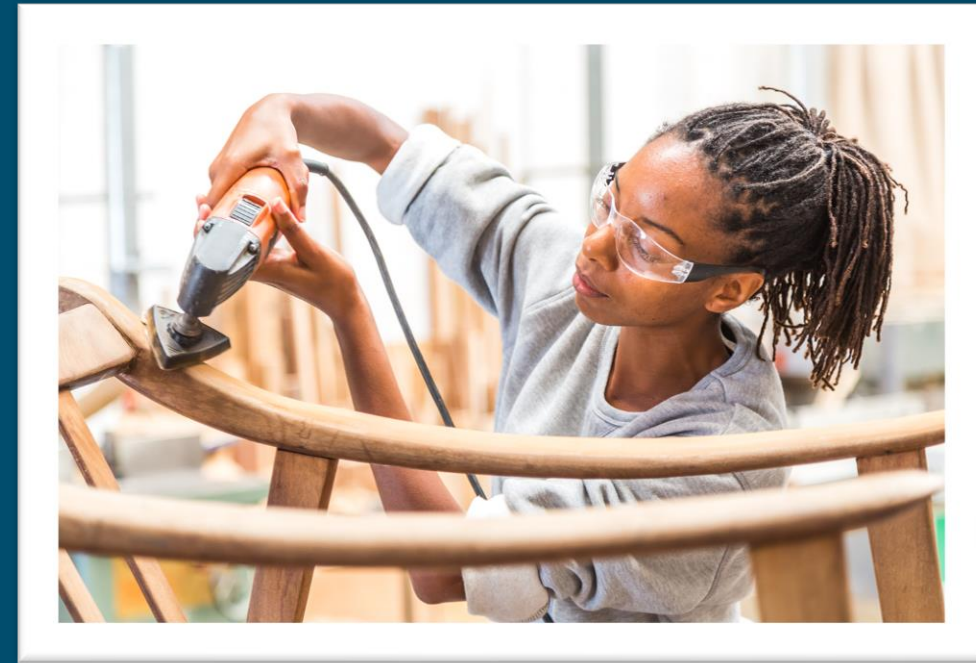
Registered Apprenticeship

- Joint Apprenticeship and Training Committees
- Employer driven
- Apprenticeship standards
- Diversity



Benefits of Registered Apprenticeship- Economy

- Job opportunities and stability for more diverse populations
- Higher salaries
- Develop and grow a highly skilled workforce
- Prevailing wage public works projects



Benefits of Registered Apprenticeship- Employers

- Build a predictable diverse talent pipeline
- Customized trained and skilled workforce
- Positive impact on productivity and profitability
- Increased retention and morale
- Long-term solution to skilled workforce
- Future Ready Oregon and other grant funding opportunities

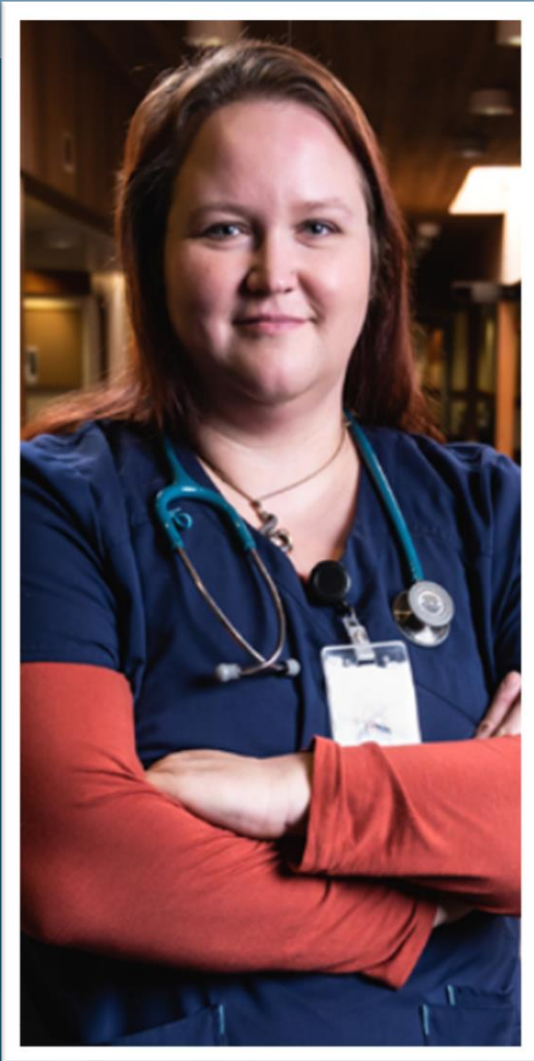


Benefits of Registered Apprenticeship-Apprentice

- Apprenticeship is a direct pathway into quality & competitive wages
- **Little to no debt for training**
- Career building
- **Post 9/11 G.I. Bill**
- Diversity requirements ensure equitable access for women, people of color and veterans
- Direct oversight by regulatory body to address harassment and discrimination



Testimonial: Alicia Vandervelden



Certified Nursing Assistant
Allied Health West

- Allied Health West Medical Assistant Apprenticeship
- Hands-on and classroom training
- Stable career, salary, and benefits

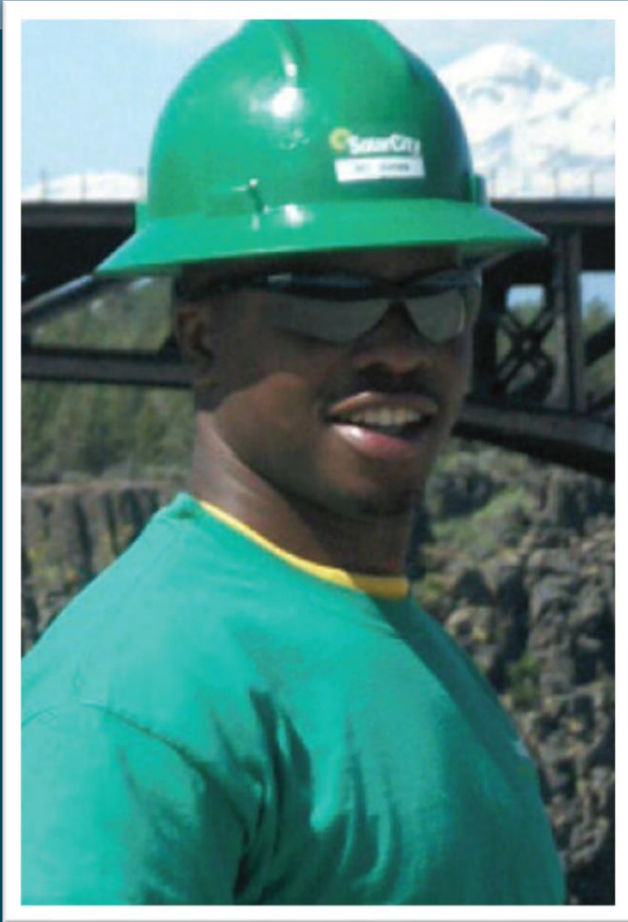


Registered Pre-Apprenticeship

- OSATC approved training curriculum
- Education and pre-vocational services
- Hands-on training
- Application assistance
- Registered Apprenticeship



Testimonial: Gerry Jones



Journey-Level Electrician SolarCity

- Constructing Hope graduate
- Area 1 Inside Electrical graduate
- Company owner

“It’s a great career path,” said Gerry. “There are many pay raises so there’s a feeling of self-worth while you’re learning valuable skills that you can take with you anywhere.”



Youth Apprenticeship

- Registered Youth Apprenticeship Program
- Youth Apprenticeship can be a path to being a journey worker or an early start to adult apprenticeship
- **Partnership** between employers & high schools



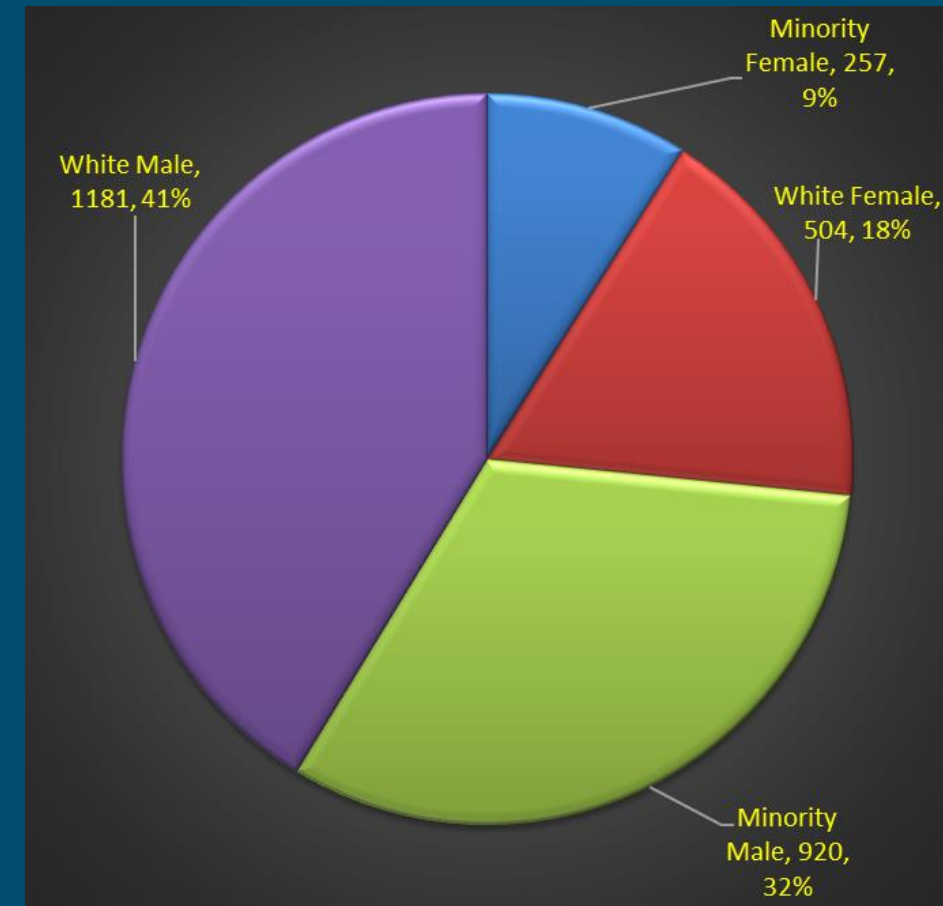
Supportive Services with ODOT

In 2009, the Oregon Legislature passed SB 894 (now **ORS 184.866**) directing ODOT to use a portion of federal funds to

- increase diversity in highway construction workforce and
- prepare individuals interested in entering the highway construction workforce.

The current Interagency Agreement between ODOT and BOLI covers the July 2021-June 2023 biennium for services up to \$2.1 million.

Program Area	2023-2025 Projected Budget	2021-2023 Current Budget	\$ Change	% Change
Orientations	\$55,435	\$50,000	\$5,435	10.9%
Pre-Apprenticeship	\$1,025,000	\$600,000	\$425,000	70.8%
Apprentice Support/Retention	\$1,925,000	\$1,050,000	\$875,000	83.3%
Evaluation	\$125,000	\$125,000	\$0	0.0%
Administration	\$469,565	\$275,000	\$194,565	70.8%
TOTAL	\$3,600,000	\$2,100,000	\$1,500,000	71.4%



Equal Employment Opportunity in Apprenticeship

May 1978

29 CFR 30
Implemented

January 2017

29 CFR 30
Revised

May 2021

The Oregon Plan
for Equal
Employment
Opportunity
approved



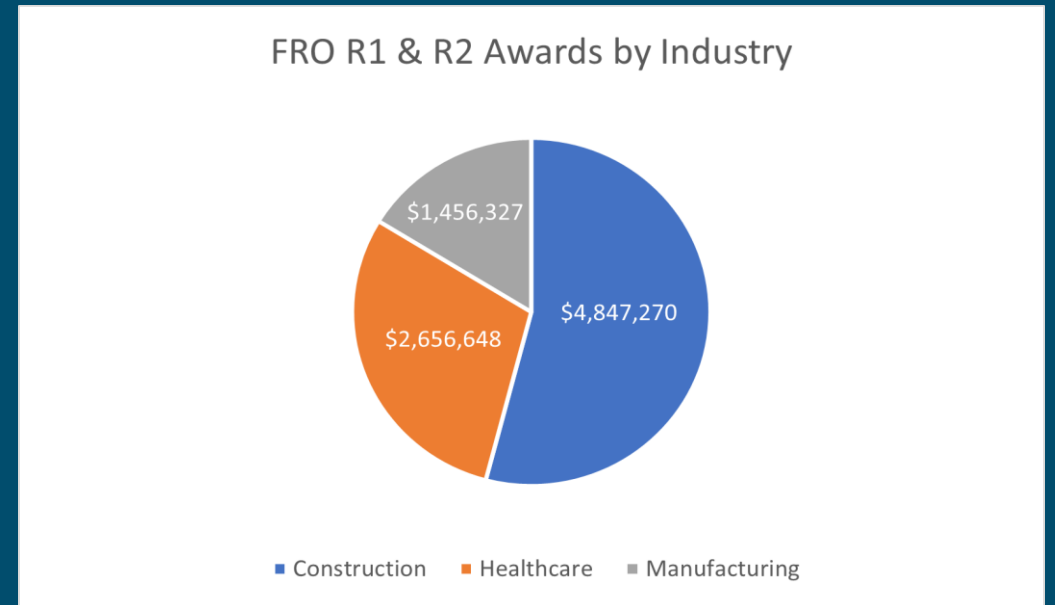
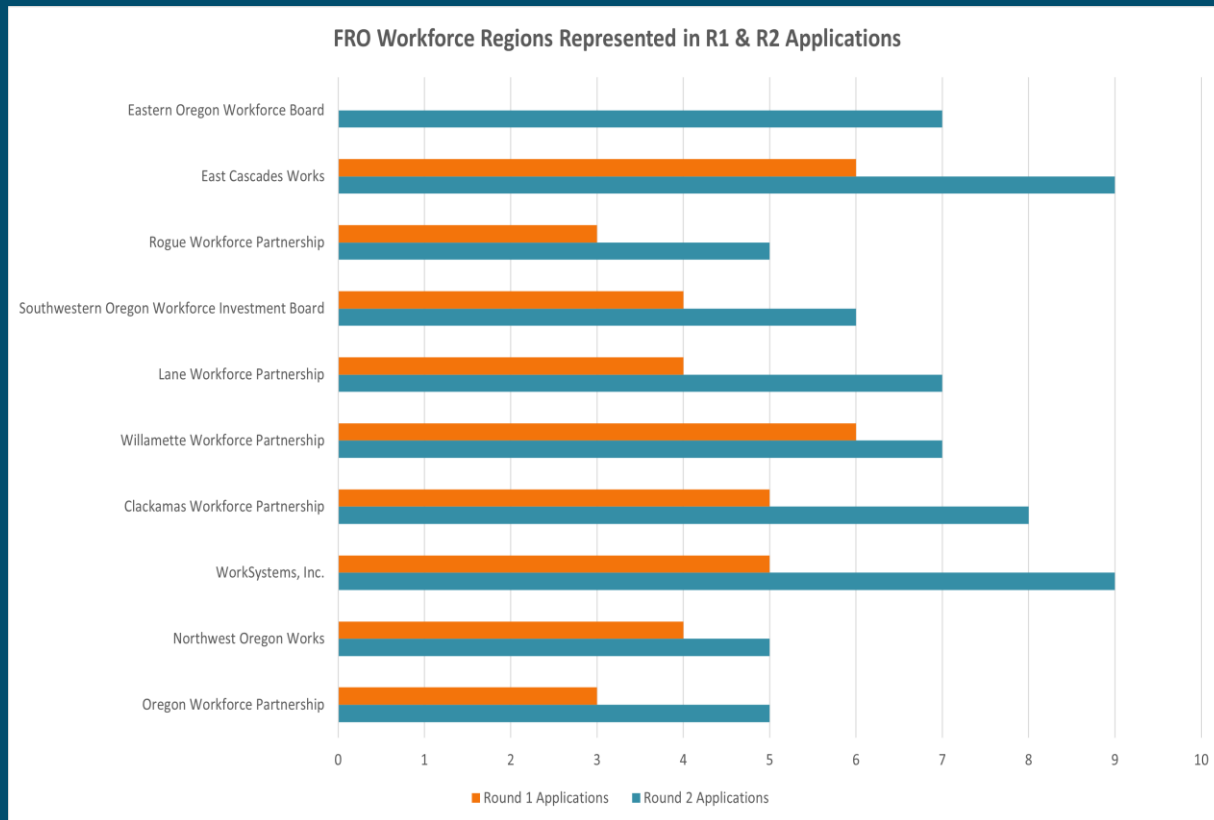
Diversity in Registered Apprenticeship

FY Year	Total Number of Completions	Number of Women	Percentage of Women	Number of Priority Populations	Percentage of Priority Populations
2017	1380	89	6.45%	246	17.83%
2018	1594	98	6.15%	285	17.88%
2019	1858	129	6.94%	359	19.32%
2020	1578	103	6.53%	308	19.52%
2021	1594	126	6.51%	399	25.03%



Future Ready Oregon

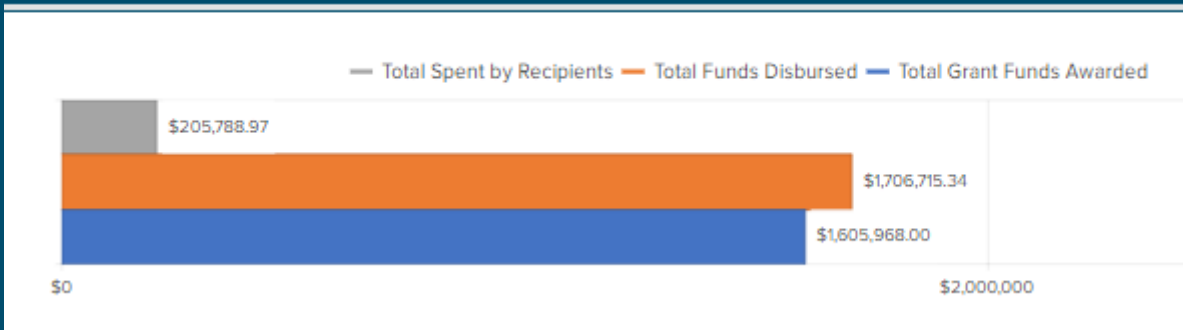
Round 1 & Round 2 Application Data



Future Ready Oregon

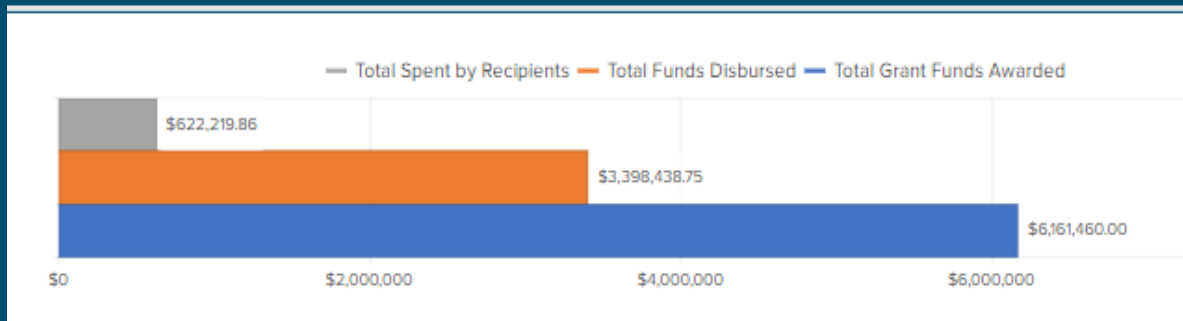
Current Round 1 Expenditure Data

GRANT REVENUE

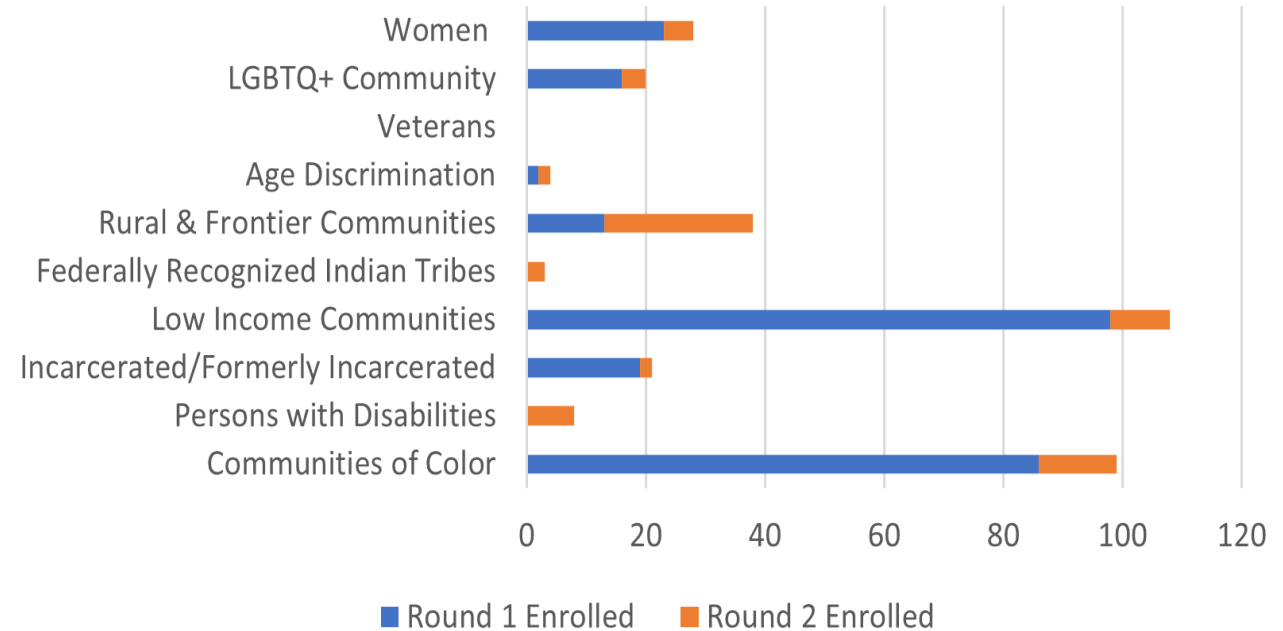


Current Round 2 Expenditure Data

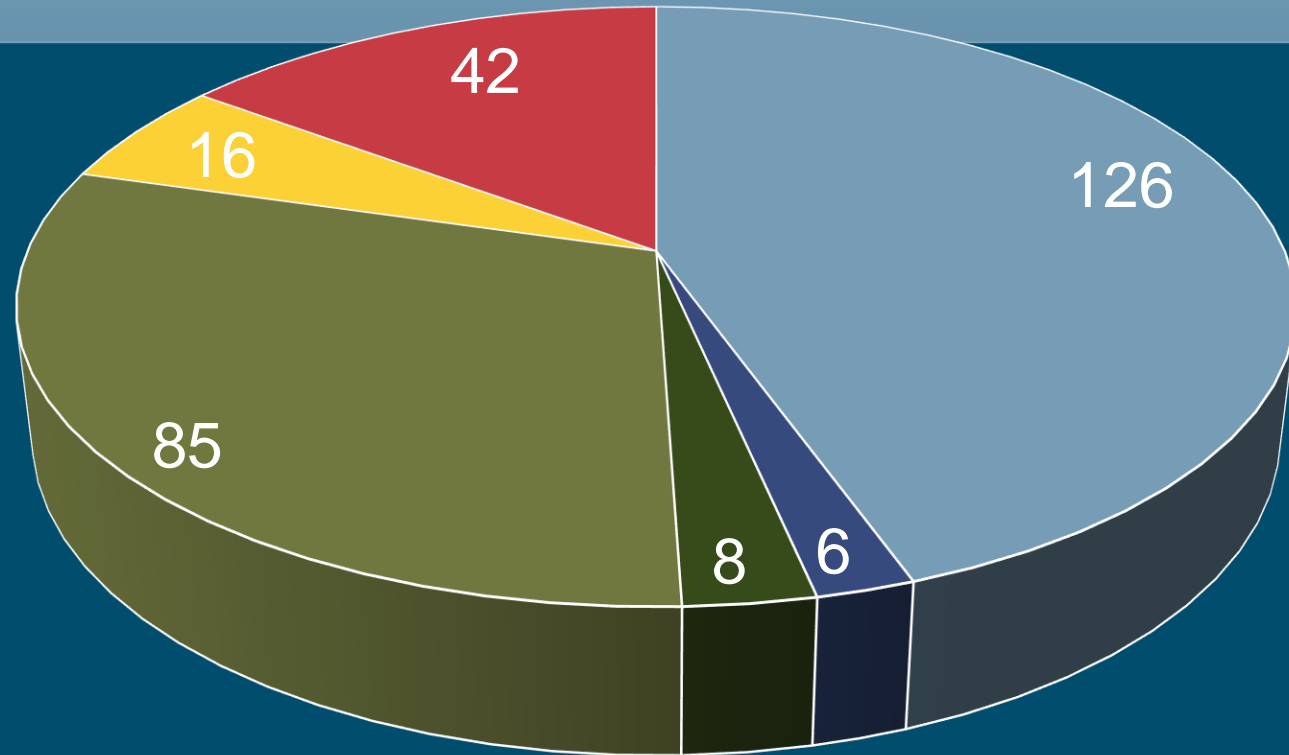
GRANT REVENUE



166 Enrolled Participants Reported Priority Populations Between 8/22-12/22



Apprenticeship occupations in Oregon



- Construction
- Health Care
- Service
- Government
- Manufacturing
- Transportation & Public Utilities



Contact Us

Apprenticeship & Training Division

Lisa.RANSOM@boli.oregon.gov

971-353-7024

<https://www.oregon.gov/boli/apprenticeship>

