

HB 4118 STAFF MEASURE SUMMARY

House Committee On Business and Labor

Action Date: 02/07/24

Action: Do pass and be referred to Ways and Means by prior reference

Vote: 11-0-0-0

Yeas: 11 - Boshart Davis, Breese-Iverson, Elmer, Grayber, Holvey, Hudson, Nelson, Nosse, Osborne, Scharf, Sosa

Fiscal: Fiscal impact issued

Revenue: No revenue impact

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Meeting Dates: 2/5, 2/7

WHAT THE MEASURE DOES:

The measure directs the Bureau of Labor and Industries to study youth programs for "on the job" learning in the United States. It orders the Bureau to report back its findings in late 2024.

Detailed Summary:

Requires the Bureau of Labor and Industries (BOLI) to study youth apprenticeship programs in the United States. Directs BOLI to submit an initial report to Legislative Assembly by June 30, 2024, followed by a final report by November 15, 2024. Specifies requirements for the study, including: (1) the connection between youth apprenticeship designed for high school students and adult apprenticeship programs; (2) the methods used to measure the term of apprenticeship; (3) representation of youth apprentices on local joint apprenticeship training committees; and (4) feasibility of establishing a state-administered online portal for students and employers to obtain information about youth apprenticeship programs. Directs BOLI to utilize the study's findings to identify best practices for registered youth apprenticeship programs and to assess the feasibility of establishing a statewide framework for youth apprenticeship. Declares emergency, effective upon passage.

ISSUES DISCUSSED:

- Coordination with interim work group to develop legislation
- BOLI will likely seek outside resources for study
- Difference between "youth apprenticeship" and "pre-apprenticeship"

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

The policy of the State of Oregon regarding apprenticeships is stated in ORS 660.002, and it includes ensuring the proper training of an adequate, skilled labor force to ensure the continued growth and development of the economy. Apprentices learn while earning on the job under the standards approved by the Oregon State Apprenticeship and Training Council and under an apprenticeship agreement that is recognized by the Council. There are approximately 60 approved apprenticeship programs available in Oregon, ranging from traditional skilled trades, such as plumbers and electricians, and newer occupations, such as medical assistants and software developers. According to the Bureau of Labor and Industries (BOLI), there are currently more than 10,000 registered apprentices.

Youth may participate in a range of work-based education opportunities, including career and technical education (CTE) classes, internships, and apprenticeships. Interest in youth apprenticeship has grown in recent years as a strategy for building skills that are valuable in the labor market and to serve as a structured bridge or pathway

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between high school and work. Youth apprenticeships provide the specialized qualifications and knowledge that many employers are seeking from a potential employee without incurring the expense of obtaining a four-year college degree.

Currently, there is no federal definition of youth apprenticeship. However, the Partnership to Advance Youth Apprenticeship outlines four key characteristics to youth apprenticeships:

- paid "on-the-job" learning under the supervision of skilled employee mentors;
- ongoing assessment using established skills and competency standards;
- related classroom-based instruction; and
- a portable, industry-recognized credential and post-secondary credit upon completion.