

HB 3181 STAFF MEASURE SUMMARY

House Committee On Labor and Workplace Standards

Action Date: 03/05/25

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

Vote: 4-3-0-0

Yeas: 4 - Fragala, Grayber, Munoz, Nelson

Nays: 3 - Boshart Davis, Elmer, Scharf

Fiscal: Fiscal impact issued

Revenue: No revenue impact

Prepared By: Erin Seiler, LPRO Analyst

Meeting Dates: 2/19, 3/5

WHAT THE MEASURE DOES:

The measure establishes the Task Force on Youth Apprenticeship (YA). Requires the task force to submit a report to the interim committees of the Legislative Assembly related to business and labor not later than December 1, 2026. Declares an emergency, effective on passage.

Detailed Summary:

The task force consists of 13 members:

- 2 members of the Senate
- 2 members of the House of Representatives
- 9 members: Bureau of Labor and Industries; Oregon Department of Education; Higher Education Coordinating Commission; employer interests; labor interests; organization that supports the interests of youth and young adults; person with experience and involvement in workforce development initiatives; youth in YA program; and social services representative.

The task force is charged with performing a comprehensive study of YA programs in the United States including the youth workforce development activities and investments occurring in this state.

Specifies issues that Task Force must examine are:

- inefficiencies and barriers within the existing YA system that inhibit accessibility, transferability and implementation of YA programs in high schools and post-secondary institutions;
- processes for developing consistent criteria and standards for YA programs;
- best practices for approving YA programs;
- YA system that provides flexibility in the administration of adult apprenticeship programs designed to include adults 18 to 24 years of age and YA programs designed for high school students and students in post-secondary institutions;
- methods used to measure terms of apprenticeship;
- how best to increase coordination between state agencies that support YA program initiatives;
- potential funding sources for supporting YA programs; and
- available funding streams for businesses to reduce barriers to participation in YA programs.

The task force must report to interim committee of the Legislative Assembly related to business and labor no later than December 1, 2026. The report must include: evaluation and findings from the study of YA programs in other states and regions; recommendations that could serve as a model for YA programs in Oregon; recommendations for addressing barriers to implementing YA system in Oregon; best practices for administering YA programs; and assessment of feasibility of establishing YA framework that is capable of being implemented on statewide basis.

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The Legislative Policy and Research (LPRO) Director shall provide staff support to the task force. LPRO director may contract with a third party to assist the task force in conducting the study.

Declares an emergency, effective on passage.

ISSUES DISCUSSED:

- Expanding pathways for students to enter workforce
- Barriers to youth apprenticeship
- Benefits of youth apprenticeship to students, employers, and workforce development
- Difference between Registered Apprenticeships for adults and Registered Youth Apprenticeships
- Current opportunities for students to participate in youth apprenticeship

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Apprenticeships consist of paid on-the-job training and classroom instruction to prepare a worker for a skilled profession or trade. The Office of Apprenticeship (OA) is the office designated by the Employment and Training Administration of the U.S. Department of Labor to administer the National Registered Apprenticeship System. Federal regulations govern the requirements for registered apprenticeships. To meet federal requirements, a registered apprenticeship must include a minimum of 2,000 hours of on-the-job learning, 144 hours of related instruction or training, and a progressing schedule of wages. Upon completion of an apprenticeship, the worker receives a nationally recognized credential within their industry.

In Oregon, the Bureau of Labor and Industries (BOLI) serves as the agency responsible for registering apprentices and apprenticeship programs, providing technical assistance, and ensuring compliance with federal regulations. Oregon has over 155 apprenticeship programs in a variety of industries, including construction, transportation, healthcare, and manufacturing. The Oregon State Apprenticeship and Training Council (OSATC) enforces Oregon law about apprenticeships in conjunction with the Apprenticeship and Training Division of BOLI.

A youth apprenticeship system is a structured program designed to combine formal education with hands-on work experience for young individuals, typically high school students between the ages of 16-18 years. This system provides the framework for establishing a youth apprenticeship program. A youth apprenticeship program is structured training that combines on-the-job learning with related classroom instruction designed to prepare individuals for a specific occupation.