

HB 2249 A STAFF MEASURE SUMMARY

House Committee On Labor and Workplace Standards

Action Date: 04/07/25

Action: Do pass with amendments and be referred to Ways and Means. (Printed A-Eng.)

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

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Meeting Dates: 2/26, 3/26, 4/7

WHAT THE MEASURE DOES:

The measure establishes a 12-member Task Force on Health Care Apprenticeships and Career Pathways. The Task Force is charged with identifying challenges in navigating the requirements for licensure, accreditation, and apprenticeships for health care providers. It is required to submit a report to the interim committees of Legislative Assembly related to health care not later than September 15, 2026. Takes effect on 91st day following adjournment sine die.

Detailed Summary:

Task Force on Health Care Apprenticeships and Career Pathways consists of

9 voting members appointed by the Governor:

- representative of an employer of health care providers,
- representative of a union that represents behavioral health care workers,
- representative of a union that represents acute health care providers who work in hospitals,
- representative of acute health care providers,
- representative of long-term care facilities,
- representative of behavioral health care providers,
- representative of union that represents emergency medical services personnel,
- representative of local workforce development boards, and
- representative who is an individual with expertise in accreditation or credentialing for health care professionals.

3 ex-officio non-voting members:

- Executive Director of the Higher Education Coordinating Commission or designee,
- Commissioner of the Bureau of Labor and Industries or designee, and
- Director of Human Services or designee.

The Task Force is charged with identifying challenges in navigating the requirements for licensure, accreditation and apprenticeships for health care providers specifically

- barriers to apprenticeship in health care professions and ways to remove those barriers;
- policies that support providing credit in career pathways for completed prior learning and apprenticeships across care settings to encourage career mobility among current health care workers; and
- how to expand health care apprenticeships in this state for certified alcohol and drug counselors, certified nursing assistants, dental assistants, certified medical assistants and surgical technologists.

Requires the Legislative Policy and Research Office to provide staff support to the Task Force.

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Members of the Task Force are entitled to compensation and expense in accordance with ORS 292.495

The Task Force must submit report to interim committees of Legislative Assembly related to health care not later than September 15, 2026.

ISSUES DISCUSSED:

- Registered Apprenticeship as a workforce development tool in non-traditional occupations
- Workforce needs in the health sector
- Statutory and administrative barriers to health care-related Registered Apprenticeships
- Task Force as opportunity to have holistic conversation about expanding Registered Apprenticeships
- Development of a road map towards health care Registered Apprenticeship
- Similar approaches utilized in other states
- Compensation for eligible Task Force members

EFFECT OF AMENDMENT:

Replaces the measure.

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, 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.