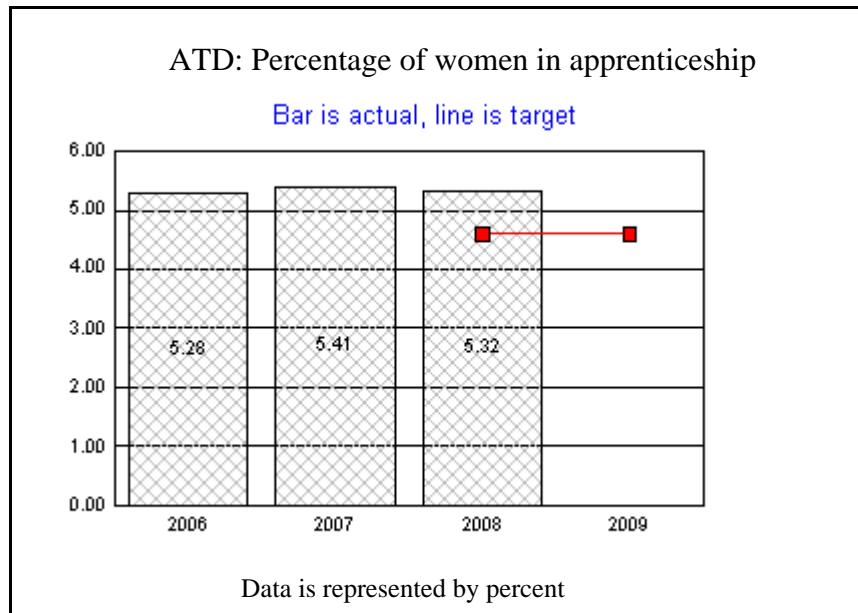


KPM #12	Apprenticeship Participation: Percentage of new apprenticeship participants who are female. [Merges proposed KPM #11 and #12]	2007
Goal	Increase the number of female participants in apprenticeship programs.	
Oregon Context	Workplace diversity	
Data Source	Division Management Information System.	
Owner	BOLI, Doug McKean, 971-673-0785	



1. OUR STRATEGY

ATD and the Council are working to increase the diversity in the apprenticeable construction trades, which have been traditionally a male dominated workforce. Federal law requires individual apprenticeship programs to include an equal employment opportunity plan. BOLI staff work with education and workforce partners, ODOT, urban renewal agencies, industry associations, labor organizations and community groups to increase

participation of women in apprenticeship programs.

2. ABOUT THE TARGETS

The targets are set to increase the actual number of female apprentices participating in apprenticeship programs. Despite the decrease in the percentage of women newly registered into apprenticeship programs, based upon better retention efforts, the total number of women actively participating in their programs has increased from 407 to 429 between FY 2007 and FY 2008. The division will continue to focus its efforts on accelerating the proportional growth in female apprentices as a percentage of the overall population. It is important to note this KPM was changed in 2007 to reflect the percentage of women newly registered female apprentices instead of the actual number of newly registered female apprentices.

BOLI is proposing the elimination of this performance measure and incorporating its data and goals on the participation of women in apprenticeship into a single, more comprehensive measure of ATD's performance.

3. HOW WE ARE DOING

While ATD met this target women are still disproportionately underrepresented in the apprenticeship. Significant progress has been made over the years in increasing this percentage; women represented 5.03% of the all apprentices in FY 04, 5.14% in FY 05, 5.28% in FY 06, 5.41% in FY 07, and 5.32% in FY 2008.

4. HOW WE COMPARE

Among states with their own apprenticeship councils, only North Carolina, Ohio and Washington registered more female apprentices than Oregon during the fiscal year. All three states have a number of programs in non-traditional apprenticeship trades (education; early childhood development; medical and dental technicians) that have traditionally been more attractive to women, while the overwhelming majority of Oregon's apprenticeship programs are in the building, construction and manufacturing trades.

5. FACTORS AFFECTING RESULTS

The results are affected by industry growth and increased outreach and partnership with community groups and ODOT.

6. WHAT NEEDS TO BE DONE

ATD needs to increase the amount of time it spends on technical assistance to JATCs so they can have an increasing pool of female applicants for

their programs. With only nine apprenticeship representatives in ATD to serve the entire state, when the number of apprentices and apprenticeship committees are growing rapidly, and when the staff's primary role is compliance, it is difficult at best to provide additional assistance to the JATCs. ATD failed in its attempt to obtain additional staff funded by federal workforce dollars to provide the requisite technical assistance that is being demanded and is needed to see these numbers continue to increase. However, the division is actively collaborating with the Oregon Tradeswomen, a local community-based organization focused on trade opportunities for women as a part of their federally funded grant to increase diversity.

7. ABOUT THE DATA

Division Management Information System. Data for July 1, 2007-June 30, 2008.