

OREGON BUREAU OF LABOR AND INDUSTRIES &
OREGON COMMISSION ON BLACK AFFAIRS

Status Report on the Disproportionately High Termination Rate for
African American Apprentices in 2006-2010

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Agenda

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Objective

- Status of minority apprentices in Oregon on their way to becoming journeymen.
- Termination and completion rates of African American apprentices in Oregon for the period between 2006 through 2010.
- Starting point for future research.
- Potential policy recommendations for minority advancement.

Introduction – Two Hypotheses

1. African American participants in 2006 and throughout 2010 are (1) more likely to be terminated from their programs altogether, and (2) more likely to be terminated during their probationary periods.
2. In 2008, (1) the number of terminations for African American participants experienced a disproportionate increase, and (2) in 2010 a significant decrease.

Methods

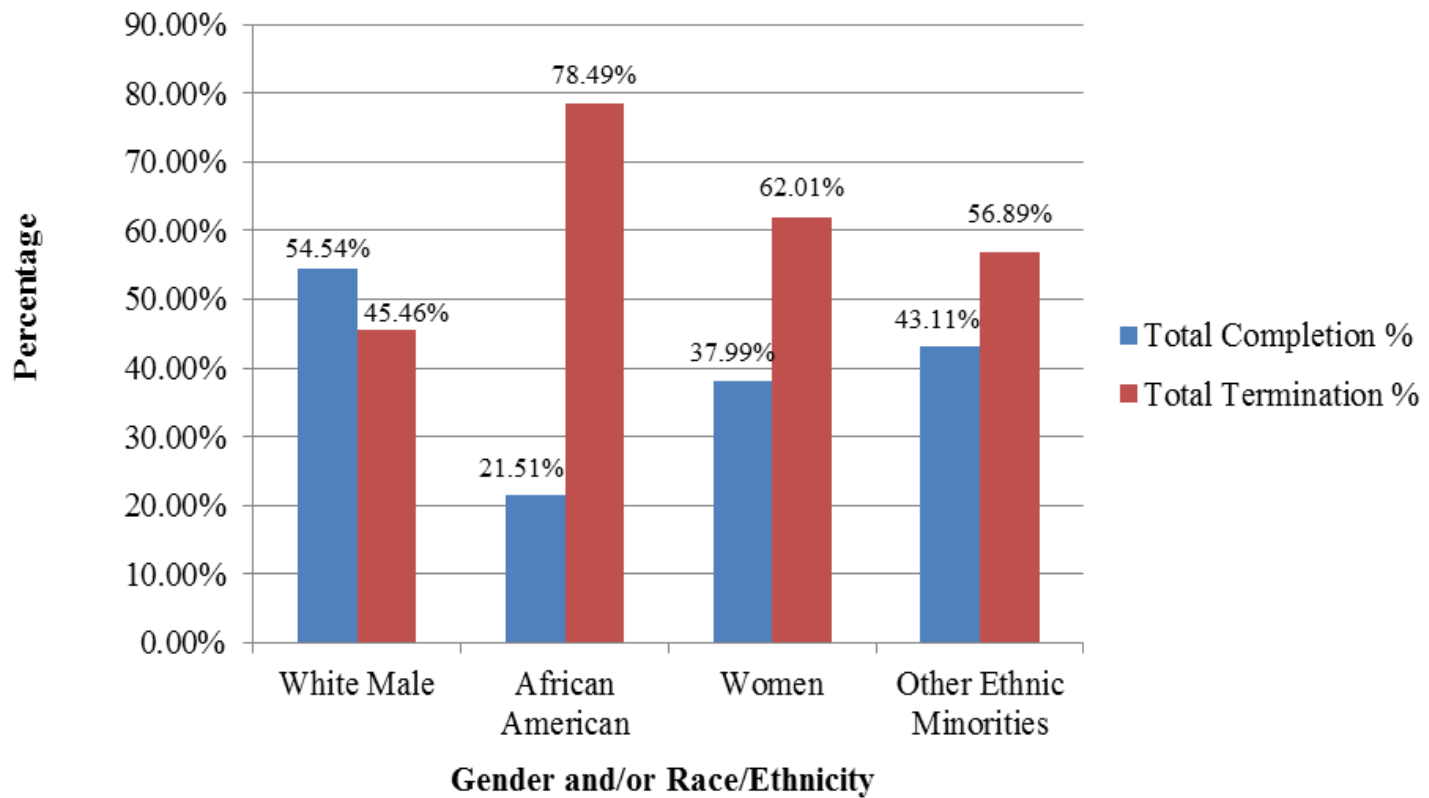
- Statistical analysis of the Oregon Apprenticeship and Training's Division Apprenticeship Registration Database for the period between 2006 through 2010.
- Four comparable groups:
 - "White Male" (n = 9,345)
 - "African American" (n = 488)
 - "Female" (n = 637)
 - "Other Ethnic Minorities" (n= 1,445)

Findings

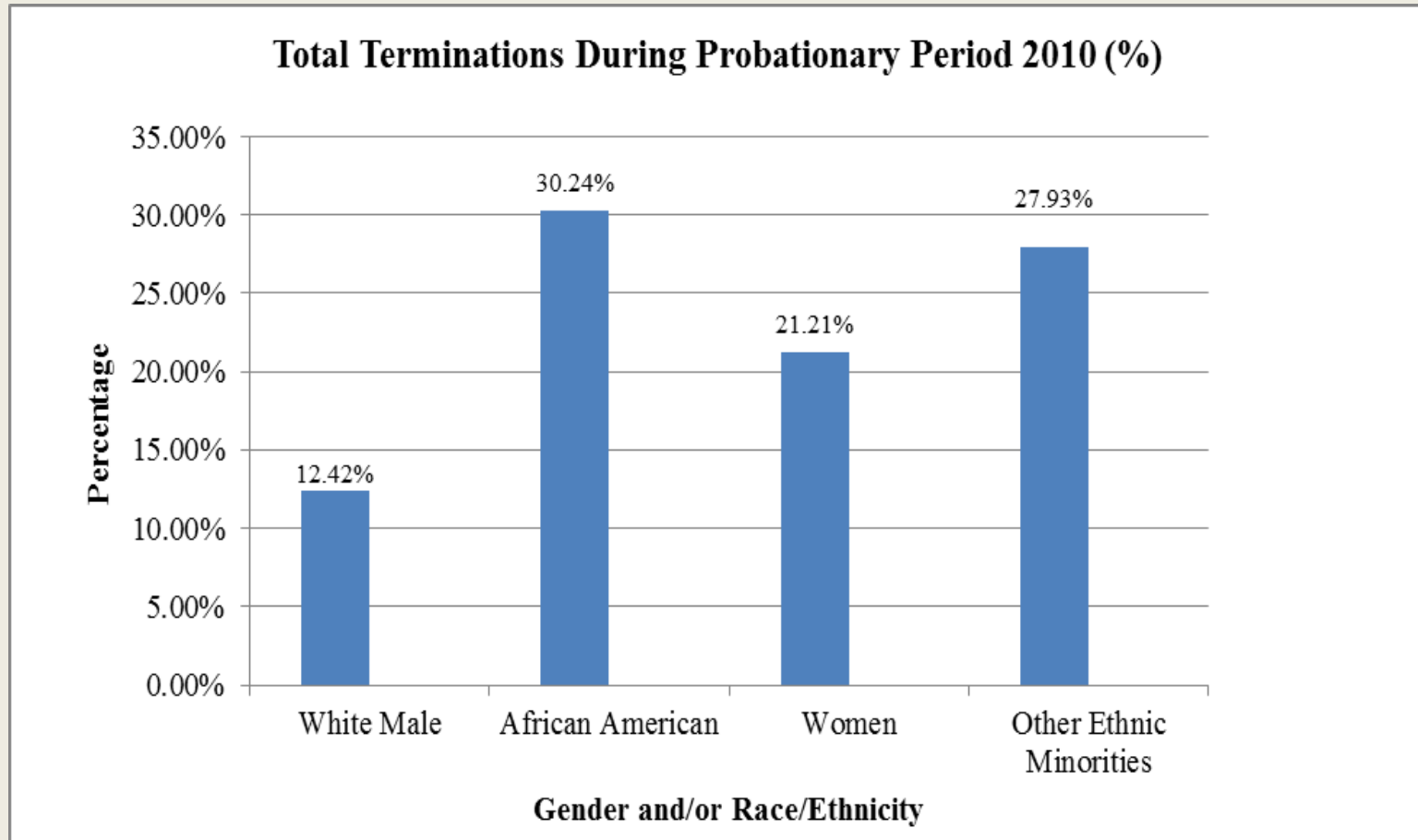
Both hypotheses were supported by collected data.

Findings – First Hypothesis

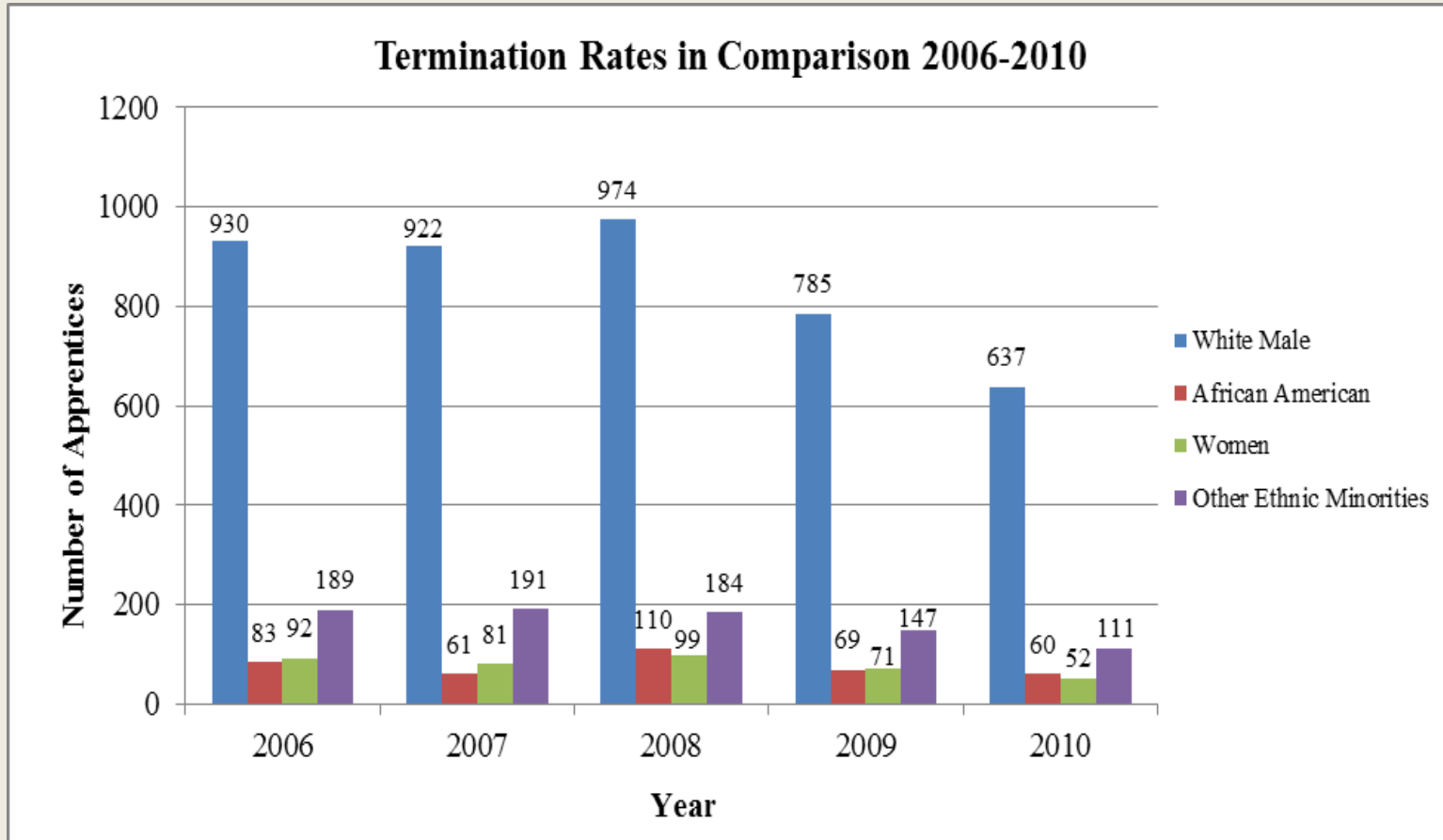
Total Completion & Termination Rates in Comparison 2006-2010 (%)



Findings – First Hypothesis

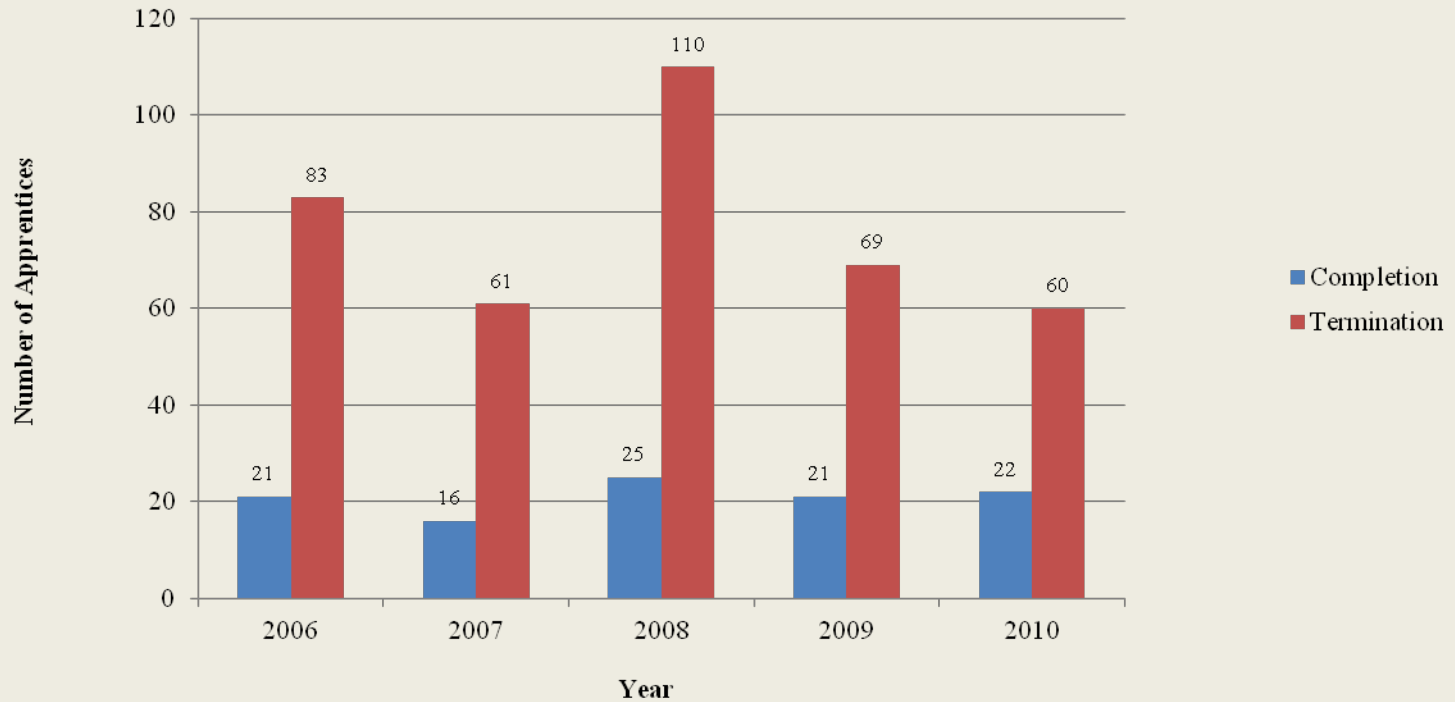


Findings – Second Hypothesis



Findings – Second Hypothesis

African American Completions & Terminations 2006-2010



Discussion

1. Possible reasons for high number of terminations both throughout the full graduation cycle (4 years) and the probationary period.
2. Potential explanations as to why African American participants are generally, and specifically during economic downturns, more likely to be terminated than any of other groups.

Discussion

Relevant Demographics for African Americans:

- Apprenticeship Participation Rates: **4.7%**
- General Representation in Oregon Workforce: **1.6%**
- State Population: **2.0%**

Discussion

Kelly and Wilkinson (2012) identify **three challenges** that likely contribute to lower retention rates among female and racial/ethnic minority apprentices:

- Discrimination and Harassment
- Lack of Work
- Lack of Mentoring

Discussion

Discrimination

- Construction culture (Friends, Brothers & In-Laws)
- Personal network
- Perception of Affirmative Action programs

Lack of Work

- Unstable income
- Personal relationships
- Out of work list

Lack of Mentoring

- Entrusting atmosphere

Additional challenges

- Supportive services

Discussion

The possible underlying reasons as to why:

1. White Male did not demonstrate a similar increase in 2008;
- 2 the number of terminations for African Americans was still considerably higher in 2010 than for White Male, and
- 3 the number of terminations for African Americans has decreased at a slower rate than for White Male.

Discussion

- Economic trends
- “Last hired, first fired”
- Public works projects
 - Public works projects include any project that uses funds of a private entity combined with \$750,000 or more of funds of a public agency for a project in which a public agency will use or occupy 25% or more of the square footage of the completed project.

Trends & Future Research Recommendations

1. “Construction culture”
 - Discrimination
 - Hostile work environment
 - Tight-knit network
2. Unstable income
3. General support
 - Financially
 - Morally (mentoring)

Trends & Future Research Recommendations

- Breakdown trade by trade
 - Adverse impact (4/5th rule)
- Breakdown in geographical areas
- Direct comparison between African American and Hispanic
- Completed credit hours
- Mentor system
- Separate African American into gender

Work Cited

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