

2024 Evaluation of Oregon’s Highway Construction Workforce Development Program Supportive Services

Dr. Lindsey Wilkinson and Dr. Maura Kelly
Portland State University
October 2024

The Oregon Department of Transportation and Oregon Bureau of Labor and Industries have partnered in a statewide effort—the Highway Construction Workforce Development Program—to recruit, train, and employ a diverse workforce for highway construction jobs throughout the state. This program supports a variety of initiatives, including supportive services for apprentices, which are designed to improve the recruitment and retention of a diverse highway construction workforce.

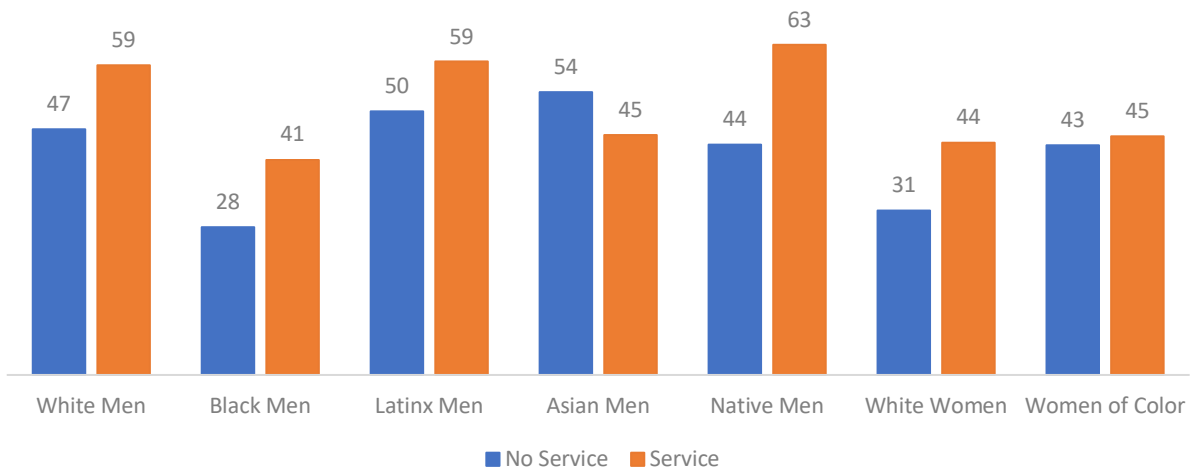
Total number of apprentices provided supportive services in 2022-2023:

356 white men
339 men of color
137 white women
77 women of color

Apprentices who received one or more supportive services were

10%

more likely to complete than those who did not receive any services.

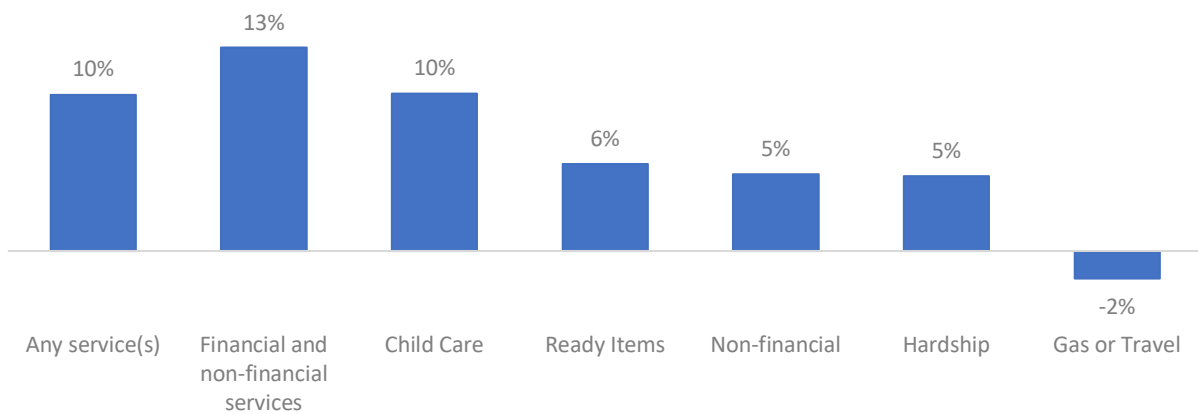


Percentage of apprentices completing by service receipt, race/ethnicity, and gender

The findings presented here demonstrate the effectiveness of the following supportive services: child care; “ready items” (work clothes, tools, and protective equipment); non-financial assistance; and hardship funds. The impact of childcare and hardship funds on completion was positive for men but not women. Only gas or travel funds did not have a demonstrable impact on completion for any race/gender groups. The findings also demonstrate that the likelihood of completion increased when apprentices received both financial and non-financial services, indicating the effectiveness of the “coordinated services” approach.

\$1M

Total amount provided in direct assistance through supportive services in 2022-2023



Effects of receiving services on completion by type of supportive service

Findings are based on an analysis of the Oregon Bureau of Labor and Industries’ Oregon Apprenticeship System and from administrative records collected from staff implementing the Highway Construction Workforce Development Program. Trades eligible for participation in the Program are carpenter, cement mason, electrician, ironworker, laborer, operating engineer, and painter (workers in other trades also eligible when working on a highway or bridge project).

See 2024 report at www.maura-kelly.com

