

Recruitment and Retention of Apprentices in the Construction Trades

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1,966

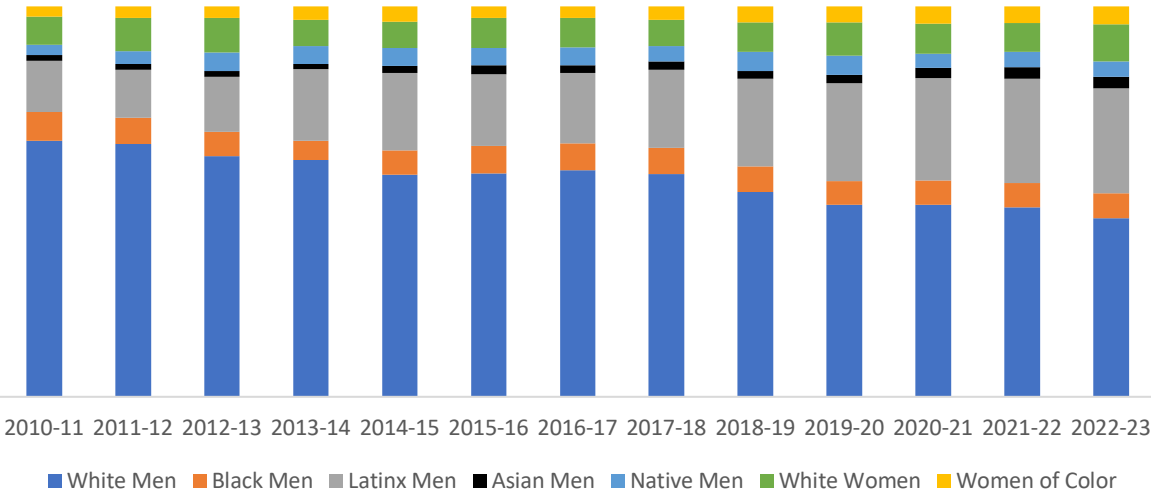
Total number of new apprentices in 2022-2023

14%

Of new apprentices are women

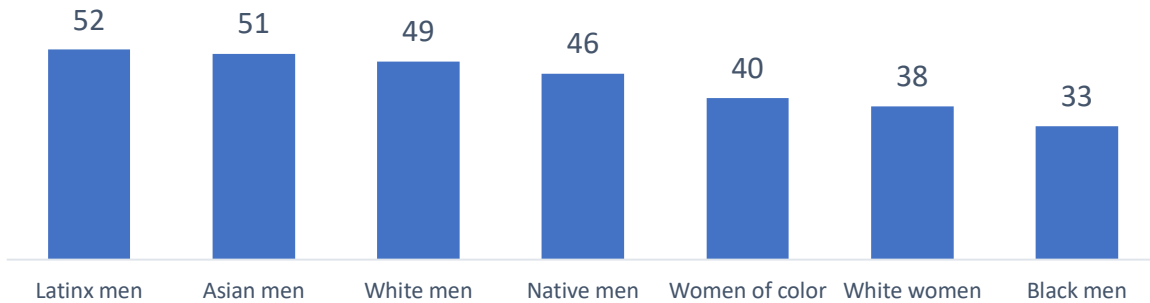
45%

Of new apprentices are people of color



New apprentices in construction trades in Oregon by race/ethnicity and gender

Oregon has intentionally engaged in efforts to recruit and retain a diverse construction workforce. New cohorts of apprentices are increasingly diverse and apprentices starting in 2022 and 2023 represent the most diverse cohort to date with women and people of color making up 54% of new apprentices. However, the industry still struggles with low completion rates for apprentices; only about half of all apprentices who start an apprenticeship will complete. Completion rates for Native men, women of color, white women, and Black men are even lower, representing the increased challenges experienced by apprentices with those identities. In order to continue to diversity Oregon’s construction workforce and meet the increasing demand for workers, current efforts to recruit a diverse workforce should continue and additional investments in retention must be implemented.



Percentage of apprentices completing within six years by race/ethnicity and gender

Findings are based on an analysis of the Oregon Bureau of Labor and Industries’ Oregon Apprenticeship System. Trades included in this analysis are carpenter, cement mason, electrician, ironworker, laborer, operating engineer, and painter.

Jobsite issues impacting retention of apprentices:	Other challenges impacting the retention of apprentices:
Challenges accessing quality training	Being out of work
Harassment	Challenges accessing career mentorship and advancement opportunities
Exclusion and isolation	Financial challenges (e.g. transportation, housing, medical bills)
Lack of effective policies and practices to address jobsite harassment and discrimination incidents	Non-financial challenges (e.g. alcohol and drug use, legal issues, mental and physical health)
Issues with lack of clean restrooms and spaces for lactation	Cost of childcare and access to childcare
	Lack of flexibility in work hours
	Inability to travel

See 2024 report at www.maura-kelly.com

