Child Care Supports for the Construction Trades: Building and Sustaining Diversity

Wednesday, 18th December 2019, 2pm Pacific
Child Care Supports for the Construction Trades

Speakers

• **Larry S. Williams**, Supportive Services Specialist, Oregon Labor and Industries

• **Penny Painter**, Akana, manager of the Oregon L&I-Oregon DOT Workforce Development Support Services Program

• **Sadie Wood**, Sheet Metal Local 16 Apprentice, mother of two, and recipient of child care supports during her pre-apprenticeship program

• **Christina Daniels**, IBEW Local 48, Co-Founder of LCSA’s Pre-Apprenticeship Childcare Initiative (PACCI), and of *Labor Littles*

Moderator

• **Ariane Hegewisch**, Program Director, Employment and Earnings, Institute for Women’s Policy Research
Oregon Construction Trades face a recruitment & retention challenge:

• The industry is booming.

• A sixth of the current workforce is close to retirement.

• Ambitious new goals for larger public projects mean that the industry has to significantly change its demographic profile and diversify:
  • 14% of hours to be worked by women
  • 25% of hours by workers of colors
Child Care Supports for the Construction Trades

Lack of child care reduces apprentice recruitment & retention.

By the time they reach age 45, 85% of women have given birth to at least one child (and men have kids, too...)

➡️ Apprenticeship happens at a time when many people have young kids or want to start a family.

- Parents in Oregon face a general child care crisis- child care is very expensive, and often very hard to find.

- Finding child care to match construction industry working hours (early in the morning, over time, weekends) is difficult.

Child care supports from Oregon Labor & Industry/ODOT are helping the construction trades build the talent pipeline.
Child Care Supports for the Construction Trades

Three ways to support Oregon parents working in the trades

- Child care and other supports for apprentices in high way construction
- Child care supports for pre-apprentices
- Help with finding child care providers to cover construction hours
OREGON’S CHILD CARE SUBSIDIES FOR HIGHWAY CONSTRUCTION APPRENTICES

Office of Civil Rights, Oregon Department of Transportation
Apprenticeship and Training Division, Oregon Labor and Industries

Larry S. Williams, MA
Apprenticeship and Training Division
Oregon Labor and Industries, State of Oregon

Webinar: Child Care Supports for the Construction Trades: Building and Sustaining Diversity
Background of Program

- Legislation: The Oregon Legislature passes a bill in 2009
  - Creates the Highway Construction Workforce Development Program; and
  - Directs the OR Department of Transportation (ODOT) to expend a portion of their highway funds (currently up to $2.1 million every 2 years) to support the Program.

- Partners: ODOT signs 1st interagency agreement in 2010
  - Office of Civil Rights, Oregon Department of Transportation
  - Apprenticeship & Training Division, Oregon L&I

- Highway Trades Covered:
  - Carpenters, Cement Masons, Ironworkers, Laborers, Operating Engineers, and Painters
From Statute to Program

• Statute (ORS 184.866)
  – Increase diversity in the highway construction workforce and prepare individuals interested in entering the highway construction workforce
  – Lists 10 activities, including Child Care

• Program Services:
  – Outreach & Recruitment
  – Pre-Apprenticeship
  – Retention Services for Apprentices, including Child Care Subsidies
Evolution of Apprenticeship Related Child Care

- Program originally uses a model based on Employment Related Day Care (ERDC) but without household income limits
- As demand increases, Program adjusts the design to stay within budgetary constraints, as follows:
  - At first, Program covered 100% of Child Care costs up to a maximum amount per apprentice
  - Then, Program required a co-pay based on the number of years an apprentice had been in training (with no co-pay in the 1st year)
  - Now, Program requires a co-pay based on Household Incomes (see details in Akana presentation), so
    - Co-pays tend to rise slower for some trades (like a Non-Union Laborer) with lower wages
    - Co-pays tend to rise faster for other trades (like a Union Operating Engineer) with higher wages
Child Care Subsidies for Apprentices Since 2011

- Total Apprentices Served: 169
  - Completed: 86 (50.9%)
  - Still Active: 41 (24.3%)
- Female Apprentices Served: 45 (26.7% of Total)
  - Completed: 19 (42.2%)
  - Still Active: 11 (24.4%)
- Minority Male Apprentices Served: 51 (30.2% of Total)
  - Completed: 25 (49.0%)
  - Still Active: 15 (29.4%)
- Total Child Care Subsidies Paid (through 9/19): $629,369
- Average Child Care Subsidy Per Apprentice: $3,724
Other Retention Services – Financial

- **Job Readiness Supplies:** Program provides supplies to help new apprentices show up ready to work, such as
  - Work Tools
  - Work Boots/Gloves
  - Rain Gear

- **Transportation:** Program assists apprentices who have to travel certain distances to get to work or class, such as
  - Fuel
  - Lodging/Per Diem

- **Hardship Assistance:** Program provides assistance for certain expenses resulting from a destabilizing event, including
  - Rent/Mortgage Payment
  - Car Repair
Other Retention Services – Non-Financial

• **Respectful Workplaces:** Program funds two pilot projects:
  – Oregon Tradeswomen and Green Dot on Courthouse Project; and
  – Supervisor Training from Communications Professors Jaime Bochantin and Renee Cowan

• **Social Support:** Vendors provide various supports, such as
  – Meetings of Pre-Apprentice Graduates;
  – Mentoring/Coaching; and
  – Information and Referrals.

• **Nutrition Training:** Program provides web based training for apprentices:
  – Developed by Diane Rohlman (University of Iowa and the Oregon Healthy Workforce Center, OHSU)
Completion Rates Higher for Apprentices Receiving Services (2005-2017 Cohorts)

Completion Rates among Apprentices in Eligible Trades by Receipt of ODOT-BOLI Services, by Race and Gender (OAS Data, 2005-2017 Cohorts)

Evolution of Pre-Apprentice Child Care

- Oregon’s Higher Education Coordinating Commission (HECC) applied for and received United Stated Department of Labor (USDOL) grant funding for the Advancing Oregon Apprenticeship (AOA) project in 2016 and again in 2018.
- HECC partners with the Oregon Employment Department and the Oregon Labor & Industries for AOA project.
- AOA contracts with Labor’s Community Services Agency to pilot test child care subsidies for low income individuals actively enrolled in approved pre-apprenticeship training programs.
- The Highway Construction Workforce Development Program includes child care in the current pre-apprenticeship solicitation.
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Apprentice Support Services - Child Care Assistance

Application Requirements

- **Must be:**
  - a registered apprentice in a highway construction trade - Carpenter, Cement Mason, Iron Worker, Laborer, Operator, Painter
  - or
  - a registered apprentice in another construction trade and be working on a transportation related job
  - in “Good Standing” with their Apprenticeship Program
- **Must have or acquire a child care provider who is Department of Human Services (DHS) approved.
- **Complete and submit application documents and proof of income.**
- **Be available and/or respond to the Interview Call.**
Apprentice Support Services - Child Care Assistance

Application Process

- The applicants can apply and qualify for two different child care support programs; Department of Human Services (DHS) Employment Related Day Care (ERDC) or the ODOT - OR Labor & Industries Apprentice Related Child Care (ARCC).

- Akana staff works with the apprentice to acquire and gather the required documents for application, then staff sends the full packet to the Department of Human Services (DHS) for review and financial calculation.

- All applications are reviewed to find if the applicant(s) qualify for the DHS - Early Related Day Care (ERDC). For any amounts not paid by the ERDC it is determined what the Apprentice Related Child Care (ARCC) program will pay and what copay the applicant is still responsible to pay.

- For those who qualify for 100% paid ERDC, their household income shall be reassessed at the end of a 12 month period and those who qualify for the ARCC, their household income shall be reassessed every six months.
Apprentice Support Services - Child Care Assistance
Application Process Cont.’

When the applicant no longer qualifies for the ERDC, the DHS will re-assess their household income to determine the qualification for the ARCC.

- **If the applicant qualifies for ERDC, but still has a co-pay:** the copay will be paid by the ARCC program. So their child care is 100% covered.
- **Up to 280% of the Federal Poverty Limit (FPL):** ODOT Support Service pays 75% of the child care costs and the applicant is responsible for 25%.
- **More than 280% and up to 335% of the FPL:** ODOT Support Service pays 50% of the child care costs and the applicant is responsible for 50%.
- **More than 335% of the FPL, and until the apprentice is advanced to Journey level or meets the cap amount of their available child care funds:** ODOT Support Service pays 25% of the child care costs and the applicant is responsible for 75%.
- **No further child care subsidies will be paid for the apprentice once they have advanced to Journey level.**
Apprentice Support Services - Child Care Assistance

Child Care Payments / Limits

- An apprentice with one or more dependent children under the age of three (3) and/or one or more dependent children with special needs shall have a maximum of $18,000 per apprentice without completing a BOLI approved budget class, which will increase to a maximum of $20,000 per apprentice upon completing the BOLI approved budget class.

- An apprentice with one or more dependent children under the age of six (6) (but none under the age of three or with special needs) shall have a maximum of $12,000 per apprentice without completing a BOLI approved budget class, which will increase to a maximum of $14,000 per apprentice upon completing the BOLI approved budget class.

- An apprentice with one or more dependent children under the age of eleven (11) (but none under the age of six (6) or with special needs) shall have a maximum of $10,000 per apprentice without completing a BOLI approved budget class, which will increase to a maximum of $12,000 per apprentice upon completing the BOLI approved budget class.
Penny Painter
Akana
Workforce Development Project Manager
ODOT - OR L&I Apprentice Support Services
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Fax:  1.503.253.5412
Sadie Wood

- Single mother of two
- Recipient of Oregon BOLI pre-apprentice child care grant administered by Labor’s Community Service Agency of Portland Oregon (LCSA)
- Graduate of Oregon Tradeswomen Pre-Apprenticeship Program
- Current Apprentice with Sheet Metal Worker’s International Association Local 16
Christina Daniels
• Co-Founder of LCSA’s Pre-Apprenticeship Childcare Initiative (PACCI)
• Co-Founder of Labor Littles
• IBEW Local 48 Electrician
Pre-Apprenticeship Childcare Initiative (PACCI)

- Co-developed by Christina Daniels and Eryn Byram – Director: LCSA of Portland Oregon
- A pilot program developed two years ago to recruit women and people of color into the construction trades
- Funds childcare during pre-apprenticeship training
- Some private funds were raised to get the pilot started
- Oregon BOLI awarded PACCI a $50,000 grant in February 2019
Labor Littles

• Non-Profit Co-Developed by Christina Daniels and Eryn Byram
• Established to help retain women and people of color in the construction trades
• Partners with existing union childcare providers in the greater Portland Oregon area
• Provides 24 hr. availability, sick rooms, transportation to/from local schools
• Secures childcare slots for tradespeople near their homes
• Goal is to obtain funds from the industry, public dollars, and grants to secure childcare slots
Questions about PACCI?
Contact: Jackie Whitt
971-990-1142
childcare@lcsaportland.org
https://www.lcsaportland.org/childcare

Questions about Labor Littles?
Contact: Christina Daniels
360-430-2575
christina@laborlittles.org
The Institute for Women’s Policy Research conducts rigorous research and disseminates its findings to address the needs of women, promote public dialog, and strengthen families, communities, and societies.

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Child Care Supports for the Construction Trades

References and further reading


References cont.


Child Care Supports for the Construction Trades

Selected Websites

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  • oregonapprenticeship.org

• Office of Civil Rights, Oregon Department of Transportation
  • www.oregon.gov/ODOT/Business/OCR/Pages/Workforce-Development.aspx

• Selected Works of Professor Maura Kelly, Portland State University
  • works.bepress.com/maura_kelly/
  • https://www.pdx.edu/sociology/maura-kelly

• Video about Oregon’s Program (Real Help for Working Oregonians)
  • youtube.com/watch?v=2sNS5xV9Pa8

• Institute for Women’s Policy Research – Briefing Paper
  • iwpr.org/publications/untapped-resources-untapped-labor-pool-using-federal-highway-funds-to-prepare-women-for-careers-in-construction/