Leveraging Highway Funds to Support Women in Construction

UNTAPPED RESOURCES, UNTAPPED LABOR POOL

USING FEDERAL HIGHWAY FUNDS TO PREPARE WOMEN FOR CAREERS IN CONSTRUCTION
**WHY FOCUS ON WOMEN IN CONSTRUCTION: JOB GROWTH, DECENT PAY, EARN & LEARN**

- **Above average job growth**
  - Economic recovery and replacement of retiring workers.

- **Higher median hourly earnings than many other fast growing occupations**
  - Personal care aides: $9.57
  - Laborers & helpers: $13.32
  - Nursing care assistants: $11.73
  - Painters: $16.92
  - Preschool teacher: $13.04
  - Equipment/ operators: $19.70

- **Apprenticeships**
  - Earn while you learn

Women in Construction Trades

Absolutely many

- In 2006, before the Great Recession, there were more women construction workers than women doctors.
- In 2014, 198,000 women worked in Construction and Extraction Occupations, more than women working as
  - Dental hygienists (170,000 women)
  - Pharmacists (165,000 women)
  - Veterinarians (45,500 women)

But Relatively few...

- In 2014, women were only 2.6 percent of workers in construction occupations, and fewer than 3 percent of construction apprentices.

HOW TO BREAK THE PATTERNS OF LAST 30 YEARS AND CREATE EQUAL ACCESS FOR WOMEN TO CONSTRUCTION JOBS

Career counselling
- Only 2% of tradeswomen learned about trades in High School or One Stops

Preparation
- Pre-apprenticeship training
- Gender lens in teaching

Apprenticeship & work
- Harassment/discrimination
- Retention

$$ Funding $$?
### Funding to Support Women in Construction

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<tr>
<th>WIOA and Perkins Act</th>
<th>WANTO (Women in Apprenticeship and Nontraditional Occupations Act): TA and pre-apprenticeships</th>
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<td>$?</td>
<td>$\leq 1$ mil</td>
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<td>$10$ mil</td>
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<td>Federal Highways Administration (FHWA) On-the-Job Training Support Services Program</td>
<td>Highway Trust Fund Core Program 23 USC Section 504(e): potentially $6.7$ billion (0.5% of total funds) for improving workforce diversity</td>
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**High Way Trust Fund $$ for Diversity**

**Oregon** 2011 § 184.866 Highway construction workforce development: $2.3 million for 2 years.

Creating a permanent funding stream through the statutory route (instead of Governor’s choice) – with clear accountability

**Maryland** 2012 Ch. 664 Transportation or Capital Transit Construction Training and Support Services: $2.1 million for 2 years.
OREGON’S ODOT/BOLI PROGRAM
2013 BUDGET WAS SPENT ON:

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<th>Approx. 50 percent on support for existing apprentices</th>
<th>• child care, transportation subsidies, lodging, and job readiness, including specialized tools and clothes</th>
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<td>Approx. 25 percent on pre-apprenticeship programs.</td>
<td>• Women only and mixed pre-apprenticeships programs</td>
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<td>Approx. 25 percent on outreach, education, technical assistance, and efforts to make the workplace “more conducive to diversity”</td>
<td>• Evaluation is key component of the program.</td>
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CONCLUSION &
THANK YOU FOR YOUR ATTENTION!

- Apprenticeships offer a clear pathway to skilled careers in construction.
- Federal Highway Funds can offer a substantial source of funding to diversity the construction workforce.
- The joint initiative by Oregon Department of Transportation & Bureau of Labor and Industry offers a comprehensive approach for using such funds (retention of existing apprentices; preparation; outreach, evaluation).