



Oregon Bureau of Labor and Industries

Apprenticeship and Training Division
800 NE Oregon St. #1045
Portland, OR 97232-2180

*****RESPONSE NEEDED*****

Date: **April 20, 2009**

To: **Committee Chairs, Secretaries, Administrators, and Coordinators**

From: **Karen Dale, Apprenticeship Operations Manager**

Subject: **Alternating Employer Selection – Potential Elimination**

The Oregon State Apprenticeship and Training Council's Rules and Policy Subcommittee reviewed statistics related to exception usage on March 4, 2009.

Council's Regulations on Equal Employment Opportunity in Apprenticeship (OAR839-011-0200) apply to the recruitment and selection of apprentices, for the purpose of promoting equality of opportunity in apprenticeship by:

- Prohibiting discrimination based on race, color, religion, national origin, disability, age or sex; and
- Requiring affirmative action to provide equal opportunity in apprenticeship programs.

The subcommittee noted that alternating employer choice accounts for almost as many entrants as all other exceptions combined, with uniformly worse results from an affirmative action standpoint. This issue will be discussed again at the June 3, 2009 subcommittee meeting.

Staff was directed send a notice to programs that utilize this process, provide them with the statistics (enclosed), and notify them that the Council is considering eliminating this option.

Committees are asked to distribute this information to training agents that may be affected.

Committees and/or training agents who wish to retain this option must provide in writing their reasons for continuing to use it, and should plan to attend the next subcommittee meeting.

Submit by: **May 15, 2009**

Submit to: **Maureen Pointer, OSATC Coordinator**

Rules and Policy Subcommittee: June 3, 2009 at 9:30am
Portland State Office Building, Room 1B
800 NE Oregon St
Portland, OR 97232-2180

If you have any questions, please contact the Apprenticeship Representative assigned to your program.

Construction apprentices registered 2005-2007 (excluding reciprocal) - bold indicates exception % below avg.								
	Native American	Asian American	African American	Hispanic/Latino	Subtotal Minority	White	Total	% Minority
Pool by rank only	54	31	87	155	327	1275	1602	20.4%
Pool with alternating employer choice	11	7	11	21	50	432	482	10.4%
Total Pool	65	38	98	176	377	1707	2084	18.1%
Exception #	Native American	Asian American	African American	Hispanic/Latino	Subtotal Minority	White	Total	% Minority
11 - Native American	2	0	0	0	2	0	2	100.0%
9 - contractual requirement	1	0	11	0	12	3	15	80.0%
8 - card check	0	0	0	4	4	4	8	50.0%
5 - pre-apprenticeship	2	0	14	9	25	28	53	47.2%
6 - employer selection	1	1	0	0	2	5	7	28.6%
4 - previous work experience	4	0	2	7	13	45	58	22.4%
1 - transfer	2	3	3	6	14	60	74	18.9%
2 - re-entry	3	1	1	8	13	64	77	16.9%
7 - organizing	0	0	1	0	1	7	8	12.5%
3 - new or newly active TA	1	1	0	12	14	105	119	11.8%
12 - Veterans	0	1	1	1	3	30	33	9.1%
10 - small employer	0	0	0	0	0	7	7	0.0%
15 - other	0	0	0	0	0	22	22	0.0%
Total Exceptions	16	7	33	47	103	380	483	21.3%
Exception #	Native American	Asian American	African American	Hispanic/Latino	Subtotal Minority	White	Total	% Minority
Pool + Exceptions	81	45	131	223	480	2087	2567	18.7%

Construction apprentices registered 2007 (excluding reciprocal) - indicates exception % below average				bold
	Female	Male	Total	% Female
Pool by rank only	109	1493	1602	6.8%
Pool with alternating employer choice	17	465	482	3.5%
Total Pool	126	1958	2084	6.0%
Exception #	Female	Male	Total	% Female
9 - contractual requirement	7	8	15	46.7%
15 - other	2	20	22	9.1%
2 - re-entry	6	71	77	7.8%
5 - pre-apprenticeship	4	49	53	7.5%
1 - transfer	3	71	74	4.1%
4 - previous work experience	2	56	58	3.4%
3 - new or newly active TA	3	116	119	2.5%
6 - employer selection	0	7	7	0.0%
7 - organizing	0	8	8	0.0%
8 - card check	0	8	8	0.0%
10 - small employer	0	7	7	0.0%
11 - Native American	0	2	2	0.0%
12 - Veterans	0	33	33	0.0%
<i>Total Exceptions</i>	27	456	483	5.6%
Exception #	Female	Male	Total	% Female
Pool + Exceptions	153	2414	2567	6.0%

Construction apprentices registered 2007 (excluding reciprocal)									
		Native American	Asian American	African American	Hispanic/Latino	Subtotal Minority	White	Total	% Minority
Pool by rank only	Union	41	19	61	140	261	1036	1297	20.1%
Pool by rank only	Non-union	13	12	26	15	66	239	305	21.6%
Pool by rank only	Total	54	31	87	155	327	1275	1602	20.4%
Pool with alternating employer choice	Union	2	0	6	1	9	44	53	17.0%
Pool with alternating employer choice	Non-union	9	7	5	20	41	388	429	9.6%
Pool with alternating employer choice	Total	11	7	11	21	50	432	482	10.4%
Total Pool	Total Pool	65	38	98	176	377	1707	2084	18.1%

Construction apprentices registered 2007 (excluding reciprocal)					
		Female	Male	Total	% Female
Pool by rank only	Union	85	1212	1297	6.6%
Pool by rank only	Non-union	24	281	305	7.9%
<i>Pool by rank only</i>	<i>Total</i>	<i>109</i>	<i>1493</i>	<i>1602</i>	<i>6.8%</i>
Pool with alternating employer choice	Union	5	48	53	9.4%
Pool with alternating employer choice	Non-union	12	417	429	2.8%
Pool with alternating employer choice	Total	17	465	482	3.5%
Total Pool	Total Pool	126	1958	2084	6.0%