



Oregon Tradeswomen, Inc.'s  
**2016 Annual Report**



Oregon Tradeswomen, Inc.

A nonprofit organization promoting success for women in the trades through education, leadership, and mentorship.



# From Our Founder and Executive Director

Dear Friends,

**2016** brought growth and change to Oregon Tradeswomen and many of you played a significant part in our success. This was the year that 92 of you came to our Construction Workforce Diversity Summit, twice as many as last year, from contractors, government agencies, school bond programs, apprenticeship programs, unions, and community members. You clearly understand the importance of attracting and retaining a diverse construction workforce.

It was also the year we began to pilot our Respectful Workplaces project. This project fulfilled a long-held vision to truly impact construction workplace culture, something tradeswomen had asked our help with for many years, as well as beginning our consulting services to assist contractors, employers, apprenticeship programs, schools, and government agencies in retaining



and expanding their diverse trades workforce.

2016 was also the year I announced my retirement. As I reflect on the growth

and impact of Oregon Tradeswomen over the last 26 years, I'm filled with gratitude for all of you who have walked by my side on this journey. The staff and supporters of this organization have given countless women the opportunity for a fresh start in their lives. Those OTI graduates have in turn, shown their grit and determination to the many who thought careers in construction for women were unattainable. I will forever be grateful to all of you who said "yes" when it counted most.

It has been a very special privilege to have a career where I know I make a difference every day; where each day is filled with connections to courageous tradeswomen and committed allies working towards a vision of a more equitable industry.

A handwritten signature in blue ink that reads "Connie Ashbrook". The signature is fluid and cursive, with a distinct script style.

Connie Ashbrook, Executive Director

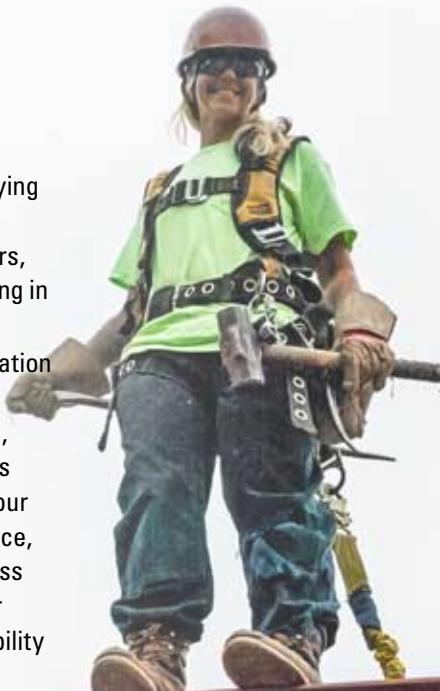
# Pathways to Success

**B**eginning in the 1970s, interventions have been made at a Federal level to increase women's participation in the building trades. Despite these efforts, women have never comprised more than 3% of the national construction trades workforce. However, in Oregon, because of the advocacy of Oregon Tradeswomen, our members, and our allies, the percentage of women's participation in registered apprenticeship is more than 6%. Hundreds of women and their families have a path to economic independence thanks to the training programs and advocacy work of Oregon Tradeswomen.

With a focus on apprenticeship, our Pathways to Success program offers the **Trades and Apprenticeship Career Class (TACC)** four times a year; a rigorous, seven-week, state certified, pre-apprenticeship training program that thoroughly prepares women for the next step in their trades

careers. OTI career counselors assist graduates in securing employment or applying for a formal apprenticeship. Thanks to the generous support of foundations and donors, TACC is offered at no cost to women seeking in our training.

In 2016, 397 women attended an information session about OTI's pre-apprenticeship program, 88 entered training, 77 graduated, and 66 were placed into trades-related jobs or apprenticeships. OTI has great pride in our graduates; their strength, their perseverance, and their grit. Our graduates are our success stories and we are proud to be part of their path to economic independence and the ability to plan for their families' future.



IRONWORKERS

# TOOLS

A membership-driven program, OTI's **TOOLS (Tradeswomen Organized for Outreach, Leadership, and Support)**, fosters leadership and activism skills for tradeswomen, and empowers them to advocate for quality, safe, and equitable workplaces and communities.

OTI's TOOLS program represents the interests of tradeswomen through participation in coalitions, developing partnerships, and advocating for specific issues important to tradeswomen. Volunteers are vital in

Photo: Melissa Toledo



supporting these efforts and all programmatic work. In 2016, OTI had 140 volunteers giving 846 hours of their time contributing a value of \$15,541 to the organization.

## Community Advocacy

This year, OTI actively participated in 13 coalition and community groups. This advocacy work ensures that the voices of tradeswomen are included on important issues throughout the year. Locally, OTI supports policies and practices to create a diverse construction workforce, such as the Community Benefits Agreements.

In April, the Respectful Workplaces Pilot Projects started to address harassment, bullying and hazing. Nationally, OTI serves on the Taskforce for Tradeswomen's Issues and the Federal Advisory Committee on Apprenticeship. This year, the US Department of Labor released the new Equal Employment Opportunity regulations for registered apprenticeship which had not been updated since 1978.



**“Up until this point, I had only bonded with fellow female electricians. This bridged the gap between all of the trades, and I saw that we are all in the same boat. We share the same experiences.”**

— Cristal Rivera

## Tradeswomen Leadership

In 2016, OTI helped 76 diverse women and men of color build their leadership skills and we educated 107 pre-apprenticeship students about civic engagement. OTI also produced events such as the annual Tradeswomen Leadership

Institute, Construction Equity Day, and monthly Tradeswomen Social Hours, attended by 91 people representing 22 trades. OTI coordinates involvement in National Apprenticeship Week, the Pre-Apprenticeship Training Institute, and the Women Building the Nation conference. All of these efforts build tradeswomen's leadership skills and create opportunities for personal leadership development, greater involvement in the industry, and creating community of tradeswomen.

### Training and Consulting

OTI provided 38 trainings and presentations and hosted the 2nd Annual Diversity in the Construction Trades Summit with 91 attendees in 2016. Through these services, industry partners and stakeholders are given tools, best practices, and support to create a diverse construction workforce. Some topics covered included: recruiting and retaining diverse apprentices, providing mentorship, and preventing harassment.

**“ Your workshop [How to be an Effective Activist] opened my eyes to the fact that even the smallest things can go a long way, and getting involved in your hall is the best way to help make change.”**

— Melinda Wilson



# WOMEN in Trades Career Fair



Photo: Dave Scharton

Oregon Tradeswomen, Inc. produces the annual **Women in Trades Career Fair** to introduce students and adult career seekers to careers in the trades as viable options for their future. The 37 hands-on workshops and 72 interactive exhibits at the Fair allowed participants to use the tools of the trades, talk directly with tradeswomen

**“ I truly enjoyed all of the hands on activities. My students were able to take projects home. Seeing women doing the jobs and encouraging young women to think outside traditional careers was simply inspirational!”**

– Salem area High School Teacher

working in the industry, and access dozens of training and employment opportunities all in one place.

This event is critical to industry as well, offering an unparalleled opportunity to educate students about career opportunities and to connect with diverse job seekers to fill open positions in their company.

The Women in Trades Career Fair, in its 25th year, is helping to increase the overall number of women working in the trades. Although the national percentage of women working in construction is approximately 3%, that number is more than double in Oregon at 6.2%! This event supports industry in filling the growing gap in the labor force resulting from high rates of retirement of the aging skilled trades workforce.

In 2016, the Fair saw 812 career explorers, job seekers, students, educators, parents, and their families! OTI couldn't offer this



Photo: Melissa Toledo

incredible event each year without the support of our industry partners, especially the NECA-IBEW Electrical Training Center who so generously donates the use of their facilities to host the annual Women in Trades Career Fair!

# Women in Metals & Manufacturing

## OTI

was named a Neighborhood Builder by Bank of America in March, 2015, and they invested \$200,000 over two years to support the launch of a new arm to our Pathways to Success Program: Women in Metals & Manufacturing.

Now in its second year, our fledgling program helps meet the needs of those in local manufacturing industry who are seeking to develop a pipeline of skilled workers. It's a perfect fit with OTI's values: we are committed to ensuring women have equitable access to trades and manufacturing careers that offer living wages and benefits such as health care, paid vacation, sick time, and retirement savings contributions.

Through Women in Metals & Manufacturing, OTI offers an introduction to these exciting, well-paying careers such as welder, machinist, millwright, production worker, computer-controlled machine operator, as well as construction trades careers such as steamfitter, sheet metal worker, ironworker, and plumber.

Jobs in manufacturing and metals are increasingly important for women seeking careers that allow them to be self-sufficient and economically independent.

**“ Grit, passion, and perseverance are the foundation of what I learned at OTI. I possessed all of these, but in their 7-week class I was able to tap into these qualities through the supportive and rad group of women both teaching and learning alongside of me. I am pleased to say that after working hard and staying focused on my goal I am now a TIG welder. I love welding! For me it encompasses both function and beauty. I am forever grateful for the opportunity OTI provided me and I try to stay involved and volunteer whenever I am able. I am excited for more women to enter the trades and enjoy a challenging career where there is tangible satisfaction and learning every day.”**

– Ash Jimenez



# Financials

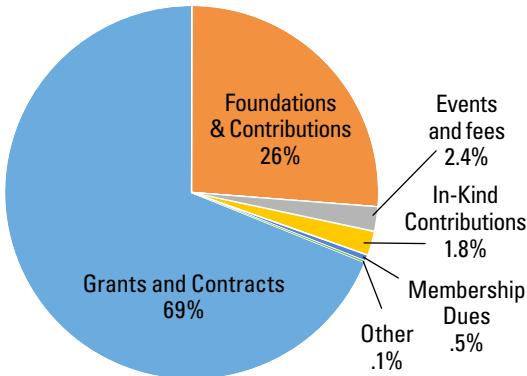
## 2016 Revenue by Source

Government Grants and Contracts	\$1,074,024
Foundations & Contributions	\$408,063
In-Kind Contributions	\$28,649
Events and Fees	\$37,111
Membership Dues	\$8,471
Other	\$1,954
<b>TOTAL</b>	<b>\$1,558,272</b>

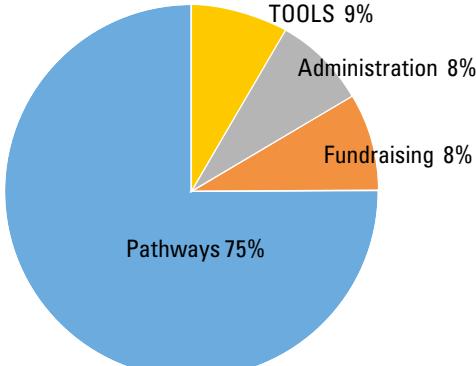
## 2016 Expenses by Department

Pathways	\$1,089,607
TOOLS	\$125,832
Administration	\$122,708
Fundraising	\$112,645
<b>TOTAL</b>	<b>\$1,450,792</b>

## Revenue



## Expenses



Full audited financials available by request.  
2016 Audited financials will be available after May 2017.



# Industry Support

Associated General Contractors,  
Oregon-Columbia Chapter

Atomic Direct

Bank of America

Bonneville Power Administration

City of Portland

Consolidated Supply

The Daily Journal of Commerce

Fortis Construction

Gunderson LLC

Hamilton Construction Company

Hampton Affiliates

Hoffman Structures

Home Forward

Howard S. Wright

IBEW Local 48

International Line Builders

I.U.O.E. Local 701

J.E. Dunn Construction

KGW Northwest NewsChannel 8

Laborers Training OSI

Loy Clark Pipeline Co.

Madden Industrial

Metro

Multnomah County

NECA-IBEW Electrical Training Center

NW College of Construction

NW Laborers

NW Line Construction JATC

NW Natural

ODOT / BOLI

On Electric Group

O'Neill Construction

The Oregonian

Pacific Northwest Carpenter's Institute

Pacific NW Regional Council of Carpenters

Pacificorp

PCC Bond Program

Portland Development Commission

Portland General Electric

Plumbers JATC

Plumbing & Mechanical Contractors/  
UA 290 Training Trust

Portland Fire and Rescue

Portland Police Bureau

R & H Construction

RR Donnelly

Sheet Metal Institute

Slayden Construction

Stacey Witbeck

Sunstead Homes

TriMet

Tualatin Valley Fire & Rescue /  
IAFF Local 1660

Turner Construction

Vigor Industrial

Walsh Construction Co.

Western Partitions

Worksystems



# Donors

## Foundations

Collins Foundation  
DeArmond Public Foundation  
Joseph E Weston Foundation  
MDU Resources Foundation  
Meyer Memorial Trust  
Multnomah Bar Foundation  
Pacific Power Foundation  
Samuel Johnson Foundation  
Spirit Mountain Community Fund  
TJX Foundation  
Trio Foundation  
US Bank



## Individual Donors

Ruby Apsler  
Aida Aranda  
Connie Ashbrook  
Megan Beaver  
Kathleen Barrett  
Linda Bloom  
Barbara Byrd  
Joseph Callahan  
Siobhan Daly  
Cari Ebbert  
Emma Gray  
Julie Greb  
Joleen Hess  
Virginia & Gordon Holman  
Leigh Jenkins  
Molly & Jung Kim  
Sandy Hay Magdaleno  
Alison Mitchell  
Jim & Linda Neel  
Susan Shanks  
Melinda Storch  
Susan & James Tarjan  
Marcy Thorp  
Tia Vonil



Jennifer & Bill Waters  
Sarah Wetjen  
Margaret Willison  
Carol Wong  
Clinton Street Theater  
Curious Comedy Theater  
Madelyn Elder & Janice Thompson

Bobbie Regan & Barrett Stambler  
Sioban Daly & Dan Summerfield  
Dawn & Wm. Cheek  
Petersen Family Fund

**Thank you!**



Photo: Melissa Toledo



## Board of Directors

### Aida Aranda

Northwest Regional Organizing Council (NROC)

### Amy Eaton

University of Portland

### Irais Gандарilla

Apprentice Steamfitter

### Monica Gauthier

Journey-level Pile Driver

### Julie Greb

Stacey & Witbeck

### Leigh Jenkins

Journey-level Sheet Metal Worker

### Monika Johnson

Trimet

### Christie Kern

Journey-level Carpenter

### Meghan W. Moyer

Portland Community College,  
Director of Government Relations

### Ali O'Neill

O'Neill Construction Group, Inc.

### Stephanie Peters

Consultant

### Emily Wigre

Journey-level Sheet Metal Worker

### Tia Vonil

Electrical Apprentice



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### Abby Bandurraga

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Workforce Project Manager

### Madelyn Elder

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Admissions Secretary / Pathways  
Program Assistant

### Brynn Hall

Communications Assistant

### Pat Johnson

Front Office Receptionist

### Tonya Jones

Intern – Portland State University  
School of Social Work

### Mary Ann Naylor

Communications Manager

### Amy James Neel

Construction Manager / Job Developer

### Kim Neel

Career Counselor / Job Placement  
Specialist

### Lisa Palermo

Development Director

### ShaRee Rhone

Career Counselor / Placement  
Specialist

### Tiffany Thompson

Advocacy Program Manager



## Our Mission

Oregon Tradeswomen, Inc. (OTI) is a nonprofit community-based organization that prepares women for careers in the construction, manufacturing, and utility trades through education, leadership, and mentorship. OTI was founded in 1989 on the principle that women deserve and can attain economic self-sufficiency through pursuing high wage careers in the construction trades.



**Oregon Tradeswomen, Inc.**

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**[www.tradeswomen.net](http://www.tradeswomen.net)**

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**“ I loved everything about it especially how nice and open the people were. They were so open about the pay of the jobs and wanted you to know their personal story. I really loved the people and all the activities like welding and climbing the firefighter ladder. I love being able learn more about jobs that I knew about and learned more about jobs that now I’m interested in.”**

– Adult Career Seeker

#### extras

