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skilled trades.

Oregon Tradeswomen transforms lives by building community and economic independence through empowerment, training, career education, advocacy, and leadership development in the

Our Mission

3934 NE MLK Jr. Blvd. #101, Portland, OR 97212

Oregon Tradeswomen

2018 Annual Report



Oregon Tradeswomen

Building Women's Economic Independence Since 1989



From Our Executive Director

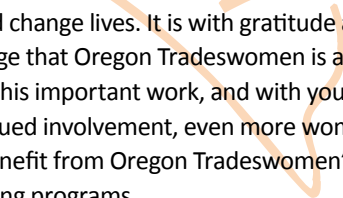
Oregon Tradeswomen thanks you for your incredible support in 2018! Because of your commitment, Oregon Tradeswomen served a record number of women in 2018 – from workforce training to leadership development to career education and more. With your generosity, Oregon Tradeswomen continues to grow and to reach more women in need, making a bigger impact than ever. We are grateful for your partnership.

In 2018, with input from our funding community, industry partners, community organizations, program graduates, and tradeswomen, we concluded a year-long process to develop our **Blueprint for Prosperity**, a three-year strategic plan to guide our work in expanding our capacity. The plan will inform programming, public policy platform, and advocacy going forward.

Oregon Tradeswomen provided more than 1,000 women with career education, support, and resources to pursue a career in the skilled trades in construction,

manufacturing, and transportation. 78% of the women who graduated from our program were placed into registered apprenticeship and employment in the skilled trades – women who are now making a living wage and able to support their families.

In 2018, Oregon Tradeswomen restructured our programming and increased our capacity to achieve deeper impact in our goals in serving marginalized women. In 2018, 45% percent of Oregon Tradeswomen's students were receiving public benefits when they started our program. We increased the number of women we served who have a legal history, including incarceration, and also assisted more veterans returning to civilian work. We nearly doubled the number of women of color served in our programs, with 53% of program participants being women of color. Your commitment to Oregon Tradeswomen's mission allowed more women to achieve financial security and economic independence. Through your support, you



helped change lives. It is with gratitude and privilege that Oregon Tradeswomen is able to do this important work, and with your continued involvement, even more women will benefit from Oregon Tradeswomen's life changing programs.

As we approach our 30th anniversary year, we invite you to continue this journey with us – building on our foundations and implementing our *Blueprint to Prosperity*, for our community, our industry, and for the all of the women we serve.

Thank you for all you continue to do in changing the lives of the women we serve, and for your unwavering support.

With gratitude,



Kelly Kupcak, Executive Director

Pathways to Success / Industrial Fabrication

Oregon Tradeswomen's *Pathways to Success* program is central to the work and mission of Oregon Tradeswomen. This program offers a range of services to women seeking careers in the skilled trades. From Career Education, referrals, industry training, supportive services, retention supports, case management, and job placement, the *Pathways to Success* program is core to the work and mission at Oregon Tradeswomen. The **Trades and Apprenticeship Career Class (TACC)** is an industry pre-apprenticeship training / job readiness program certified by Oregon's Bureau of Labor and Industries (BOLI) to provide the skills and confidence needed to be prepared for a successful career in the skilled trades. Our core training program focuses on construction, with additional training pathways in manufacturing, industrial fabrication, and environmental remediation. We also provide support to connect women to careers in the transportation sector. These "nontraditional" careers provide women with excellent wages, benefits and opportunities for growth, and support economic independence.

In 2018, we completed the first phase of an internal audit of TACC, and made programmatic changes to increase access, opportunity, and equity to the women throughout our community. Many of these changes are reflected in the capacity to serve more women. Through the generous support of individuals, foundation, community, and industry partners, this training is offered at no cost to participants. Oregon Tradeswomen's *Pathways to Success* program served record number of women in 2018 in each goal category we sought to improve, including:

- ▶ Providing more than **1,000** women with career education, support and resources to pursue a career in the skilled trades in construction, manufacturing and transportation
- ▶ Increased our ability to serve more women in our training program
- ▶ Placement of **78%** of program participants into registered apprenticeship and employment in the skilled trades
- ▶ **45%** of program participants served are low-income
- ▶ Increased capacity to serve women with a legal history successfully
- ▶ Increased the number of veterans we served returning to civilian work
- ▶ **53%** of program participants served are women of color
- ▶ **32%** of program participants served are parents of children under age 18
- ▶ Provided **hundreds** of hours of career counseling, supportive services, advocacy, leadership development and retention supports
- ▶ Average participant wage upon employment was \$15.53 per hour plus benefits



*Eleanor Alice,
Tradeswoman
Volunteer*

Advocacy, Leadership, & Public Policy

Oregon Tradeswomen has been advocating for strong public policy to support women having access, opportunity, and equity in nontraditional occupations since our inception. In working with industry, government, community, and tradeswomen themselves, our public policy platform and advocacy work strive to ensure tradeswomen have a voice around issues impacting them most, including wage equity, respectful workplaces, representation in leadership, and health and safety.

Our public policy priorities and advocacy work are driven by tradeswomen at the local, state and national level. Through our **TOOLS Program** (Tradeswomen Organized for Outreach, Leadership, and Support), we foster leadership, provide skills for organizing and grassroots advocacy, and promote empowerment. This advocacy and leadership work supports tradeswomen to advocate for safe and respectful workplaces, equity in wages and benefits, and to pursue leadership opportunities in their careers with their unions and employers.

Isis Harris, Union Electrical Apprentice, IBEW Local 48

Advancing a Regional Equity Vision

Oregon Tradeswomen hosted the **4th Annual Diversity in the Construction Trades Summit** in 2018 with record attendance of more than 100 participants! Attendees included industry stakeholders, government partners, employers, workforce practitioners, and diversity advocates. We hosted the **Policy Group on Tradeswomen Issues** from the Greater Boston Metro area to share their success in a decade long regional partnership model, highlighted emerging local and regional efforts, and best practices around equity and inclusion in the construction sector. Throughout the year, Oregon Tradeswomen provided industry partners with technical support on topics including recruitment, retention, and Equal Employment Opportunity regulations for apprenticeship.

Building a Shared Prosperity Model

Oregon Tradeswomen actively participates in a multitude of community coalitions related to our advocacy goals and participates in many advisory committees on issues related to tradeswomen's empowerment, equity, and advancement. We support tradeswomen in these arenas so that they are represented and their voices heard on the issues impacting their work, education, training, and leadership. We continue to advocate for Community Benefits Agreement (CBA) as a model for equity in workforce and contracting on public and private projects, and serve on oversight committees for the Port of Portland's airport expansion project, the Washington Park project, and serve on the steering committee for the Healthy Communities Coalition which is working to implement a CBA on the Broadway Corridor Project.

We are working to support a regional **Community Benefits** model for public projects and are advocating for statewide legislation to allocate a percentage of state public capital improvement project monies to provide pre-apprenticeship training, support services and retention resources to increase access, opportunity and equity for Oregon's underserved workforce to high-wage, quality careers in the skilled trades. Our advocacy work continues to promote a model of shared prosperity for all Oregonians.

Promoting Policy that Works for Women

At the national level, Oregon Tradeswomen serves on the steering committee for the **National Taskforce for Tradeswomen Issues**, a coalition of organizations and individuals committed to ensuring federal public policy which supports tradeswomen and women in achieving access, opportunity, and equity in the construction industry, and other nontraditional occupations. Our work at the national level includes promoting a federal public policy platform and advocacy initiatives that improve, enforce, fund, and promote best practices in apprenticeship, training, workforce development, career tech, nontraditional employment, and job site equity.



Oregon Tradeswomen's Annual Career Fair

Oregon Tradeswomen's Career Fair is an annual event designed to increase access, opportunity, and equity in the skilled trades by introducing young women in middle and high school and adult career seekers to apprenticeship and high-wage, high-skill careers in construction, manufacturing, and other non-traditional careers. Oregon Tradeswomen's Career Fair offers career possibilities women of all ages might not otherwise learn about or consider for their future.

Oregon Tradeswomen's Career Fair provides a completely unique career exploration experience, with dozens of hands-on workshops and activities that provide authentic learning experiences and opportunities to use tools and talk directly with tradeswomen about their careers.

Oregon Tradeswomen's Career Fair has made an impact: The number of women working in construction in Oregon and Washington is more than double the national average of just 3%, but we can't take all the credit. The businesses, training centers, organizations, and other individuals who support our work at the Career Fair do an incredible job of encouraging women and girls to consider career pathways in the skilled trades, manufacturing, and other non-traditional careers share in this credit, and have our immense gratitude.

“ I loved there were so many vendors and how proud everyone was to be in their career. It really was an amazing experience that I will be recommending to my friends and family to attend next year!”

– Student from Evergreen High School

“ My favorite part of the day was being able to do things guys get to do, and talking to strong, independent women who know what they're doing – and it was so fun.”

– Student from Corvallis High School

2018 CAREER FAIR NUMBERS

1,338

Attendees on School Day

89

Exhibitors

91

Volunteers contributed

1,033

Women and their families attended on Saturday

77

School groups attended

426

hours

202

Educators brought groups of students

50

People toured the Fair as VIPs

41

Hands-on Workshops and Interactive Exhibits

Lis Thompson, Firefighter with Portland Fire & Rescue, speaks to the audience and her young daughter joins her on stage.

Build With Us! & Woman on the Rise

The second annual **Build With Us!** event brought community members together to spotlight the strength and leadership of local tradeswomen, celebrate Oregon tradeswomen's impact, and raise funds to serve more women. Integral to the evening, **The Woman on the Rise Awards** highlighted tradeswomen from various trades who were nominated by their peers.

Of twenty nominees, four winners were celebrated:

Jinnie Freeman, *Apprentice, Sheet Metal Workers, Local 16*

Ann Lawson, *Deconstruction, Lovett*

Saylor Neher, *Oregon and Washington Power Line Clearance & Tree Trimming Apprenticeship, Local 125*

Melinda Wilson, *Journey-level Operating Engineer, IUOE Local 701*

This "blue collar gala", **Build With Us!**, couldn't have been such a success without the many people who donated handmade items for the silent auction. What a display of local talent! Guests bid generously and took home truly unique items. Our Emcee, Chabre Vickers, Vice President Community Development Officer, Wells Fargo, and Executive Director, Kelly Kupcak, highlighted the award



winners, our infamous tradeswomen Fashion Show, and a special appeal while the guests enjoyed delicious food from Spin Catering. We're grateful to everyone who pitched in to make **Build With Us!** a rousing success.

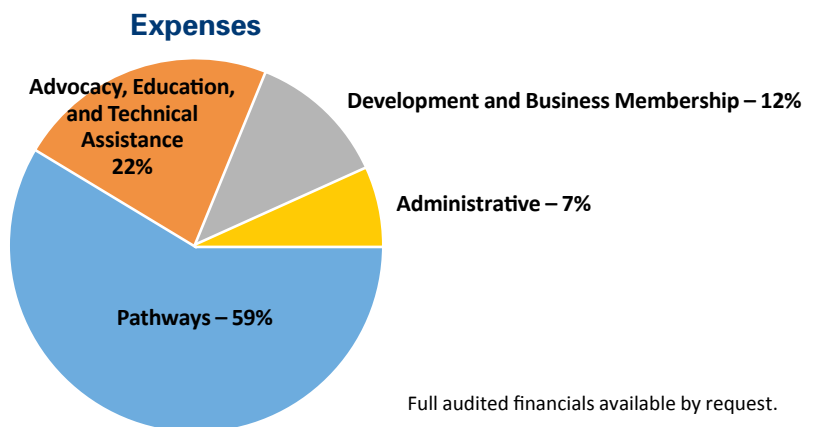
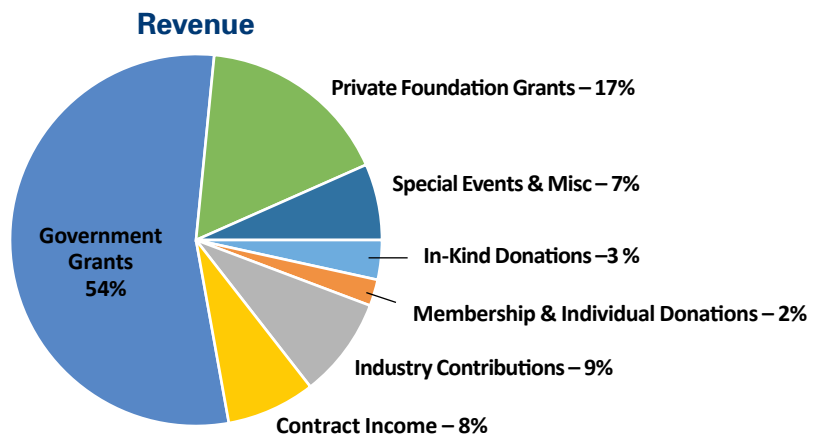
Financials

2018 REVENUE BY SOURCE

In Kind	\$72,067
Membership & Individual Donations	\$48,036
Industry Contributions	\$182,885
Contract Income	\$161,410
Government Grants	\$1,139,534
Private Foundation Grants	\$352,000
Special Events & Misc	\$138,882
Total	\$ 2,094,814

2018 EXPENSES BY DEPARTMENT

Pathways	\$1,191,908
Advocacy, Education and Technical Assistance	\$457,853
Development and Business Membership	\$245,401
Administrative	\$137,014
Total	\$2,032,176



Full audited financials available by request.

Donors, Members & Business Members

When a prospective student walks through our door, they're hoping for a career that will provide a better life. We have the ability to say "yes!" because of donors and industry partners.

How can Oregon Tradeswomen offer training at no cost to the students? Only through the generosity of our community.

Individual donors and members stepped up in 2018 to provide work clothing and equipment so students can be ready to start their new jobs,

supplied bus tickets to interviews, support for leadership opportunities and much more.

Donors from industry demonstrated their support by becoming Business Members, sponsoring our many events, and subsidizing tuition for the pre-apprenticeship class.

These gifts matter, and allow women like Sara to move from working for minimum wage with no benefits, to starting an apprenticeship earning \$18.00 hour to start, plus benefits and regular raises.

Thank You!

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Jennifer Waters
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Jessica West
Chelsea Wilder

Continued next page

Lorien Newbury,
Oregon Tradeswomen
pre-apprenticeship
graduate



“ I’m making a legacy gift to Oregon Tradeswomen since OTI’s actions align with my own feminist values. As a proud long-term supporter of OTI’s work empowering girls and women on the path to economic independence, my planned gift is an investment in its future. The best is yet to come.”

– Bill Weismann

Our Supporters

* Denotes Business Membership with Oregon Tradeswomen

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Bonneville Power Administration
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Unions (NABTU)
NW Line Construction JATC
NW Natural

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