



Oregon Tradeswomen, Inc.'s

2015 Annual Report



Oregon Tradeswomen, Inc.

Promoting success for women in the trades
through education, leadership, and mentorship.



From the Executive Director

Dear Friends,

Thank you for supporting Oregon Tradeswomen, Inc. over the past twenty-six years. When I was a beginning Elevator Constructor, back in the early '80s, I never dreamed that I would be part of an amazing organization that has had such an impact. With your help, we have transformed the face of the trades in Oregon and SW Washington; providing women with the economic empowerment of a living-wage career in the building, construction, manufacturing, mechanical, and utility trades while at the same time, serving the needs of industry for a diverse, competent, and female workforce.



This year we graduated our 1,000th student from our pre-apprenticeship program! Oregon's apprenticeship system has gone from 4 percent women to more than 7 percent since OTI started. More than one third of Oregon's female apprentices are our graduates. Just as important is access to careers is the retention of women as they grow their skills from apprentice to journey-worker and beyond to supervisory positions and even business ownership.


This year, we launched two new programs. Thanks to major support from Bank of America, the **Women in Metals & Manufacturing** program is helping women prepare for and enter manufacturing careers. The Respectful Workplaces initiative, thanks to the support of Oregon Department of Transportation and the Bureau of Labor and Industries, will expand our efforts to ensure fair and respectful job sites for tradeswomen. Additionally, we assisted government agencies and organizations advance their equity visions to include greater numbers of tradeswomen.



Unfortunately, we had to make the difficult decision this year to place our **Building Girls** program on hiatus, due to lack of funds to continue our immensely popular girls' programming. We hope to bring it back in the future.

Our thanks to the hundreds of supporters who donate resources to support our work, the dozens of tradeswomen who take on important roles as leaders, advocates, trainers, and mentors in our work, the amazing OTI staff and board for their work in fulfilling our mission to empower women, and to the entire community for helping women pursue equity and opportunity in the trades.

— Connie Ashbrook, Executive Director

A handwritten signature in black ink that reads "Connie Ashbrook".

Pathways to Success

Despite Federal interventions beginning in the 1970's to increase women's participation in the building trades, women have never comprised more than 3% of the national construction trades workforce. Thanks to the training programs and advocacy work of Oregon Tradeswomen, the percentage of women's participation in registered apprenticeship in Oregon is more than 6%.

With a focus on apprenticeship, Oregon Tradeswomen, Inc.'s (OTI's) **Pathways to Success** program offers the **Trades and Apprenticeship Career Class (TACC)**; a seven-week, training program that helps women thoroughly prepare for a career of her choice in the trades. OTI career counselors assist graduates in securing employment or entering into a formal apprenticeship. Thanks to the generous support of foundations and donors, TACC is offered at no cost to women interested in our training.

In 2015, 397 women attended an information session about OTI's pre-apprenticeship program. 73 graduated, and 60 were placed into trades-related jobs or apprenticeships. OTI is particularly proud of our graduates, as it means that more women are on a path to economic independence and have the ability to provide for themselves, their children, and their families.



Shondra graduated from OTI's Trades and Apprenticeship Career Class. She had been working in mental healthcare and wanted to make a better life for herself and her son:

“OTI's pre-apprenticeship program not only helped me be successful in my new career, it also taught me skills to be successful in life. OTI empowered me not only to do more for myself and my family, but also to help out other women looking to make a better life for themselves.”

First Annual National Women in Apprenticeship Day

This November, during the first-ever National Apprenticeship Week, Oregon Tradeswomen joined sisters around the country in proclaiming November 5th, 2015 as Women in Apprenticeship Day. Along with Oregon Governor Kate Brown, many governors around the country issued proclamations in recognition of the women breaking gender barriers in apprenticeship.

Registered apprenticeship programs, local unions, and WANTO grantees from all over the nation organized events to raise awareness about career opportunities for women in the trades. In Portland, we celebrated our partnership with the Sheet Metal Institute by recognizing their commitment to creating gender equity in the sheet metal industry. Our graduate and sheet metal apprentice Lisa Davis conducted a skills demonstration for participants, including students, public officials, industry partners, and journalists. The Department of Labor also featured Lisa and OTI's pre-apprenticeship program in a guest blog authored by OTI Executive Director Connie Ashbrook.

In collaboration with the National Taskforce on Tradeswomen's Issues, OTI coordinated a social media awareness campaign for female apprentices and tradeswomen. On November 5th, tradeswomen posted photos of themselves at work using a #WomenInApprenticeship hashtag. Many of them told

stories about what their apprenticeship meant to them. At the close of the week, posts made under the #WomenInApprenticeship hashtag had been shared with more than 2 million users on Facebook and Twitter. Nationwide, nine news stories ran about Women in Apprenticeship Day, four of which focused on OTI's pre-apprenticeship program. We couldn't be more proud and look forward to elevating tradeswomen, trades careers, and equity during Women in Apprenticeship Day in 2016!



Oregon Tradeswomen Making Impact from Cully to the U.S. Capitol

This year we had the opportunity to collaborate with the Living Cully coalition, which had recently purchased the notorious “Sugar Shack” strip club building. Our pre-apprentices were thrilled to perform demolition work on the Sugar Shack for the hands-on portion of their training. The project perfectly symbolized our values of women’s empowerment and equality, and we knew that this was a story worth sharing.

The first coverage of the project aired on KGW’s evening news, coinciding with **National Women in Apprenticeship Day**. Asked by a reporter how it felt to demolish the building, OTI student Yolanda Sandoval responded: “It feels good. Having that drive, energy to tear it down especially knowing what it used to be, as a woman and with me being Latina. I’m excited and so eager!”

The amount of interest our work generated was tremendous. Senator Ron Wyden stopped by the job site during a

visit to Portland to take a firsthand look at our students’ efforts. Inspired by the community partnership and hard work he witnessed, Senator Wyden joined our longtime ally Senator Jeff Merkley in advocating in Congress for continued funding for the Women in Apprenticeship and Non-Traditional Occupations (WANTO) program.

“I’ve fought for funding for WANTO because it will make a big difference in helping train and ultimately put women in Oregon to work in high-wage, electrical, mechanical, highway and utility trades jobs that will provide financial security for a lifetime,” said Senator Merkley following the successful passage of WANTO funding in the federal budget in December. We’re proud of the work we did this year and our success turning a community project into a national funding priority.



WOMEN in Trades Career Fair

The largest non-traditional career fair of its kind, Oregon Tradeswomen, Inc. produces the interactive **Women in Trades Career Fair** to increase the overall number of women working in the trades and to help fill the imminent gap in the labor force that is being created with record levels of skilled trades people entering retirement.

Produced annually since 1993, this unique, industry-sponsored and volunteer-powered event offers dozens of hands-on activities designed to introduce women and girls to the possibility of a future career in the trades. Every month, women who learned about OTI at the Fair contact us to learn more about pursuing a career in the trades.

A record-breaking 2,112 career explorers, job seekers, students, educators, parents, and their families attended the Women in Trades Career Fair in 2015.



“ I appreciated learning so much that I didn’t know before I had this experience. I wish I would have been exposed to all of these opportunities when I was younger, but I brought my daughter who is interested, and this really opened her eyes.”

– Parent who brought her daughter to the 2015 Women in Trades Career Fair



“ My favorite part of the Women in Trades Career Fair was getting to see all the women that didn’t let anyone stop them from doing what they love to do.”

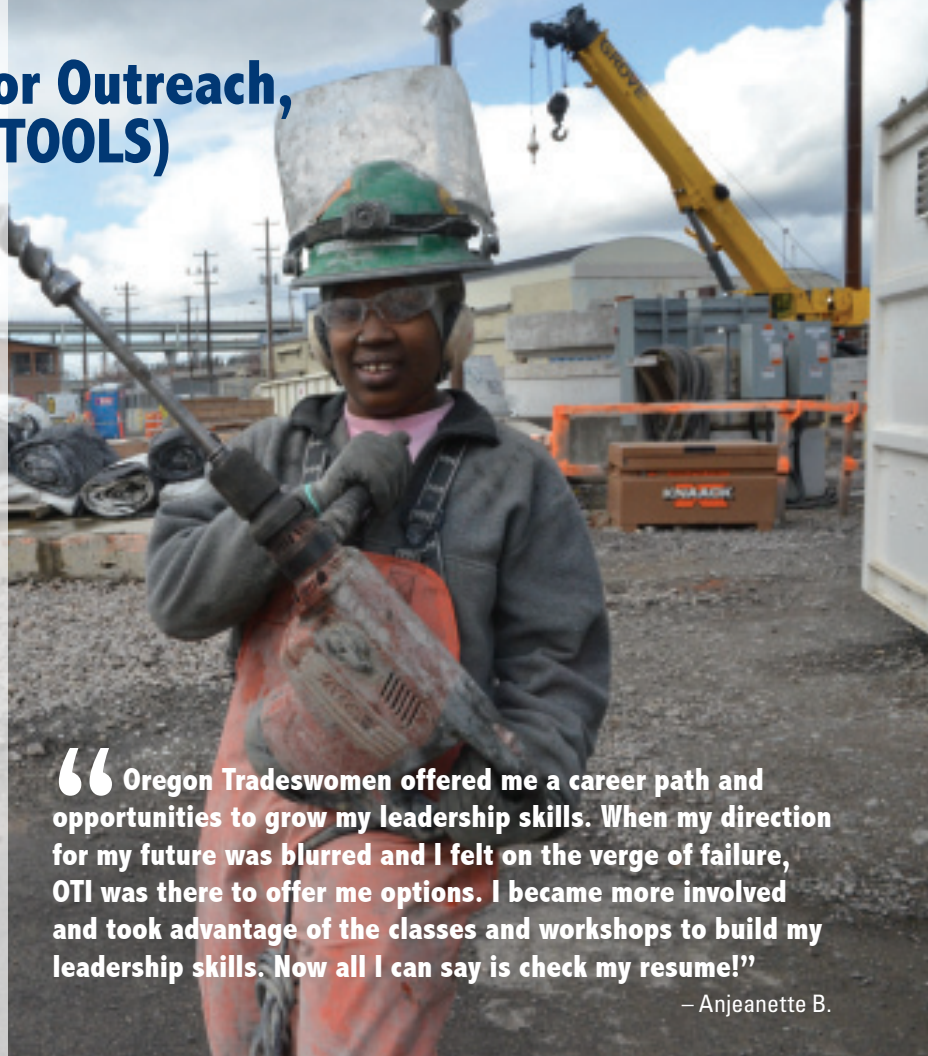
– Middle school student at the 2015 Women in Trades Career Fair

Tradeswomen Organized for Outreach, Leadership, and Support (TOOLS)

OTI's membership-driven TOOLS program 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 coalition groups, community partnerships, and issue advocacy. We actively participate in 20 coalition and community groups to represent tradeswomen issues throughout the year.

OTI also produces events such as the annual Tradeswomen Leadership Institute, Construction Equity Day, the Summit on Diversity in the Construction Trades, as well as monthly Tradeswomen Social Hours. We coordinate 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 and greater involvement in the industry overall.

In 2015, OTI helped 108 diverse women and men of color build their leadership skills and we educated 83 pre-apprenticeship students about civic engagement.



“Oregon Tradeswomen offered me a career path and opportunities to grow my leadership skills. When my direction for my future was blurred and I felt on the verge of failure, OTI was there to offer me options. I became more involved and took advantage of the classes and workshops to build my leadership skills. Now all I can say is check my resume!”

– Anjeanette B.

Building Girls



Girls love to build! OTI had a fantastic year of **Building Girls** programming in 2015 with girls' construction clubs at Benson and Wilson High School, two girls' days at the **Women in Trades Career Fair** serving 1,262 girls, two fun summer camps with 58 girls learning the basics of building, and a **Building Girls Crew** with 15 young women now poised to enter the work world.

“The opportunity to learn to build in a non-threatening environment as a woman is a rare one. To learn to build is something that sat on my list of goals towards self-sufficiency as a woman. My father was a builder, but he never taught me to build, and I didn't become interested until he moved out of the country. I didn't know where else to look until I found out about Oregon Tradeswomen, Inc. This program is exactly what I was looking for. I've gained confidence, I feel more empowered, and I feel like a career in the trades is a completely viable option now.

Oregon Tradeswomen, Inc. and Building Girls are both amazing and important programs. Women need more of these opportunities.”


– Nanni R.

Women in Metals & Manufacturing

In March, 2015, Oregon Tradeswomen was named a Neighborhood Builder by Bank of America, which generously invested \$200,000 over two years to support our work to launch a new arm of our **Pathways to Success Program: Women in Metals and Manufacturing.**

This new program is being offered in response to the needs of our local manufacturing industry who want to develop a pipeline of skilled workers. It's a perfect fit with our values, as OTI is invested in 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.

Through this program, 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, as evidenced by TACC Graduate, Melissa M., who went on to become a welder in the manufacturing sector.

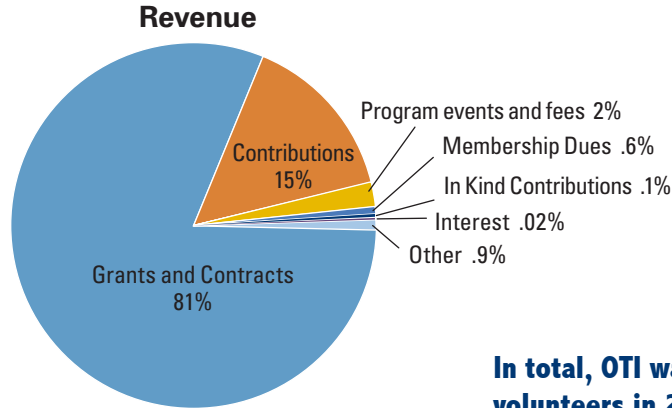
“Two years ago, I would have never imagined being able to accomplish what I have in the past year. OTI gave me a lot of confidence. I honestly don't think I could have done all of this on my own and am incredibly grateful for what OTI has taught. Whether it was relearning my shop math, helping me find connections to learn about welding, or sending my resume to an employer and helping me get an interview, OTI has been there. Things felt a little hopeless before I went through the program. Now I have a job I love, my own apartment and a little extra income to enjoy doing things I couldn't be doing otherwise. It's awesome!”

— Melissa M.

Financials

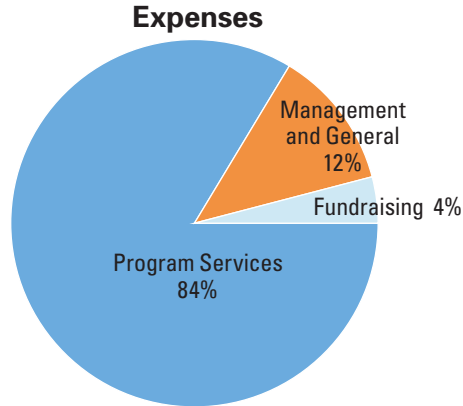
Revenue

Grants and Contracts	\$1,032,697
Contributions	\$190,850
In Kind Contributions	\$1,067
Program events and fees	\$28,088
Membership Dues	\$7,224
Interest	\$257
Other	\$11,531
TOTAL	\$1,271,714



Expenses

Program Services 84%	\$1,117,829
Management and General 12%	\$164,285
Fundraising 4%	\$54,371
TOTAL	\$1,336,485



In total, OTI was lucky to work with 222 volunteers in 2015 who contributed 1,651 hours, or a monetary value of \$29,711!

Full audited financials available by request.
2015 Audited financials will be available after May 2016.



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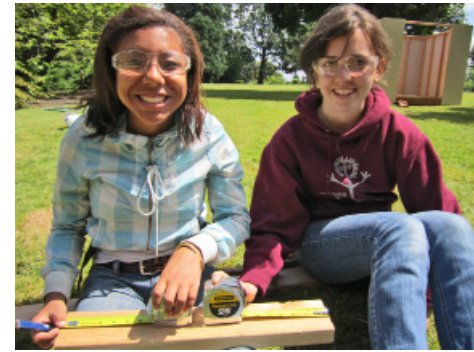
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Oregon Tradeswomen, Inc.

3934 NE Martin Luther King Jr. Blvd, Suite 101, Portland, OR 97212

www.tradeswomen.net