



Oregon Tradeswomen

Building Women's Economic Independence Since 1989

2017 Annual Report





Oregon Tradeswomen

From Our Executive Director

Dear Friends,

Oregon Tradeswomen thanks you for your tremendous support! While 2017 was a year of transition for us – our founder Connie Ashbrook retired, shepherding new leadership to the helm – your dedication to our mission stayed focused, strong, and unwavering. For that, we thank you.

Because of your support we are able to celebrate the many successes of 2017! Through your generosity, we have built our capacity to reach and serve more women each day. In 2017, we provided more than 1,000 women with career education and the support to pursue a future career in the skilled trades in construction and manufacturing. 159 women received training, with 78% placed in jobs and apprenticeships making living wages, and offered countless hours of career counseling, supportive services, advocacy, and leadership development.

Through many hours of volunteering, in-kind giving, and financial support, your commitment to the mission of Oregon Tradeswomen translated to more women having access, opportunity and equity in the skilled trades, and more women achieving financial security and economic independence. These women were able to move themselves and their families out of poverty and into prosperity. They gained skills, confidence, and community. They built careers, a future, and a sisterhood. Your support has changed lives.

We invite you to work with us and join us as we think and dream and do – bigger and bolder. We have great changes underway – including the development of a three-year strategic plan, revamping our decade old training program, and expanding our services. We are raising money to purchase our own building where we will house a

workshop, community space, on-site childcare, and low-income housing. We are building an advocacy platform to ensure positive changes for women and industry at the local, state, and national level are realized. We are developing a mentoring program, expanding our services to rural communities, and engaging new partners.

Each of you contribute to changing the lives of the women we serve and we are grateful for all you do. We invite you to join us as we build this vision and our future for the women, industry and community we serve.

With gratitude,

A stylized, hand-drawn signature in blue ink that reads "Kelly". The signature is written in a cursive, flowing style with a long, sweeping tail.

Kelly Kupcak, Executive Director



Pathways to Success / Industrial Fabrication

Despite efforts nationally to shift the makeup of the skilled trades workforce, women's representation in the industry remains at 3%. Here in Oregon, women's participation in registered apprenticeship is close to 7% – more than double the national rate. We attribute

Oregon's leadership to the programs and advocacy work that Oregon Tradeswomen has been able to do with the support of industry and community partners, as well as the incredibly powerful voices of tradeswomen themselves, who work tirelessly to shift the needle. Hundreds of women and their families have a path to economic independence thanks to your support.

The **Pathways to Success** program offers the **Trades and Apprenticeship Career Class** (TACC) four times a year, providing both the “soft skills” employers demand, and

the technical skills tradeswomen need to enter and be successful in high-skilled industries. TACC is a career readiness training program recognized by the Oregon Bureau of Labor and Industry as meeting quality standards, which prepares women for the next steps to achieve success in the skilled trades. In addition to the training, our program provides supportive services, job placement, and retention services to ensure women not only get in, but stay in, their new careers. Our career counselors assist graduates with employment or

“ I am eternally grateful for the opportunities and the chance for change Oregon Tradeswomen offered me. There are no words to describe the empowerment and the confidence one gains when placed on a path of success, self-sustainability, and challenge; or the pride that wells up inside knowing I am making a difference in my city, in my community, and in my children's lives by giving them financial stability and greater opportunities.”

– Courtnee Holm, Electrical Apprentice



entering a formal apprenticeship. We are able to offer the training at no cost thanks to the generous support of our individual donors, foundation partners, and industry stakeholders.

Thanks to investments from our foundation partners, including Bank of America's Neighborhood Builder award in 2015, Oregon Tradeswomen was able to launch an **Industrial Fabrication** component to our training program. We are excited that we were able to expand our work in the manufacturing sector through a partnership with Portland Community College and Impact Northwest, which has allowed for more women to have access to high-wage, high-skilled employment.

Our daily work focuses on supporting women to achieve economic independence. In 2017, 226 women received career education through our information sessions. Of those, 159 entered training and 78% were placed into trades-related employment or registered

apprenticeship. Oregon Tradeswomen increased our capacity to serve more women in the second half of 2017 to meet our regional labor market demand for more skilled, qualified, and diverse workforce. We are proud and honored to work with the many tradeswomen who continue to awe us with their strength, their perseverance, and their grit.

Oregon Tradeswomen's
pre-apprenticeship students
contributed

to **3,220** hours
11 local nonprofit organizations

to help with building projects
such as Kagyu Changchub Chalig
Buddhist Temple, Living Cully, and
Habitat for Humanity.



TOOLS

Oregon Tradeswomen is driven by the incredible passion and determination of the tradeswomen in our community of practice. Through our TOOLS Program (Tradeswomen Organized for Outreach, Leadership, and Support), we foster leadership and activism for tradeswomen, and empower them to advocate for quality, safe, and equitable workplaces and communities. The **TOOLS** program represents the interests of tradeswomen through participation in coalitions, industry and community partnerships, and advocating for specific issues important to tradeswomen, including:



2017 Woman on the Rise Award Winners (from left): Katie Kuchta, *Laborer Apprentice*; Isis Harris, *Electrical Apprentice*; Heather Mayther, *Carpenter Apprentice*; and Carly Rush, *Sheet Metal Apprentice*

Community Advocacy

Oregon Tradeswomen actively participated in 18 coalition and community groups to ensure that tradeswomen are represented around issues impacting their work, education, training, and leadership throughout the year. In September, the City of Portland passed a resolution to apply Community Benefits Agreements on all city projects over \$25 million dollars – supporting employment for diverse construction workers. The Respectful Workplaces Pilot Project has been implemented on the Multnomah County Courthouse and research on its effectiveness is expected in 2018.

Oregon Tradeswomen took the lead in our national tradeswomen coalition, the National Taskforce for Tradeswomen Issues, to ensure that funding was restored for the Women in Apprenticeship and Non-Traditional Occupations program. Our team worked closely with Oregon Senators Jeff Merkley and Ron Wyden to keep a key funding source to ensure access, opportunity, and equity for women nationally. Oregon Tradeswomen supported Representative Bonamici on the PARTNERS Act to expand worker access to pre-apprenticeship programs and supportive services.



“ As a woman of color, working in the Trades, I often feel like a black unicorn from lack of seeing other women and African Americans on a worksite. Attending the Women Build Nations conference provided me with the platform to reinforce my own purpose as a woman, apprentice and emerging labor leader/activist.”

– Isis Harris, Electrical Apprentice

Tradeswomen Leadership

In 2017, Oregon Tradeswomen provided 62 diverse tradeswomen with leadership building opportunities. An additional 173 pre-apprenticeship students learned about civic engagement. Monthly social hours, which provide informal networking, were attended by 298 people representing 24 trades. External leadership development opportunities were provided to tradeswomen, including the Women Build Nations conference, AFL-CIO & LERC Summer Schools, Activists Mobilized for Power, and opportunities to present testimony on public policy. Oregon Tradeswomen hosted the **10th Tradeswomen Leadership Institute** on September 9. These opportunities build tradeswomen's leadership skills, professional and personal development, promote greater involvement in the industry, and drive our tradeswomen movement.

Training and Consulting

Oregon Tradeswomen and Constructing Hope co-hosted the **3rd Annual Diversity in the Construction Trades Summit**, which was attended by 94 industry and community stakeholders committed to diversity, equity and inclusion. Tradeswomen provided 42 trainings and technical assistance during the year. Topics included: recruiting and retaining diverse apprentices, providing mentorship, and complying with new Equal Employment Opportunity regulations in registered apprenticeship. Through these services, industry partners and stakeholders are given tools, best practices, and the support needed to develop and retain a diverse construction workforce.



Oregon Tradeswomen's Annual Career Fair



One of the biggest barriers to having more women in the trades is a traditional lack of knowledge and awareness that such careers are available, attainable, and provide a great living. **Oregon Tradeswomen's Career Fair** offers not only exposure to these careers, but hands-on interactive experiences where students and adult women can try their hand at welding, wiring a light, using a jackhammer, and much, much more.

Over two days in 2017, our 25th annual Career Fair welcomed 923 middle and high school girls from far and wide. This one day is dedicated to opening the minds of students to careers in the trades as well as providing information for their teachers and school counselors. The second day of the Fair was open to the public providing the same opportunities to use tools, talk directly with tradeswomen working in the industry, and access dozens of training and

2017 CAREER FAIR NUMBERS

923

Students
attended on
Girls' Day

146

Teachers
brought groups
of students

60

School
groups
attended

676

Women and their
families attended
on Saturday

21

People
toured the
Fair as VIPs

107

Volunteers
contributed

426

hours

40

Hands-on
Workshops

64

Exhibitors

25

Attended a seminar on recruiting girls
for career and technical education

18

Dads and their Daughters
participated in a unique workshop



“ I loved being able to experience the jobs the men are supposed to do but seeing women being powerful.”

— Middle School Student at Harvey Scott

employment opportunities all in one place. Oregon Tradeswomen is proud to provide girls and women with a fun, engaging and exciting way to explore new options for their future, all while doing our part to address the skilled worker shortage facing Oregon by offering our industry partners an opportunity to showcase their organizations and increase the diversity of their workforce.

Build With Us!

Building on the success of our previous storytelling and fashion show events, Oregon Tradeswomen wanted to celebrate tradeswomen in a bigger way. In 2017, we launched a “Blue Collar Gala” **Build with Us!**, to bring tradeswomen and industry together to celebrate, have fun, and raise funds for our work in the community. A creative auction was made possible by incredible handmade items donated by tradeswomen, their families and friends, and community allies. Guests bid on a live-edge coffee table, a hall rack with storage made from old doors, a 3-D chess set, a giant bell, original artwork, and more.

The evening included lots of great food, storytelling by three tradeswomen, a raucous fashion show fueled by music from DJ Jokedo, and lots of mingling with old friends and new.

Woman on the Rise Awards

Oregon Tradeswomen launched our first annual **Woman on the Rise** awards dinner to honor exceptional women in apprenticeship, which we hosted on National Women in Apprenticeship Day during the U.S. Department of Labor’s National Apprenticeship Week. As women comprise only 3% of the skilled construction trades nationally, we wanted to acknowledge their perseverance and fortitude.

Honorees were nominated by industry for their leadership and contributions to our industry and community.

Membership

Did you know Oregon Tradeswomen is a membership organization? It's because of your support that we can continue to offer trades career training and placement assistance at no cost to students!

“ I love Oregon Tradeswomen because you are not just giving opportunity to women in a trade but also empowering them to become leaders on job-sites, within the union and communities. Both the Business manager Gary Young and myself share the same cause as allies in clearing the path of struggles and promoting equity with all the tools possible.”

– Wayne Chow, Membership Development at IBEW Local 48



Business Membership

With a long history of working hand in hand with local industry to improve diversity in their workforce, these employers are showing their support with Business Membership. With plans ranging from \$500 per year to our Power Partners at \$30,000+ per year, these local organizations are stepping up to build their workforce while making a commitment to offering new career opportunities to local women.

Apparatus Contractor Services, LLC
Dannon
KEEN Utility
Lovett Deconstruction
NECA-IBEW Electrical Training Center
O'Neill Construction Group
Roloff Construction
Signatory Painting Contractors Organization
Sunstead Homes
Waterleaf Architecture

Individual Members

Membership is such a great way to let us know you stand with us in providing opportunities for economic strength for women. Starting at just \$30/year, your membership supports all the work we do to build women's economic independence.

Member Benefit Providers

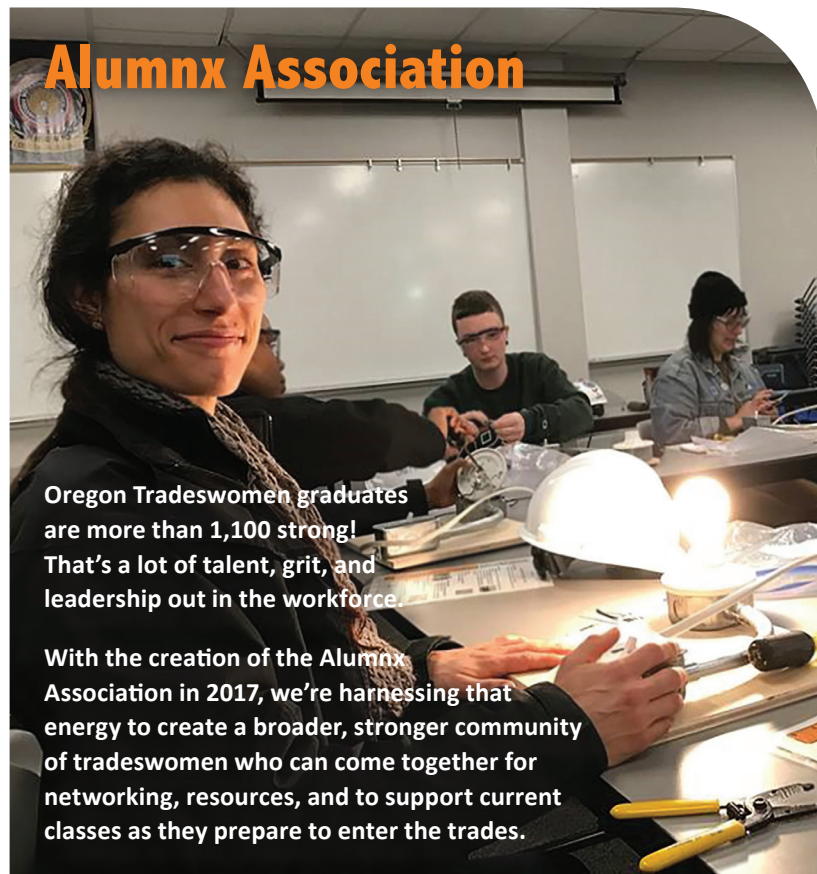
In 2017, we worked with local companies to offer special discounts as a way to thank our members. Companies like **Moxie & Moss**, **TOUGHER**, **Gladys Bikes**, **Fulcrum Fitness**, **Footwear Specialties**, and **KEEN Utility** all came on board to offer membership rewards to Oregon Tradeswomen's donors.

Moxie & Moss Maven Scholarship Fund

When innovation, creativity and a lot of grit come together, great things are born. For years, women have been wearing men's clothing to do work in the trades. Enter Kate Day, Kyle Begley, and Sara DeLuca, and now tradeswomen, and all of us, can get work clothes built for our bodies. From day one, Moxie & Moss worked closely with Oregon Tradeswomen to ensure authenticity and they've repaid us by creating the Maven Scholarship Fund.

MOXIE & MOSS
WORKWEAR

Five percent of their sales are donated back to Oregon Tradeswomen.



Alumnx Association

Oregon Tradeswomen graduates are more than 1,100 strong! That's a lot of talent, grit, and leadership out in the workforce.

With the creation of the Alumnx Association in 2017, we're harnessing that energy to create a broader, stronger community of tradeswomen who can come together for networking, resources, and to support current classes as they prepare to enter the trades.

Donors

Foundations

Associated General Contractors of
America, Inc., Oregon-Columbia Chapter
The Autzen Foundation
DeArmond Public Foundation
The Doll Family Foundation
Joseph E. Weston Foundation
McKinstry Charitable Foundation
Meyer Memorial Trust
Multnomah Bar Foundation
The Slayden Community Fund
Safebuild Alliance Foundation
Portlandia Club
Spirit Mountain Community Fund
Trio Foundation of St. Louis
US Bank



Individual Donors

Ruby Apsler
Sarah Bell
Tricia Bull & Gary Olsen
Joseph Callahan
Joan Childs
Susan Clothier Haley
Katie Condon
Sara DeLuca
Amy Eaton

Madelyn Elder
Charlene Getchell
Sara Goodwin
Joleen Hess
Leigh Jenkins
Molly Kim
Scott Korn
Jill Kuehler
Kelly Kupcak

Kathryn Lust
Alison Mitchell
Sharon Mork
Meghan Moyer
Linda Neel
Maureen O'Hagan
Jerry Palmer
Bobbie Regan

Neil Riordan
Angela Roach
Rebecca Schulze
Susan Shanks
Ana Spain
Jennifer Waters
Curran Wedner
Meg Willison

Grit = passion and perseverance

Sponsors & Business Members



Business Members

Apparatus Contractor
Services, LLC

Dannon

IBEW Local 48

KEEN Utility

Lovett Deconstruction

Minority Abatement
Contractors Inc.

NECA Oregon Columbia
Chapter

NECA IBEW Electrical
Training Center

O'Neill Construction Group

Sunstead Homes

Signatory Painting
Contractors Organization

Sponsors

Area 1 Plumbers JATC

Bonneville Power Administration

City of Portland

City of Portland Fire & Rescue

The Dannon Company

Daily Journal of Commerce

Gunderson, LLC

Hamilton Construction Co.

Hampton Lumber

Hoffman Structures, Inc.

Howard S. Wright Construction Co.

IBEW Local 48

KGW NW NewsChannel 8

Lovett Deconstruction

Metro

Moxie & Moss

NECA-IBEW Electrical Training Center

NW Line Construction JATC

NW Natural

O'Neill Construction Group, Inc

On Electric Group

Oregon & Southern Idaho Laborers-
Employers Training Trust

Oregon Department of Transportation

Pacific Northwest Carpenters Institute (PNCI)

Plumbing & Mechanical Contractors
Association (PMCA)

Portland General Electric (PGE)

Prosper Portland

R & H Construction Company

Ramsay Signs

Sheet Metal Institute Local 16 JATC

Skanska USA Building Inc.

Slayden Construction Group, Inc.

TriMet

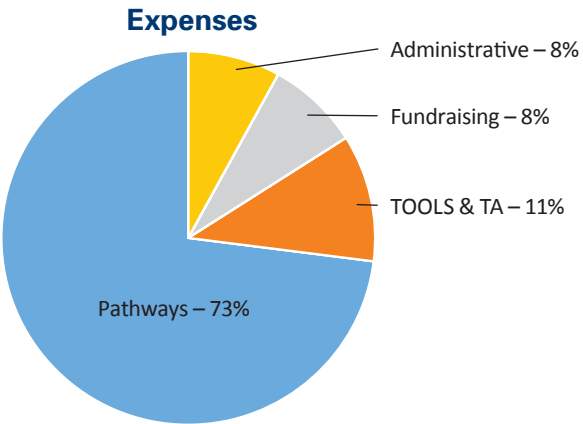
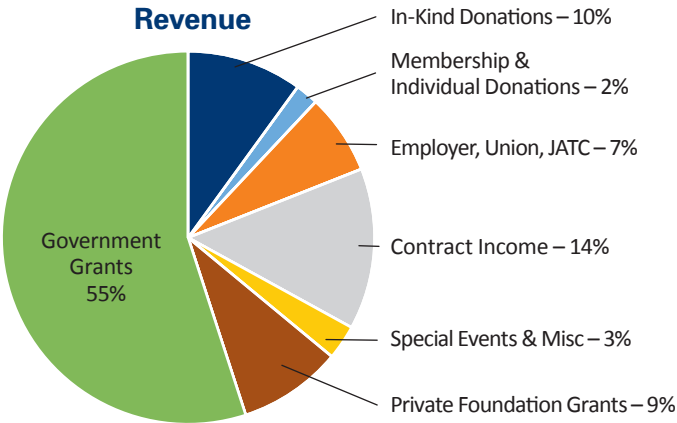
Tualatin Valley Fire & Rescue

UA Local 290 Plumbers & Steamfitters
Training Center

Vigor Industrial

Washington County Sheriff's Office

Financials



2017 Revenue by Source

Membership & Indiv donations	\$56,192
Employer, Union, JATC	\$152,873
Contract Income	\$313,707
Special Events & Misc	\$70,298
Private Foundation Grants	\$211,750
Government Grants	\$1,258,990
In-Kind Donations	\$239,424
Total	\$2,303,237

2017 Expenses by Department

Pathways	\$1,674,883
TOOLS & TA	\$257,374
Fundraising	\$189,011
Administrative	\$188,276
Total	\$2,309,544

Full audited financials available by request.

Board of Directors

Lori Baumann

Journeyman Laborer, Liuna Field Representative, Local 737

Amy Eaton

Director of Development, University of Portland

Irais Gandarilla

Apprentice Steamfitter

Monica Gauthier

Journey-level Pile Driver

Sue Haley

Executive Vice President of Human Resources and Administration, Vigor Industrial

Leigh Jenkins

Journey-level Sheet Metal Worker

Meghan W. Moyer

Owner/Managing Member of M.W. Moyer Construction

Ali O'Neill

O'Neill Construction Group, Inc.

Ana Spain

Integrated Media Specialist, Sinclair Broadcast Group

Tia Vonil

Journey Woman Electrician, EC Electrical

Staff Members

Abby Bandurraga

Pathways Program Manager

Emma Brennan

Workforce Project Manager

Anjeanette Brown

Outreach Coordinator

Madelyn Elder

Chief Financial Officer

Joyce Green

Admissions Coordinator

Brynn Hall

Career Counselor

Rachel Hunter

Development Associate

Pat Johnson

Office Manager

Kelly Kupcak

Executive Director

Mary Ann Naylor

Communications & Marketing Director

Amy James Neel

Training Director

Kim Neel

Career Counselor

Lisa Palermo

Development Director

Trytten Tehrani

Communications & Marketing Coordinator

Tiffany Thompson

Director of Advocacy Programs

Adriane Wilson

Program Assistant





Oregon Tradeswomen

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Our Mission

Oregon Tradeswomen is a nonprofit community-based organization that prepares women for careers in the construction, manufacturing, utility, and highway trades through education, leadership, and mentorship. Oregon Tradeswomen 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.

 facebook.com/OregonTradeswomenInc
 instagram.com/oregontradeswomen
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 linkedin.com/company/oregon-tradeswomen-inc-

tradeswomen.net

