

# APPRENTICESHIP: WHAT WORKS FOR WOMEN



## Technical Assistance Resources



### WOMEN IN APPRENTICESHIP AND NONTRADITIONAL OCCUPATIONS IN THE CONSTRUCTION, MANUFACTURING AND TRANSPORTATION SECTORS

The workplace has changed, women now make up 47% of the workforce and it is no longer uncommon to see women working as police officers, lawyers, doctors and other professions once considered male-dominated. Despite these changes skilled trade jobs in the construction manufacturing and transportation sectors continue to lag behind this trend with a workforce that averages just 3% female nationwide, a figure that has remained stagnant so for decades. Registered Apprenticeship programs and industry partners can help change these statistics as well as gain access to a pool of skilled, qualified and diverse applicants. Women want and need access to high-wage, high-skill careers and industry needs a skilled workforce to meet market demand.

**The National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in Trades (CWIT)** can provide useful suggestions and practical support for how to increase the number of women entering and being retained in registered apprenticeship through our on-line resources and customized technical assistance and training. The website offers support for apprenticeship and industry partners that will lead to improved recruitment, training, retention and advancement of women in registered apprenticeship and the skilled trades. We offer both intensive, customized technical assistance and online resources for registered apprenticeship and other industry stakeholders to:

- Increase the number of women in the nontraditional apprenticeship and employment workforce pipeline
- Prepare skilled, qualified and ready women to meet industry demand
- Achieve updated Equal Employment Opportunity (29 CFR 30) requirements
- Attain recruitment, retention, and advancement goals for women
- Increase leadership development and capacity-building of tradeswomen and tradeswomen networks as resources for local employers and registered apprenticeship programs

#### WE SERVE:

- Registered Apprenticeship Programs
- Employers
- Unions
- Job training programs
- Tradeswomen Networks



**NATIONAL CENTER FOR  
WOMEN'S EQUITY IN  
APPRENTICESHIP AND  
EMPLOYMENT**

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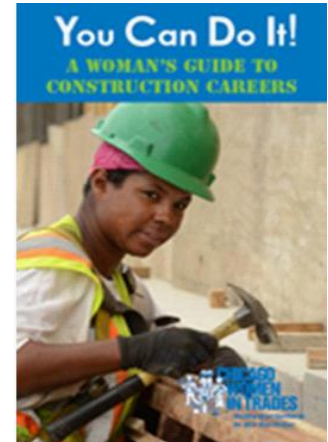
## ON-LINE TOOLKIT

**OUTREACH AND CAREER EDUCATION** – This section guides you through effective outreach strategies and provides you with the tools you need to educate women about construction career opportunities. Includes “**You Can Do It! A Woman’s Guide to Construction Careers**” career education guide and video to recruit aspiring tradeswomen.

**ASSESSMENT** – This section provides best practices for ensuring that your selection process provides equitable opportunity to female candidates.

**TRAINING AND RETENTION** – This section focuses on strategies and tools for effectively training and retaining women in apprenticeship and beyond. Full pre-apprenticeship training curriculum is available on-line, including lesson plans, schedules, handouts, tests, and instructions for math, spatial visualization, mechanical reasoning, numerical reasoning, physical conditioning, basic construction skills, hands-on experience and workplace readiness.

**EVALUATION AND PLANNING** – This section includes a range of resources to help you assess your program’s current performance, set goals and develop plans for improving women’s participation and successful completion rates



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For more info contact:

### NATIONAL CENTER FOR WOMEN’S EQUITY IN APPRENTICESHIP AND EMPLOYMENT

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## CUSTOMIZED TECHNICAL ASSISTANCE

### Outreach and Recruitment

- Marketing to promote Nontraditional Career Education Awareness
- Training and support to improve effectiveness in outreach
- Assessment materials to ensure gender neutrality and sensitivity

### Pre-Apprenticeship/Apprenticeship Training

- Best Practice Pre-Apprenticeship Training (PAT) Model
- “What Works for Women in Apprenticeship” Guides and Toolkit
- Curriculum modules to address gender specific issues such as Health and Safety for Women in Construction, Sexual Harassment Prevention, Cultural Competency and Diversity

### Supportive & Retention Services

- Tradeswomen Mentorship Program
- Equity Partner Program for Employers
- Tradeswomen Leadership Academy
- Establishing tradeswomen’s committees on the job and in the union