WHAT WORKS:

- Expanded Outreach and Marketing to Women
- Effective Education to Prepare Women for Apprenticeship in NTO
- Gender Inclusive Policy Training and Practices

WOMEN'S INCLUSION AND SUCCESS IN MANUFACTURING APPRENTICESHIPS

JOIN THE TEAM THAT MANUFACTURES IN AMERICA!

Check out jobs and training at

CHICAGO WOMEN IN TRADES
WOMEN in MANUFACTURING: The Data

- Women make up 27% of manufacturing workforce.
- Majority of women in manufacturing are clustered into production jobs, wages $27k - $46k
- Growth in apprenticeships for machinist, welder, or aircraft technicians, offer wages of $60K, Women = only 5%
- Men’s employment in manufacturing increased by 614,000 from 2010 to 2014, - Women’s remained flat = 44,000, or 7%
- Women’s share of employment in skilled manufacturing careers with 25,000+ openings and a pay rate of $35,000+ is only 7%.

This can change with: INTENTIONALITY!!

- INCLUSIVITY
- TARGETING
- SENSITIVITY
**ENTRY**
- Stereotypes
- Lack of targeted outreach
- Sex segregated voc-ed/job training
- Dimly lit entry routes
- Disparate impact of selection criteria
- Lack of preparation

**RETENTION**
- Isolation/lack of support
- Disparate OJT, job assignments
- Menial assignments
- Sexual harassment
- Lack of advancement opportunities
- Micro-inequities over time
ADDING A GENDER LENS

OUTREACH
- Role models
- Targeted Marketing paired with career education
- Assessment materials to ensure gender neutrality and sensitivity

PRE-APPRENTICESHIP PROGRAMS
Gender Lens Curriculum
- Exposure to work & tools
- Spatial/Mechanical aptitude
- Physical fitness
A safe/supportive place for:
- overcoming fear of unknown
- Trying/practicing new things
- Peer networking and support
- Building self-esteem
Set goals for women

Review and revise recruitment, selection, training and retention practices

Monitoring & supporting equitable OJT

Establish, promote and train on policy and practice for gender inclusive HR practices

Anti-harassment policy and training

Policy to support inclusion
  - Bathrooms/changing facilities
  - Appropriate fit PPE

Do you know the EEO regs 29.30?
RECOMMENDATIONS FOR UNIONS

- Contract Language that promotes equity and inclusion
- Fair and Equitable Job Referral System
- Establish Women’s Committees
- Develop Mentorship Programs
- Host or Partner with Pre-Apprenticeship
- Anti-Harassment Prevention Policy/Training
- Training for BA’s, Stewards on Support for Equity and Inclusion