



NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT
LESSONS FOR THE FIELD: BEST PRACTICES FOR BUILDING WOMEN'S INCLUSION



Around the country, tradeswomen's organizations, apprenticeship programs, unions, contractors, and tradeswomen themselves are creating and implementing effective strategies for recruiting and retaining women in the trades. Chicago Women in Trades National Center is collecting these best practices to provide an in-depth look at the elements that make these strategies so effective. These and other resources for equity and inclusion are available at www.womensequitycenter.org

- **Women Only Pre-Apprenticeship Programs: Meeting Skills Needs and Creating Pathways to Good Jobs for Women** – Women only pre-apprenticeship programs have proven effective in increasing women's participation in construction careers. Learn from leading practitioners about best practices for preparing women for success in the industry.
- **Pregnancy and Maternity in the Trades: Good Practices for Apprentices** – One of the hallmarks of the union construction trades is the quality of the benefits provided to their members. As greater numbers of women enter the trades, the Ironworkers International Union became the first building trades union to adopt a comprehensive pregnancy and maternity leave policy. Learn about this groundbreaking achievement and why other unions should follow their lead.
- **Here to Stay: Black, Latina and Afro-Latina Women in Construction** – Black and Latina women remain severely underrepresented in registered trade apprenticeships. The brief lifts up the voices of early-career tradeswomen and underscores the many benefits from working in the construction trades, but also the obstacles many of them face, including not having the full range of training and work experiences, consistent employment, and unwelcoming workplaces.
- **Forging Gender Equity in the Sheet Metal Workers Local 28: The Importance of Leadership, goals and Regular Review** – Read about how the Sheet Metal Workers Local #28's progress toward a women's participation rate of 20% in apprenticeship.
- **Women's Committees: A Key to Recruiting and Retaining Women Apprentices** – Read about how women's committees are supporting recruitment and retention of women in apprenticeship.
- **#MeToo in Traditionally Male-Dominated Occupations: Preventing and Addressing Sexual Harassment** – Providing work sites that are free from harassment, intimidation and retaliation is critical to retaining women in the nontraditional workforce. Learn more about how harassment impacts women in male-dominated occupations and strategies for preventing and addressing harassment in the workplace.
- **Being a Male Ally: Recommendations for Supporting Women's Success in the Building Trades** Don't sit on the sidelines, learn how to recognize attitudes that disadvantage women in the construction careers and ways that you can be an effective ally in supporting women and changing the culture of the industry.



- **Strategies for Meeting the Demand for Advanced Manufacturing and Ship Building Workers: Women Only Pre-Apprenticeship Programs in Mississippi and West Virginia** – Learn about effective models for preparing women for and supporting them in career path manufacturing and ship building careers.
- **Bridging the Gender Gap: Creating a National Pre-apprenticeship Program to Prepare Women for the Iron Working Industry** – Read about the International Ironworkers' innovative women only pre-apprenticeship program that specifically trains and provides direct entry to apprenticeship for graduates.
- **Massachusetts Supply and Demand Strategy: A Successful Model for Increasing Gender Diversity in the Trades** – Read about how the Policy Group on Tradeswomen's Issues and its partners have transformed opportunity for women in construction through a comprehensive supply and demand strategy.
- **Building Equity: Addressing the Impacts of Violence on Pre-apprenticeship and Apprenticeship Programs** – Twenty-seven percent of women and 11% of men been victims of domestic violence, learn more about how intimate partner violence impacts participants outside the home and learn strategies for supporting victims and keeping your workspaces safe for everyone.
- **Wire a Light: A Workshop Designed to Increase Apprentice Diversity** – Read about how this simple strategy increased participation of women and men of color in IBEW/NECA local 48's apprenticeship program.
- **Powerful Words, Powerful Women: Book Clubs and the Trades** – Learn about an innovative strategy for supporting pre-apprenticeship participants in learning problem solving skills, building confidence, and strengthening support networks.

The National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in Trades provides on-line resources and customized guidance, training, and policy support for how to increase the number of women entering and being retained in male-dominated occupations in the construction, manufacturing and transportation sector. This includes harassment prevention and respectful workplace trainings, technical assistance, and policy support for registered apprenticeship programs, employers, unions and other industry stakeholders. These resources and trainings can address:

- Gender targeted marketing to promote skilled trades career education and awareness
- Training and support to improve effectiveness in outreach and recruitment
- Assessment materials to ensure gender neutrality and sensitivity
- Curriculum modules to address gender specific issues such as Health and Safety for Women in Construction, Sexual Harassment Prevention, Cultural Competency and Diversity
- Establishing mentorship programs and tradeswomen's committees in the apprenticeship program, on the job, and in the union

