

<b>TRAINING AND EMPLOYMENT NOTICE</b>	<b>NO.</b> 1-19
	<b>DATE</b> July 1, 2019

**TO:** STATE GOVERNORS  
STATE LABOR COMMISSIONERS  
STATE WORKFORCE AGENCIES  
STATE WORKFORCE LIAISONS  
STATE AND LOCAL WORKFORCE DEVELOPMENT BOARDS  
AMERICAN JOB CENTER DIRECTORS & MANAGERS

**FROM:** MOLLY E. CONWAY   
Acting Assistant Secretary

**SUBJECT:** Release and Availability of Reports on the Feasibility Study and Evaluation of Non-Traditional Occupation Demonstrations

1. **Purpose.** To announce the release and availability of a literature review, an interim report, and a final report on the Feasibility Study and Evaluation of Non-Traditional Occupation Demonstrations.
2. **Action Requested.** This notice is for informational purposes.
3. **Summary and Background.**
  - a. Summary – The Feasibility Study and Evaluation of Non-Traditional Occupation Demonstrations included a literature review, the implementation of a demonstration to encourage women to apply to a non-traditional occupation (NTO) training program, and an evaluation to estimate the effectiveness of the demonstration as implemented by two American Apprenticeship Initiative (AAI) grantees.
  - b. Background – The Department of Labor (DOL) defines NTOs as occupations for which individuals from one gender or minority group constitute less than 25 percent of the individuals employed in such occupations. This study focused on barriers that women face in entering NTOs as well as the strategies to help address those barriers. Increasing participation in NTOs among women helps address the wage gap because these occupations are often in high-demand, high-growth industries and offer higher pay and career pathways compared to more traditional occupations. Studies in the literature review showed that employment in NTOs can lead to higher paying jobs for women who do not have a four-year college degree. Barriers identified in the review indicate that women may be discouraged or prevented from entering NTOs (e.g., engineering, construction management, software development and computer installation, welding technology) because of the lack of role models, supportive services, or other perceived barriers.

The feasibility study framed the appropriate barriers and strategies to increase awareness and reduce negative perceptions of NTOs for the subsequent demonstration and evaluation. Two AAI grantees, South Seattle Community College and New Mexico Community College, were selected based on target industries and populations, training providers, sample sizes, data availability, and grantee and partner buy-in. Findings from the study identify significant impacts in some short-term outcomes and no significant differences in other short-term outcomes.

4. **Weblink to Reports.** To view or download the reports, visit <https://wdr.doleta.gov/research>.
  - Feasibility Study and Evaluation of Non-Traditional Occupation Demonstrations – Literature Review
  - Feasibility Study and Evaluation of Non-Traditional Occupation Demonstrations – Interim Report
  - Feasibility Study and Evaluation of Non-Traditional Occupation Demonstrations – Final Evaluation Report
5. **Inquiries.** For further information, please contact Gloria Salas-Kos, ETA Office of Policy Development and Research, at (202) 693-3700 or [salas-kos.gloria@dol.gov](mailto:salas-kos.gloria@dol.gov).
6. **References.** Not Applicable.
7. **Attachments.** Not Applicable.