

Lead Applicant: Building Futures
Project Purpose: Building Futures will provide technical assistance (TA) to employers, labor unions, and project owners throughout southern New England, focusing on Rhode Island. TA will focus on strategies to increase enrollment and retention of women in construction and manufacturing, with impacts to be expanded across the regional construction industry and Registered Apprenticeship system in Rhode Island.
Grant Activities: Building Futures' TA will involve a multi-faceted set of activities to increase women's participation in the construction industry and nontraditional occupations: 1) Building Futures will develop a pilot women's apprenticeship readiness program that will provide basic construction skills training and introduction to careers in construction, running 6 cohorts of this program throughout the period of performance. 2) Building Futures will engage its Construction Advisory Council, comprised of unions, contractors, project owners, and employer associations, to spearhead collective impact approaches to increasing enrollment and retention of women and improving worksite conditions to support women's participation. 3) Building Futures' Apprentice Utilization Program will track 55+ largescale construction projects for labor hours performed by women and monitor compliance with AUP agreements, including jobsite interventions. 4) Building Futures will use its role as the State Apprenticeship Agency intermediary to distribute best practices and lessons learned to promote women's increased enrollment and retention throughout the Registered Apprenticeship system. Through this role, Building Futures will also provide TA to Polaris, Rhode Island's Manufacturing Extension Partnership, to register a new manufacturing RAP and pre-apprenticeship program, both of which will focus on women's recruitment.
Expected Outcomes: <ul style="list-style-type: none">• 90 women will enroll in and 78 will complete Building Futures' women's apprenticeship readiness program.• 75 women will enroll in and complete pre-apprenticeship.<ul style="list-style-type: none">○ 25 women will complete Building Futures' Construction Pre-Apprenticeship Program (BF200).○ 50 women will complete Polaris' Pre-Apprenticeship Program.• 51 women will enter NTOs/Registered Apprenticeship, securing full-time employment and higher wages.<ul style="list-style-type: none">○ 21 women will be placed into trade Registered Apprenticeship Programs (85% of BF200 graduates).○ 30 women will be placed (60% of Polaris graduates) into: 1. Polaris' manufacturing Registered Apprenticeship Program (13), or, 2. other manufacturing NTOs (17).

- 19 Construction Advisory Council members and 16 RIBCTC trade unions will receive TA to increase enrollment and retention of tradeswomen.
- 1 industry association (Polaris) will receive TA from Building Futures' Apprenticeship Rhode Island initiative to create new nontraditional Registered Apprenticeship and pre-apprenticeship programs.

Intended Beneficiaries: This program will reach women from underserved communities who face significant employment barriers. Of Building Futures' BF200 pre-apprenticeship graduates, 78% are Black, Indigenous, and/or People of Color, 49% are justice involved, 37% are formerly incarcerated, and 100% are low income at program entry.

Subrecipient Activities: N/A