

## ABSTRACT

**Lead Applicant/Organization Name:** AFL-CIO Working for America Institute (WAI)

**Lead Applicant Entity Type:** Labor Organization, Non-Profit Intermediary

**Lead Applicant City and State:** Washington, D.C.

**Grant Purpose:** Increasing the participation of women in non-traditional occupations (manufacturing) and apprenticeship through pre-apprenticeship and technical assistance to labor unions to employers

**Project Title:** Women in Advanced Manufacturing: Empowering Women of Color through Pre-Apprenticeship in Alabama

**Funding Amount Requested:** \$749,000

**Geographic Scope of Proposed Project:** Birmingham, Alabama and surrounding areas

**Populations to be served:** Women of color, primarily Black women, in Birmingham, AL, living at or below the federal poverty line, justice-involved women, women with caregiving responsibilities

### Letters of Commitment:

Lawson State Community College

City of Birmingham

YWCA Central Alabama

Trades Futures

United Steelworkers/Women of Steel

AFL-CIO

Alabama AFL-CIO

Central Alabama Labor Federation

Alabama Office of Apprenticeship

Alabama Department of Commerce

Workforce Development Division

PGI Steel, Inc.

Ryerson

U.S. Pipe

United States Steel

Women's Foundation of Alabama

**Project Purpose:** To increase the participation of women of color, particularly Black women, in the advanced manufacturing workforce throughout Greater Birmingham through the creation of a pre-apprenticeship program in industrial maintenance and machine tool technology and the administration of technical assistance to employers and labor unions.

### Sub-recipient and Partner Activities:

**Lawson State Community College** will serve as an educational partner delivering pre-apprenticeship instruction in machine tool technology and industrial maintenance and providing case management and the administration of supportive services funds.

**City of Birmingham** will support recruitment and outreach activities through connections to community-based organizations, promote TA offerings to employers, and provide facilities for in-person convenings and recruitment events.

**YWCA Central Alabama** will lead on-the-ground recruitment activities for the pre-apprenticeship portion, including co-hosting events and coordination with other partners.

**United Steelworkers/Women of Steel and Trades Futures** will serve as equity intermediaries and participate in delivery of technical assistance to employers and labor unions and mentors to program participants.

**PGI Steel, Ryerson, United States Steel, and U.S. Pipe** will offer employment or Registered Apprenticeships to women who successfully complete the pre-apprenticeship program.

**List of Credentials to be awarded:**

- NC3 Fundamentals of Mechanical Systems
- NC3 Fundamentals of Fluid Power Pneumatics & Hydraulics
- Fundamentals of Industry 4.0
- PMI 1 - Tape and Rule Measurement
- PMI 2 - Slide Caliper Measurement
- PMI 5 - Micrometer Measurement

**Summary of Program Activities:**

- 1) Share information about careers in advanced manufacturing and pre-apprenticeship opportunity for women as target population
- 2) Orient women to pre-apprenticeship program, provide information on industrial maintenance and machine tool technology tracks, and enroll 60 women across two tracks
- 3) Administer supportive services funds to pre-apprenticeship program participants and facilitate support group for participants; provide mentorship one-on-one and for cohort
- 4) Place program graduates in Registered Apprenticeships or full-time employment through collaboration with employer partners
- 5) Offer technical assistance webinars to employers on strategies to increase opportunities for women of color in manufacturing workforce
- 6) Offer technical assistance webinars to employers on the role of Registered Apprenticeship and pre-apprenticeship in diversifying the manufacturing workforce
- 7) Offer technical assistance webinars to labor unions to increase involvement in Registered Apprenticeship and pre-apprenticeship programs
- 8) Offer technical assistance webinars to labor unions on strategies for supporting women in manufacturing workplaces
- 9) Ensure sustainability of technical assistance products and services

**Public Contact Information**

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