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          Alabama Office of Apprenticeship
City of Birmingham                      Alabama Department of Commerce
YWCA Central Alabama                    Workforce Development Division
Trades Futures                          PGI Steel, Inc.
United Steelworkers/Women of Steel      Ryerson
AFL-CIO                                 U.S. Pipe
Alabama AFL-CIO                         United States Steel
Central Alabama Labor Federation        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

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