



2020 WANTO Grants Abstracts

Gang Alternative Inc.'s Project EFFECT

Applicant Name: Gang Alternative Inc.

Project Title: Project EFFECT (Encouraging Full Female Engagement in Construction Training)

Service Area Description: EFFECT will serve several of the most underserved communities within Miami-Dade and Broward Counties, including Liberty City, Miami City, Liberty City, West Little River, Little Haiti, North Miami, Lauderdale Lakes, Pompano Beach, and Fort Lauderdale. EFFECT programming will be held at GA's Community and Training Centers in Little Haiti and Lauderdale Lakes (part of the Fort Lauderdale metro area), which are designated as Opportunity Zones by the US Department of Treasury (Tract: 12086002001 and 12011040801) and have not been served in the last 3 years by prior WANTO grant recipients.

Number of Participants to be Served: EFFECT will provide NTO training to 50 women, comprised of 4 cohorts of 12-15 participants each; and TA to 25 Registered Apprenticeship Programs, employers, unions, college and workforce boards.

Funding Level Requested: \$750,000

Total Cost per Participant: \$15,000 (not including Registered Apprenticeships, employers, unions, colleges and workforce boards receiving technical assistance)

Other ETA Grants: Gang Alternative Inc. has received three ETA grants: RP1 Young adult (2017-2020); RP3 Young Adult (2019-2022), RP3 Adult (2019-2022).

Project Summary: Gang Alternative Inc. (GA) is a community-based organization providing workforce development, family strengthening, health and wellness, positive youth development, and community upliftment programming throughout South Florida for the past 15 years. As a part of GA's commitment to improving family and community outcomes and meeting local workforce needs, it will implement EFFECT, an integrated, comprehensive program that will (i) provide technical assistance to train employers and unions to engage women in apprenticeship programs in traditionally male-dominated industry clusters; and (ii) implement a women-focused Diploma in Basic Construction training program that will be a natural segue to GA's Construction Apprenticeship Program, in an attempt to "level" the playing field for women in a male-dominant field. According to local data for the target counties, there are 8 times more men currently employed in the construction industry than



women.¹ This disparity is attributed to a myriad of reasons including: (i) women's technical skill disadvantage due to lack of opportunity to be exposed to construction training or on-the-job training at entry level construction jobs; (ii) skewed perception and ignorance of employers and unions about women's potential efficacy in the construction field; and (iii) lack of adequate support services to facilitate women's successful construction job training and retention including access to child care and transportation. To address these disparities, EFFECT will employ a two-pronged approach, which will include the following outcomes: Increase in women's access to upskilling in the construction field; Increase in women's ability/capacity to secure and retain construction jobs; Increase in promising practices and innovative approaches developed to increasing women's participation and retention in construction A/NTOs; Increase in women enrolled in construction Registered Apprenticeship programs; Increase in number of women securing higher-wage construction jobs with construction unions and employers; Positively altered perception of local employers and unions on women's efficacy in construction field; and Increase in women's participation and success in construction career pathways in Broward and Miami-Dade Counties through affirmative action in Registered Construction Programs, unions and construction employers.

¹ <https://statisticalatlas.com/county/Florida/Broward-County/Industries>