

## ABSTRACT

The *RISE Up (Respect, Inclusion, Safety, and Equity) - Construction Respectful Workplace Program and Pre-Apprenticeships Consortium Project* is a partnership between Apprenticeship and Nontraditional Employment for Women (ANEW), Oregon Tradeswomen, Inc. (OTW), and Women Accessing Non-Traditional Trades, Inc. (WANTTT). The project will serve the geographical region of **Washington, Oregon, and Oklahoma**. ANEW will act as the lead organization and provide fiscal and administrative oversight of the project. These organizations have over 70 years of combined experience in the recruitment and retention of women into the construction and transportation trades. Experience is vital in a time when the construction sector needs more than half of a million workers above its current pace of hiring in order to meet demand in 2022 alone. Both ANEW and OTW have deep roots in the construction industry and partner with their state apprenticeship councils, state building trades organizations, public entities, apprenticeship programs, pre-apprenticeship programs, unions, and contractors.

This project will serve 350 unduplicated women through the states of Washington, Oregon, and Oklahoma. The project will create two new pre-apprenticeship program with a focus on recruiting underserved women as well as the expansion of 5 existing pre-apprenticeships. There will also be a focus on the expansion of the RISE Up 4 Equity construction workplace culture program by serving over 80 apprenticeship programs, 25 public entities, 100 contractors, and 15 unions with its technical assistance products and services.

The consortium is requesting \$750,000 over two years. The cost per participant is \$2,142. ANEW has received one previous Women in Apprenticeship and Nontraditional Occupations (WANTO) grant in 2020.

The project will focus TA in five areas: (1) technical assistance to apprenticeship programs, employers, and unions to increase retention and decrease systemic barriers for women in the trades by expanding the RISE Up workplace culture training model (2) targeted recruitment and retention of underserved female communities into construction apprenticeships (3) creation of new pre-apprenticeships for women in previously unserved locations and trades (4) expansion of existing pre-apprenticeships for women by incorporating RISE Up curriculum; and (5) expansion of proven retention strategies including mentorship and support groups for women. Each of these focus areas impact the expansion of apprenticeship as well as the number of women entering and successfully completing. Project outcomes are identified below:

<b>Indicator</b>	<b>Total Performance</b>	<b>%</b>
Number of women who enroll in pre-apprenticeship training as a result of the technical assistance you provide	330	n/a
Number of women/enrollees who obtain credentials (OSHA, training certificate, trade license, etc)	261	79%
Number of women who complete/graduate pre-apprenticeship training as a result of the technical assistance you provide	260	79%
Number of women/graduates who secure a higher wage job	230	88%
Number of women/employed who enter into registered apprenticeship because of pre-apprenticeship training provided	207	90%
Number of women/graduates who receive job retention activities such as support groups and mentoring	205	79%
Number of women from underrepresented groups from rural geographic areas enrolled in pre-apprenticeship	314	95%
Number of new pre-apprenticeships programs developed with a focus on women	2	n/a
Number of existing pre-apprenticeship programs expanded with the addition of the RISE Up for Equity curriculum	5	n/a
Number of unduplicated registered apprenticeships that receive technical assistance through connection with pre-apprenticeship	45	n/a
Number of unduplicated registered apprenticeships that receive technical assistance through the RISE Up 4 Equity respectful workplaces initiative	80	n/a