

Chicago Women in Trades
National Center for Women's Equity in Apprenticeship and Employment
WANTO Program - 2019

Chicago Women in Trades (CWIT) is pleased to submit the attached proposal requesting \$398,971 to support five projects in four states and broaden the reach of its technical assistance work throughout the Midwest and in the Northeast. Founded by tradeswomen in 1981, CWIT has worked to both assist women in becoming competitive applicants and successful apprentices through training and support, and improving industry receptivity through technical assistance, training and collaboration. Based on this work, CWIT established the National Center for Women's Equity in Apprenticeship and Employment as a national resource providing a range of technical assistance, training and toolkits to apprenticeship programs and other stakeholders. For this proposal, the National Center has identified specific projects that, given additional investment and technical assistance, have the industry demand and the organizational commitment to advance women's participation in the construction and manufacturing industries and build the local infrastructure needed to sustain and grow these efforts.

Though the focus, stage of development, and specific strategy varies somewhat from site to site, all programs are seeking to increase women's participation in industry through intense recruitment, training and linkage to specific apprenticeship programs and/or site based employment opportunities. In Chicago, CWIT is partnering with the Lakeside Alliance, general contractor for the Obama Presidential Center, to establish a community hiring project, leveraging contractor commitments and building a pipeline for community residents to access information and training leading to apprenticeship and/or employment on this \$350 million project. CWIT will work with contractors to set goals and gain buy in for expectations around women's placement, OJT and retention, develop a marketing campaign specifically for women in targeted

communities, facilitate the development of two new pre-apprenticeship programs, and work with all six training providers to build their capacity to address the unique needs of women in nontraditional occupations. The program will provide similar support to two newly established pre-apprenticeship programs in Central Ohio, the Columbus Building Trades Building Futures program and the Electrical Trades Training Center, and incubate two new training programs in Philadelphia and Lorain, supporting them with general and gender specific guidance and curriculum gained over its 32 years of experience as a pre-apprenticeship provider. In Massachusetts, CWIT will support the work of the Northeast Center for Tradeswomen's Equity who will engage local tradeswomen in conducting outreach and career education to increase women's participation in three new apprenticeship programs. In addition to site based technical assistance and training and development of tools and resources, CWIT will bring all the partners, as well as apprenticeship stakeholders from seven Midwestern states, together for an institute entitled "*Apprenticeship: What Works for Women's Inclusion and Success*". The institute allows attendees to connect and learn from each other as well as attend workshops and roundtables exploring a range of topics and featuring best practices from around the country.

As a result of these efforts, the program expects 66 registered apprenticeship programs and 2,680 women to access services, 160 women to enroll in 13 pre-apprenticeship or other preparatory training programs, and 77 women to successfully enter registered apprenticeship or other nontraditional employment, 90% of whom will remain for a minimum of 90 days. CWIT is confident that these goals are achievable, and because each organization is leveraging additional funds, service can be provided at a reasonable cost of \$2,493 per enrollment and \$5,181 per placement, even with a portion of the investment supporting the technical assistance aimed at building partner capacity to sustain gains achieved over the program year.