

Chicago Women in Trades
Training and Advancement for Women in Nontraditional Occupations
WANTO Program – 2020

Chicago Women in Trades (CWIT) is pleased to submit the attached proposal requesting \$494,460 to support projects in five states and broaden the reach of its technical assistance work to include the transportation and manufacturing sectors. Founded by tradeswomen in 1981, CWIT exists to improve women's economic equity by increasing their participation in high-skill, blue-collar occupations traditionally held by men. Throughout its history, CWIT has pursued its mission through two complementary strategies, preparing and supporting women to become competitive applicants and successful apprentices through its direct service training programs 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. The program plan reflects CWIT's dual strategy, investing in direct service programs in Chicago, Ohio, Missouri, and Philadelphia, while building local infrastructure, capacity and investment in advancing women's participation in nontraditional occupations.

A burgeoning economy, local investment in training, and demand for a diverse workforce are creating new opportunities to expand women's participation in nontraditional fields across the county. How that happens, however, is very much based on the needs, resources and partnerships of each municipality, all selected based on real opportunities and strong local commitment. In Chicago, the focus is on growing direct service programs to meet expected demand in the construction industry while investing in tradeswomen's advancement to ensure that women take advantage of the anticipated workforce shortage to move into leadership roles

and, ultimately, change the culture. In Lorain, Columbus and Philadelphia, CWIT is in various stages of assembling the elements of a successful pipeline, working in coalition to conduct outreach campaigns, ensure equitable training opportunities, develop women-only program models, engage tradeswomen leaders, build strong connections to apprenticeship and employment and provide partners with the resources and training they need to achieve results and sustain progress independently. CWIT will provide guidance, resources and support to Missouri Women in Trades and in Indiana to grow programs, support strategic planning and provide technical assistance. All partners will come together for the *Putting a Gender Lens on Apprenticeships in Manufacturing, Transportation and Construction Institute*, to learn about best practices for hiring and retaining women from subject matter experts and their peers.

As a result of these activities, the program expects to provide technical assistance to than 320 registered apprenticeship programs and employers, introduce 2,500 women to apprenticeship and careers in nontraditional occupations, enroll 209 women in pre-apprenticeship or other preparatory training, place 130 women in apprenticeship or other nontraditional employment, engage over 100 tradeswomen in mentorship, survival skills and leadership development classes, support nine tradeswomen's committees, organizations and support groups, and improve women's retention in apprenticeship. Moreover, the program will produce resources, such as an anthology of tradeswomen's stories and leadership development curriculum that will support the continuing expansion of information and support for women in nontraditional occupations. CWIT is confident that these goals are achievable, and because each organization is leveraging additional resources, service can be provided at a reasonable cost of \$2,365 per enrollment or \$3,803 per placement, even with a portion of the investment supporting technical assistance aimed at building partner capacity to sustain gains achieved over the program year.