ABSTRACT

Applicant Name: Career Training Institute
Helena, Montana

Project Title: Montana Women in Apprenticeship and Non Traditional Occupations (MT-WANTO)

Area Served: Montana

A/NTO Focus: Construction Careers

Number of Participants: 440

Funding Requested: $376,400  Cost Per Participant: $855

MT-WANTO Summary

Montana is facing a workforce shortage. One in four workers will leave the labor market in the next ten years. The unemployment rate in July was 3.9 percent. Employers are already challenged with a tight labor market and often competing for the same workers. Women are an untapped pool of talented, capable workers provided they are aware of the opportunities and benefits of A/NTO and knowledgeable of skills training, resources and supports. At the same time, there is an opportunity to provide employers, unions and employment and training service providers with the tools needed to guarantee the likelihood of success.

The overall goal of CTI’s MT-WANTO project is to increase the number of women in construction registered apprenticeship programs and construction occupations. This will be accomplished by employing the following strategies: 1) providing TA and guidance to employers, unions, apprenticeship programs and employment and training providers; 2) delivering education and outreach materials to women throughout Montana, targeting women who are in high school, veterans, public assistance recipients and American Indians; 3)
developing and implementing a construction pre-apprenticeship program; 4) providing retention and support services for women in construction careers, and 5) developing a tradeswoman leadership program.

CTI, will partner with the Montana Department of Labor and Industry, Department of Public Health and Human Services, Dick Anderson Construction, Helena Building Industry Association, Bricklayers JATC, MT Electrical JATC, Laborers Local #1686, Laborers/AGC Training, Sheet Metal Workers JATC, Office of Public Assistance Indian Education Division, Montana Joining Community Forces, Helena Area Habitat for Humanity, Missoula YWCA/Girls Representing in Trades, Red Ants Pants Foundation and others to fulfill the objectives outlined in the proposal.

**MT-WANTO Outcomes**

- Increase the number of women in construction RAPs by 10 or 153 percent.
- Create and deliver a replicable, RAP-certified construction pre-apprenticeship program.
- Develop and distribute educational and outreach materials throughout the state.
- Through education and technical assistance, improve Montana’s employment and training system’s capacity to recruit and support women in construction RAPs or employment.
- Assist employers and unions as they develop recruitment and retention strategies.
- Implement a leadership program for tradeswomen that includes a one-day leadership symposium.
- Create a database of tradeswomen willing to mentor women seeking apprenticeships or nontraditional occupations.
- Conduct a one-day tradeswoman leadership symposium featuring plenary and break-out sessions.