

**U.S. Department of Labor—Women’s Bureau**  
**2017 Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical**  
**Assistance Grant Program**  
**Frequently Asked Questions**  
**September 18<sup>th</sup>, 2017**

**1. What is the purpose of this grant program?**

The purpose of this grant program is to provide technical assistance to employers and labor unions to encourage women’s employment in apprenticeable and non-traditional occupations (A/NTO).

**2. Who are the 2017 grant recipients and what types of programming will their grants support?**

Organization Name	State	Award Amount
Aroostook County Action Program, Inc.	ME	\$304,291
West Virginia Women Work, Inc.	WV	\$311,404
Full Employment Council, Inc.	MO	\$500,000
Career Training Institute	MT	\$376,400
<b>Total</b>		\$1,492,095

- **Aroostook County Action Program, Inc.:** This program will remove barriers that deter women from entering NTOs and apprenticeship programs, while providing technical assistance support for employers in the form of recruitment, screening, a cohort peer-support-based model for at least 20 employers and unions. The program will also provide mentorships, training, and ongoing guidance and follow-up to women participants.
- **West Virginia Women Work, Inc.:** West Virginia Women Work will use the funds to expand its existing *Step Up for Women* pre-apprenticeship program to two new locations in the state. The funding will allow for the establishment of a construction satellite site, as well as a second site focused on advanced manufacturing. The objective of *Step Up* is to place women in entry level positions in construction, manufacturing, and registered apprenticeship.
- **Full Employment Council, Inc. :** The Full Employment Council will use the funding to conduct an environmental scan of women stakeholders in the targeted industries to identify the major barriers local women face in nontraditional occupations. With this

information, FEC will develop customized, industry-driven pre-apprenticeship training programs that consist of classroom training, job shadowing, on-the-job training, technical industry-specific training, and soft skills training for targeted employers, as well as bi-monthly coaching sessions.

- **Career Training Institute:** The Career Training Institute will provide technical assistance and guidance to employers, unions, apprenticeship programs and employment and training providers. The institute will develop and implement a construction pre-apprenticeship program, a tradeswomen leadership program and support services for women in construction careers.

### **3. What types of technical assistance will be provided with these grant funds?**

Grant recipients will provide technical assistance through one or more of the following activities:

- Developing (establishing, expanding or enhancing) pre-apprenticeship or nontraditional skills training programs designed to prepare women for careers in A/NTO;
- Providing ongoing orientations for employers, unions and workers on creating a successful environment for women in A/NTO; and/or
- Setting up support groups and facilitating networks for women in A/NTO, to improve their retention.

### **4. What are “apprenticeable and non-traditional occupations”?**

For the purposes of this grant program, the following definitions apply:

*Apprenticeable occupations are occupations that are specified by industry and which must:*

- *Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning;*
- *Be clearly identified and commonly recognized throughout an industry;*
- *Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and*
- *Require related instruction to supplement the on-the-job learning.*

*Nontraditional occupations are occupations where women account for less than 25 percent of all persons employed in a single occupational group.*

### **5. Why is the Department of Labor funding the Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical Assistance Grant Program?**

Apprenticeships help workers launch careers and helps companies recruit, develop, and retain a highly skilled workforce. In addition to their long history in skilled trades such as construction, apprenticeships are also increasingly found in emerging and high-growth industries like energy, health care, and information technology.

Women are seriously underrepresented in apprenticeship programs. While women make up nearly half of the United States labor force, they comprise less than 10 percent of apprentices. Increasing women's participation in apprenticeable fields offers a path toward a variety of high-growth, high-wage occupations.

**6. How were the grantees selected?**

Grants were selected from a pool of eligible applications. Two technical review panels, each comprised of three federal employees with extensive subject matter expertise, were convened and the panelists reviewed the applications against the evaluation criteria published in the Funding Opportunity Announcement (FOA).

Grant recipients are required to be community-based organizations. For the purposes of this grant program, a community-based organization is defined as:

*A private non-profit organization (i.e., incorporated under Internal Revenue Service (IRS) §§ 501 (c)(3) or 501(c)(4)) (except for §501(c)(4) organizations that engage in lobbying as described in Section VI.B. of the Funding Opportunity Announcement), or an entity that is actively pursuing IRS nonprofit tax-exempt status (which may be a faith-based organization or a Native American organization), that is representative of a community or a significant segment of a community, and which may provide job training services.*

**7. How many applications did you receive?**

The Women's Bureau received 27 applications.

**8. Must the entities receiving technical assistance be Registered Apprenticeship programs?**

At least one of the entities to which an applicant intends to provide technical assistance was required to be a national Registered Apprenticeship program or an organization that has certified National Guidelines for Apprenticeship Standards, as defined in Section III.C.1. of the Funding Opportunity Announcement.

**9. What was the maximum amount of grant funding an applicant may apply for?**

Applicants may apply for up to \$500,000.

**10. Where can I find answers to general FAQs about federal grant applications?**

The Department's Employment and Training Administration has a webpage that contains helpful information about application submission and responsiveness requirements. This webpage is available at: <https://www.doleta.gov/grants/>.

In addition, the federal government's grants.gov website provides many useful resources for federal grant applicants—including registration instructions, application tracking, applicant tools and tips, and FAQs. These resources are available at: <https://www.grants.gov/web/grants/learn-grants.html>.