



ABOUT TRADESWOMEN INC. 2021

Tradeswomen Inc., established in 1979 by advocates and women in the trades, is celebrating its 42nd year in 2021. Tradeswomen Inc. supports women in the skilled trades through outreach, recruitment, retention, and leadership development. Tradeswomen Inc. (TWI) provides direct services for women entering and moving through careers in the trades as well as technical assistance to contractors, unions and apprenticeship programs. TWI supports local, state, and national policy to increase the numbers and retention of women in these high wage blue-collar careers.

Since inception, TWI has been in the forefront of advocacy on these issues. In recent years, TWI has joined in national efforts to promote strong harassment and discrimination prevention policies in the DOL Office of Apprenticeship EEO regulations. This national advocacy also successfully pushed for Office of Apprenticeship funding to implement these regulations in apprenticeship programs. Tradeswomen and advocates have also worked to increase federal funding for women in pre-apprenticeship and recruitment for apprenticeship.

In recent years, TWI and the Building and Construction Trades Council of California (SBCTC) have been working with California legislators to improve opportunities for women in construction. Successes include policies and funding for women in pre-apprenticeship and new EEO policies for construction apprenticeship programs. TWI continues to work to improve construction worksite culture for men and women and TWI also supports tradeswomen at the federal level through its work with the National Task Force on Tradeswomen's Issues.

MOVING TOWARDS CRITICAL MASS

California tradeswomen are showing progress, but their numbers remain far from self-sustaining. In the past 10 years, California women in construction apprenticeships have moved from a low of 1.98% to 3.1%. And, due to the overall increase in the number of apprentices, we have tripled the numbers of women apprentices in construction. TWI supports tradeswomen with direct services as well as technical assistance and advocacy. TWI staff counsel individual women to assess their apprenticeship readiness and provide application assistance and other appropriate resources. Here are some of the TWI programs to support California women in trades careers:

- **WWW.TRADESWOMEN.ORG**: TWI has established and maintains a robust website with extensive information about women in the trades including great video clips and specific area resources. We continue to improve the site with new features.
- ***ENTRY to APPRENTICESHIP WORKSHOPS***: These regularly scheduled Entry to Apprenticeship for Women Workshops are one of the ways that TWI works closely with union construction apprenticeship programs to recruit and retain quality women craft workers. TWI believes that these apprenticeships offer family-supporting wages and benefits as well as the training necessary to establish California women in a life-long career. TWI also highlights related skilled trades apprenticeships in related industry sectors such as utilities and stationary engineers. TWI sponsors Entry Workshops on a regional basis as well as other pipeline programs to increase the numbers of qualified women into high wage blue-collar skilled trades occupations.
- **BEYOND the EAST BAY**. TWI now has program coordinators in the Central Valley and in the West Bay in addition to our East Bay Coordinator. We are able to provide Apprenticeship Resource Networks and provide technical assistance and recruitment services as well as career information, application support and mentoring tailored to women in multiple areas of California.
- **WOMEN CAN BUILD HANDS ON CAREER FAIRS**: TWI in conjunction with the apprenticeship community has supported regular hands-on career fairs for women over the past several years. Unfortunately, during the pandemic, these important events that bring in hundreds of women from high schools, pre-apprenticeship programs, community colleges, and community-based-

organizations have been suspended. We look forward to resuming these important activities with our partners as soon as possible.

- **WOMEN in PRE-APPRENTICESHIP:** Pre-Apprenticeship programs have proven effective in the success of women entering apprenticeships. TWI considers increasing the numbers of women in pre-apprenticeship an important component in opening the pipeline. TWI partners with pre-apprenticeship programs to better recruit, train, and place women successfully. Thanks in part to TWI's technical assistance, more programs now include all-women's classes. TWI is now partnering with several co-ed California programs committed to raise the numbers of women in their programs to 30% or more.
- **WOMEN in TRADES outside of CONSTRUCTION:** TWI works with municipal and private utilities, public agencies, mechanics and machinist unions, advanced manufacturing, and other programs to bring women into economically sustaining skilled trades careers.

MENTORING and LEADERSHIP TRAINING

Retention of skilled trained workers through their apprenticeship and through the ups and downs of a construction career is another challenge. Tradeswomen are often isolated on the jobsite. This isolation impedes basic retention, overall training and career success. TWI partners in numerous networking, mentoring and support frameworks to help tradeswomen:

- **Tradeswomen Fall Celebration:** TWI's annual fall Celebration brings together 400 tradeswomen and supporters. The event is an important social and networking event for women in the trades as well as providing critical funding for TWI programs. TWI provides complementary tickets each year for 30-40 young women on their way to a career in the trades.
- **Women Build Nations:** For 14 years beginning in 2002, TWI partnered with the State Building and Construction Trades Council of California to host the Women Building California Conference. This event grew in attendance and stature to become the Women Build Nations now sponsored by the North American Building Trades Unions. TWI continues to be a lead organization in several components of the WBN weekend.
- **Tradeswomen Mentoring Networks and Meetups:** TWI sponsors social and mentoring events for tradeswomen both as part of its pre-apprenticeship services and for broader supporting events that bring together Bay area tradeswomen.

POLICY LEADERSHIP

TWI works to improve opportunities for tradeswomen through State and Federal policy. With the State Building and Construction Trades, TWI has encouraged new Equal Opportunity Policy for Apprentices, Best Practices to combat harassment and to establish respectful construction worksite standards in California. TWI works with the Stronger California Coalition and plays a leading role in the National Task Force on Tradeswomen's issues to improve and implement federal standards.

TOWARDS OUR 43rd YEAR

Women in non-traditional trades are still vastly underserved by our apprenticeship programs. California has plans to grow its apprenticeship pathway from the current 91,600 to 500,000. We need to focus on increasing women's access into apprenticeship and sustaining careers. Tradeswomen Inc. will continue to build the dream of economic equality for women one apprentice at a time.

WOMEN in CALIFORNIA APPRENTICESHIPS

3/31/21

2021 total apprentices 91,630

7.1% women total

67,129 in

construction only

3.1% construction

women

4.9 % women

apprentices in

transportation/utilities

42% of all women

apprentices are in the
low-wage services