

Applicant Name: Chicago Women in Trades

Purpose of Project:

Chicago Women in Trades' *Transforming the Workforce System to Ensure Gender Equity in Infrastructure* proposal seeks to support women's entry into and retention in the skilled construction, manufacturing, transit, rail, utilities and clean energy industries. The focus of this proposal is two-fold, to scale an existing model for engaging the workforce system in supporting women's nontraditional career paths, while continuing to build the capacity of emerging tradeswomen's organizations and industry partners to prepare and support women in construction careers by developing women-focused pipeline training programs, embedding gender equity into workforce systems, and scaling workforce gender equity best practices. The program will focus services in four regions, Pittsburgh, PA, San Antonio, TX, and Central and Southern Ohio, aligning its technical assistance services with the opportunity created by the Biden Administration's historic infrastructure investments. The tremendous growth in demand projected for these regions, along with the administration's focus on equity, create real opportunity to engage regional industry stakeholders in addressing occupational segregation and diversifying the industry by ensuring that gender equity is embedded in the larger workforce system.

This proposal scales the roadmap of CWIT's successful partnership with Philadelphia Works, which developed the Women in Nontraditional Careers Initiative (WINC), that was supported by WANTO funded technical assistance. WINC, a multi-stakeholder collaboration, now independently operates a women focused pre-apprenticeship in partnership with the Finishing Trades Institute, serving 37 women in 2023 alone. CWIT seeks to replicate this model in both Pittsburgh and San Antonio. In Pittsburgh, CWIT will partner with Partner4Work, the

workforce board, to build their capacity to recruit women for three construction-focused pre-apprenticeship programs they support and will collaborate with the Industrial Arts Workshop to develop a young women-focused welding trades pipeline program. In addition to the workforce system, CWIT seeks to expand the infrastructure that will help to build the capacity of emerging tradeswomen’s organizations. CWIT will engage Central Ohio Women in Trades (COWIT), and Texas Women in Trades (TexWIT), to help them develop workforce equity plans for major infrastructure projects and expand efforts to build women’s participation in local pre-apprenticeship programs and registered apprenticeship. This work will also promote and support the development of women-focused pre-apprenticeship training.

In addition to aspiring tradeswomen, tradeswomen’s groups, workforce boards, and community organizations, the beneficiaries of this work include registered apprenticeship programs, contractors, and project owners for major infrastructure projects who will gain access to qualified candidates, technical assistance on how to establish, monitor, and evaluate gender equity goals, and training to promote respectful and equitable worksites.

c. EXPECTED OUTCOMES AND OUTPUTS	YR1	YR2
Number of women/young women enrolled in/completing pre-apprenticeship	80	120
Number of women entering registered apprenticeship or NTO	65	90
Number and % of women served through the grant from underrepresented communities	60 75%	90 75%
Number and % of women who secure employment consistent with the Good Jobs Principles as a result of TA you provide	65 81%	97 81%
Number and % of women who secure a job with a higher wage as a result of TA you provide	65 81%	97 81%
Number of women & young girls who receive information on RAP/NTOs	600	800
Number of products developed and sustained	3	5
Number of employers and/or labor unions that receive TA	200	300
Number of new and sustained pre-apprenticeship programs in targeted regions	1	2