

Applicant Name: CATALYST CONNECTION

Purpose of the Project: The purpose of this program is to provide technical assistance (TA) to employers and labor unions to encourage the employment of women in Registered Apprenticeship and nontraditional occupations within the Advanced Manufacturing (AM) sector. Through this TA, we will prepare manufacturing employers to be more inclusive in their hiring practices and to prepare women for careers in AM.

Catalyst Connection, as the lead applicant, in collaboration with the Consortium members of the Advanced Manufacturing Table of the Pittsburgh Workforce Hub (Consortium), proposes the following **grant-funded activities:**

1. **Employer Education and Resources:** Provide comprehensive employer education on the benefits of diverse workforces, best practices, and reducing microaggressions and harassment. Develop a Strategic Implementation Guide focusing on women in AM.
2. **Training Programs:** Expand and enhance Pre-Apprenticeship Programs (PAPs) and Registered Apprenticeship (RA) Programs for women and develop an Introduction to Manufacturing program for high school girls.
3. **Employer of Choice:** Assist manufacturers in building an Employer of Choice reputation with a focus on increasing women’s employment in AM.
4. **Leadership Training:** Augment apprenticeship training with leadership and interpersonal skills tailored specifically for women through the TrailblazeHERs program.
5. **Support Networks:** Expand support groups and networks for women in AM and develop a comprehensive toolkit specifically for women’s career advancement.
6. **Supportive Services:** Leverage existing networks focusing on childcare and transportation for women and develop strategies to enhance these supports.
7. **Targeted Outreach:** Conduct targeted outreach to engage women from historically underrepresented communities.

Expected Outcomes of the Project:

- Enroll and complete training for 30 women in pre-apprenticeship programs, 40 in registered apprenticeship programs, and 50 in other skills training programs.
- Serve 40 women from underrepresented communities.
- Conduct 24 outreach campaigns to increase awareness of AM opportunities.
- Secure employment for 32 women consistent with Good Jobs Principles
- Conduct 10 comprehensive employer education initiatives.
- Develop a Strategic Implementation Guide and Toolkit.

Intended Beneficiaries of the Project: This project is designed to benefit women, particularly those from underrepresented communities, within Pittsburgh and the Southwest Pennsylvania Region. By increasing women’s participation in AM, the project will support them and their families by fostering economic stability and growth.

Employers will benefit greatly from this initiative by filling their positions with qualified, skilled women, enhancing their productivity and innovation. The comprehensive TA provided will lead to more inclusive and efficient hiring practices.

Ultimately, the broader community will benefit from the economic development driven by this initiative. Enhanced job creation, improved family incomes, and reduced economic disparities will lead to a more vibrant, resilient, and inclusive community, driving forward the economic and social development of the entire region.

Subrecipient (Consortium Member) Activities

- **Community College of Allegheny County:** Facilitate post-secondary training for women and explore the development of an Introduction to Manufacturing program for high school girls.
- **German American Chamber of Commerce, Pittsburgh Chapter:** Support RA programs for women, including Mechatronics Technician and EV Automotive Technician.
- **Gizmology:** Engage Black women and women from marginalized communities, support recruitment efforts, and ensure broad access and participation.
- **New Century Careers:** Increase women's enrollment in the MANUFACTURING 2000 (M2K) pre-apprenticeship and Machinist Apprenticeship programs, develop collaborations, and create online seminars addressing issues faced by women in AM.
- **Partner4Work:** Engage underrepresented women through targeted outreach and comprehensive workforce services. Collect, interpret, and share labor market data to advance data-informed strategies and policy development. Convene cross-system partners to collaborate and strategize solutions to strengthen the local workforce.
- **Pittsburgh Robotics Network:** Provide technical assistance to women, support career development, and organize robotics sector events.

Collective Activities: enhance training programs to increase women's enrollment, engage in employer education, support women's networks, leverage supportive services, and ensure systematic data collection and reporting. Regular meetings and shared resources will maximize project effectiveness through collaboration.