

WANTO 2024 Application - Abstract

<i>Lead Applicant / Organization Name:</i> Maryland Apprenticeship Connector	<i>Lead applicant entity type:</i> Consortium of 501(c)3 organizations
<i>Project Title:</i> Developing Statewide Capacity to Support Maryland Women in Apprenticeships	
<i>Funding Amount Requested:</i> \$749,298.40	<i>Geographic Scope:</i> Maryland (Statewide)
<p><i>Project Purpose:</i></p> <p>Funding for this proposal will enable MAC to maximize its existing statewide infrastructure and experience as statewide apprenticeship intermediaries to expand women participation in quality RA programs through equity-focused pre-apprenticeship programs. Our long term goal is to achieve women’s RA participation rates equal to workforce participation rates. Our goal for this project is to achieve a meaningful increase in women’s participation in apprenticeships in the 2-year grant period.</p>	
<p><i>Project Beneficiaries:</i></p> <p>Women from across Maryland, including historically underrepresented and underserved populations such as women of color, women veterans, young women and opportunity youth, women with disabilities, justice-involved women, transgender women, rural women, and women at or below the federal poverty line.</p>	
<p><i>Project Outcomes:</i></p> <p>MAC will collaborate with partners to enroll 75 women into pre-apprenticeship programs and then to graduate into RA programs during each year of the grant program, for a total of 150 participants. We expect an average program completion rate of 90%, meaning that we anticipate at least 135 women will complete their pre-apprenticeships. Our goal is to achieve a full-time employment rate of 90% in the form of a RA, which translates to 121 women entering RA after pre-apprenticeship completion. We expect at least 90 participants, or 75% of those enrolled, to receive higher wages upon entering RA.</p> <p>We expect that at least 50%, or 75, of our participants will be from underrepresented and underserved communities. Specifically, we aim to achieve participation rates for the following communities greater than or equal to their share of the MD workforce: at least 45% women of color, 8% veteran women, 7% women with disabilities, 5% formerly incarcerated women, 5% immigrant women, 3% transgender women, 20% women from rural areas, and at least 10% women at or below the federal poverty line.</p> <p>Other outputs and outcomes include: creating at least 5 new apprenticeship opportunities and at least 4 new group non-joint sponsors in target industries; leading 20 trainings for program providers to improve support for female participants; 50 organizations in the Outreach Network sharing program opportunities; 25 organizations in the DEIA Network providing</p>	

resources and supports; and placing women apprentices on at least 3 federally funded projects.

The ultimate goal of our grant project will be for women’s total share of apprenticeships to increase over the grant period, due not only to our supported programs, but also to our outreach efforts, DEIA resources, and broad support for the A/NTO ecosystem. We will therefore aim to achieve a 10% participation rate for women in RA programs.

SUMMARY OF FUNDED PROGRAM ACTIVITIES:

(1) Expand MAC’s Outreach Network of community-based organizations vested in connecting women in their communities with workforce opportunities; (2) Centralize and distribute expertise from MAC’s DEIA Network of organizations providing workforce programming to underrepresented and underserved communities; (3) Host trainings and participate in events for stakeholder education, knowledge transfer, and networking; and (4) Serve as and support other statewide intermediaries to enable employers, unions, and public entities to develop pre-apprenticeship and RA programs

<i>Partners:</i>	Rural Maryland Council
Mid-Atlantic Gigabit Innovation Collaboratory	Baltimore-DC Metro Building and Construction Trades Council (BDCBT)
Build Within	National Association of Women In Construction (NAWIC), Baltimore
CTE Workforce	Caroline Center

Sub recipient Activities:

BDCBT will implement outreach that assists women in accessing union construction careers; create outreach marketing materials to attract women to construction careers; coordinate quarterly “Entry to Pre-Apprenticeship and Apprenticeship” workshops for women; facilitate educational workshops on how to enter union construction apprenticeship programs; enroll women in MC3 Pre-Apprenticeship programs; and advocate for hiring policies that expedite pre-apprenticeship graduates into union construction careers. (See Letter of Commitment.)

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