

Women in Apprenticeship and Nontraditional Occupations | Project Abstract
Southern Nevada Building Trades Unions

Applicant name: Southern Nevada Building Trades Unions (SNBTU)

Purpose of the project: Southern Nevada Building Trades Unions (SNBTU) is an alliance of 19 trade unions serving Southern Nevada’s highly-skilled craftsmen and prospective workers interested in career pathways. SNBTU, in partnership with UA Local 525 Plumbers, Pipefitters, and Service Technicians (“Local 525”) and Teamsters Local 631 (“Teamsters”), will expand their 19 registered apprenticeship programs (RAPs) and outreach work to meet the growing need for building trades workers in the Southern Nevada region, specifically targeting women. The proposed project will pursue the WANTO goal of providing technical assistance (TA) to labor unions in Southern Nevada to encourage employment of women in apprenticeable and nontraditional occupations. SNBTU and its partners will develop an outreach plan that targets women from underrepresented groups, and provide orientation to all 19 unions to utilize the plan. The proposed project will grow the number of women in RAPs, and increase the number of underrepresented women both completing RAPs and attaining high-paying employment in the building trades.

Activities to be funded by the grant: Outreach will be provided at high schools, community colleges, municipal events, youth organizations, and other organizations (domestic violence shelters and LGBTQ centers) and will incorporate VR technology to provide an accessible introduction to the trades.

Expected outcomes of the project: The proposed program will result in more women trained in the high-demand building trades, leading to increased employment of women in the trades in Southern Nevada and greater economic mobility for participants. Over the two year performance period, SNBTU and its partners will serve an expected 340 women apprentices through RAPs in the building trades, 95% of whom are anticipated to complete the RAP within

five years (the typical length of time for a registered apprenticeship). An estimated 60% of participants will be women from underrepresented communities, including those living in poverty, women of color, immigrants, those with disabilities, justice-involved women, transgender women, and those living in rural areas. Of the women who enroll in RAPs, 92% are expected to secure employment after program completion, 75% securing employment with a higher wage than before program participation and 75% securing employment consistent with the Good Jobs Principles.

Intended beneficiaries of the project: The main beneficiaries of the project will be women in Southern Nevada who are interested in a career in the building trades, including those living in poverty, women of color, immigrants, those with disabilities, justice-involved women, transgender women, and those living in rural areas.

Subrecipient activities: SNBTU's key partners for the proposed project are Local 525 and the Teamsters. Local 525 and the Teamsters will work with SNBTU to develop an outreach plan targeting women from underserved communities through job fairs, high schools, women-specific events, halfway houses, prisons, churches, community colleges, local businesses, and community-based organizations (domestic violence shelters, those serving immigrants, LGBTQ centers, etc.). Local 525 and the Teamsters, in addition to SNBTU's 17 other union affiliates, will conduct outreach and recruitment throughout Southern Nevada. Each RAP will provide accredited curriculum and hands-on training from OSHA-certified instructors who are experienced in training participants from underserved communities. In addition to providing TA to unions to support implementation of the outreach plan, Local 525 and the Teamsters will launch the Women's Committee mentorship program to build supportive relationships among women in the trades. They will support data collection and continuous improvement processes.