



Tradeswomen Now and Tomorrow
c/o Chicago Women in Trades
1455 South Michigan Ave, Suite 210
Chicago, IL 60605
www.tradeswomennow.org
info@tradeswomennow.org

Rosie the Riveter Did It!
Teresa the Tradeswoman Can Too!
Women Can Work to Rebuild our Economy
and Build Equal Opportunity and Economic Equity

Tradeswomen Now and Tomorrow (TNT) Can and Will!

Both research and practice document that women are interested in and capable of performing a wide range of infrastructure jobs from laborer to the most skilled trades. More than forty training and support programs for women in the trades and technical occupations operate in across the country. In the state of Connecticut alone, 1,500 licensed and unlicensed graduates are awaiting placement in skilled trade jobs and apprenticeships such as those promised as part of the infrastructure and green parts of the Economic Recovery package. These training programs are operated by a wide range of providers including nonprofit and tradeswomen's groups, labor unions and councils, employers and community colleges. They have demonstrated capacity and expertise to build a pipeline for women into the industry, ranging in length from 6 to 24 weeks with curricula ranging from 150-200 hours, at a cost per participant of \$2,000 to \$10,000. Lack of funding has resulted in the loss of more than 20 programs in at least 12 states since 2003.

Tradeswomen Now and Tomorrow (TNT) is a national network of organizations and individuals committed to promoting women's economic equity by increasing the number of women in traditionally male-dominated trades and technical fields and by improving their working conditions. TNT, with affiliates from Oregon to Maine, represents the experience and commitment of three decades of tradeswomen and programs dedicated to increasing women's access to and retention in the skilled trades and other male-dominated blue-collar jobs. More than 40 local, regional and national job training, retention and support programs currently operate in 24 states and are responsible for innovative programs and policies delivered through direct training, technical assistance and community partnerships on a local, state and national level. Tradeswomen Now and Tomorrow and its member groups are actively engaged in programs that:

- ❑ Build career awareness for women and girls about "nontraditional" careers.
- ❑ Conduct outreach, assessment, and pre-apprenticeship training to prepare women for the construction and other male-dominated industries.
- ❑ Provide job referral, support, mentorship and retention services to tradeswomen.
- ❑ Create visibility and awareness to eliminate stereotypes about women's work.
- ❑ Create and implement policy and practice to ensure that women in male-dominated fields are able to work in environments that are equitable, safe and harassment-free.
- ❑ Forge collaborations with industry and labor partners to promote workplace equity.
- ❑ Provide technical assistance to community colleges, workforce development agencies and community based organizations to establish program and policy to support women's entry into non-traditional jobs.

Examples of Program Outcomes:

- In Northeast Illinois, Chicago Women in Trades (CWIT) leads the Women in Skilled Trades (WIST) initiative partnering with local workforce investment agencies and community colleges in eleven counties. Seven state agencies and more than a dozen industry partners support WIST. Since

start up in Spring of 2005, this initiative has conducted outreach to 8,600 women, assessed 1,400 applicants for training, trained 490, and placed 250 in the skilled trade apprenticeships. Average wage at employment into apprenticeship programs was \$17.62. Currently CWIT manages a caseload of 1,097 program participants seeking employment and support services. Six community colleges launched programs to train women as a result of the initiative.

- In Ohio, Hard Hatted Women spearheaded a U.S. DOL Women in Apprenticeship and Nontraditional Occupations (WANTO) project that placed 110 women entered apprenticeships and jobs. 280 women have completed training and await job opportunities in 2008.
- In Oregon 120 women are served through pre-apprenticeship training programs annually. Oregon Tradeswomen Inc. trains 90 of those and places an average of 55 women into apprenticeships.
- In Connecticut, 1,500 women are in the pipeline ready to work, including apprentices, licensed and non-licensed journey people. 600 of them are licensed journey people. According to the Permanent Commission on the Status of Women, these women face barriers to ongoing work due to lack of labor and employer support for hiring and retention.
- In Massachusetts, since 2008 the Crittenton Women's Union trained 112 women, graduated 69 women and placed 17. They are currently serving 42 women who are in job search mode.
- West Virginia Women Work!'s training program prepares women for entry jobs into residential, commercial and highway construction at three sites, with 75 graduates, and an 85% placement.
- Training programs in cities and states including New York, Illinois, Washington, Vermont, Oregon, Wisconsin, Washington DC, California, Maine, Alaska, Atlanta, Montana, and Pennsylvania offer job and apprenticeship readiness classes combined with trades specific hands-on training that range from 6 to 24 weeks, delivering a curriculum that averages approximately 150-200 hours. Additional services offered by these groups and others include mentorship, outreach and assessment activities, job referrals and technical assistance to industry, community and public agencies.
- Nontraditional Career Fairs and Skilled Trade Orientations operate in more than twenty cities and are attended by more than 7,500 women and girls annually.
- Local and national tradeswomen's committees and support groups operate in the carpenters, electricians, operating engineers, pipe trades, laborers, and bricklayers unions, as well as combined trades. They conduct job referrals, career fairs, mentorship and retention activities for hundreds of women through regular meetings, regional and national conferences, and publications.
- More than 500 tradeswomen participate in conferences of the California Women in the Building Trades Conferences Sisters in the Brotherhood of the UBC, and the IBEW Women's Committee.
- Extensive print and web-based curriculum, technical assistance, and best practice materials are available through the various agencies of the U.S. DOL (Office of Apprenticeship and Employer Services (OATELS), OSHA, and Women's Bureau), Wider Opportunities for Women, Chicago Women in Trades, Oregon Tradeswomen, Port Jobs in Seattle, Washington, Legal Momentum, Cornell University, Hard Hatted Women, TNT, Women's Committee of the BCTD, AFL-CIO, and the U. S. Department of Federal Highway Administration Office of Civil Rights.
- Currently most funded programs operate on budgets that average \$200,000 – \$500,000, running two to six training sessions annually. Only two, in New York City and Chicago, have surpassed funding of \$1 million annually and have been able to provide the most extensive client and technical assistance services. Cost per clients range from \$2,000 - \$10,000 depending on the extent of services provided. Costs for support, mentorship and retention services are essential but often unfunded and difficult to measure; many of these services are provided through indirect and in-kind support, volunteer effort or included in agency training program budgets.

These programs are delivered by a wide range of providers that includes: tradeswomen and women's service and advocacy organizations, community colleges, apprenticeship programs and unions, state and local workforce and capital development agencies, transportation and utility initiatives, charter schools, and community based organizations including Goodwill Industries and the YWCA. They operate in urban,

suburban and rural locales, and many extend their impact through collaborations, technical assistance and national and regional activities. These programs, which include published and replicable curriculum, prepare women for work in infrastructure, road, commercial and residential construction, energy industries and public utilities, transportation, warehouse and logistics (rail, shipyards, trucking), home and building renovation, repair and energy retrofitting, water treatment, maintenance and public services. Programs and organizations with demonstrated capacity and experience include:

- Chicago Women in Trades
- Joliet Junior College, IL
- Nontraditional Employment for Women in NYC
- The Women's Committee of the Building and Construction Trades Department of the AFL-CIO
- Goodwill Industries in Atlanta, Georgia
- Sisters in the Brotherhood, International Brotherhood of Carpenters
- The Port Jobs Program, Port Authority, Seattle Washington
- WAWIT in DC, (AFL-CIO, WOW and YWCA)
- Hardhatted Women in Cleveland, Ohio
- Madison Area Technical Colleges -Tools for Tomorrow Program
- National Coalition of Women of Color in Construction
- Vermont Works for Women
- Oregon Tradeswomen, Inc.
- Tradeswomen Inc. of California
- The California Building and Construction Trades Council
- Missouri Women in the Trades
- Women Unlimited, Maine
- Legal Momentum
- Wider Opportunities for Women
- International Union of Bricklayers and Allied Craftworkers Women's Committee
- The International Brotherhood of Electrical Workers Annual Women's Conference
- Washington Women in the Trades
- Permanent Commission on the Status of Women
- Montana Peaks
- Laborer's International Union Women's Committee
- Operating Engineers Women's Committee Southwest Region
- YWCA Memphis, Tennessee
- Mi Casa, Denver Colorado
- Women Work, Pennsylvania
- The National Association of Homebuilders Women's Committee
- WINTER Charter School, Long Beach California
- WomenVenture in Minnesota

These groups work in partnerships with a range of infrastructure and public/private construction projects, organizations and agencies including:

- Illinois State Tollway Authority,
- Departments of Transportation in Maine, Wisconsin, Illinois, Ohio, California, New York, Oregon
- Port Authority of Seattle
- Vermont Department of Corrections
- Metropolitan Water Reclamation Districts
- International Union of Pipefitters, Plumbers and Allied Trades
- Metropolitan Pier and Exposition Authority of Illinois
- Public Schools Capital Improvement Programs

- Convention Centers, Federal Courthouse, Post Office, and Sports Complexes
- State and National Apprenticeship Agencies
- U. S. DOL Employment and Training Admin, (ETA), Employment Services Admin (ESA) and OSHA
- Federal Highway Administration, U. S. DOT
- Local and National Builders and Contractor Associations
- State Boards of Education and Community College Boards
- International Union of Painters and Allied Trades
- State/Local Workforce Investment Boards, Boards of Education, Career/Tech Education Offices
- Local, state and national Federations of Labor and Building and Construction Councils
- Federation of Women Contractors & Women Construction Owners and Executives
- Labor Management Committees of the Electrical, Laborers, Carpenters Industry

For over twenty years, these programs have been effective in educating, training and supporting women and girls in their pursuit of trades and technical careers. The impact of their work has been largely local—**only constrained by a lack of consistent and enforced federal policies and practices, consistent financial resources, and funded vehicles for sharing our collective expertise and knowledge.** Lack of funding has resulted in the loss of more than twenty programs in at least 12 states since 2003, including Massachusetts, Michigan, California, Wisconsin, Connecticut, Illinois, Texas, Ohio, Pennsylvania and Iowa. Many programs struggle to maintain or expand programs even as demand for services from women and industry partners increase.

TNT and its affiliated organizations reflect productive and collaborative programs and strategies with demonstrated successes, in spite of limited resources and persistent barriers. They are ready and able to expand existing programming and ensure that women’s skills and labor will make a significant contribution to the economic recovery proposals. This is an opportunity for our country to take the lead in investing in equal employment opportunity, economic equity and making the phrase “nontraditional job” an anachronism. The economic recovery proposals must ensure that the next generation of “Teresa the Tradeswoman” and Rosie the Riveter can continue to find out about, prepare for and be supported in jobs where they are traditionally underrepresented. Without a strong mandate, women and other underrepresented groups will continue to be overlooked or dismissed in the critical jobs required to rebuild our economy. We all benefit from the contributions and diverse skills of all our citizens to support our country’s growth and stability.

We urge Congress and President Elect Obama to send a strong message that the economic recovery plan will include an investment in creating the workforce of today and tomorrow, building equal opportunity and economic justice for all. This requires inclusion of funding, targeted plans for inclusion and equity, technical assistance, and coordination and oversight of programs and plans in the economic recovery proposals. Tradeswomen Now and Tomorrow welcomes the opportunity to work with you in assisting a third generation of women in building their lives, and building our nation. Rosie did it and the tradeswomen of today and tomorrow can too!

FOR MORE INFORMATION CONTACT: Tradeswomen Now and Tomorrow
www.tradeswomennow.org info@tradeswomennow.org
 or Lauren Sugerman at 312-942-1444, ext. 214