



Ten Things Apprenticeship Programs Can Do To Increase their Numbers of Women

1. **Set a numeric goal and create a plan** to meet that goal.

The federal government set a goal in 1978: "...the program sponsor would generally be expected to set a goal for women for the entering year class at a rate which is not less than 50 percent of the proportion women are of the workforce in the program sponsor's labor market area and set a percentage goal for women in each class beyond the entering class which is not less than the participation rate of women currently in the preceding class." (29 DFR 30.4(f))

In most parts of the country that means a goal of **25% women** in each apprenticeship class. That probably can't happen tomorrow, but it can happen if you create a plan that grows the numbers over a set number of years. Our regional goal is 20% by 2020.

2. **Provide anti-discrimination training** for not only JATC staff and instructors, but also for apprentices. **Repeat** on a regular basis.

Each state has an anti-discrimination agency. Many of them provide training, and many provide train-the-trainer training. They are the agency who will evaluate you if your JATC has a case filed against it; get their version of how to follow the law

3. **Establish a mentoring program** in which female apprentices are matched with experienced journeywomen.

In the early 90s, a mentoring program in Boston increased retention of tradeswomen apprentices by 20% over those who did not have mentors, as tracked by the Mass Division of Apprentice Standards.

4. Publically show the JATC is in **support of public and private workforce hiring goals.**

Jobs with hiring goals create demand for more women. Support that demand. Being better at meeting hiring goals is also another way to grow market share.

5. **Establish** relationships with community based organizations that can be a **pipeline** for interested women. They can help you recruit.

6. Support the development of a strong **pre-apprenticeship** program in your area if you don't have one already. Ensure it is providing the kind of PA training your program needs, and establish a direct-entry agreement with that program.

7. **Track & share your data.** Document what works, and share it online.

8. Support the establishment of a **Women's Committee** in your union. They provide the ongoing infrastructure to assist women to build long-term careers in the trades.

9. Establish a **leadership development plan** to assist women to move into positions throughout the union including stewards, instructors, elected officers, delegates and staff.

Women in these positions become role models, and will help your organization make the changes needed to be successful in ending discrimination.

10. **Be a champion of women** in your union. Where there is someone in leadership willing to be a champion, things change.