



das
California Division of
Apprenticeship Standards

APPRENTICESHIP

Preserving Institutional Knowledge While Growing the Next Generation of Talent

CALIFORNIA APPRENTICESHIP COUNCIL

3rd Quarter | 2016



In This Issue



Photo Credit: California Firefighters

The California Apprenticeship Council Newsletter is a quarterly publication produced by the Department of Industrial Relations' Communications Office and is published every January, April, July, and October. Archived issues can be accessed at <http://www.dir.ca.gov/cac/CACPublications.html>

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A Los Angeles City firefighter works a call.

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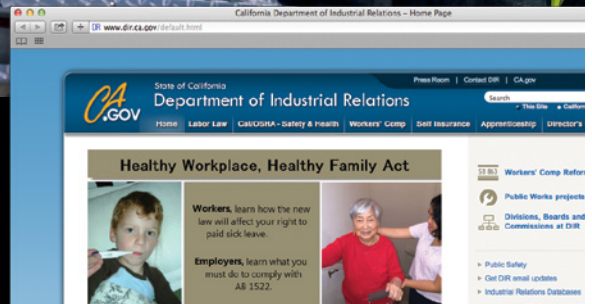


Photo Credit: Cal-JAC



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The California Department of Industrial Relations (DIR) protects and improves the health, safety, and economic well-being of over 18 million wage earners and helps employers comply with state labor laws. DIR is housed within the Labor & Workforce Development Agency.

DIR's Division of Apprenticeship Standards (DAS) creates opportunities for Californians to gain employable lifetime skills and provides employers with a highly skilled and experienced workforce while strengthening California's economy.

A New Day for Apprenticeship Standards



Christine Baker
Director, Department of
Industrial Relations



Following the worldwide economic downturn, we learned to do more with less and explored ways to bring initiative to our mission. Now that California is again on firm financial footing, we are well positioned to enact these plans.

EVERY ERA brings new wonders and challenges. We are now 15 years into the twenty-first century, where technological change has delivered pocket-sized computers that change everyday life from the way we communicate to the buying and selling of goods.

And yet not everything can be created and delivered by the press of a button on a screen. Labor is needed to make these dreams a reality. The means may have changed, but the need has not.

And apprenticeship is adapting with these changing times.

The Department of Industrial Relations and the Division of Apprenticeship Standards are taking crucial steps to ensure the training for skilled labor is prepared to meet the needs of California today and in the future.

New technology presents opportunity and ability to innovate our process, and is a useful tool in updating our information systems. Updating policies and procedures is one of our goals, and will pay dividends into the future.

Following the worldwide economic downturn, we learned to do more with less and explored ways to bring initiative to our mission. Now that California is again on firm financial footing, we are well positioned to enact these plans.

One such plan is to increase our efforts to reach out to both workers and employers, informing them of the benefits of apprenticeship to further our common purpose of building the Golden State.

The pluses for workers are well documented, and we are working to reach areas of the population that are statistically underrepresented, such as women in the trades, while continuing our efforts toward non-traditional apprenticeship and pre-apprenticeship.

Of course, for apprentices to “earn while they learn,” they need jobs—and that’s why we also want to show employers how they can benefit from apprenticeship, and provide incentives. These efforts can be directed at numerous areas such as health care, advanced manufacturing, transport/logistics and the wine industry.

We want to make this as easy for employers as possible, by creating a one-stop website where they can find everything (programs, contacts, grants, models and other resources) in one place.

Internally, we are also collecting and sharing best practices and effective model programs (such as multiple employer collectives) for the larger apprenticeship community.

We are already seeing progress and results, from pilot projects to new programs at Community Colleges funded in the Governor’s budget. We have also been able to work with the Labor Agency to create synergy with Go-Biz and the colleges and get the word out through numerous channels.

Above all, we want to remove barriers, change procedures when needed, and prepare for the future and its challenges. We welcome your input and ideas.

Director of Industrial Relations Christine Baker gives the Director’s Award to Tammy Castillo.



Photo Credit: John Ravnik

We Can Do It!



Diane Ravnik

Chief, California Division of
Apprenticeship Standards



While the percentage of ethnic minorities participating in apprenticeship has soared, the representation of women, particularly in the building and construction trades, has remained relatively stagnant.

IN THIS ISSUE, as we dedicate ourselves to expanding the number of our female apprentices, we celebrate their achievements. Over the years, while the percentage of ethnic minorities participating in apprenticeship has soared—they now represent over 60% of all active apprentices—the representation of women, particularly in the building and construction trades, has remained relatively stagnant at 6% of total active statewide and nearly 2–3% in the building and construction trades. We can do better.

How best to address expanding the participation of women in apprenticeship remains a challenge. Our California Apprenticeship Council (CAC) has taken an active role in this endeavor—dating back to the establishment of the Blue Ribbon Committee on Women in Apprenticeship and the issuing of a report and recommendations in 2006 and currently with the focus of the CAC Committee on Equal Opportunity, under Chairperson Susan Anderson. We heard from successful female apprentices and journeywomen on what more needs to be done to advance the participation of women. The recent California Conference on Apprenticeship (CCA) addressed this question in two workshops, one led by the US Department of Labor’s Women’s Bureau, “Connecting with Women in California” and another on “Building Sustainable Workforce Diversity.”

Individual apprenticeship program sponsors have also taken a leadership role. Operating Engineers Local 3 JATC, led by training director Tammy Castillo, is the recipient of the 2016 biennial “Director’s Award for Excellence in Supporting Women in the Building Trades,” due in part to its 9% rate of female participation in its apprenticeship programs and consistent 5% annual increase in the recruitment of women. I have been particularly impressed with the northern California Ironworkers JATC, which initiated an innovative “women welders” pre-apprenticeship program two years ago. That

program was so successful that its national organization asked it to conduct a similar program for female apprenticeship applicants to the ironworkers program from around the country. On June 22, I attended the graduation of its second national class of 21 women, who have now returned to their local areas around the country to enter ironworker apprenticeship programs. The southern California Ironworkers have just initiated their own pre-apprenticeship program aimed at women and other underserved populations with funding assistance from the Governor’s California Apprenticeship Initiative (CAI) pre-apprenticeship grant program (highlighted in Van Ton-Quinlivan’s column on page 6). A series of other regional multicraft core curriculum (MC3) pre-apprenticeship programs, funded through Proposition 39/ California Workforce Development Board grants, have prepared a significant number of women for entry into various apprenticeship programs. (One such program is highlighted on page 9.)

California is home to perhaps the oldest tradeswomen organization in the country: Tradeswomen, Inc., which has advanced women’s participation in apprenticeship and nontraditional employment since the early 1980s. In 2002, Tradeswomen joined with the State Building and Construction Trades Council to sponsor an annual “Women Building California” conference for women in the trades. This conference has been so successful that it has now gone national, with this year’s “Women Building the Nation” conference, held in Chicago in April (see page 11). In Southern California, for over 20 years “Women in Non-Traditional Employment Roles” (WINTER) has prepared young women to become successful apprentices and tradeswomen.

We have the resources. We have the commitment. Now is the time to renew and strengthen that commitment to enable many more women to reap the benefits of apprenticeship. As the old “Rosie the Riveter” poster proclaims: “We can do it!”

Building a Diverse Future with “Energized Collaboration”



Yvonne de la Pena
2016 Chairperson, California
Apprenticeship Council



Currently, around 4% of California’s paid firefighters are women. That’s not much more than there were a quarter century ago and still well below where it should be. For those of us working in apprenticeship, such statistics are a challenge, but they also represent an opportunity.

A San Jose firefighter works mop-up operations after a call.

AS SOMEONE WHO HAS BEEN WORKING in and around firefighters for more than half my life, I have had a close-up view of the challenges faced by women breaking into a traditionally male-dominated profession.

As in many such occupations, progress in bringing more women into the California fire service has been steady, but slow. Currently, around 4% of California’s paid firefighters are women. That’s not much more than there were a quarter century ago and still well below where it should be. At the depths of the recession, only about 6% of apprentices in all fields were women.

For those of us working in apprenticeship, such statistics are a challenge, but they also represent an opportunity.

Few institutions are more uniquely positioned to build a diverse workforce than apprenticeship. The standardized training at the heart of apprenticeship offers a clear, unbiased path to proficiency. The “learn while



Photo Credit: Craig Rose, San Jose Fire Department

you earn” model makes it possible for those undertaking a career in the fire service or building trades to take care of their families as they build their skills. Perhaps most importantly, apprenticeship provides a path toward a fulfilling, lifetime career with upward mobility and a shared sense of purpose.

As we continue to transition into what is often referred to as the “twenty-first-century economy,” we can help give that economy a “twenty-first-century workforce”—one that reflects the rich and diverse contours of our state.

California Conference on Apprenticeship

This past April, many of us had the great opportunity to participate in the 2016 California Conference on Apprenticeship in Monterey. Nearly 50 different training programs participated in the conference.

We enjoyed outstanding speakers and had several informative workshops, all designed to help us celebrate apprenticeship while continuing to move the bar forward. Of course, the greatest benefit of this or any such conference is the opportunity for those of us who are involved with apprenticeship to gather and network, trading ideas and strategies in what the Conference mission statement describes as “energized collaboration.”

One of the more gratifying things to come out of the conference for me was the clear evidence that apprenticeship is being, in a sense, “rediscovered” as a tool for building our future. One of our speakers, business author and consultant Nicholas Wyman, speaks of “the magic of apprenticeship,” describing it as the essential bridge between the classroom and the world of work.

“I would go so far,” Wyman writes in his book *Jobs U*, “as to call apprenticeships our best weapon in the war to reduce unemployment, rebuild the middle class and restore America’s status as a leader on a global economic scale.”

For those of us who are passionate about apprenticeship, this validation is welcome but it also calls us to persevere in ensuring that these opportunities continue to expand for the women and men who will build the economy of tomorrow.

CAI Funds Ironworking Pre-Apprenticeship



Van Ton-Quinlivan
California Community Colleges
Vice Chancellor of Workforce
& Economic Development and
CAC Commissioner



The development of a pre-apprenticeship for field ironworkers will fill a gap in the workforce pipeline. These jobs are among the highest-paid positions in the construction industry, with an average annual salary of \$66,540.

UNDER THE \$15 MILLION California Apprenticeship Initiative (CAI) approved by the California Community College Board of Governors in FY2015–2016, seven local education authorities (community colleges, public schools, and adult education) launched pre-apprenticeship programs. These programs are designed to increase diversity in traditional apprenticeships, such as those in the construction trades. Among these efforts, Cerritos College in Norwalk began a program to increase women and other underserved populations in the ironworking trade.

Cerritos College and the Field Ironworker Apprenticeship and Training Center (FIATC) developed a pilot dubbed the Industry Preparation Program (IPP). This small pilot had an 80% success rate in placing those who completed the program in the DAS-approved Field Ironworker Apprenticeship Program. The prospective apprentices to the field ironworker occupation learn regulations and skills needed for success in that industry.

The development of a pre-apprenticeship for field ironworkers will fill a gap in the workforce pipeline for jobs as sheet metalworkers, fitter/welders, steel fabricators, ironworkers/steelworkers, structural steel erectors and work in reinforcing ironwork, deep foundations, fence erection, decking, metal doors, and others. These jobs are among the highest-paid positions in the construction industry, with an average annual salary of \$66,540, and have a projected growth rate of 20%. In spite of the high demand for these skilled workers, construction firms are finding it difficult to

fill open positions. This difficulty results from a combination of factors, including high rates of retirement, the transient nature of the construction workforce, and skill atrophy after the economic downturn created long-term unemployment. To reach new populations without previous exposure to this growing field, Cerritos College and the FIATC will partner with local workforce development boards.

The new prospective apprentice groups will number 20–25 each, with a minimum of 6 new groups a year. Completion of this 80-hour program will provide new workers for this in-demand, high-skill, high-wage, high-growth career. In collaboration with the FIATC, Cerritos College will not only be testing new recruitment strategies but implementing a coaching and case management support structure for trainees throughout the duration of the program. This wrap-around highly individualized treatment will help identify challenges and solve problems, acting like an early-warning system to target where additional support is needed. Barriers that prevent many pre-apprenticeship program attendees from graduating as registered apprentices include the lack of a high school diploma or poor basic English language or math skills. In an occupation with low numbers of women and underrepresented populations, effective practices learned from this pre-apprenticeship pilot will help expand this innovative approach throughout the state. This important program supports the goal of the Strong Workforce Taskforce to provide one million new middle-skill credentials by 2025.

Apprentice Statistics for the quarter ending June 30, 2016								
68,448	6,225	4,322	6.3%	62.5%	4,502	740	236	
Number of active apprentices	Number of new registrations and reinstatements	Number of active women apprentices	Percent of active apprentices represented by women	Percent of active apprentices represented by minorities	Number of active veteran apprentices	Number of veterans registered in 2016	Veterans who have completed apprenticeships in 2016	

Cal-JAC Women's Commission Works to Build a More Diverse Fire Service

In keeping with its mission as part of the Cal-JAC, the Women's Commission has also developed a series of mentoring tools available for departments to help young firefighter apprentices succeed and advance in their chosen profession.

Two Berkeley firefighters practice securing hose line during training operation



Photo Credit: Courtesy of Cal-JAC

IN AUGUST 2015, the Los Angeles Fire Department graduated its first recruit class in five years: 43 brand new firefighters sworn to protect the citizens of California's largest city. For one of those newly minted firefighters—Alicia Castro—the ceremony was the culmination of a five-year journey that included assistance from someone who has walked in her shoes.

Like hundreds of women, Alicia gained early exposure to the profession through a unique program of the California Firefighter Joint Apprenticeship Committee (Cal-JAC): its Women's Commission. Established in 2005, the Commission's objective is to recruit, mentor, and encourage the career development of women in California's fire service.

The commission consists of a number of high-ranking female firefighters committed to attracting young women to join what is still a male-dominated profession. Nationwide, only 4% of firefighters now are women, and the rate in California is believed to be about the same.

"When I grew up, I didn't want to be a firefighter," said Lisa Beaty, a retired Contra Costa County fire captain who chairs the Women's Commission. "It's not that I didn't think I could do it. I just never realized that it was an option for me."

To counter this perception, Cal-JAC's Women's Commission has developed a range of programs designed to reach out to young women. Its most important outreach efforts are annual Firefighter Career Expos, which bring candidates face-to-face with department recruiters. Young women are also exposed to the Candidate Physical Ability Test, the standard test used to gauge the ability of would-be firefighters to handle the rigors of the job.

Perhaps most importantly, they get to meet women who are doing the job—role models for their future.

For Alicia Castro, one of those role models was Laura Hernandez, a Tracy firefighter/paramedic who serves on the commission. The two met in 2010, when Castro attended one of the commission's Career Expos in

Orange. Hernandez kept in touch with Castro as she earned her EMT certification and completed her Fire Fighter 1 training. As Alicia stuck with her dream, Laura stuck with Alicia and was there when she graduated last August as a full-fledged firefighter in Los Angeles.

"I'm so proud to be able to call her my 'sister,'" said Hernandez. "She never gave up, and she never lost hope."

In keeping with its mission as part of the Cal-JAC, the Women's Commission has also developed a series of mentoring tools available for departments to help young firefighter apprentices succeed and advance in their chosen profession. These tools help more experienced firefighters provide guidance for apprentices beyond their formal training.

"Apprenticeship and mentoring go hand in hand," said Cal-JAC's executive director, Yvonne de la Pena. "You're not just teaching a skill. You're developing the whole person so that they can be a success in the fire service."

In focusing on both the recruitment and training of women in the fire service, Cal-JAC is fulfilling its founding mission to create excellence through the development of a well-trained and diverse workforce. Such diversity benefits the profession and improves public safety.

"The fire service needs to reflect the communities it serves," said de la Peña. "When people are in need, they appreciate having someone who looks like them, so a diverse workforce is critical."



Alicia Castro (l) with her firefighter mentor Laura Hernandez at Castro's 2011 fire academy graduation.

Photo Credit: Courtesy of Cal-JAC

Apprenticeship Training Leads to Career Success

CONSTRUCTION remains one of the most male-dominated professions in the United States, just slightly less so than the National Football League. The US Department of Labor estimates that women hold just 3% of the 7 million construction industry jobs in the United States—a rate not much higher than in the 1970s.

Many women never even consider working in construction because they lack role models. The current absence of women stamps construction as a “boys only” club, a stubborn stereotype that is untrue but persists.

It didn’t deter Reina Montoya, who completed her apprenticeship training with ABC San Diego’s Apprenticeship Training Academy last year. She is currently working for Bergelectric as an electrician. Montoya was one of five Academic Achievement Graduates, completing the four-year program with a straight-A average.

“It was a personal goal of mine to get straight As during all four years of the program,” said Montoya. “The way I saw it, I was given an awesome opportunity when I got accepted into this program. I wanted to give it my 100% effort.”

Montoya was exposed to construction early in her life. “As a little girl I enjoyed building stuff with my dad and was fascinated by the tools he’d use to assemble things together,” she said. “My earliest memory is helping my dad weld my first swing set together. The skills and lessons he taught me stayed with me through the years.”

Montoya’s father provided the spark for her career choice. “My friends and family have always been very supportive of me going into the Apprenticeship Program. It was my father who suggested that I look into the electrical trade. After researching my options I decided to apply to ABC because of the college credits I could earn and the duration of the training itself,” said Montoya.

Montoya met her biggest challenge in the physical demands of the job. “As an example, I would have to take more trips than the guys, as I’d carry lighter loads, in order to keep up and carry my own weight. At the beginning,

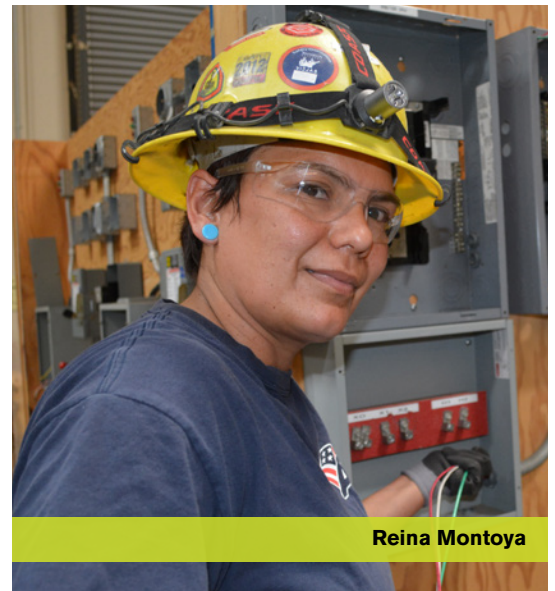
installing 40-pound light fixtures overhead into a ceiling grid while standing on a ladder was a challenge for me. My arms felt like Jello at the end of the day.” Montoya says with persistence, a woman can build up the strength and stamina to keep a steady pace and complete tasks.

Women do have advantages in the construction field. “Women tend to have better manual dexterity [and] the ability to multitask and tend to pay better attention to details,” said Montoya. “According to my instructor, women also have a better ability to retain important facts and plan ahead.”

Montoya encourages more women to consider pursuing construction careers. “My advice to other women would be to speak up and not be afraid to ask for help, or speak up if you have input. In the beginning, going to school at night and working during the day may be challenging and require adjustments but don’t give up. There are times when things may get tough and your time is super limited but just keep going.”

Montoya intends to further her education so she can remain valuable to her employer. She says she is looking into AutoCAD design courses, which will be her next educational undertaking, with the ultimate goal of being a project manager.

The way I saw it, I was given an awesome opportunity when I got accepted into this program.



Reina Montoya

Photo Credit: ABC San Diego Apprenticeship Training Trust

TIP TOP Pre-Apprenticeship Programs Create Golden Ticket to Apprenticeship

IN 2012, AB 554 was signed into law mandating that registered apprenticeship programs, workforce development boards, and community colleges work together to ensure the delivery of registered apprenticeship and pre-apprenticeship training.

In response and as lead partners, the San Mateo Building Trades Council and the San Mateo County Union Community Alliance, a labor-based nonprofit 501(3), created and managed the Trades Introduction Program (TIP San Mateo), an inclusive workforce partnership that offers the nationally certified Multi Craft Core Curriculum (MC3) construction pre-apprenticeship training program.

Under a California Workforce Development Board Proposition 39 grant and in cooperation with our sister Trades Orientation Program (TOP Santa Clara), to date 189 apprentices have graduated, and 95 apprentices have been placed in union apprenticeships or construction-related employment. TOP has a 28% placement rate for women, and TIP has graduated more than 25 at-risk youth. Both programs report high percentages of the underrepresented and people of color.

By developing strategically relevant outreach, we have created strong demand for TIP and a pre-apprenticeship pathway. TIP fills a void, but ongoing funding for it remains a challenge.

TIP is in the process of “articulation” with the College of San Mateo, one of our partner community colleges, to gain college credit for the MC3 curriculum. Also, the program is working with all certified construction-related apprenticeship programs to obtain special consideration for TIP and TOP graduates and their MC3 certificate.

Twenty-four students are expected to join Dan Pasini’s class at the College of San Mateo in July. They will spend five months learning the basics of the building and construction trades, while sharpening their math skills, to prepare for entrance to a certified apprenticeship program.

A journeyman electrician and an extremely effective instructor, Pasini is teaching

his sixth TIP San Mateo class. Over 85% of the students who begin the five-month course graduate, and over 50% of the graduates have found placement in a certified union apprenticeship program in the Bay area.

TIP graduates receive an MC3 certificate of completion. The certificate can open doors to a career as a plumber, sheet metalworker, plasterer, carpenter, electrician, or operating engineer, as well as other trades.

“The TIP certificate was my golden ticket,” says Albert Leanillo, who is completing his first year as a member of Sheet Metal Workers Local 104. His foreman valued him as apprentice because “I could read blueprints; I know my geometry and the tools we work with every day.”

Jocelyn Mak, who graduated in June, learned about TIP San Mateo from Meg Vasey, the executive director of Tradeswomen, Inc., which helps women break into the skilled trades. Mak spent a couple of years studying engineering at college and has spent too much time working minimum-wage jobs.

“I want a marketable skill,” she says. She sees TIP as her entrée into the trades: “I’m shooting for carpenter or operating engineer.”

Bob Kay is so impressed with the quality of the program that TIP graduates filled 6 of the 20 positions in the current Plumbers and Pipefitters Local 467 apprenticeship program. As the Local 467 Apprenticeship Coordinator and member of the TIP Steering Committee, Kay helped develop the curriculum, which is designed to help students navigate the construction sector, offering them exposure to a wide variety of trades and hands-on experiences to help them choose an appropriate career path for their skills and interests.

Kay is working to bring more women into the trades by speaking to high school students and attending Tradeswomen, Inc., events. “The trades are all about ‘working smart,’” says Kay. Women with the right skills and determination can succeed.

The impacts of a union-based, certificated pre-apprenticeship program should not be underestimated. The demand for the program cannot be overstated.

Trades Introduction Program (TIP San Mateo) is an inclusive workforce partnership that offers the nationally certified Multi Craft Core Curriculum (MC3) construction pre-apprenticeship training program.

Apprentice, Administrator, Advocate

Sumaria Love | Sacramento, California | Workforce Development Specialist

I HAVE ALWAYS had a non-traditional career path—or at least a path that is still considered non-traditional for a woman.

After serving in the Navy, I worked as a Wildland Firefighter before entering a Heavy Equipment Operator apprenticeship program here in Sacramento. During my four-year training, I worked on a number of notable Sacramento infrastructure projects: Folsom Dam, Highway 50, Sacramento International Airport. When I'm asked about my time as an HEO, I'm fortunate to be able to point out my contributions to the city. "You're walking on it" is always a great answer to the question "And what do you do for a living?"

I came to the Western Electrical Contractors Association (WECA) in 2015, where I now work as a Workforce Development Specialist. I dispatch apprentices, work with contractors and apprentices to ensure employment needs are met for both parties, and I also work on apprentice outreach and recruitment. Having been an apprentice myself, I understand the concerns and needs of those coming to the trades for the first time.

Explaining the opportunity an apprenticeship can provide—paid training, immediate earning power, a stable and prosperous future—that is my favorite part of the job. There is so much opportunity for prospective students; this really is the "other

four-year degree." Rather than student loan payments, students leave with four years of hands-on experience and a competitive resume; that's invaluable. I believe in apprenticeship so much that once my son graduated college. I supported his decision to pursue apprenticeship as well. Last year he began as an electrical apprentice, and is currently working for a contractor in Monterey. I'm so proud of him; we're a trade family now.

To women considering entering an apprenticeship program, or who are already enrolled in one, I recognize that there can be difficulties to overcome. The trades are chiefly male-dominated, so I have long worked to advocate for equitable on-the-job treatment within a diverse workforce. Since 2007, I have run a monthly Meetup group supporting women across all construction trades. "Sisters in the Trades" invites men and women looking to foster a positive workplace environment for tradeswomen.

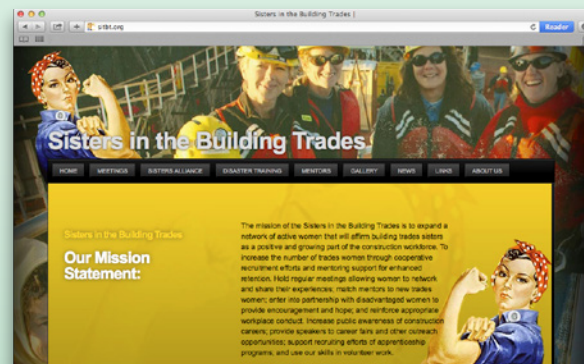
I am proud of those who have attended our monthly meetings. Whether you are not yet involved in a trade, or are a foreman looking to cultivate inclusionary behavior on your job site—all are welcome. Through continued outreach and recruitment efforts like these, both with WECA and Sisters in the Trades, I hope to reframe the "non-traditional" career path as simply what it is: an excellent opportunity.

Reprinted with permission from WECA



"Having been an apprentice myself, I understand the concerns and needs of those coming to the trades for the first time." — **SUMARIA LOVE**

To learn more about Sisters in the Building Trades, visit www.sitbt.org or follow us on Facebook



Women Building Nations

1,500 Tradeswomen Gather in Chicago

ON APRIL 29 TO MAY 1, 2016, 1,511 tradeswomen and their supporters attended the Women's Building Nations Conference in Chicago. The conference, a continuation of the annual Tradeswomen's conferences sponsored by the State Building and Construction Trades Council of California and Tradeswomen, Inc., that began in 2002, was sponsored this year by North America's Building Trades Unions and hosted by Chicago Women in Trades (CWIT).

The conference featured 50 workshops and plenary sessions that included a panel of building trades international presidents as well as a panel of tradeswomen "matriarchs" who began their careers in the 1970s. Women from 16 major construction trade unions were represented, with the electricians, ironworkers, carpenters, and laborers making up the largest contingents. Also well represented were bricklayers, the UA Plumbers and Fitters, elevator constructors, sheet metal workers, boilermakers, operating engineers, roofers and waterproofers, insulators, Teamsters, and cement masons. Tradeswomen attended from most of the US as well as Nigeria, the Philippines, India, Canada, and Australia. The speakers included Eric Dean from the iron workers, Frank Christensen from the elevator constructors, and Jim Boland from the bricklayers.

California's Tradeswomen, Inc., with other partners organized the third annual Institute for Recruiting and Retaining Women in the Trades, an all-day pre-conference training session for over 150 apprenticeship and training professionals to share and discuss best practices for working with women in construction.

Several California apprenticeship coordinators and apprentices attended the conference, at which many California partners gave presentations. Operating Engineers Local 3 Apprentice Meg-Ann Pryor spoke to a plenary session of the Institute about her experiences as an apprentice in the trades. She was accompanied by Operating Engineers Local 3 JATC Coordinator Cat Lytle, Coordinator Holly Brown, and Journey member Kristi Tuemmler. The main conference workshops topics included "Tools of the Trades," at which pre-apprentices got hands-on experience with welding, using a jackhammer, and bending conduit, as well as fitness for the trades, confronting sexual harassment and racism on the job, and the benefits of project labor agreements.

The participation of international tradeswomen provided a unique perspective. In many countries, women in construction are used only as labor and not allowed into skilled positions. As OE 3 JATC coordinator Holly Brown noted, "These other countries are just fighting a lot of the battles that we've already won. It was so humbling and such a great experience meeting and talking with these women."

The conference, the largest gathering of construction tradeswomen in the world, helps break down isolation and build solidarity among tradeswomen in and across their crafts. At one plenary session, the 1,500 attendees were asked whether they had ever been the only woman on a job site. Every tradeswoman in the room raised her hand. As Patti Devlin of the Laborers International Union and North America's Building Trades Unions' Women's Committee noted, "More than a job title, these women share an experience."

The conference, the largest gathering of construction tradeswomen in the world, helps break down isolation and build solidarity among tradeswomen in and across their crafts.

At the Women Building Nations Conference 2016.

Operating Engineers Local 3 members (right to left): Catherine Lytle, Apprenticeship Coordinator; Meg-Ann Pryor, apprentice; Kristi Tuemmler, journey level; and Holly Brown, Apprenticeship Coordinator



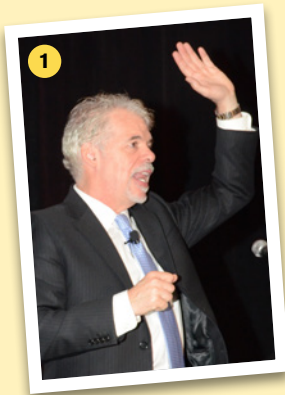
Congratulations!



Congratulations to CCA Chairman Scott Lewis and the other organizers and sponsors of the 29th Biennial California Conference on Apprenticeship (held at the Hyatt Regency Hotel in Monterey, April 26–28, 2016) on a spectacular conference! This year's conference was the largest ever, with over 1,000 participants from around the state, and featured nationally recognized speakers from around the country, starting with a provocative keynote presentation by Mark Breslin, CEO of United Contractors and Breslin Strategies, Inc., that highlighted the impact of the numerous upcoming industry retirements and the resulting training needs. We were honored to welcome John Ladd, the administrator of the Federal Office of Apprenticeship, who shared with conference attendees the federal government's initiatives to greatly expand the number of apprentices and the industries and occupations that will use them. Plenary and workshop topics covered over the two days covered a wide

range—from preparing young people for the world of work, by aligning career technical education, workforce development, and apprenticeship, to strategies for advancing women's participation in apprenticeship to the future of California's transportation system and high-speed rail, to financial wellness and California's own initiatives to support and advance

apprenticeship in existing and new industries. The conference culminated with a banquet to honor four new inductees to the Apprenticeship Hall of Fame—who have made a combined 175 years of contributions to apprenticeship—as instructor, JATC attorney, and labor and management JATC officers and members.



(1) Keynote speaker Mark Breslin; **(2)** California Firefighter JATC representatives; **(3)** CAC Chairperson Yvonne de la Pena with Dave McEuen; **(4)** CAC Chairperson Yvonne de la Pena with Darryl Peterson (on the right) and his nominator, Carl Cimeno of the Santa Clara Pipe Trades, in the middle; **(5)** CAC Chairperson Yvonne de la Pena, Southern California IBEW's Patrick Knighton (in the middle) with Hall of Fame award winner Michael Sparks.