

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director

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WIC Advisory Committee
DRAFT - MINUTES OF MEETING
November 11, 2023
Via Tele/Video-Conference

In Attendance:

DIR Staff

Katie Hagen, DIR Director
Deanna Ping, DIR Chief Deputy Director
Sulma Guzman, DIR Deputy Director of
Legislation and Regulatory Affairs
Teresa Bichsel, DIR Labor Commissioners
Office
Luong Chau, DIR Labor Commissioner's
Office
Eva Dimenstein, DIR Cal/OSHA inspector
Adele Burnes, DIR Deputy Chief, Division of
Apprenticeship Standards
Andrew Lee, DIR Division of Apprenticeship
Standards

Ashley Matthews, Special Projects Manager,
Fresno Regional Workforce Dev. Board
Beth Sachnoff, Director of Adult Programs,
Rising Sun Center for Opportunity
Donna Rehrmann, CFO, Stomper Company,
Co-Chair of the Labors Craft Committee For
United Contractors
Maria Coronado, Representative, Southwest
Regional Council of Carpenters
Melinda Ramirez, Development Manager,
Trades Women, Inc.
DaJohnai Vincson, Director of Workforce
Development, Tradeswomen, Inc.
Mona Gocan, CEO, 77 Electrical Services
Mary Teichert, President, Teichert Inc.
Jerri Champlin, Executive Director of National
Electric Contractors Association Monterey
Bay Chapter

Committee Members:

Rashida Harmon, Civil Rights Department
(substituting for Lily Harvey)
Meg Vasey, Executive Director, Trades
Women, Inc.
Sheri Learmonth, CEO, Marina Mechanical,
CAC EEO Chair

Outside Presenter

Ariane Hegewisch, Institute for Women's
Policy Research (IWPR)

I. Welcome and Introductions

Sulma Guzman, DIR Deputy Director of Legislation and Regulatory Affairs

II. Approval of June 2023 Meeting Minutes

A. Motion: Approval of June 2023 Minutes

B. Vote: Sheri Learmonth motioned to approve, Meg Vasey seconded.

III. Presentation: “Numbers Matter: Women Working in Construction,”

Ariane Hegewisch, Institute for Women’s Policy Research

- A. Institute for Women’s Policy Research is a Washington DC-based think-tank focused on racial and gender equity
- B. Interested in construction industry because of its high level of occupational segregation, a major driver in gender wage gap.
- C. Presentation will focus on data for demographics of women entering trade apprenticeships, challenges to growing gender diversity in trade apprenticeships, and how to meet those challenges
- D. Why Now: Extraordinary Moment
 - Great momentum
 - High Need
- E. Overview of Challenges
 - Women are only 4.2% of tradesworkers nationally, 4.5% of trade apprentices both nationally and in California
 - 20 states are doing better than California on attaining and retaining female trade apprentices, some significantly
 - Retention in industry is a problem in general
- F. 2021 IWPR online national survey on tradeswomen retention and advancement
 - Overview of questions, methodology, sample size demographics
 - 66% of CA tradeswomen are mothers. 18% of female apprentices nationally have kids under 6
 - High level of racial diversity
 - 30% earned at least \$50k per year in 2019. Main motivation for entering trade apprenticeships is earnings and apprenticeships, but less than 3% of tradeswomen in California learned about opportunity from high school counsellors, vs 55% via friends and family
 - A number of surveyed women actually had a BA, BS, or AA
 - Learning via social networks replicates existing racial composition
 - High portion of female apprentices report frequent unequal treatment vs

men, held to a higher standard, feel like the only one on the job site. 44% have seriously thought about leaving trades

- Of that 44%, the top reason cited was lack of respect. Most of the other reasons similarly involved their work environment
- Special note regarding women who cited childcare and pregnancy accommodation as a reason to consider quitting: The majority either were young women without kids, or mothers of children under six. Perhaps those with older kids were more likely to have worked something out?

G. More on Pregnancy Accommodation and Childcare leave

- California is ahead of other states in terms of leave for childcare and pregnancy. Unions have also helped recently in their labor contracts
- Some pregnant women may need to take leave sooner than others due to construction work's physical demands
- Many apprenticeship programs do not have nuanced family leave. Specifics of leave programs often not conducive to maternity leave, and leave out paternity leave or other family leave due to the health/safety focus of the rules around maternity leave
- Emphasis on importance of greater care role (and available leave) for male partners. Otherwise it seems like women are getting something that men aren't getting, potentially fueling resentment/stigma that deters women from using programs
- Compared to other fields of work, construction is inflexible in its leave programs, expectations for productivity. This makes present work culture not conducive to would-be mothers
- Some movement from companies. Example: Breastmilk pumping stations

H. Discussion

- Donna Rerhmann asked about the states that are doing better than California in terms of female apprentices. Ariane specified that they had a higher proportion of women in construction apprenticeships. Oregon and Massachusetts stand out
- Mona affirmed the lack of secondary school interest in promoting trade programs as an alternative to college, because that is how the state grades them. Ariane expressed hesitancy to fully rely on schools, but recognized their importance. The states doing better than California do rely on their school systems. Also discussion of emphasizing community oriented projects to try and break away from old image of construction

- Mona then expressed frustration about childcare issues, recounting an anecdote about a friend. “I feel like we are going backwards.”
- Meg spoke to share specific policy steps Oregon and Massachusetts took to help increase the portion of women in construction, emphasized need for group to provide “systematic and sustained” recommendations due to California’s size, and asked group to direct outreach resources towards community colleges, due to average apprentice entrance age being in 20s
 - Mary seconded what Meg said. Existing programs too piecemeal. Companies eager to do something, but not enough coordination
- Eva spoke to say that she has seen an increase of the number of women in construction sites, at least in her LA area
- Meg shared information in the chat box about the organization “[W.I.N.T.E.R.](#)”
- Maria related more information about Oregon she learned through her union work, advertised her group’s pre-apprenticeship programs

IV. DAS update 1: Review of Past literature

Andrew Lee, SSM, Division of Apprenticeship Standards

- A. 2006 Blue Ribbon Report: Based on survey of 400 tradeswomen
 - Survey showed Limited exposure to potential candidates
 - Survey indicated retention problems
 - Most but not all responded felt they were given equal training.
 - Report made recommendations regarding outreach, support, additional open forums, and training.
- B. Barriers and Benefits for Women in Construction Field Apprenticeship Programs. 2011 Survey of 92 women seeking education or employment opportunities
 - Few women under 20 expressed interest in construction, but a large number were neutral i.e. persuadable
 - Respondents previously made aware of apprenticeship programs displayed higher interest in construction than those without such exposure
- C. Working Safely in the Trades as Women. Qualitative survey of just 20 women by University of Seattle
 - On top of standard work hazards associated with construction, subjects

noted pressure to overcome stereotype of feminine weakness amid a macho culture, and ill-fitting safety equipment

- Noted the issue of overcompensation as raising risk of injury
- Policy recommendations involved better state/federal OSHA regulation, interventions at managerial level, properly sized safety equipment for women, and training

D. Andrew Lee's Personal Conclusions

- DAS could do a better job at informing public about itself and apprenticeships in general
- Gather information from interesting apprentices, and then perhaps incorporate it into a social media marketing campaign?
- Pleased with greater reliance on in-house production of promotional materials due to greater speed at which it can be adapted

E. Impromptu committee discussion

- Meg Vasey expressed frustration with slow progress, lack of comprehensive plans since the literature cited by Andrew. The department should have taken more action, earlier. Urged advisory council to form a workgroup with a chair to avoid simply re-iterating recommendations that have been made before but never implemented
 - Adele Burnes clarified that the review of these materials is to ensure newer participants on this issue have the same knowledge base
 - Mona seconded Meg, said we haven't made progress despite the various committees and reports
 - Deanna Ping responded that the committee had expressed a desire for more data, so DIR wanted to share the data available, more recent and historical. She reiterated that the assigned purpose of this committee is to most effectively deploy the ERiCA grant funding, so the data review was to find areas of opportunities
- Meg reiterated desire for work group.
 - Deanna responded that since this was created as an advisory committee, it is subject to Bagley Keene rules that would prevent any work outside of a public forum. What committee can do is email resources to wic@dir.ca.gov

- Meg requested that DIR share planned agenda's for meetings and put out a call to members for resources related to the meeting topics. Deanna agreed to this suggestion
- Andrew concluded discussion by reiterating importance of marketing

V. Updates on ERiCA Grants

Adele Burnes, Deputy Chief, Division of Apprenticeship Standards by CAC Equal Opportunity in Apprenticeship Subcommittees

- A. DAS is hiring staff for marketing construction apprenticeships to women.
- B. Interested in construction industry because of its high level of occupational segregation, a major driver in gender wage gap
- C. Funding divided into two parts. First part are childcare grants for apprentices and pre-apprentices. Prop. 209 prevents preferential direction of funding based on race/gender/ etc., so the grant is based on someone being a parent, which IS allowed. Grants designed to be flexible. Could be used to support anything from daycare vouchers to helping programs hire a childcare provider
- D. Other part of ERiCA funding is outreach. Aside from marketing, this also includes training mentors, and assisting existing apprenticeship programs. Prop. 209 does not forbid targeted outreach or funding to specific groups, so funding can be more targeted to women
- E. In regards to the timeline, the grants were awarded in March, and quarterly meetings with grantees began this month. An annual review is scheduled for next spring, and the grants will run through June 2025
- F. Department received 38 applications from 25 unique organizations, and awarded 27 applications with grants spread across 19 of those unique organizations. Breakdown of funding by program offered to committee (most funds went to the childcare category)
- G. First payments now going out Adele feels relatively good about the process. Organizations will report back to DAS with performance and demographic information
- H. Questions
 - Meg Vasey expressed interest in the cancellation data the programs gather. Would also like to know what happens to graduated women. Noted that retention for men in construction is also low. She also suggested hiring a staff member to crunch the numbers the programs send back by construction sector
 - Mary Teichert wanted testimony from female supervisors, managers, etc.

VI. Data Frameworks/Plans for next meeting

- A. Need to think about recommendations for the Department
 - Desire for Sustained, systemic, comprehensive plan
- B. Sulma proposes making the next meeting a work planning meeting
 - Mona approves of this idea. Especially wants to hear from women in the field in regards to why women have left in the fields. Also wants to meet more often, and asked if DIR is working with the education department to reach out more to k-12 girls
 - DIR answer: DIR works with various education institutions, but in regards to outreach to k-12 students, DAS still needs to hire the staff to do so

VII. Public Comment

- A. Sheri Learmonth spoke to approve of the work planning meeting idea, wanted input from DAS subject experts

VIII. Adjournment