



# Equal Representation in Construction Apprenticeship

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## Solicitation for Proposals



State of California  
**Department of  
Industrial Relations**

DIVISION OF  
APPRENTICESHIP STANDARDS

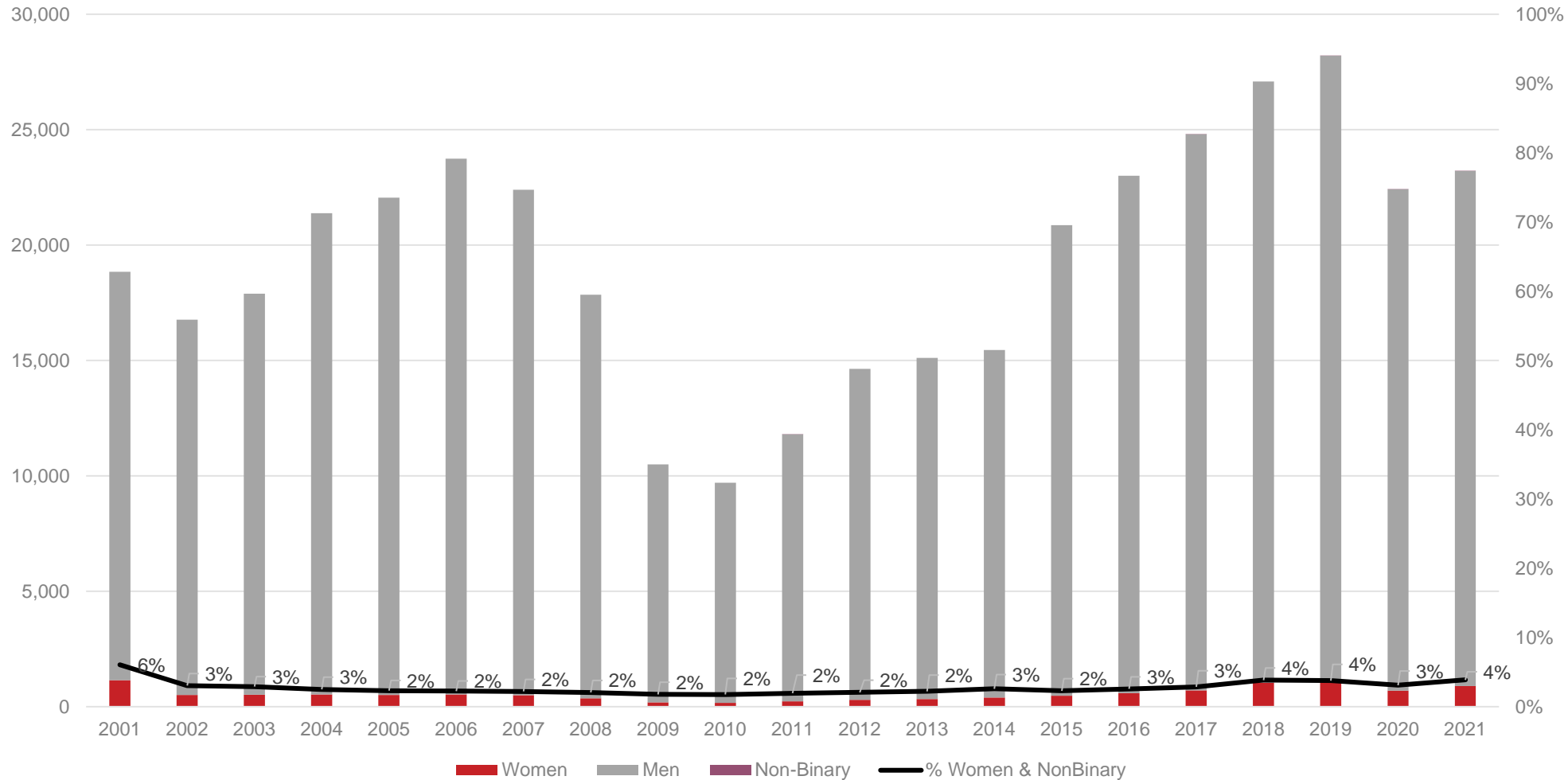
**DAS**

STATE OF CALIFORNIA  
DEPARTMENT OF INDUSTRIAL RELATIONS



# Gender Breakdown

## New Registrations of Building and Fire Trades Apprentices Annually



# Women in Construction Priority Program



CA has invested in improving representation in the construction trades

## 2021-2022 Budget Year

- **\$15M in funding\*** was allocated to DIR to:
  - Establish a Women in Construction Priority Initiative
  - Coordinate and help ensure collaboration across the department's divisions, and maximize state and federal funding to support women and nonbinary individuals in the construction industry\*

## 2022-2023 Budget Year

- **\$15 Million in additional funding\*** and ongoing to fund this work:
  - Women in Construction Priority Program
  - Establishment of an advisory committee by July 2023

[https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220SB191](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB191)  
[https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202120220SB129](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB129)



\*The programmatic funding will be focused on creating opportunities for women and non-binary individuals but will be made available to all

# Equal Representation in Construction Apprenticeships

## Solicitation for Proposals

- \$25 Million total funding
- Program Years 2023-2025
- 2 Focus Areas:
  - Supportive Resources for Childcare for Apprenticeship and PreApprenticeship Programs
  - Outreach and Community Building
- Deadline Jan 12<sup>th</sup>, 2023







## Supportive Resources for Childcare

Intended to support with childcare for participants in DAS registered apprenticeship and pre-apprenticeship programs. Total amount calculated based on # of participants intending to serve:

- Pre-apprenticeship: **\$5,000** per eligible participant.
- Apprenticeship: **\$10,000** per eligible participant served per year

Eligible participants are those apprentices or preapprentices that are parents to children under the age of 18.





# Outreach and Community Building

Bolster outreach and community building to better support women, non-binary, and underserved populations interested in a career in the building/construction industry.

Activities could include:

- Recruiting and training mentors
- Providing technical assistance to apprenticeship programs that are working to achieve better representation
- Creating new marketing strategies
- Crafting regional networking
- Initiating intentional cohorting to create a supportive community;
- Targeting outreach and networking with contractors and employers
- Coordinating with public officials at Cal-OSHA and the Labor Commissioner's Office on trainings on workplace health, safety, wage and hour rights

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# Eligible Applicants

## Entities

Organizations that support equal representation in the construction workforce, including:

- Non-profits
- Community-based Organizations
- Local Education Agencies
- Workforce Boards
- Unions
- State Registered construction apprenticeship and pre-apprenticeship program sponsors

## Background

Applicants must have the following background and experience:

- Operated at least two pre-apprentice or apprentice cohorts focusing on equity and inclusion of underserved populations over the past four years;
- or
- Marketed, recruited or advocated for women in state registered construction pre-apprenticeship and apprenticeship programs.

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## Proposal Limits

- Supportive Resources for Childcare
  - Max proposal amount:  
**\$3,000,000**
- Outreach and Community Building
  - Max proposal amount:  
**\$2,000,000**
- If applying to both categories, max combined proposal is **\$4,000,000**







# Use of Funds

## Supportive Resources for Childcare

- Childcare stipend directly to apprentices or preapprentices
- All costs associated with an onsite day care such as facilities, staffing, childcare supplies, food, utilities, toys, books
- Childcare coordinator
- Daycare reimbursement
- In home childcare costs

## Outreach and Community Building

Staffing costs and project management for activities including:

- Technical assistance to apprenticeship programs that are working to achieve better representation.
- Supporting cohorting of apprentices or preapprentices
- Tools and other demonstration equipment
- Coaching of apprentices and preapprentices
- Running events and trainings
- Mentor stipends
- Outreach costs



# ERiCA SFP Timeline

Dates	Events/Deadlines
October 11, 2022	SFP Release
November 10, 2022	Last date to email questions to DIR/DAS
December 6, 2022	Informational teleconference
December 12, 2022	Last date for DIR/DAS to respond to questions
December 15, 2022	Notice of Intent due
January 12, 2023	Proposals Due
Jan 17 – Feb 24, 2023	Proposal Review and Evaluation
Feb 24, 2023	Estimated Award Announcement
April 1, 2023	Estimated Project start date
April 1, 2023 – June 30, 2025	Estimated Performance Period



# Goals

- Provide **women, non-binary and underserved populations opportunities to train** for a construction career with greater access to DAS registered pre-apprenticeships and apprenticeships
- Create **marketing strategies** to invite more women, non-binary and underserved populations interested in a career in the building/construction industry
- **Target outreach and networking** with contractors and employers to address any concern around hiring women, non-binary and underserved apprentices
- Increase the number of women, non-binary and underserved populations **employed in the construction trades.**
- Increase the number of women, non-binary and underserved populations **registered in construction apprenticeships and pre-apprenticeships.**





# How to Apply

<https://www.dir.ca.gov/DAS/Grants/Grants.html>

- Gather partners and stakeholders
- Send any questions to [DASGrantUnit@dir.ca.gov](mailto:DASGrantUnit@dir.ca.gov) by Nov 10<sup>th</sup>
- Send Letter of Intent by Dec 15<sup>th</sup>
- Apply online by Jan 12<sup>th</sup>, 2023

