



DAS Updates

DIVISION OF
APPRENTICESHIP STANDARDS

DAS

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

DAS Updates

- Report Overview with Andrew Lee, Staff Services Manager II, DAS
 - 2006 CAC Blue Ribbon Report
 - Barriers and Benefits For Women in Construction Field Apprenticeship Programs
 - Working Safely in the Trades as Women
- ERiCA Overview and Updates with Adele Burnes, Deputy Chief, DAS



State of California
**Department of
Industrial Relations**

Barriers for Women in Apprenticeship

Andrew Lee
Staff Services Manager II

DIVISION OF
APPRENTICESHIP STANDARDS

The logo for the Division of Apprenticeship Standards (DAS) consists of the letters 'DAS' in a large, bold, blue, sans-serif font. A thin yellow horizontal line is positioned directly beneath the letters.

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

Purpose

Review of past articles and studies on the topic

Analyze the challenges

Chart a course for the future



State of California
**Department of
Industrial Relations**

CAC Blue Ribbon Report 2006

CAC Blue Ribbon Report 2006

- 2 public hearings in 2003 held in Northern and Southern California
- Information from hearings used to develop a survey
- Survey developed by the Department of Education and the Blue Ribbon Committee
- 400 tradeswomen participated
 - 46% apprentices
 - 54% journey level

Blue Ribbon 2006

Key Findings in Recruitment

- 60% first heard of apprenticeship over the age of 25
- 81% heard of apprenticeship over the age of 21
- 41% heard of apprenticeship through friends and family

Data indicates limited exposure of apprenticeship to possible candidates

Blue Ribbon 2006

Key Findings in Retention

- 25% Participated in a Pre-Apprenticeship
- 66% would like to have mentors
- 55% would like to be mentors
- 55% Experienced sexual harassment
- 42% felt ununiformed about their rights concerning sexual harassment

- **A majority of the women felt unfamiliar with the culture of apprenticeship and would have like to have known how to better prepare themselves**

Blue Ribbon 2006

Key Findings in Retention (continued)

81% Felt there was equal training in apprenticeship classes

57% felt there was equal training in the workplace

Improved training for women in the workplace would give them a better chance to become valued employees and make a good living, thus staying in the trades.

Blue Ribbon 2006

Recommendations

- Collaborative outreach campaigns with role models.
- Support programs, mentoring, and addressing workplace issues.
- Promoting women in leadership roles.

Blue Ribbon 2006

Call to Action

- Request the California Apprenticeship Council (CAC) to hold an open forum.
- Discuss and adopt actions to increase women's participation in apprenticeships.

Blue Ribbon 2006 Recommendations

Recruitment

Apprenticeship committee should collaborate to design and conduct targeted and aggressive outreach campaign to recruit women, utilizing journey women and apprentices from all ethnic backgrounds as role models

Blue Ribbon 2006 Recommendations

Retention

Apprenticeship Community should:

- Partner with organization and agencies to provide services to enable women to succeed in apprenticeships tradeswomen focused non-profits and constituency groups

Blue Ribbon 2006 Recommendations

Retention

Programs should develop

- A women's committee or support Group
- a journey- apprenticeship mentoring program
- “point person” to help women navigate the system

Blue Ribbon 2006 Recommendations

Retention

All programs and employers should conduct effective:

- Sexual harassment/ discrimination prevention
- Workplace behavior training for all apprentices, supervisory personnel and employees

Blue Ribbon 2006 Recommendations

Retention

- Training committees and coordinators should track, evaluate and report on quality and quantity of on-the-job training.
- Establish procedures to ensure that female apprentices are assigned to journeypersons who are willing and allowed to teach them.

Blue Ribbon 2006 Recommendations

Leadership

- Training committees, employers and unions should identify qualified and motivated women to mentor, train and place into leadership positions.

Blue Ribbon 2006 Call to Action

- CAC open forums to adopt actions to boost numbers of women in apprenticeship in the construction trades
- DAS to perform Cal Plan Reviews and follow up with non compliant programs



State of California
**Department of
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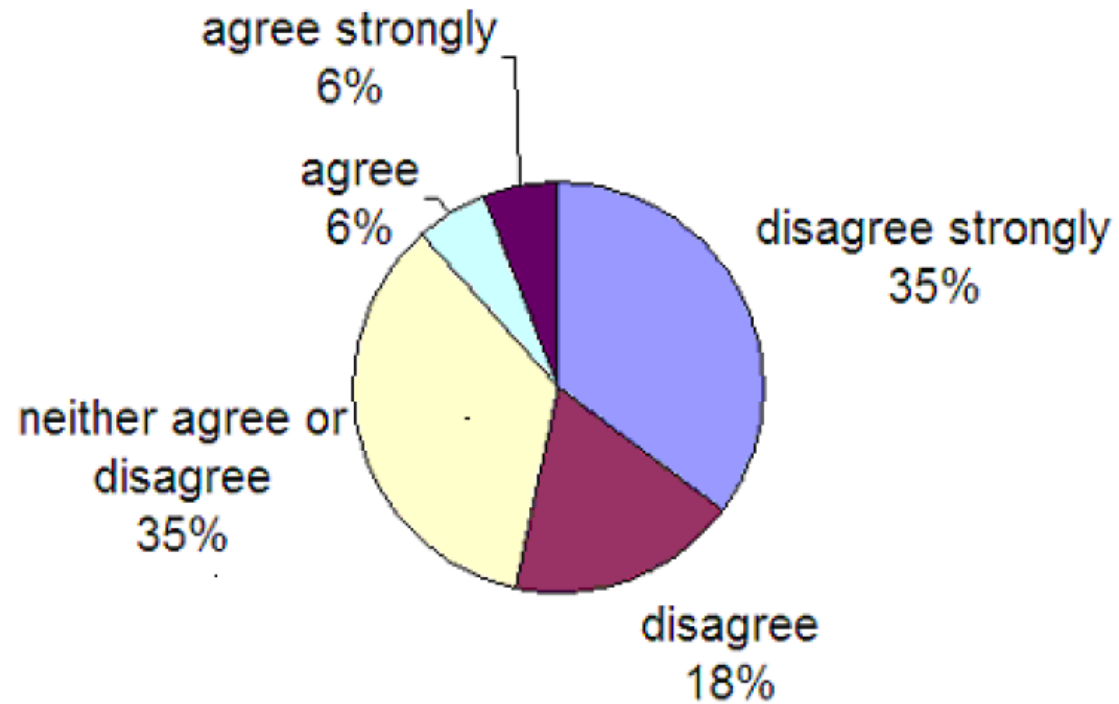
Barriers and Benefits For Women in Construction Field Apprenticeship Programs

By Andrew Lee

Barriers and Benefits For Women in Construction Field Apprenticeship Programs

- Completed in 2011
- Survey of 92 women
- All participants were actively seeking an education or employment opportunity

**Question #7 "A career in a construction field interests me?"
(ages 20 and under)**

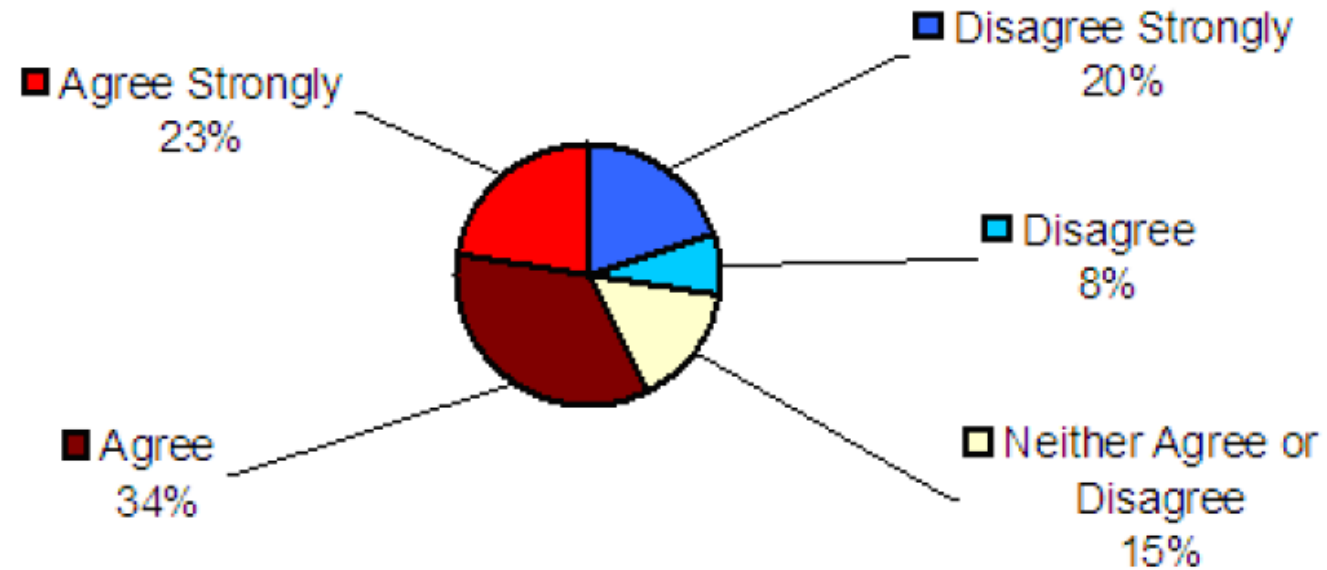


Barriers and Benefits For Women in Construction Field Apprenticeship Programs

A career in a construction field interests me?

- 53% Disagree and strong disagree
- 12 % Agree or strongly agree
- 35% Indifferent

If respondent was aware of apprenticeship opportunities in California (question #6), a career in a construction field interests me? (question #7)



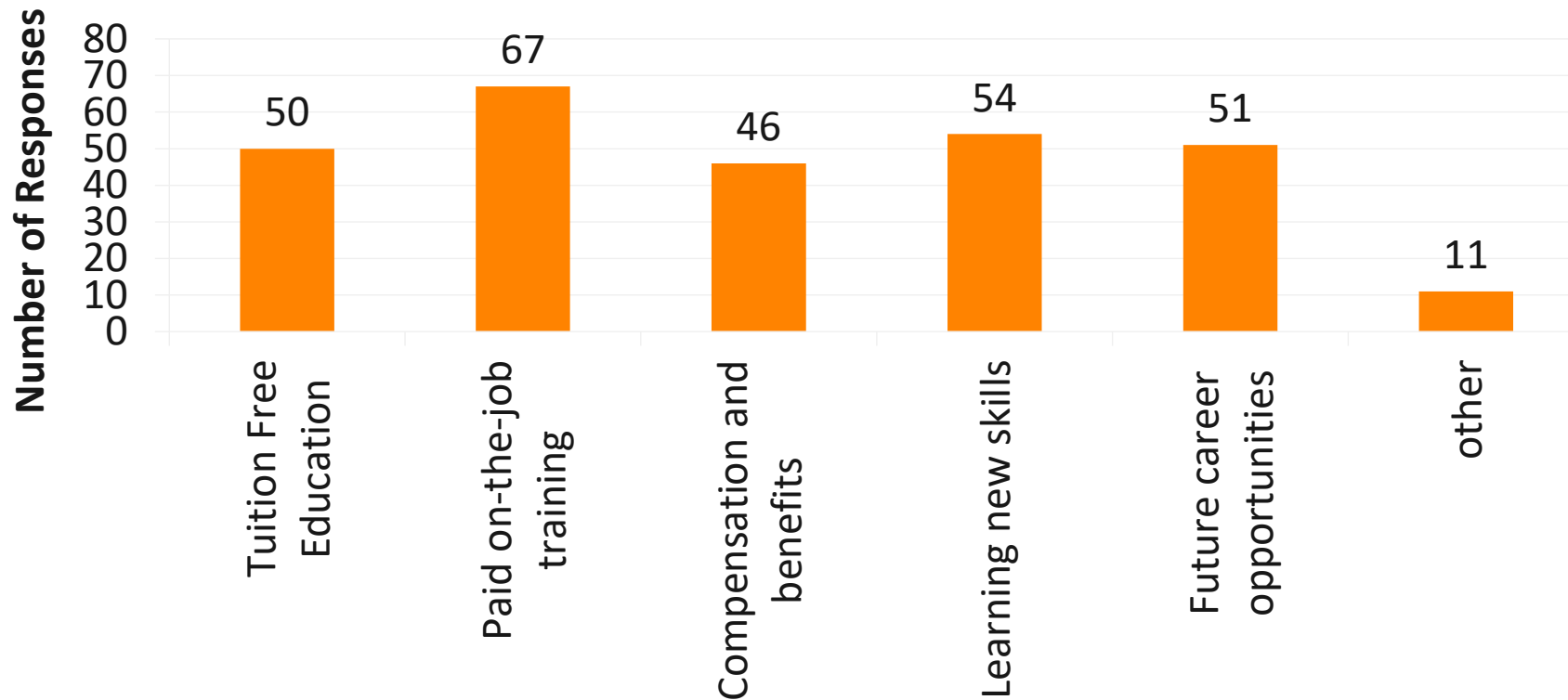
Barriers and Benefits For Women in Construction Field Apprenticeship Programs

If respondents were aware of apprenticeship opportunities, would they be interested in a career in construction?

- 28% Disagree and strong disagree
- 57 % Agree or strongly agree
- 15% Indifferent

Women who knew about the benefits of apprenticeship were more likely to be interested to receive training in a construction field and becoming an apprentice.

#9: What benefits would encourage me to consider applying for a construction field apprenticeship program?



Question #9

Response

- * High response for question
- * Evenly distributed
- * Almost equally responsive for each answer

Barriers and Benefits For Women in Construction Field Apprenticeship Programs

- Women who sought employment and/or educational opportunities responded well to the benefits that construction field apprenticeship programs offered.
- Women who knew about the benefits of apprenticeship were more likely to be interested to receive training in a construction field and becoming an apprentice.
- **Strong indications that education on apprenticeship opportunities to women is critical**

Barriers and Benefits For Women in Construction Field Apprenticeship Programs

- Women who did not know about apprenticeship and its benefits did not want to participate
- Women who were educated about the benefits were far more likely to want to participate

EARN WHILE
YOU LEARN!

California Needs You

Get Trained

There are over 600 apprenticeship programs that provide training in a variety of exciting occupations.

Get Skills

Apprenticeship combines classroom education and on-the-job training to give trainees the tools they need to obtain journey-level experience and become experts and leaders in their field.

Get Hired

Through the training program, apprentices are hired by employers for real jobs. Apprentices are paid competitive wages which include benefit packages.

DAS programs are designed to help individuals transition into a successful profession.

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www.dir.ca.gov/das



Get Trained. Get Skills. Get Hired.

What is California Apprenticeship?

California Apprenticeship is a world-class workforce development model designed to prepare the next generation of skilled workers. Through classroom instruction and on-the-job training, apprentices achieve journey-level experience and hireable skills, while earning competitive wages and benefits.

Participation of Women

California needs more women in Apprenticeship. According to a 2009 report by DAS, there were 4,411 female apprentices which represented only 7% of all participants in the program at that time.

Apprenticeship has many benefits for women.

- Paid on-the-job training
- Financial independence
- New technical skills
- Broader career choices

The Division of Apprenticeship Standards strives to incorporate these key elements into all apprenticeship programs. By promoting awareness of the variety of opportunities in California, DAS aims to increase the representation of women in apprenticeship training programs.

Apprenticeship offers:

- Competitive wages and benefits
- Training for work in growing industries
- Rewarding learning experience
- Opportunities for career advancement, entrepreneurship and more!

How do I get started?

Search for apprenticeship programs by county and by occupation using the DAS online tool:

<http://www.dir.ca.gov/databases/das/aiqstart.asp>

Contact programs of interest directly with questions and for instructions on how to apply.

dAS
California Division of
Apprenticeship Standards

California Te Necesita

Capacítate - Hay más de 600 programas de aprendizaje que ofrecen capacitación en una variedad de ocupaciones emocionantes.

Obtén habilidades - Un programa de aprendizaje combina modalidades de educación en la aula con experiencia práctica en el lugar de trabajo para preparar a los participantes con las habilidades que necesitan para obtener un nivel técnico especializado, en inglés denominado "journey level" y ser líderes en su área laboral.

Obtén trabajo - A través del programa de capacitación, los participantes son contratados por empleadores para trabajo real. Por lo general el aprendiz recibe un salario competitivo con beneficios. Los programas de DAS tienen como objetivo la formación de nuevos profesionales en ocupaciones técnicas.

¿Cuál es el programa de California Aprendizaje?

California Aprendizaje es un programa de capacitación de primera categoría dedicado al desarrollo de la siguiente generación de trabajadores técnicos. Mediante educación y capacitación práctica en un contexto actual, los participantes logran habilidades altamente apreciadas en el mercado laboral mientras ganan un salario competitivo con beneficios.

Participación de Mujeres

California necesita más mujeres aprendices. Según un informe realizado por DAS en 2009, habían 4,411 mujeres participando en programas de aprendizaje, lo cual representó solo 7% del total de los participantes en este momento.

El programa de Aprendizaje brinda muchos beneficios para mujeres.

- Capacitación remunerada
- Independencia financiera
- Nuevas habilidades técnicas
- Elección más amplia de carreras

Aprendizaje ofrece

- Salario y beneficios competitivos
- Preparación para trabajo en industrias en crecimiento
- Una experiencia laboral gratificante
- Oportunidades para avanzar hacia posiciones con más responsabilidad, emprendurismo y más

¿Cómo empiezo? Realiza una búsqueda online para ver los programas disponibles, organizadas por ocupación y por región, usando la herramienta de DAS:

<http://www.dir.ca.gov/databases/das/aiqstart.asp>

Para más información sobre los requisitos de participación y instrucciones para aplicar, escriba o llame al coordinador del programa de su interés.

接受訓練 - 超過600個學徒訓練計劃，分別提供不同種類的職位訓練。

掌握技能 - 學徒結合課堂教育和在職培訓。讓學員在實踐過程中獲得所需的工作經驗，讓他們可以成為各自領域的專家和領導。

成功就業 - 在培訓計劃中，僱主利用可觀的工資和福利聘請學徒到實際工作崗位。DAS計劃的目標是幫助個人成功地進入專業領域。

接受訓練，掌握技能，成功就業。

什麼是加州學徒計劃?

加州學徒計劃是一個世界級的員工隊伍發展模式，志在培養下一代的技術工。

通過課堂教學和在職培訓，學徒們可以在獲取工作經驗和就業技能的同時獲得可觀的收入和福利。

需要女性學員的參與

加州需要更多女性參與學徒計劃。根據DAS 2009年的數據報告，僅有4,411名女性學徒，約占總參與人數的7%。

計劃對女性學徒的益處。

- 在職培訓中獲取工資
- 經濟獨立
- 學習新的技能
- 職業選擇多元化

DAS努力將上述的要素融合到所有的學徒培訓計劃中。在提高民眾對加州多元化就業機會認知的同時，DAS將目標對準於提升女性在學徒培訓計劃中的參與人數。

學徒計劃提供：

- 可觀的收入與福利
- 在發展中的行業里在職培訓
- 獲得寶貴的學習經驗
- 在行業里晉升或成為企業家的大好機會

Working Safely in the Trades as Women

A Qualitative Exploration and Call for Women-Supportive Interventions

- Department of Environmental and Occupational Health Sciences, University of Washington, Seattle, WA
- Department of Health Services, University of Washington, Seattle, WA
- University of Oregon Labor, Education and Research Center, Eugene, OR

Findings

Physical Threats

- Dangerous work environment
- Acute and chronic injuries

Physical Limitations

- Limited ability to work safely
- Pressure to overcome “weak” and other sexist stereotypes
- “Macho” work culture

Inappropriate Personal Protective Equipment

- Safety harnesses, coveralls, boots, and safety glasses, and gloves

Findings

Psycho-social Threats

- Inadequate Bathrooms

Gender Discrimination

- Unequal Treatment
- Harassment
- Fear of layoff for reporting concerns
- Work-life balance
- Overcompensation

Recommendations

- Policy and Regulatory
- Federal and State level Occupational Safety and Health Administration for better regulation enforcement
- Interventions targeted by managers and industry leaders to assist them in creating a safe and supportive work environment
- Skills based training for tradeswomen
- Perform tasks safely give then their unique physique
- How to communicate safety concerns and take legal steps when treated unfairly
- How to support other women in navigating pitfalls of working in a male-dominated industry

Personal Takeaways

- Marketing Campaign
 - Name Recognition
 - Benefits
- Utilization of Social Networks
- Ability to evolve the message



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Equal Representation in Construction Apprenticeships (ERiCA) Update

Adele Burnes

Deputy Chief, DAS

DIVISION OF
APPRENTICESHIP STANDARDS

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DEPARTMENT OF INDUSTRIAL RELATIONS

ERiCA 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.**



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 or legal guardians 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



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 Timeline

Dates	Events/Deadlines
March 14, 2023	Award Announcement
March 20, 2023	Webinar with Awardees
April-June 2023	Contracting Process
May 1, 2023	Grant performance start date
August 25, 2023	Kickoff quarterly meeting with all ERiCA Grantees
November 2023	Quarterly Meeting with all ERiCA Grantees
February 2024	Quarterly Meeting with all ERiCA Grantees
May 2024	Quarterly Meeting with all ERiCA Grantees
April - June 2024	Grant Annual Review
2024-2025	Continued Quarterly Meetings with all
June 30, 2025	Grant Performance Period Ends



Awardees

Visit [website](#) to see full list.

- 19 amazing organizations
- Spread across the entire state
- Advancing and amplifying the great work with the ERiCA Grant

Awardees



Project Name	Lead Agency	Grant Category	Funding Award
Build California	AGC Construction Education Foundation	Outreach and Community Building	\$ 500,000
Inclusion in Construction Includes Childcare (ICIC)	California Labor Federation	Supportive Resources for Childcare	\$ 2,000,000
Supportive Services for Apprenticeship Coordinators (SSAC)	California Labor Federation	Outreach and Community Building	\$ 700,000
CTTFNC Childcare	Carpenters Training Trust Fund for Northern California	Supportive Resources for Childcare	\$ 2,000,000
Enhancing Outreach and	Cerritos Community College	Outreach and	\$ 300,000

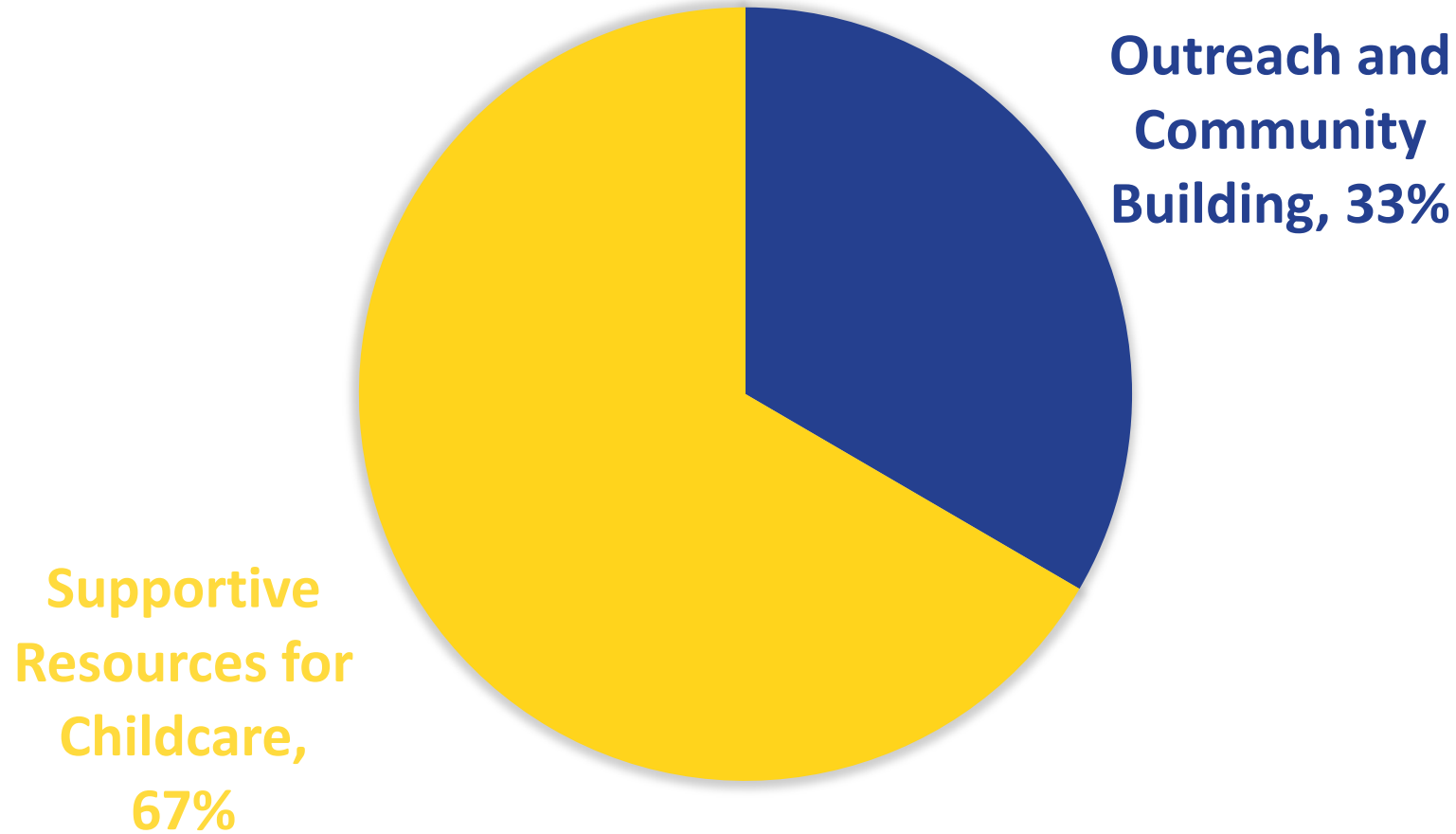


ERiCA Applicants

Application Analysis	Applied	Awarded	% Awarded
Total Applications	38	27	71%
Unique Entities	25	19	76%
Applied to both Categories	13	8	62%
Funding Amount	\$ 57,301,532	\$25,000,000	44%



ERiCA Grant Categories



Supportive
Resources for
Childcare,
67%

Outreach and
Community
Building, 33%



Reporting Timeline

Performance Period	Reports due (10 days after end of period)
#1: May 1, 2023 – August 31, 2023	September 11, 2023
#2: September 1, 2023 – December 31, 2023	January 10, 2024
#3: January 1, 2024 - May 31, 2024	April 10, 2024
#4: June 1, 2024 – October 31, 2024	November 12, 2024
#5: November 1, 2024 - March 31, 2025	April 10, 2025
#6: April 1, 2025 - June 30, 2025	July 10, 2025



Contracting, Reporting, Invoicing

Contracting:

- All 19 Contracts are complete and all \$25M has been encumbered

Reporting and Invoicing

- 6 Grantees are still missing some component of first Invoice or Report
- 6 Grantees have invoice and report under review
- 3 Grantees have been approved for payment
- 3 Grantees have been paid

Participant Data Collected for ERiCA

- Program Name and DAS File Number
- First and Last Name
- Date of Birth
- Gender
- Gender Identity (optional)
- Sexual Orientation (optional)
- Highest Year of Education Completed
- Homeless Status (optional)
- Disability (optional)
- Veteran (optional)
- Ethnicity
- Foster Youth (optional)
- Program Start Date
- Occupation
- Program type (apprentice or pre-apprentice)
- Marital Status
- Number of Children or Dependents
- Program Status (Active, cancelled, completed)
- Reason for canceled
- Participant End Date (if canceled or completed)

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Thank you!

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