

Women in Construction, Advisory Committee Adopted Work Plan

Goal #1: Increase the number of women, non-binary and underserved populations employed in the construction trades.

#	Objectives	Due Dates	WIC Advisory Committee Role	Subcommittees Involved	Action Plan	Outcomes
1	Provide women, non-binary and underserved populations opportunities to train for construction career with greater access to DAS registered pre-apprenticeships and apprenticeships	10/2024 02/2025 04/2025	<ul style="list-style-type: none"> Evaluate successful vs unsuccessful Pre-apprentices program Committee will communicate with DIR via email DAS will provide agenda items and/or presentations prior to committee meeting 		<ul style="list-style-type: none"> Identify list of Pre-apprentice programs in CA- DIR Staff Presentations of 3-4 successful programs- DIR Staff Committee will develop a list of programming recommendations 	<ul style="list-style-type: none"> 5-6 recommendations for best practices in Pre-Apprentice programs that increase Female and non-binary enrollments 5-6 recommendations to improve the quality of experience of Pre-Apprenticeship training for Female and non-binary
2	Create marketing strategies to invite more women, non-binary and underserved populations interested in a career in the building/construction industry	02/2025 02/2025	<ul style="list-style-type: none"> Evaluation of WIC Strategic Marketing Campaign 		<ul style="list-style-type: none"> Presentation of WIC Strategic Marketing Campaign- DIR Staff Presentation of ERiCA outreach activities including outcomes 	<ul style="list-style-type: none"> Committee will review the plan and suggest potential revisions Make suggestion of priorities Evaluate and provide feedback on ERiCA activities

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3	Target outreach and networking with contractors and employers to address any concern around hiring women, non-binary and underserved apprentices	10/2024 04/2025 04/2025	<ul style="list-style-type: none"> • Create a Resource Subcommittee • Provide recommendations on contractor education • Provide recommendations on PLA Targeted Hiring language 		<ul style="list-style-type: none"> • Subcommittee of 3-4 members that provides resources to ERiCA grantees working with contractors • Showcase an exemplary contractor/grantees- DIR Staff • Report out on what other activities were funded- DIR Staff 	<ul style="list-style-type: none"> • 5-6 recommendations surrounding best practices for increasing contractor hiring of female and non-binary.
4	Increase the number of women, non-binary and underserved populations registered in construction apprenticeships and pre-apprenticeships.	Fall 2025 Ongoing	<ul style="list-style-type: none"> • Review current grant RFP language for measurable outcomes by grantees • Review the funded activities in ERiCA 		<ul style="list-style-type: none"> • Make recommendations for future RFP language. • Provide feedback on the effectiveness of the activities • Report out on increases in Female and Non-binary registrations in ERiCA Grantees area- DIR Staff 	<ul style="list-style-type: none"> • Committee to provide recommendations for next grant cycle. Including justification and demonstration of • Consequences for deliverable non-performers • Recommendations on fundable activities for future grant cycle.