



## Director's Award for Excellence in Supporting Women in the Building Trades

**Purpose:** The award is to give recognition to an apprenticeship program and an employer that show exemplary practices and success in recruiting, retaining and supporting women's growth to leadership positions. The award is a plaque signed by the director of the Department of Industrial Relations.

The award will be based on an application with determined criteria. The apprenticeship programs will self-nominate. The apprenticeship programs will nominate employers to receive the award. The EEOC will determine the winner.

**Who:** There will be two awards; one will be for apprenticeship programs and the other for employers. Please send completed application form to Renée Bacchini at [rbacchini@dir.ca.gov](mailto:rbacchini@dir.ca.gov).

**When:** The award will be given every two years starting in May of 2008. The application for the May of 2008 must be received by March 31, 2008.

**Where:** The award will be delivered at the CCA dinner on Thursday, May 1, 2008.

**Why:** Between 2000 and 2006, women apprentices in the construction trades have not surpassed three percent of the total apprentices. A survey conducted by the Blue Ribbon Committee on Women in Apprenticeship found that women needed more support for recruitment and retention as well as being given more opportunities for leadership. In an effort to motivate more programs and employers to find innovative strategies to increase their numbers of women, this award recognizes those programs that bring women into the construction trades and the employers that keep them there.



## **Application for Director's Award for Excellence in Supporting Women in the Building Trades**

### **Program – self-nominated**

1. Number of men and women in the apprenticeship program as of December 31, 2007.
2. The percentage of women to men in the apprenticeship program.
3. Number/percentage of women in management positions for the program.
4. Number/percentage of female instructors.
5. Describe outreach activities devoted to recruiting women. Do you have any women on your recruitment team?
6. Numbers of men and women that have completed the program in calendar year 2007.
7. Has your program received any recognition from women's organizations? Describe and include letters or acknowledgements.
8. Do you have mentoring or other support programs specifically for women?
9. Do you set annual goals for recruiting women into the program? Please describe.
10. What innovative ideas have you implemented to recruit and retain women into your apprenticeship program?
11. Why do you believe your program should be selected for this award?

**Employer – nominated by program**

1. Number of men and women in the hired in calendar year 2007
2. The percentage of women to men hired.
3. Number of women working in management/supervisory positions.
4. Number of women considered part of the core work-team (i.e. hired consistently for individual projects.)
5. Describe outreach activities devoted to recruiting women.
6. Has the company received any recognition from women's organizations?
7. Does the company have support or mentoring programs for their female employees?
8. Does the company annual goals for hiring women to work?
9. Describe innovative ideas the company has implemented to retain women?
10. Why do you believe the company should be selected for this award?