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## Equal Opportunity in Apprenticeship Committee Minutes

Chairperson Susan Anderson

Handlery Hotel San Diego  
Wednesday, July 24, 2019  
11:00 A.M. – 12:00 P.M.

### I. Call to Order/Roll Call

Commissioner Susan Anderson called the meeting to order at 2:34 p.m.

Members present: Susan Anderson, Nick Esquivel, Larry Hopkins, Richard Harris, Yvonne de la Peña, Frank Quintero, Frank Schetter, Christopher Christophersen, Jack Buckhorn, and DAS Chief Eric Rood

Members absent: Jim Hussey

### II. Review/approve Minutes

A motion and a second for approval of the April 24, 2019 meeting minutes. All approved. The motion carried.

### III. “Changing the Culture through Communications”

*Madison Hull, Political and Communications Director, District Council 16  
Brooke Fishel, Director of Labor Relations, Northern California Allied  
Trades (Contractor Association)*

- Introductions from Madison and Brooke.
- Video presentations were given.
- Stated that they are starting this communication, marketing and outreach plan to get more women in the trades in Northern California.

This is very important because we are seeing a very low percentage of women in the trades and women make up over half of the population.

- It is their goal to get more women in the trades by create those opportunities, but to also address our labor shortage. With this, we are changing the face of our workforce but also addressing the needs that we have.
- Stated that they created a committee 4 years ago. This committee has a vast variety of representatives with two members of District Council 16 leadership, representatives from the four contractor associations, Community leaders like Tradeswomen Inc. and Oakland workforce development. This committee if funded through are Joint labor management trust. It is called the Finishing Trades workforce development committee.
- Brooke spoke about her personal background .She shared her introduction to the trades. She stated that she worked with Americorp and that was her first introduction to the trades. She continued to Laney College for skilled trade courses. She stated that while attending school a representative Beth from Tradeswomen Inc. came to speak to us. She was inspired and applied for every apprenticeship program that was open. Shortly after, she was hired as a waterproofer with the Roofers, waterproofer and Allied Workers apprenticeship. She then went on to become a glaziers.
- Brooke discussed the committee’s vision.
  - In California there is 2.6-3% women in the construction trades. Yet, women make over 50% of the U.S. population.
  - IUPAT women make up .5%
  - Pre-apprenticeship programs in the building trades are called MC3. Multi-Craft Core Curriculum (MC3) will give 10-15 weeks of training.
  - Stated that their goal is to get 5% women into the finishing trades by 2024.
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- YouTube channel for Finishing Trades Workforce Development  
[https://www.youtube.com/channel/UCLhNf\\_v-T694Dj-0gOZzjEg](https://www.youtube.com/channel/UCLhNf_v-T694Dj-0gOZzjEg)

#### IV. Discussions

Comments from the apprenticeship community were made.

V. Other Items of Interest

None.

VI. Adjournment

The meeting adjourned at 11:57 a.m.