

CALIFORNIA APPRENTICESHIP COUNCIL

1515 Clay Street, Suite 301
Oakland, CA 94612
Tel: (415) 703-4920
Fax: (510) 286-1448

ADDRESS REPLY TO:
California Apprenticeship Council
P. O. Box 420603
San Francisco, CA 94142-0603



Equal Opportunity in Apprenticeship Committee
Chairperson Sheri Learmonth
Wednesday, August 10, 2022
Minutes

I. Call to Order/Roll Call

Meeting called to order at 2:05 p.m. Commissioner Sheri Learmonth called the meeting to order.

A. Roll Call

Present: Sheri Learmonth (Chair), Earl Restine, Mitch De Anda, Larry Hopkins, Jack Buckhorn, Louis Ontiveros, Chris Christophersen Sr., Louis Ontiveros, Frank Quintero, and DAS Chief Eric Rood

• Absent: Chip Martian.

II. Review/Approve Previous Minutes.

A motion and a second for approval of the January 26, 2022, meeting minutes. All approved. The motion carried.

III. Presentation

Presentation by Ariane Hegewisch with the Institute for Women's Policy Research (IWPR).

Ariane Hegewisch is Program Director of Employment and Earnings at IWPR and Scholar in Residence at American University; prior to that she spent two years at IWPR as a scholar-in-residence. She came to IWPR from the Center for Work Life Law at UC Hastings. She is responsible for IWPR's research on workplace discrimination and is a specialist in comparative human resource management, with a focus on policies and legislative approaches to facilitate greater work life reconciliation and gender equality, in the US and internationally.

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Meg Vasey with Tradeswomen Inc. did the introduction for today's speaker.

Discussed the national survey, this report draws on the voices and experiences of 2,635 tradeswomen and non-binary tradespeople who answered the 2021 IWPR Tradeswomen's Retention and Advancement Survey.

It discusses what factors help and hinder tradeswomen's advancement in the trades, describes what it is like to be a parent in the trades, and shares the perspectives of women apprentices. The report highlights changes that are required to ensure that a diverse and growing cohort of women in the trades is supported and retained.

The goal of the study is to provide evidence on what helps and hinders women's success in the trades to policymakers, contractors, unions, and other stakeholders as part of our efforts to improve women's access to good jobs. The survey is supported by a grant from the W.K. Kellogg Foundation.

The tradeswomen workforce is very diverse.

- Tradeswomen are a very diverse group, and this is reflected in responses to the survey. Of the 2,635 respondents, 17.8 percent identified as Latina, 15.5 percent as Black, 5.0 percent as Asian American and Pacific Islanders, 4.2 as Native American, and 54.3 as White.

- Parenthood is common among survey respondents. Half (50.0%) have children younger than 18, and more than one in five (21.9 percent) have children younger than six. Single mothers make up one in four (25.0 percent) of those with kids under 18.

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Respondents point to many factors that help them succeed in the trades, including supports from their union local (described as “very important” by 45.9 percent of union members), union women’s committees and tradeswomen’s organizations (by 32.6 percent), and participation in a women-focused pre-apprenticeship program (by 42.4 percent of women who attended such programs).

- Workplace policies (e.g., anti-harassment policies) were identified as “very important” to success in the trades by over four in ten respondents (44.6 percent), followed by having an employer committed to diversity goals (38.5 percent) and project owners with incentives or hiring goals for women (37.9 percent).

IV. Questions and Answers

- View the full report: <https://iwpr.org/a-future-worth-building-report>.
- Jack discussed the statistic that was brought up that 2% of apprentices said they learned about apprenticeship in High School. He is stating that number is far to low and that we need to take the initiative to make changes in this area.
- Discussed inviting someone from education to attend and possibly present.

V. Adjournment

Meeting adjourned at 3:00 p.m.