

CALIFORNIA APPRENTICESHIP COUNCIL
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Equal Opportunity in Apprenticeship Committee
Chairperson Sheri Learmonth
Wednesday, January 26, 2022
Via Teleconference
Minutes

- I. Call to order/Roll Call at 1:00 pm
 - Present: Sheri Learmonth (Chair), Earl Restine, Mitch De Anda, Larry Hopkins, Jack Buckhorn, Louis Ontiveros and DAS Chief Eric Rood
 - Absent: Christopher Christophersen Sr. and Louis Ontiveros.
- II. Review/approve Minutes of July 24, 2019 meeting

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

- III. Presentation by Adele Burnes, DAS Deputy Chief
“Increasing Women in Construction and DAS 5 point Plan”

Introduction given of Adele Burnes

In 2018, Governor Gavin Newsom laid out his administration’s commitment to tackle growing income inequality in California. As part of this plan, he identified apprenticeship as one of his administration’s three key jobs strategies and noted that they, “provide the education and training necessary to prepare Californians for the jobs of today and tomorrow.” He set an ambitious goal for the state: to

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expand California's apprenticeship system, already the largest in the United States, to serve 500,000 apprentices by 2029.

Adele gave an outline of the strategy to expand apprenticeship in California.

- Expand nontraditional apprenticeships
 - -Strengthen IACA
 - -Increase DAS Communication and Capacity
- Support regional and sectoral apprenticeship intermediaries
- Support youth apprenticeship for in-school and out-of-school youth
- Expand state and local public sector apprenticeships
- Grow and expand access to traditional construction apprenticeships

- Work with the EEO Committee of CAC to convene a working group to assess the effectiveness of efforts to date to increase gender representation in skilled trades apprenticeships. This should include:
 - Arriving at metrics and measures for effective and ineffective strategies and recommendations for gathering and sharing certain metrics regularly.
 - Reviewing the Blue Ribbon Report from 2006 and determining which strategies were most effective
 - Convening the Multi-Craft Core Curriculum program administrators to gather best practices specifically around gender diversity.

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- Identify funding for pre-apprenticeship programs that support more women getting into building and fire trades
- Allocate marketing resources towards featuring opportunities for women and successful women in the building and fire trades.
 - Improve the DAS web presence for both Pre-Apprenticeship programs in the trades and also resources and opportunities for women in apprenticeship.
 - Specific marketing efforts to feature and highlight successful women in building and fire trades apprenticeship through events, articles and social media.
- Identify resources to support the costs of apprenticeship programs for women in the building and fire trades.

Questions and comments from the public.

IV. Round Table Discussion on successes and challenges.

- King Moore, IBEW #11 Los Angeles discussed one of their strategies of increasing women, He stated they have a empowerment group for women which is a resource for all women even before entering the trade to participate in and receive support. He stated they have 6% women within their program currently and are trying to increase their numbers.
- Contractors encouraged women to apply for the program as well and that seemed to be very helpful in increasing the number of women applicants.

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- Netti Dokes provided information regarding WINTER and also struggles after women complete a pre apprenticeship program and that a direct pipeline is needed. How do we get construction employers to sponsor the graduates from the MC3 programs? In most apprenticeship programs the employer is the key to increased apprenticeship placement. The day we start hearing our employer associations demand more women apprentices will be the day numbers start rapidly improving. Contractors also must make the project owners happy so education to project owners might be worth added effort.

- Meg Vasey provided the IWPR report on Tradeswomen Change:

https://iwpr.org/wp-content/uploads/2021/11/A-Future-Worth-Building_What-Tradeswomen-Say_FINAL.pdf

- Ân Tạ provided <https://www.fire.ca.gov/camp-cinder> Camp Cinder Fire Academy for Young Women.
- Mitch De Anda provided information on Cal-JAC's Commission to Recruit Women for the Fire Service (Mentoring Program):

<http://www.cffjac.org/go/jac/recruitment1/mentoring-program/>

V. Other Items of Interest

VI. Adjournment

Commissioner Learmonth stated that she was very excited and thankful to have so many passionate people participating in this meeting and discussion.

Adjournment at 2:00 pm