Equal Representation in Construction Apprenticeship

ERiCA Grant R2 2025-27

Women in Construction Priority Program

CA Invested in improving representation in the construction trades.

2024-2025 Budget Year

- **$15M in funding*** was allocated to DIR to:
- Establish a Women in Construction Priority Initiative
- Coordinate and help ensure collaboration across the department's divisions, and maximize state and federal funding to support women and nonbinary individuals in the construction industry*

2025-2026 Budget Year

- **$14.9 Million** in additional funding* and ongoing to fund this work:
  - Women in Construction Priority Program
  - Women in Construction Committee

DIVISION OF APPRENTICESHIP STANDARDS
DAS
STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

DIR
EST. 1927
State of California
Department of Industrial Relations

ERiCA Grant

Equal Representation in Construction Apprenticeships

Goal: Improve representation in construction trade apprenticeships and pre-apprenticeships.

Program Years 2025-2027: $26,169,217 total funding
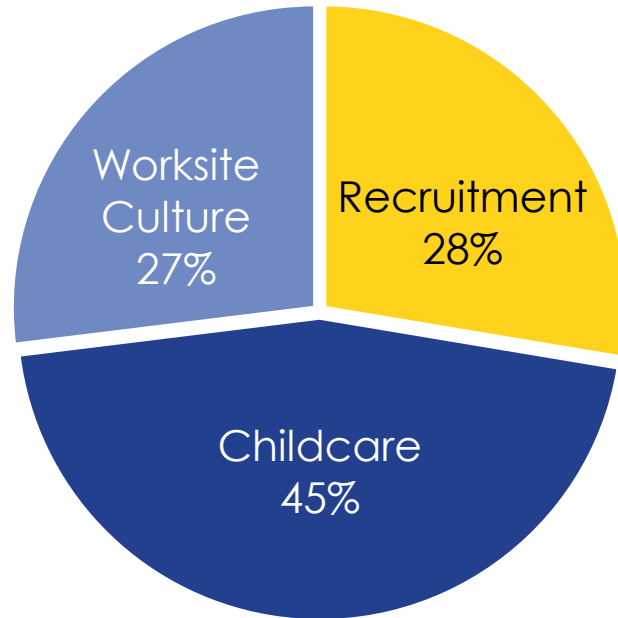
3 Focus Areas/Grant Categories

- Recruitment
- Childcare
- Worksite Culture

ERiCA Applicants

Application Analysis	Applied	Awarded	% Awarded
Total Applications	67	46	69%
Unique Entities	41	25	61%
Funding Amount	$42,268,124	$26,169,217	62%

Recruitment 28%

Worksite Culture 27%

Childcare 45%

Performance Period:
June 2025 – June 2027

ERiCA Grant Recipients R2 2025-27

Awardees

AGC Construction Education Foundation **R.C.W.**	Los Angeles Trade Technical College **R.**
American River College **R.**	NB BCTC NB TIP **R.**
Associated Builders and Contractors of Northern California **R.W.**	NECA IBEW Inland Training Fund **R.**
Associated Builders and Contractors of Southern California- Merit Training and Trust **R.W.**	Sacramento Area Electrical Joint Apprenticeship and Training Committee (JATC) **R.C.**
Cabrillo Community College District **R.C.**	PWT United Inc. **R.**
California Labor Federation (CLF) **R.C.W.**	San Joaquin Building Trades Council **R.W.**
Carpenters Training Trust Fund for Northern California **R.C.**	State Building and Construction Trades Council of California (SBCTC) **R.C.W.**
Cerritos College- Continuing Education Division **R.C.W.**	SF Clout/ Sistas with Tools **W.**
Construction Trades Workforce Initiative (CTWI) **R.C.W.**	The Workforce Equity Lab **W.**
Electrical Training Institute of San Diego and Imperial Counties (aka: San Diego Electrical J.A.T.C) **W.C.**	Tradeswomen Inc **R.C.W.**
Good For Others Foundation **W.**	WestCal Academy **R.**
LA/OC BTC - Apprenticeship Readiness Fund **R.C.W.**	Working Partnerships USA **R.**
Los Angeles Urban League **W.**	

Goals

- **Create** marketing strategies to recruit more women, non-binary and underserved populations interested in a career in the building/construction industry.

- **Provide** women, non-binary and underserved populations opportunities to train for a construction career with greater access to DAS-registered pre-apprenticeships and apprenticeships.

- **Increase** the number of women, non-binary and underserved populations registered in construction apprenticeships and pre-apprenticeships leading to employment in the construction trades.

- **Implement** Worksite Culture and networking with contractors and employers to address any concerns around hiring women, non-binary and underserved apprentices.

Recruitment

$100,000 – $500,000

This category of funding is designed to bolster outreach to women, non-binary, and underserved populations interested in careers in the building/construction industry. Recruitment funding will go specifically towards:

- Developing **recruitment strategies to enroll women and non-binary individuals** into pre-apprenticeship and apprenticeship construction programs

- **Developing materials** and strategies targeted career counselors at high schools and community colleges specifically to provide information on opportunities for women and non-binary individuals in construction careers

- Updating **website content to be more inclusive** and crafting messages towards women, non-binary, and underserved populations

- Attendance at **Women's Career Fairs**, which provides opportunities to use simulators, hand tools, or other innovative outreach strategies

- **Developing marketing materials** such as videos, images, infographics and other media materials that specifically, market to women and non-binary individuals to invite them into construction careers and feature childcare resources through ERiCA

- Expanded **outreach and networking with contractors and employers** to address any concerns around hiring women, non-binary individuals and underrepresented.

- **Targeting outreach** and networking with contractors and employers to address any concern around hiring women, non-binary and underserved apprentices

Childcare

$200,000 – $1,500,000

Intended to provide childcare support to eligible participants in a DAS registered apprenticeship or pre-apprenticeship programs

- Eligible participants must have a **demonstrated need** for childcare services.

- Eligible participants are those apprentices or pre-apprentices that are **parents or legal guardians** of children under the age of 13, or dependent children with disabilities, or specific care needs (Documentation for specific service care needs must be provided).

- Pre-apprenticeship: **$5,000** per eligible participant.

- Apprenticeship: **$10,000** per eligible participant served per year

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Worksite Culture

$100,000 – $500,000

This is a new category of funding focused on improving the worksite culture surrounding construction trades apprenticeships and pre-apprenticeships.

- The focus is both on mentoring, community building and mental health supports for apprentices, along with training for both apprentices and journey workers, contractors and managers on a worksite to improve the culture of the worksite.

- Trainings and support should focus on mental health, anti-harassment and anti-discrimination training.

- **Recruiting and training mentors** to support women, non-binary and other underserved population

- **Mental health supports** for apprentices and pre-apprentices

- Anti-harassment, anti-discrimination and **worksite culture training** for apprentices and pre-apprentices, journey-workers, contractors and managers on a worksite.

- **Template worksite culture norms and processes** to offer to employers and programs

This funding can <u>NOT</u> be used to cover the cost for otherwise state or federally mandated trainings.

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Reporting Timeline

Performance Period	Reports due **NO LATER THAN** 20 days after end of period
Quarter 1: July 1, 2025 – September 30, 2025	October 20, 2025
Quarter 2: October 1, 2025 – December 31, 2025	January 20, 2026
Quarter 3: January 1, 2026 - March 31, 2026	April 20, 2026
Quarter 4: April 1, 2026 – June 30, 2026	July 20, 2026
Quarter 5: July 1, 2026 – September 30, 2026	October 20, 2026
Quarter 6: October 1, 2026 – December 31, 2026	January 20, 2027
Quarter 7: January 1, 2027 – March 31, 2027	April 20, 2027
Quarter 8: April 1, 2027 – June 30, 2027	July 20, 2027

The project reports will be submitted via e-mail to the DAS program contact and the DAS Grant email: DASGrantUnit@dir.ca.gov

Questions?