



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

EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

MINUTES

Thursday – October 26, 2011 2:30 P.M.

- I. Call To Order/ Roll Call
- II. Review/Approval of the minutes of January 20, 2011. It was moved, seconded and carried to approve the minutes for January 20, 2011.
- III. Discussion

- Original purpose of the Committee
Chairperson Anne Quick read the purpose of the EOA Committee.
- Blue Ribbon Report recap

The EOA Committee appointed the Blue Ribbon Committee which was made up of multiple apprenticeship programs, DAS staff and the California Department of Education which created and conducted an extensive study. The study can be found in the Blue Ribbon Committee on Women in Apprenticeship – 2006, which included a survey of more than 400 women in the apprenticeship community. In their survey they were asking questions as to the barriers they faced. Of the women surveyed, 46% were apprentices and 54% were journey level. She continued with recapping the committees' recommendations of the analysis the in areas of: recruitment, retention and leadership. The full report can be found on the DAS website:

<http://www.dir.ca.gov/das/women%20in%20apprenticeship%20final.pdf> .

She further stated that the recommended next step was that the committee respectfully requested the CAC to hold an open forum at the next quarterly meeting to discuss and adopt actions necessary to increase the number of women in apprenticeship in the trades. She concluded stating that even though programs do conduct sexual harassment classes it still remains an issue.

- Barriers and Benefits for Women in Construction Field Apprenticeship Programs (written by Andrew Lee)

Chairperson Quick recapped the abstract of Mr. Lee's report. The premise of his report is that a focused outreach effort will increase women participation in construction trade apprenticeship programs. His report is attached and posted on the website.

- Minority Recruitment Issues

Chairman Quick asked the attendees on how to proceed with minority recruitment issues and what *can* be done, not specific to women, but to other minorities as well. She further stated that in light of a new statute, which resulted in adding approximately 20 ethnic groups to the DAS1 form, the programs would likely face challenges.

IV. Other Items of Interest

- Committee Next Steps

Chairman Quick suggested for the attendees to take the information back to their programs and employers and to highly encourage them to hire women and minorities. She asked the attendees to send any recruitment ideas to the committee.

V. Adjournment

Commissioner Dozier made a motion to adjourn the meeting and Deputy Chief Glen Forman seconded the motion. All were in favor. The motion carried.
The meeting adjourned at 3:10 P.M.