

APPRENTICESHIP

Gender Equity, a Collaborative Approach

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The construction industry has made many positive strides towards gender equality. Yet it remains a male dominated industry, with women making up only [10.3 percent](#) of the workforce in this industry in the US. As we enter 2021, how can we help more women enter the construction industry? It won't be easy, but with the right collaborations, support and resources, the sky's the limit!

Closing the gap of gender equity in the trades is a team job. In Los Angeles, strong collaborations between the Orange and Los Angeles County Trades Council, Union Apprenticeships, Signatory Contractors, Project Labor Agreement (PLA) Administrators and Women in Non Traditional Employment Roles (WINTER) makes the dream reality for women seeking a career in the construction and building trades.



WINTER trainees Jacqueline Munro uses a drill as Crystal Martinez assists.

WINTER's Pre Apprenticeship Training program works with the trades to provide women with the fundamental skills, social networks and knowledge needed for a union apprenticeship in the construction industry. During the intensive 10-week training program, trainees receive case management and support services including assistance with union fees, work boots and clothes, tools, child care, housing and other support referrals in collaboration with organizations that assist women. The training program also covers topics such as workplace safety, Multi-Craft Curriculum (MC3) specifics, life-skills training, industry career planning, conflict resolution and sexual harassment prevention training. Trainees also focus on building a work ethic to meet job responsibilities in construction careers.

Upon graduation, WINTER helps with job placement by connecting graduates with apprenticeship coordinators, prime and sub-contractors working under PLAs and local hire policies. WINTER assists graduates create resumes, fill out applications and paperwork and confirm employment details. And because the program offers such comprehensive training in collaboration with partners from the industry, graduates are in

great demand; partner employers know that the WINTER program truly prepares potential candidates for success and they will welcome a worker that will be successful.

WINTER's logo proudly displays the image of Rosie the Riveter as a reminder of a time



when women stepped up to the plate in the industrial labor workforce. For us, Rosie signifies the power women can have in the construction industry—past and present.

We are proud to be part of the Union collaborative in Los Angeles and together strive to close the gender gap in construction one woman at a time!

For more information on WINTER's Pre Apprenticeship Training Program, please visit winterwomen.org or send an email to info@winterwomen.org.