RESOURCE COMPENDIUM
EXPANDING APPRENTICESHIP FOR WOMEN

THE CHALLENGES

- **The Apprenticeship Wage and Participation Gap**—examines apprenticeship programs over the past decade— from fiscal year 2008 through 2017—to observe gaps in participation and wages among women and people of color

- **National Summit on Women in Apprenticeship**—event recording of the Women's Bureau 2019 National Summit on Women in Apprenticeship. Captures how attendees explored ways to help advance and expand apprenticeship opportunities for women in all sectors and industries, as well as promising apprenticeship models

POTENTIAL SOLUTIONS, MODELS, AND PROMISING PRACTICES

- **Advancing Opportunities for Women through Apprenticeship: A Case-Based Resource Guide**—This resource shares detailed case studies of four programs that have successfully increased participation and outcomes for women through four pre-apprenticeship and apprenticeship programs:
    - Moore Community House - Women in Construction Pre-Apprenticeship
    - Techtonic - Software Development Apprenticeship Program
    - NRAEF and AHLA - Hospitality Sector Registered Apprenticeship
    - District 1199C Training & Upgrading Fund - Early Childhood Education Apprenticeship -

- **National Center for Women's Equity in Apprenticeship and Employment**—Comprehensive online resource from Chicago Women in Trades that focuses on useful strategies and practical applications to increase the number of women entering and being retained in apprenticeship

- **Pre-Apprenticeship: Pathways for Women Into High-Wage Careers**—offers information and resources to help organizations develop, build and sustain pre-apprenticeship programs that prepare individuals for Registered Apprenticeship programs in non-traditional, high-wage occupations

- **National Alliance for Partnerships in Equity (NAPE) Nontraditional Career Preparation: Root Causes & Strategies** and **Summary Chart**—barriers and success strategies to address underrepresentation of women in the STEM field, such as women and girls' motivations for choosing an education and career in a STEM field; strategies to remove bias from curriculum and related materials; and effective mentoring, instructional design, and support services

- **Women in Apprenticeship and Nontraditional Occupations Technical Assistance Grant Program (WANTO)**—intended to provide technical assistance to employers and labor unions to encourage employment of women in apprenticeable occupations and nontraditional occupations
- **Want women apprentices? The answer is child care**—examines how supports like child care and pre-apprenticeship training can be the on-ramp to successful apprenticeships and work-based learning programs
- **District 1199C Training & Upgrading Fund**—**Early Childhood Education Apprenticeship**—focuses on improving the educational and employment outcomes for the early childhood education (ECE)
  - Apprenticeships Work - primer on the District 1199C apprenticeship program
  - Program Tool Kit: CDA to Associate's Degree Early Childhood Education Registered Apprenticeships - Program Replication Tool Kit to support and promote the replication of ECE Registered Apprenticeship Programs
- **Expanding Apprenticeship for Women Page on Workforce GPS**—a collection of resources, including toolkits, outreach materials, and more from organizations like Chicago Women in Trades (CWIT), Tradeswomen, Inc., and others that have apprenticeship programs targeting women

EMPLOYER ENGAGEMENT RESOURCES

- **Women in the Workplace – 2019** —study of the state of women in corporate America. Based on five years of data from almost 600 companies, the report features data-driven recommendations for closing gender disparities in hiring and promotions , findings on the practices that improve employee satisfaction and retention, and a closer look at the experiences of women of color, LGBTQ women, and women with disabilities
- **The Business Benefits of Gender Diversity**—summarizes results of a Gallup study which finds that hiring a demographically diverse workforce can improve a company's financial performance