

Women in Apprenticeship

Registered Apprenticeship is a proven solution for recruiting, training, and retaining world-class talent. Supported by recent U.S. Department of Labor (DOL) partnerships and investments, the number of female apprentices has more than tripled from 28,456 active female apprentices in FY 2014. In FY 2023, there were slightly over 92,500 active female apprentices. While this number constitutes a healthy increase of 15 percent compared to 2022, women consist of just under 15 percent of the overall active Registered Apprenticeship System, which suggests sizable growth potential remains for women. The occupations that had the highest number of active female apprentices in 2023 were Registered Nurse Resident, Nurse Assistant Certified (CB), Electrician, Nurse Assistant, Childcare Development Specialist, and Carpenter. There is evidence that women participate and succeed in Registered Apprenticeship programs at higher rates when provided supportive services such as career-readiness coaching, childcare, and transportation and the U.S. Department of Labor's Office of Apprenticeship (OA) offers those resources.

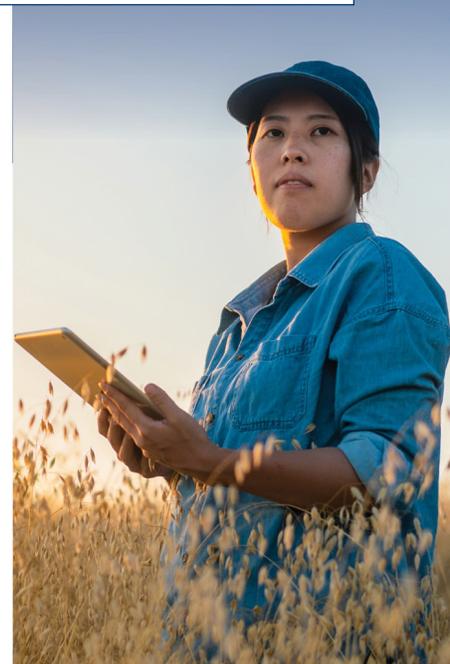
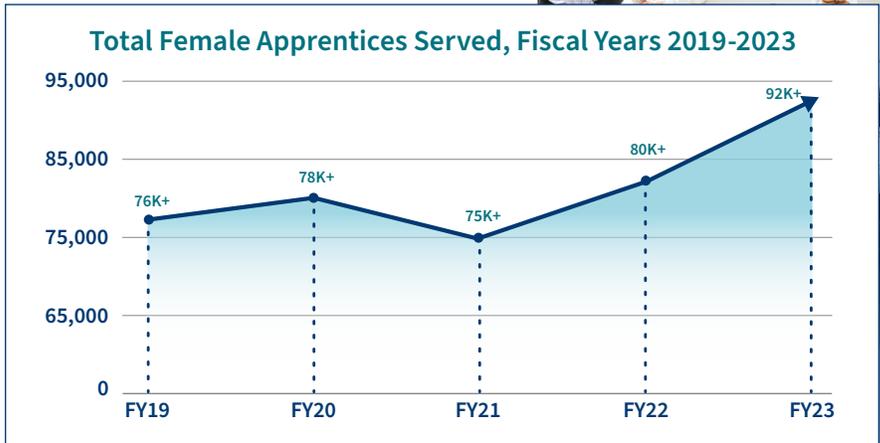
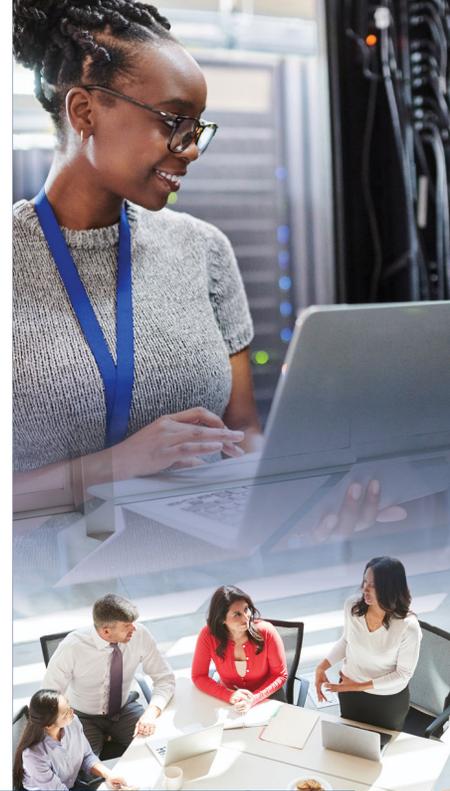
ROLE OF THE DOL'S OFFICE OF APPRENTICESHIP AND WOMEN'S BUREAU

The Office of Apprenticeship develops policies to support the recruitment and retention of women and increase the number of women in Registered Apprenticeship.

Staff work with employers who wish to hire more women to develop programs and connect them with community-based intermediaries, technical assistance, and investment opportunities to meet their goals. Visit www.apprenticeship.gov for more information about [current investment opportunities](#).

The Office of Apprenticeship works closely with [DOL's Women's Bureau](#) to examine and implement exemplary approaches to increasing diversity and inclusion in apprenticeship programs. To help expand access to Registered Apprenticeship, the Women's Bureau:

- ▶ Through the [Good Jobs Initiative](#), provides technical assistance to other federal agencies and to the public sector on increasing the number of women on projects funded through federal funding such as the Infrastructure Investment and Jobs Act, CHIPS and Science Act, and the Inflation Reduction Act.
- ▶ Supported the launch of the [Women Building Infrastructure Initiative](#), which brings together leaders in 11 areas across the country to work together to create equity plans for infrastructure projects in their region.



- ▶ Hosted the [Equity in Focus Summit](#), which brought together a variety of thought leaders to discuss how prioritizing gender and racial equity promotes a strong and just economy.
- ▶ In collaboration with OA, supports the ongoing work of the [National Center for Women's Equity in Apprenticeship and Employment](#).
- ▶ Published [Advancing Opportunities for Women through Apprenticeship](#).
- ▶ Participates on the Secretary of Labor's [Advisory Committee on Apprenticeship](#) and the DOL Equity Board.
- ▶ Assists with the [DOL Diversity and Inclusion RA Technical Assistance Center of Excellence](#).
- ▶ Created a [data interactive](#) depicting the gender composition and median earnings for more than 300 professions.
- ▶ Contributed to the DOL study, [Bearing the Cost: How Overrepresentation in Undervalued Jobs Disadvantaged Women During the Pandemic](#).
- ▶ Hosts convenings open to the public on promising strategies for disrupting occupational segregation and best practices for recruiting and retaining women in higher-paying career pathways, including Registered Apprenticeship.
- ▶ Promotes paid parental leave and explores solutions that help families access quality, affordable childcare.



The Equal Employment Opportunity Regulation for Registered Apprenticeship provides protections from discrimination, harassment, and retaliation and provides apprentices and career seekers with avenues to assert these rights. If you feel you have been harassed during your apprenticeship or discriminated against during the hiring process, DOL has [resources for you](#).

WOMEN IN APPRENTICESHIP AND NONTRADITIONAL OCCUPATIONS (WANTO) GRANT INITIATIVE

The Women's Bureau's [WANTO grants](#) help expand pathways for women to enter and lead in all industries by recruiting, training, and retaining more women in quality pre-apprenticeship and Registered Apprenticeship programs. In addition to providing job skills training and career guidance for women through pre-apprenticeship programs, WANTO grantees have also provided ongoing trainings for employers and unions on creating a more supportive environment and culture for women to succeed in these careers. Nearly 10,000 women have been served by the WANTO grants since 2017 through participation in job-related training and retention activities.

EQUAL EMPLOYMENT OPPORTUNITY

DOL's Equal Employment Opportunity (EEO) Regulation for Registered Apprenticeship helps employers reduce barriers to Registered Apprenticeship for women and increase women's participation in and completion of Registered Apprenticeship programs. Key provisions include:

- ▶ Expansion and clarification of who is protected against discrimination, including discrimination because of pregnancy and gender identity.
- ▶ Requirement that sponsors provide antiharassment training and communicate that harassment at the workplace will not be tolerated.
- ▶ Improvement of outreach and recruitment methods so that more women will have the opportunity to access apprenticeship opportunities.

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

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