



Project Title: Triangle Women Building the Future

In North Carolina, underemployment is a woman’s problem. More than four in ten women are their family’s primary breadwinner, yet most low-wage jobs in this state are filled by women, earning them a median income of only \$9.05 per hour. The construction trades, a high wage industry, is desperate for workers - yet only 1% of skilled construction jobs in the Triangle are filled by women, is far less than the national average of 4%.

Hope Renovations is a 501(c)3 nonprofit created to empower women into the trades where they can earn living wages and support their families, building a stronger skilled trades workforce and contributing to a more sustainable economy. For three years, we have successfully been providing Technical Assistance to area employers and labor unions via our Trades Training Program, a registered Pre-Apprenticeship program that gives women and gender expansive folks the skills, knowledge, support and confidence they need to gain apprenticeships and jobs in the industry.

WANTO funding, along with other sources of leveraged funding, will allow us to triple the number of women we serve by expanding our Training Program to two additional sites (three total) serving the entire Triangle area of Raleigh, Durham, and Chapel Hill. Hope Renovations will provide TA to area employers and labor unions via these funded grant activities:

- (1) Outreach to women and gender expansive folks, with a focus on traditionally underrepresented communities, via information sessions and a branding campaign.

- (2) 8-week Pre-Apprenticeship program that includes training in core construction skills safety, construction drawings, construction math, carpentry, electrical, plumbing and HVAC; case management and wraparound supports including a childcare/transportation stipend and connections to financial, health, transportation, childcare, and other resources; and three credentials (OSHA-10, First Aid/CPR, and NCCER or HBI certification).
- (3) Four-weeks of paid On-the-Job Learning (OJL) alongside the Hope Renovations construction crew, carrying out repairs and renovations for seniors in the community.
- (4) Six-weeks of paid On-the-Job Training (OJT) via internships with area construction industry employers.
- (5) Personalized career coaching and professional development during the internship period and post-program job placement assistance.
- (6) A series of workplace success sessions for employers, labor unions and workers on creating a successful environment for women in construction to support recruitment and retention of gender diversity entitled “Women on the Worksite”.

Intended beneficiaries of the project are women and gender expansive folks living in the Triangle who are underemployed and/or are members of underrepresented communities. As a result of this initiative, 1,000 women will benefit from outreach education about industry opportunities, 200 women will complete Pre-Apprenticeship programming, 180 of those will complete OJL with Hope, 120 of those will complete OJT with area employers. These employers will be subrecipients of the grant, receiving reimbursement of \$5/hour during the participants’ internship period. 150 women will be placed into jobs and apprenticeships in the industry, and 200 employers will benefit from the TA provided through this grant.