

## **Moore Community House Women in Construction**

### **WANTO Program Project 2021-2023**

**Applicant Name:** Moore Community House

**Project Title:** Women in Construction (WinC) WANTO Program Project

**Service Area:** Mississippi Coastal Counties: Hancock, Harrison, and Jackson

**Number to be served:** 525 to be served; 350 to be enrolled (192 from underrepresented communities); 276 to complete; 144 to be placed in employment; 79 to be placed in employment earning a higher wage.

**Funding request:** \$750,000

**Cost per participant:** \$1,341 (WANTO) + \$2,106 (Other Funding) = \$3,448 / served; \$2,143 (WANTO) + \$3,029 (Other Funding) = \$5,171 / enrolled; \$2,717 (WANTO) + \$3,841 (Other Funding) = \$6,558 / completed

**Other ETA grant funding:** DOL Strengthening Working Families Initiative (SWFI)

**Summary of project:** Moore Community House Women in Construction (WinC) is pleased to submit this proposal to offer technical assistance to employers and apprenticeships along Mississippi's coastal counties to further develop and improve pathways into apprenticeship and nontraditional occupations for women. Over its 97 years, Moore Community House (MCH) has worked to address systemic and institutional racism. Disparities evidenced in MCH's community are the legacy of the state's long history of racism and inequity and also present-day policies and systems that too often reinforce these inequities. MCH works with a dual focus on the immediate opportunities to deliver services and shape programs that challenge and interrupt these inequities, as well as the longer-term work required to rectify these inequities and create new systems that are just and inclusive. WinC was launched in 2008, when Moore Community House (MCH)

recognized the unique opportunity to fulfill its mission to improve the economic security of low-income women by training them for high-demand, high-wage recovery jobs in the aftermath of Hurricane Katrina.

Women, especially women from underrepresented communities, in MS have significant labor participation but are disproportionately clustered in low-wage jobs with few pathways to higher earnings. WinC creates a pathway for women into nontraditional occupations and apprenticeship in the skilled craft trades and advanced manufacturing, which is expected to generate over 2400 new jobs in MS over the next ten years and pay a yearly average of \$49,375. In alignment with the Mississippi's 2020 Workforce Innovation and Opportunity Act (WIOA) Combined Plan, the WANTO Program project will include: outreach, recruitment, training, placement, and retention services for women and area employers.

WinC cultivates participant success through technical theory and hands-on training, combined with comprehensive case management and supportive services, which may include child care assistance, transportation/access support, and access to work related clothing, tools, credentials, licenses, etc. WinC's curriculum includes essential skills training that contributes to participants' success, such as physical strength building, physical and mental wellness, financial planning and asset building, resume and interview skill development, history of women in the trades and self-advocacy, and equal employment rights and addressing sexual harassment. After completing training, WinC supports graduates through private social media groups and will begin quarterly graduate meetings, facilitating networking and providing essential information to encourage job retention.