



2020 WANTO Grants Abstracts

Apprenticeship and Nontraditional Employment for Women (ANEW)

The **Region 10 WANTO Consortium Project** is a partnership between Apprenticeship and Nontraditional Employment for Women (ANEW) and Oregon Tradeswomen and will serve the geographical region of **Alaska, Washington, Oregon, and Idaho**. ANEW will act as the lead organization and provide fiscal and administrative oversight of the project. These two organizations have over 70 years of combined experience in the recruitment and retention of women into the construction and transportation trades. Both organizations have deep roots in the construction industry and partner with their state apprenticeship councils, state building trades organizations, public entities, apprenticeship programs, pre-apprenticeship programs, unions, and contractors.

This project will serve over **750** unduplicated women through the states of Alaska, Washington, Idaho and Oregon. The project will have a focus on recruiting Native American women and female Veterans and serve over **45 apprenticeship programs, 25 public entities, 100 contractors, and 15 unions** with its technical assistance products and services.

The consortium is requesting **\$748,028** over two years.

The cost per participant is **\$997**.

ANEW has not received any prior ETA grants.

This project will focus TA in five areas: (1) recruitment and retention of female Veterans into construction apprenticeships; (2) recruitment and retention of female Native Americans into construction apprenticeships; (3) expansion of pre-apprenticeship programming in rural areas of the region; (4) expansion of proven retention strategies including mentorship and support groups for women; and (5) technical assistance to apprenticeship programs, employers, and unions to increase retention and decrease systemic barriers for women in the trades through training (emerging best practice model, "RISE Up – Respect, Inclusion, Safety and Equity in the Construction Trades" has demonstrated outcomes). Each of these focus areas impact the expansion of apprenticeship as well as the number of women entering and successfully completing.

Project outcomes are identified below:



Goal	Number	% Increase
Number of women applying for pre-apprenticeship	300	25%
Number of women enrolled in pre-apprenticeship	280	25%
Number of women completing pre-apprenticeship program	230	25%
Number of women applying for apprenticeship program through industry partners	250	30%
Number of women enrolled in apprenticeship program	200	25%
Number of new pre-apprenticeship programs with a focus on women	2	200%
Number of women accessing support services	130	35%
Number of women who secure a job with higher wage	250	25%
Number of employers and/or labor unions that receive TA that results in increased recruitment, training and employment of women in apprenticeship	45	50%
Number of Native American women served	30	60%
Number of female Veterans served	45	50%
Number of women with a legal history served	75	20%
Number of women of color served	135	20%
Number of mentorship trainings for women	12	100%
Number of new support groups for women created	3	300%
Retention of women in apprenticeship	60%	26%
Info/orientation sessions for pre-apprenticeship programs	150	50%

Some industry partners have already identified specific goals for their apprenticeship programs during the grant period. This consortium will work with these partners to meet their individual goals, as well as working together to meet the collective goal of increasing the number of women applying and entering apprenticeships by 6% over two years to 15% overall