



2020 WANTO Grants Abstracts

Center for Employment Training

Center for Employment Training (CET), grantee, is pleased to submit this proposal for 2020 WANTO funding to support our Non-Traditional Occupational Career Pathways for Women project plan. Center for Employment Training is requesting \$750,000 to serve a minimum of 75 women, at an average of \$10,000 per participant. CET is a current recipient of NFJP funds through the Department of Labor, Title I – Dislocated Agricultural Worker funds through La Cooperativa Campesina de California, Community Services Block Grant, and Title IV Department of Education funding. CET's Proposed Service Delivery Area will target the counties of San Diego, Riverside, Imperial, Monterey, San Benito, San Bernardino, Santa Clara as well as Santa Cruz County. Participating CET center sites will be San Diego, Coachella, El Centro, Colton, Soledad, Watsonville, and San Jose.

As a result of this project, CET proposes to produce the following outputs and outcomes:

- Increase women's participation in nontraditional occupation by 117% by enrolling no fewer than 75 women into CET's nontraditional skills training programs (Electrician, Green Building Construction Skills, HVAC Technician & Green Technology, Automotive Specialist, Welding Fabrication, Truck Driver (630 hours), Truck Driver I (300 hours).
- Attain 80% successful course completion rate among enrolled women (60)
- Place 80% of graduates (48) into training-related employment or Apprenticeship Readiness to prepare for entrance into a Registered Apprenticeship Program
- Offer Supportive services to 100% of participants to aid in overcoming barriers such as access to housing, food, transportation, work-related clothing and tools, industry-recognized certifications, etc. as needed to promote retention throughout course completion and entrance into employment/apprenticeship readiness program
- Create a new job position titled, Apprenticeship Development Liaison, that will be responsible for establishing, developing, maintaining, and enhancing relationships with new and existing employer partners, unions, Building Trades Commission (BTCs), and any other agencies or community-based organizations that will accelerate the implementation or expansion of Registered Apprenticeships Programs (RAPs) for women.



- Provide CET staff with professional development training that will promote Diversity & Inclusion and thereby address engrained biases regarding gender stereotypes and all intersectionalities (race, class, sexual orientation, disability, age, national origin, etc.).
- Collaborate with new and existing partners to provide participants, both men and women, with workshops, presentations, and focus groups that will combat gender stereotypes and increase understanding of how they are replicated so they can be addressed while interactively brainstorming solutions that will bring about systemic change.
- Designate a WANTO committee, comprised of key stakeholders, dedicated to the planning, coordination, implementation, and monitoring of grant activities and performance in order to identify and share best practices, lessons learned, and success stories with CET staff as well as the public via social media, CET's internal newsletter, CET website, WANTO Quarterly Reports, and any other platform that will increase visibility for women in nontraditional occupations and apprenticeship programs.
- Leverage funding from and Federal, State, local and foundation grants to sustain systems that will continue to promote the increased participation of women in nontraditional occupations and apprenticeships past the end of the contract period.