A Review of Barriers and Strategies for Increasing Women’s Participation in NTO Training Programs

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Institute for Women’s Policy Research

- Civic and Political Participation
- Employment, Education, and Economic Change
- Work and Family
- Poverty, Welfare, and Income Security
- Health and Safety

IWPR conducts rigorous research and disseminates its findings to address the needs of women, promote public dialog, and strengthen families, communities, and societies.

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Women need much higher levels of education than men to earn enough to lift their families out of near-poverty.

Source: Hegewisch et al 2016
WHY FOCUS ON WOMEN’S INCREASED PARTICIPATION IN NONTRADITIONAL OCCUPATIONS?

1. Occupational and sector segregation ‘explains’ 51% of the wage gap

2. In middle skill jobs women earn only 66% of men’s earnings*

3. Women who completed registered apprenticeships in 2017 made only 42% of men’s earnings

*Hegewisch et al. 2016 Pathways to Equity
**Hanks et al. 2018 The Apprenticeship Wage and Participation Gap
GENDER SEGREGATION IS PARTICULARLY STRONG IN MIDDLE SKILL JOBS (more than high school, less than BA)

Women are severely underrepresented in many better paid middle-skill jobs

Choice? Constraints on choice?

Strategies to shift participation

Source: Hegewisch et al 2016
Apprenticeships provide paid on-the-job learning; 2/3rds of apprenticeships are in male dominated trades (construction, trucking)

Starting wages for someone with a completed apprenticeship are around $50,000 per year.

Women are just 7 percent of all apprentices, and are fewer than 3 percent of NTO apprentices.
Bodies of Research

- Literature review on barriers to and strategies for increasing women’s participation in NTO training (IMPAQ International with IWPR and NAPE)

- IWPR Pathways to Equity: Narrowing the Wage Gap by Improving Women’s Access to Good Middle-Skill Jobs (www.womenandgoodjobs.org)

- IWPR Job Training Success Project (https://iwpr.org/issue/special-websites/job-training-success-project/)

- Pre-apprenticeship and Apprenticeship Program Best Practice case studies on improving gender diversity, through the National Center for Women’s Equity in Apprenticeships and Employment at Chicago Women in the Trades (http://womensequitycenter.org/)
**NTO LITERATURE REVIEW: STRATEGIES FOR REDUCING BARRIERS FOR WOMEN’S ENTRY TO TRAINING FOR NTO OCCUPATIONS**

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Workplace- and career-related strategies

- Pre-apprenticeships (women-only)
- Targeted recruitment practices and materials
- Family-friendly policies and supportive practices
- Mentoring programs
- Professional development for career counselors
- Cultural and institutional changes, to create a more welcoming environment
Women-only pre-apprenticeship programs are one strategy for addressing these barriers.

- Wilkinson & Kelly 2018 (Oregon Highway Trades):

  Pre-apprenticeships more than doubled odds of completing apprenticeship for women of color, and increased odds by over 70% for white women.

  ➡ Women’s share of apprenticeships is much higher in states with women-only pre-apprenticeship programs.

Data prepared by Emma Brennan, Oregon Tradeswomen
“I always wanted to work with my hands, and my dad taught me a lot. But it took until my 30s to finally get into the trades because as a woman, your parents do not want you to get dirty; they want you to have a nice desk job. So I got a degree, worked in buildings & maintenance, had four kids, and then finally a friend told me about NEW, and at NEW I learned about sheet metal. This job is everything I ever wanted to do.”

FEMALE APPRENTICE
4th term, JPR Mechanical Inc., Local 28

“Oregon Tradeswomen gave me the necessary information and skills to succeed in the construction industry. It changed my mind set. No longer accepting the negative side of things. Being more mentally positive. As long as I have perseverance and can endure. I will be successful not only in construction but in life as well. OTI empowered me to do more and become more not just for myself, but for my family and my fellow trade sisters.”

OT Graduate, 2nd IBEW Tree Trimmer Apprentice with NW Line JATC.

“Until I read the Step Up program materials I thought that women were not allowed to do these type of jobs [in manufacturing]. After a couple of temporary jobs, I was just hired for a job paying $14 per hour with benefits. I am excited, and so are my teenage kids.”

Graduate of West Virginia Women Work Step Up for Women program

“For the past four years […] through our partnership with Chicago Women in the Trades, we were able to increase women’s participation from three to more than 30 women, nearly all of whom continue to advance in the program due to the strong support and mentorship our apprentices receive. Plumbers Local 130
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