

Building Pathways: Women Veterans to Skilled Trades

Women in Construction

Veterans from military service to civilian life can be a challenging period for numerous veterans. However, veterans can excel in skilled trades by applying the abilities they acquired in the military. Many of them already hold essential certifications and have practical experience in a trade from their

military service, in addition to possessing the necessary interpersonal skills for success in these trades. Attracting women veterans to your apprenticeship program is a strategy to ensure that you have high-quality candidates entering the program.

The Growing Need: Women Veteran Statistics

- **Growing Demographic:** Women are the fastest-growing group in the veteran population. In 2000, they comprised just 4% of all veterans; by 2040, they are projected to make up 18%.
- **Educational Attainment:** Female veterans are more likely to have a college degree compared to their male counterparts.
- **Unemployment Rates:** Despite seeking higher education at higher rates, women veterans have a higher unemployment rate (10%) than male veterans (6%).
- **Homelessness Risk:** Female veterans are more than twice as likely to experience homelessness compared to women who did not serve in the military.
- **Suicide Rates:** According to data released by the VA in November 2023, the suicide rate among women veterans jumped 24.1% between 2020 and 2021—nearly four times higher than the 6.3% increase among male veterans and vastly higher than the 2.6% increase among nonveteran women.



Why Women Veterans Excel in Skilled Trades

- Are well educated
- Know how to work with a team/team player
- Are able to adapt to different challenges
- Have mental toughness
- Possess leadership and management skills
- Can get things done
- Have mastered perseverance
- Expect and display professionalism
- Possess great work ethic and discipline
- Understand chain of command

Discover Apprenticeship Opportunities at:
dir.ca.gov/DAS/Women_in_Apprenticeship.html

Building Pathways: Women Veterans to Skilled Trades

Understanding the Challenges They Face

- Transiting from military to civilian life & post-service employment
- Starting at the bottom Military wages to entry level wages
- Learning to ask for help
- Experiencing wage discrimination
- Being reluctant to claim their veteran status
- Finding the resources available in local communities
- Feeling a loss of identity
- Lacking female-focused resources
- Needing help to cover childcare costs

How Your Program Can Help: Proven Solutions

- Providing women-only cohort training programs in their specific trade
- Setting up a mentoring program for women veterans who apply
- Assisting women veterans to reach out to local community resources, such as Workforce Investment Boards and CBOs
- Encouraging training opportunities within specific trade
- Directing women to Helmets-to-Hardhats (H2H) for resources

Skills Employers Want The Skills Women Veterans Have

Open your apprenticeship program to women veterans and gain access to highly-skilled, disciplined, and motivated candidates ready to excel in the skilled trades.

Where to Promote Your Apprenticeship Opportunities

- Military bases have great Resource centers
- Promoting positions on social media
- Workforce development boards and CBOs

ADDITIONAL RESOURCES

- Calvet.gov Women Veterans
calvet.ca.gov/WomenVets
- Calvet: Women's Voices YouTube
youtu.be/1VwEfEihLkU?si=CPjsZXeBhdshLmLg
- National Veteran's Transition Services, Inc
nvtsi.org
- Helmets to Hardhats
helmets-to-hardhats.org/
- CalVet Veterans Service County Offices Locations
calvet.ca.gov/VetServices/Pages/CVSO-Locations.aspx
- DOD Skillbridge Program
calvet.ca.gov/https://skillbridge.osd.mil/resources.htm
- Military Family Readiness Center
militaryonesource.mil/resources/millife-guides/employment/



Discover Apprenticeship Opportunities at:
dir.ca.gov/DAS/Women_in_Apprenticeship.html