

Women in Construction Advisory Committee Work Plan (Revised May 2026)

Goal #1: Increase the number of women, non-binary and underserved populations employed in the construction trades.

#	Objective	WIC Advisory Committee Role	Subcommittee Involved	Due Dates	Action Plan	Outcomes
1	Provide women, non-binary and underserved populations opportunities to train for construction careers with greater access to DAS registered pre-apprenticeships and apprenticeships.	- Continue to evaluate successful vs unsuccessful Pre-Apprentices programs. - Evaluate successful vs unsuccessful Apprentices programs. - Evaluate ERiCA grantees best practices and lessons learned. - Continue to develop a list of programming recommendations		08/2026 08/2026 11/2026 02/2027 05/2027 08/2026 11/2026 02/2027 05/2027 08/2026 11/2026 02/2027 05/2027	- DAS to present overall ERiCA round 1 results. To include number served with demographic breakout, fiscal results, best practices, and lessons learned. - DAS to present ERiCA round 2 updates. To include number served with demographic breakout, fiscal results, best practices and lessons learned (including Worksite Culture). - DAS to have ERiCA grantee present on current project/program. - WIC Committee to make programming recommendations.	- Evaluate and provide continuous feedback for best practices in Pre Apprentices and Apprentice programs that increase female and non-binary enrollments. - Evaluate and provide continuous feedback to improve the quality of experience of Pre-Apprenticeship training for female and non-binary. - Evaluate and provide continuous feedback to improve the quality of experience of Apprenticeship training for female and non-binary.

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2	Create marketing strategies to invite more women, non-binary and underserved populations interested in a career in the building/construction industry.	Evaluation of WIC Strategic Marketing Campaign		08/2026 11/2026 02/2027 05/2027 08/2026 11/2026 02/2027 05/2027	- OEA/DAS to present WIC Strategic Marketing Campaign updates. To include overview of materials, best practices and lessons learned (including Worksite Culture), and current/future events or projects. - Committee to provide feedback to DIR on marketing strategies.	Evaluate and provide continuous feedback on WIC marketing and outreach activities/metrics.
3	Target outreach and networking with contractors and employers to address any concern around hiring women, non-binary and underserved apprentices.	Provide recommendations on contractor engagement.	Resources Subcommittee	08/2026 11/2026 02/2027 05/2027 08/2026 11/2026 02/2027 05/2027 08/2026 11/2026 02/2027 05/2027 08/2026 11/2026 02/2027 05/2027	- DAS to present WIC current level of contractor engagement, current outreach and engagement efforts, and future engagement opportunities. - DAS to present best practices and lessons learned surrounding Worksite Culture. - DAS to have employer contractor present on their worksite culture and inclusion efforts. - Committee to provide feedback to DIR on contractor engagement strategies.	Evaluate and provide continuous feedback surrounding best practices for increasing contractor hiring of female and non binary.

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4	Increase the number of women, non-binary and underserved populations registered in construction apprenticeships and pre-apprenticeships.	Review DAS efforts, activities and results to make recommendations		08/2026 11/2026 02/2027 05/2027	- DAS to present on past data: annual number of women/non-binary enrollment and completion rates for each year for the last ten years. - DAS to present data on current number of women/non-binary people enrolled in construction pre-apprenticeships and apprenticeships for comparison to past data. <u>DAS to present on the number of women/non-binary people going from pre-apprenticeship programs into apprenticeships, and any coordination challenges between the two.</u>	- Evaluate and provide continuous recommendations for future grant cycles based on performance results. - Evaluate and provide continuous recommendations on fundable activities for future grant cycles based on performance results.