

Equal Representation in Construction Apprenticeships Round 2 Feedback

SB 191 (Chapter 67, Statutes of 2022) established the Women in Construction Priority Unit within the Department of Industrial Relations. Labor Code section 107.7.2 directs the Unit to coordinate and help ensure collaboration across the department's divisions and to maximize state and federal funding to support women and nonbinary individuals in the construction workforce. The statute assigns the Unit three duties: provide resources directly to women and nonbinary workers, including recruitment and retention materials for employers and unions, a workers' rights website, health and safety and wage and hour training, and leadership training for upward mobility; provide resources to employers and project owners to improve worksite culture, address barriers to employment, and train workforce pipeline professionals; and establish interagency agreements at the request of a state agency with the approval of the Secretary of Labor and Workforce Development.

The Unit created the ERiCA grant program to carry out this mandate.

The goals of the ERiCA Round 2 grant were to:

- A)** Provide women, nonbinary individuals, and underrepresented populations opportunities to train for a construction career with greater access to DAS-registered pre-apprenticeships and apprenticeships.
- B)** Increase awareness among women, nonbinary individuals, and underrepresented populations of pre-apprenticeship and apprenticeship programs that create an on-ramp into a career in the building and construction industry.
- C)** Reduce contractor and employer concerns regarding hiring women, nonbinary individuals, and underrepresented populations as apprentices.
- D)** Increase the number of women, nonbinary individuals, and underrepresented populations employed in the construction trades.
- E)** Increase the number of women, nonbinary individuals, and underrepresented populations registered in construction apprenticeships and pre-apprenticeships by offering supports such as childcare, mental health supports, and training.
- F)** Improve the worksite culture surrounding the construction trades by offering mental health supports and training.
- G)** Increase acceptance of women, nonbinary individuals, and underrepresented populations in the workplace.

- H) Create support systems for women, nonbinary individuals, and underrepresented populations entering the construction trades.
- I) Increase awareness of the harassment and discrimination that currently exists in the construction trades.

This document lists the survey questions for reference. Responses are collected through the online survey. When you submit the form, it will not automatically collect your details like name and email address unless you provide it yourself.

Submit your feedback using the [Equal Representation in Construction Apprenticeships Round 2 Feedback survey](#).

Please answer the questions below to provide feedback on the second round of the ERiCA grant.

1. How effective was the Recruitment grant category in accomplishing this goal? Are there any changes that could be made to this category for the next round?
2. How effective was the Childcare grant category in accomplishing this goal? Are there any changes that could be made to this category for the next round?
3. How effective was the Worksite Culture grant category in accomplishing this goal? Are there any changes that could be made to this category for the next round?
4. Is there any feedback that you would like to share that wasn't captured above?
5. Optional: Name, Contact Information, Organization (Your responses will not affect Round 3 funding and will not affect Round 2 reimbursements.)