

ERiCA Evaluation Update

Women in Construction Advisory Committee

August 20, 2026

Grantee Interviews



Recruitment

Wave 1

Received both
Round 1 & Round
2

Wave 2

New grantees in
Round 2

Both waves
launched as of
August 10



Interview Status

11

Grantees
scheduled or
completed
interviews as of
Aug 10



Timeline

Complete initial
interviews by **end
of September**



Spring 2026 Followup

**Re-interview
Selected
Grantees**

Follow up on key
activities to
assess ongoing
progress and
outcomes.

Grantee Interview Topics



Context & Strategy

- Organizational context
- Strategic planning, goal setting, & progress tracking
- Stakeholder involvement



Grant Activities

Focus on childcare, outreach & recruitment

- Nuts and bolts
- Stage of implementation
- Successes and challenges



Impact & Lessons

- Impact of ERiCA on organizational capacity
- Lessons learned including factors driving success and barriers

Participant Focus Group Planning



Focus & Timing

- Currently planning focus groups for **Fall 2026**
- Topics: childcare, specific interventions in worksite culture change (e.g. mentorship) and recruitment (e.g., recruitment fairs)



Grantee Participation is Critical

- Identify grantees with sufficient apprentice/pre-apprentice recruitment pools
- Rely on grantee partners to facilitate participant recruitment



Phased Roll-out

- Focus group rollout organized and executed in strategic phases
- Childcare-focused groups will launch **first**

Initial Recommendations to Strengthen and Simplify Data Collection

Collect less data where possible — but make the data collected more consistent, linkable, and useful.

1 Standardize reporting

- Use predefined activity and outcome categories rather than relying primarily on free text.
- Use structured fields, drop-downs, and branching logic where feasible.
- Keep narrative fields for context—not as the main source of quantitative data.

2 Reduce duplication

- Do not ask grantees to recollect participant demographics already available in DAS registration data.
- Focus grantee reporting on information unique to ERiCA participation.
- Lower reporting burden while improving consistency and data quality.

3 Build a linkage strategy

- Link ERiCA participation to DAS registration and outcome data.
- Track participation across grant types and over time.
- Minimize collection of personally identifiable information by individual grantees.

Collect the Data Needed to Measure Impact

Track “dosage”

Move beyond:

“Did someone participate?”



Toward:

What did they receive, how much, when—and what happened next?

Examples: sessions • hours • months of childcare • events

Measure the full apprenticeship pipeline

- Applications → acceptance → enrollment → completion; where feasible, examine stages by demographic group.

Standardize outcome measures

- Common worksite-culture measures and standardized reasons for participant attrition.

Follow longer-term outcomes

- Apprenticeship completion, journeyworker status, and continued employment in construction.

Better data can show where barriers occur—and which ERiCA interventions are associated with stronger outcomes.