

Mothers in Construction: Strong Careers for Strong Mothers

Women in Construction

Construction offers stable, well-paying careers with real benefits—many designed to support working mothers. Whether you're starting fresh, returning to the workforce, or looking for long-term stability, there's a pathway for you.

Pathways Into Construction

There are multiple ways to enter construction, regardless of prior experience:

- **Apprenticeships** allow you to earn a paycheck while receiving hands-on training, classroom instruction, and mentorship.
- **Pre-apprenticeship and entry-level programs** help women explore different trades, build foundational skills, and prepare for long-term careers.
- **Career counselors and mentors** can help match your interests and strengths with the right job or apprenticeship and guide you through applications, interviews, and placement.

Steps for Moms Ready to Enter Construction:

- Find apprenticeship or entry-level programs
- Explore family-friendly schedules & benefits
- Access childcare support & resources
- Get hands-on training while earning
- Connect with mentors & support networks
- Choose a trade that fits your goals
- Build a stable career that grows with your family

Childcare & Family Support

Construction careers can offer meaningful support for working mothers and their families.

Many programs provide access to childcare assistance, referrals, or resources to help manage care needs while training or working. With predictable schedules in many trades, family-



Construction Careers for Mothers

- **Electrician**
- **Carpenter**
- **Plumber**
- **Heavy Equipment Operator**
- **Painter**
- **Construction Inspector**
- **Project Coordinator**
- **Skilled Trades Technician**

friendly workplace policies, paid leave options, and healthcare benefits that support the whole family, construction makes it possible to build a stable career without sacrificing family responsibilities.

Program availability varies, but support is built into many entry points across the industry.

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

Strong Careers for Strong Mothers



Construction offers more than a job—it offers a future you can build with confidence.

Many programs welcome women with no prior experience and provide training, mentorship, and support every step of the way. Your skills, resilience, and determination are valued in the construction industry, and there is a place for you here. You don't have to choose between providing for your family and pursuing a meaningful career—construction allows you to grow, succeed, and create long-term stability for yourself and your children.

Take the first step toward a Stable Future.

Additional Resources:

Women in Construction – CA Division of Apprenticeship Standards

Official state resources for women entering construction, including mentorship, childcare support info, rights, and training links.

www.dir.ca.gov/DAS/Women_in_Apprenticeship.html

Equal Representation in Construction Apprenticeship (ERiCA) Grants

State grants supporting women, childcare funding, outreach, and apprenticeships across California.

www.dir.ca.gov/DAS/Grants/ERICA.html

Women Construction Professionals & Tradeswomen – Tradeswomen.org

Nonprofit supporting women to find careers in construction with networking, outreach, and peer support.

tradeswomen.org/

National Association of Women in Construction (NAWIC)

National organization offering mentorship, education, scholarships, and networking for women in construction.

nawic.org

BuildUp Apprenticeship Awareness

Organization focused on connecting women and other under-represented groups to union apprenticeships and construction career pathways.

www.buildup-apprentices.org/about-buildup.html

Need more ideas? The EriCA Outreach Team is here to help.

kathleen@strategy-workplace.com

sgordon@strategy-workplace.com