Women in Construction Advisory Committee Work Plan (Proposed revision August 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-Apprenticeship programs. • Evaluate successful vs unsuccessful Apprentices programs. • Evaluate ERiCA grantees best practices and lessons learned. • Continue to develop a list of programming recommendations		11/2026 08/2026 11/2026 02/2027 (ongoing)	• DAS to present overall ERiCA round 1 results. This will include number served with demographic breakout, fiscal results, best practices, and lessons learned. • DAS to present budget update; Committee to give feedback on Erica Round 3. • 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 one ERiCA grantee present on current project/program. • WIC Committee to make programming recommendations.	• Evaluate and provide continuous feedback for best practices in Pre-Apprentice 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 individuals. • 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		11/2026 11/2026	• OEA to present WIC Strategic Marketing Campaign updates to Subcommittee 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.		11/2026 02/2027 02/2027 02/2027	• DAS to present employer ambassador program. • DAS to present best practices and lessons learned surrounding Worksite Culture. • DAS to have employer/contractor present on their worksite culture and inclusion efforts. • Discussion on what employee could do to engage employers/contractors.	• 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		05/2027 05/2027	• DAS to present on 2026 data: annual number of women/non-binary enrollment in apprenticeship and pre-apprentice and completion rates for each year for the last ten years comparing to most recent enrollments. • 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.	• 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.