

Women in Construction Advisory Committee Proposed Work Plan

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 career with greater access to DAS registered pre-apprenticeships and apprenticeships	<ul style="list-style-type: none"> Evaluate successful vs unsuccessful Pre-apprentices program Develop a list of programming recommendations 		02/2025 05/2025 05/2025 03/2025 05/2025 11/2025 02/2026 05/2026	<ul style="list-style-type: none"> DIR staff presentation of successful programs (recordings sent) Identify list of Pre-apprentice programs in CA- DIR Staff sent on 02/2025 5/25 DAS will present 1-2 pre-apprenticeship programs which in-part recruit/support WIC and their successes Ashley M. to invite State Building Trades to present on MC3 programs MC3 presentation DAS to present successes learned DAS to present successes learned WIC to make programming recommendations 	<ul style="list-style-type: none"> 5-6 recommendations for best practices in Pre-Apprentice programs that increase Female and non-binary enrollments 5-6 recommendations to improve the quality of experience of Pre-Apprenticeship training for Female and non-binary 5-6 recommendations 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	<ul style="list-style-type: none"> Evaluation of WIC Strategic Marketing Campaign 		10/2024 08/2025 08/2025 02/2026	<ul style="list-style-type: none"> Presentation of WIC Strategic Marketing Campaign- DIR Staff DAS presentation of ERiCA outreach activities including metrics from ERiCA round 1 OEA to present on content they have collected from grantees Committee provide feedback to DIR on marketing strategies 	<ul style="list-style-type: none"> Committee will review the plan and suggest potential revisions Make suggestion of priorities Evaluate and provide feedback on ERiCA activities/metrics
3	Target outreach and networking with contractors and employers to address any concern around hiring women, non-binary and underserved apprentices	<ul style="list-style-type: none"> Create a Resource Subcommittee Provide recommendations on contractor education Provide recommendations on PLA Targeted Hiring language 		10/2024 04/2025 08/2025 11/2025 02/2026	<ul style="list-style-type: none"> Create subcommittee DAS showcase an exemplary contractor/grantees- DAS DIR present website mandated by SB 1115 on workers' rights DAS report out on what other activities were funded DIR report from ERiCA2 grantees on methods for supporting women/non-binary people in the workplace (worksit culture) 	<ul style="list-style-type: none"> 5-6 recommendations 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	<ul style="list-style-type: none"> Review current grant RFP language for measurable outcomes by grantees Review the funded activities in ERiCA 		10/2024 05/2025 05/2025 11/2025 05/2026	<ul style="list-style-type: none"> Make recommendations for future RFP language OEA present some of the content they have collected for grantees DAS present data on percent change of women/non-binary people in construction pre-apprenticeships, apprenticeships and post-apprenticeship building trades by trade including ERiCA funded trades DAS present same data as 5/2025 meeting and compare Provide feedback on the effectiveness of the activities 	<ul style="list-style-type: none"> Committee to provide recommendations for next grant cycle. Including justification and demonstration of consequences for deliverable non-performers Recommendations on fundable activities for future ERiCA3 grant cycle