

## 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"> <li>Evaluate successful vs unsuccessful Pre-apprentices program</li> <li>Develop a list of programming recommendations</li> </ul>		02/2025  05/2025  05/2025  03/2025  05/2025  11/2025  02/2026  05/2026	<ul style="list-style-type: none"> <li>DIR staff presentation of successful programs (recordings sent)</li> <li>Identify list of Pre-apprentice programs in CA- DIR Staff sent on 02/2025</li> <li>5/25 DAS will present 1-2 pre-apprenticeship programs which in-part recruit/support WIC and their successes</li> <li>Ashley M. to invite State Building Trades to present on MC3 programs</li> <li>MC3 presentation</li> <li>DAS to present successes learned</li> <li>DAS to present successes learned</li> <li>WIC to make programming recommendations</li> </ul>	<ul style="list-style-type: none"> <li>5-6 recommendations for best practices in Pre-Apprentice programs that increase Female and non-binary enrollments</li> <li>5-6 recommendations to improve the quality of experience of Pre-Apprenticeship training for Female and non-binary</li> <li>5-6 recommendations to improve the quality of experience of Apprenticeship training for Female and non-binary</li> </ul>

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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"> <li>Evaluation of WIC Strategic Marketing Campaign</li> </ul>		10/2024  08/2025  08/2025  02/2026	<ul style="list-style-type: none"> <li>Presentation of WIC Strategic Marketing Campaign- DIR Staff</li> <li>DAS presentation of ERiCA outreach activities including metrics from ERiCA round 1</li> <li>OEA to present on content they have collected from grantees</li> <li>Committee provide feedback to DIR on marketing strategies</li> </ul>	<ul style="list-style-type: none"> <li>Committee will review the plan and suggest potential revisions</li> <li>Make suggestion of priorities</li> <li>Evaluate and provide feedback on ERiCA activities/metrics</li> </ul>
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"> <li>Create a Resource Subcommittee</li> <li>Provide recommendations on contractor education</li> <li>Provide recommendations on PLA Targeted Hiring language</li> </ul>		10/2024  04/2025  08/2025  11/2025  02/2026	<ul style="list-style-type: none"> <li>Create subcommittee</li> <li>DAS showcase an exemplary contractor/grantees- DAS</li> <li>DIR present website mandated by SB 1115 on workers' rights</li> <li>DAS report out on what other activities were funded</li> <li>DIR report from ERiCA2 grantees on methods for supporting women/non-binary people in the workplace (worksite culture)</li> </ul>	<ul style="list-style-type: none"> <li>5-6 recommendations surrounding best practices for increasing contractor hiring of female and non-binary</li> </ul>

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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"> <li>Review current grant RFP language for measurable outcomes by grantees</li> <li>Review the funded activities in ERiCA</li> </ul>		10/2024  05/2025  05/2025  11/2025  05/2026	<ul style="list-style-type: none"> <li>Make recommendations for future RFP language</li> <li>OEA present some of the content they have collected for grantees</li> <li>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</li> <li>DAS present same data as 5/2025 meeting and compare</li> <li>Provide feedback on the effectiveness of the activities</li> </ul>	<ul style="list-style-type: none"> <li>Committee to provide recommendations for next grant cycle. Including justification and demonstration of consequences for deliverable non-performers</li> <li>Recommendations on fundable activities for future ERiCA3 grant cycle</li> </ul>