

## 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 careers with greater access to DAS registered pre-apprenticeships and apprenticeships	<ul style="list-style-type: none"> <li>Continue to evaluate successful vs unsuccessful Pre-Apprentices programs</li> <li>Evaluate successful vs unsuccessful Apprentices program</li> <li>Evaluate ERICA grantees best practices and lessons learned</li> <li>Continue to develop a list of programming recommendations</li> </ul>		05/2026 05/2026 08/2026 11/2026 02/2027  05/2026 08/2026 11/2026 02/2027  05/2026 08/2026 11/2026 02/2027	<ul style="list-style-type: none"> <li>DAS to present overall ERICA round 1 results. To include number served with demographic breakout, fiscal results, best practices and lessons learned.</li> <li>DAS to present ERICA round 2 updates. To include number served with demographic breakout, fiscal results, best practices and lessons learned (including Worksite Culture)</li> <li>DAS to have ERICA grantee present on current project/program</li> <li>WIC Committee to make programming recommendations</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate and provide continuous feedback for best practices in Pre-Apprentice and Apprentice programs that increase female and non-binary enrollments</li> <li>Evaluate and provide continuous feedback to improve the quality of experience of Pre-Apprenticeship training for female and non-binary</li> <li>Evaluate and provide continuous feedback 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>		05/2026 08/2026 11/2026 02/2027	<ul style="list-style-type: none"> <li>OEA/DAS to present WIC Strategic Marketing Campaign updates. To include overview of materials, best practices and lessons learned (including Worksite Culture), and current/future events or projects.</li> <li>Committee to provide feedback to DIR on marketing strategies</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate and provide continuous feedback on WIC marketing and outreach 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>Provide recommendations on contractor engagement</li> </ul>	Resources Subcommittee	05/2026 08/2026 11/2026 02/2027	<ul style="list-style-type: none"> <li>DAS to present WIC current level of contractor engagement, current outreach and engagement efforts, and future engagement opportunities</li> <li>DAS to present best practices and lessons learned surrounding Worksite Culture</li> <li>DAS to have employer contractor present on their worksite culture and inclusion efforts</li> <li>Committee to provide feedback to DIR on contractor engagement strategies</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate and provide continuous feedback 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 DAS efforts, activities and results to make recommendations</li> </ul>		05/2026 08/2026 11/2026 02/2027	<ul style="list-style-type: none"> <li>DAS to present on past data: annual number of women/non-binary enrollment and completion rates for each year for the last ten years</li> <li>DAS to present data on current number of women/non-binary people enrolled in construction pre-apprenticeships and apprenticeships for comparison to past data</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate and provide continuous recommendations for future grant cycles based on performance results</li> <li>Evaluate and provide continuous recommendations on fundable activities for future grant cycles based on performance results</li> </ul>