

## DEPARTMENT OF INDUSTRIAL RELATIONS

**Office of the Director**

1515 Clay Street, Ste 2208, Oakland, CA 94612

Telephone: 510-286-7087

WIC Email Address: [wic@dir.ca.gov](mailto:wic@dir.ca.gov)Director's Office Website: [https://www.dir.ca.gov/directors\\_office.html](https://www.dir.ca.gov/directors_office.html)**Women in Construction Advisory Committee****MINUTES OF MEETING****Thursday, November 20, 2025**

Via Tele/Videoconference

**In Attendance:****DIR Staff**

Mark Chekal, Policy Advisor, Director's

Office (OD)

Stacy Miller, OD

Vanessa Soto, Office of Legislative and  
Regulatory Affairs (OLRA)Adele Burnes, Chief, Division of  
Apprenticeship Standards (DAS)

Ana Radu, DAS

Cruz, DAS

Jeanne-Mairie Duval, DAS

Romae Aquino, DAS

Michele Grubbs, Division of Occupational  
Safety and Health (DOSH)

Lisa Harris, Office of External Affairs (OEA)

Alisa Xiong, OEA

Derek Moore, OEA

Nicole Wehling, OEA

Peter Melton, Communications

Luong Chau, Division of Labor Standards  
Enforcement (DLSE)

Theresa Bischel, DLSE

**Committee Members**Ashley Clark, Rising Sun Center for  
OpportunityCarlos Torres, Women in Non-Traditional  
Employment Roles (WINTER)Fernando Ponce, CA Civil Rights Department  
Karri Novak, XL ConstructionMary Teichert, Teichert Construction  
Meg Anne Pryor, Northern California  
Operating Engineers Local 3Meg Vasey, National Taskforce on  
Tradewomen's Issues  
Sheri Learmonth, Marina Mechanical**Non-members**

Alexandra Torres Galancid, Workforce Equity Lab

Lu Snyder

Margaret Hanlon-Gradie, Legislative Women's  
Caucus**UC Berkeley Labor Center**

Enrique Lopezlira

Laura Watson

Nari Rhee

Pamela Egan

Patrick Wade

Savannah Hunter

**I. Welcome and Introductions**

- A. Introductory remarks and roll call from Mark Chekal
- B. Mark reminds members attending remotely that they must visibly appear on camera during the meeting.
- C. Remote members are asked individually to disclose if any other adults are in the room with them and the general nature of their relationship.

**II. Adoption of August 2025 Meeting Minutes**

- A. Motion made to approve the August meeting minutes

**III. New DIR Women in Construction website**

- A. Presentation of the new DIR Women in Construction website by Mark
- B. Meg Vasey asks if it is possible for the website to provide timelines to complainant; division staff and committee members provide feedback and suggestions.
  - Mark mentions that Cal-OSHA is working on website that will have step-by-step of the complaint process.
  - Michele Grubbs says the Cal-OSHA consultation unit tries to educate callers on how much information complaints need to move through the process and has provided input to committee redoing the website. Protecting and preserving the anonymity of complainants complicates the timeline.
  - Romae Aquino says DAS is willing to have more discussions with other divisions to make complaint process clearer and more streamlined. Lisa Harris says OEA can work with various divisions to create informative videos.
  - Adele Burnes says the response could take months, would be irresponsible to publish a timeline due to unpredictability, complexity of complaint, and stakeholder responsiveness.
  - Fernando Ponce says CRD management would not want to set up a timeline because it puts pressure on investigators and resolutions can vary from apologies to settlements and court cases.
  - Meg Vasey clarifies they want agencies to provide reasonable expectation so that complainants understand that agencies notify employers before responding to complaint; and voiced concerns about preserving claimant anonymity when type of complaint is, for example, gender-related and there are few other women on a job site.
  - Mark says Cal-OSHA's immediate priority after a complaint is filed is the safety of workers. He asks Meg to provide written feedback due to variety of potential complaints so respective divisions can look into clarifying complaint processes.
  - Mary Teichert suggests that the website could mention employer/internal complaint hotlines as another resource.

**IV. Outreach/marketing materials & research**

- A. Lisa Harris, Office of External Affairs, shares outreach materials that the public can download from the DIR WIC webpage and customize. OEA is working on two additional topics: "Building a Positive Atmosphere for Women in Construction" and "Building a Community of Women in Construction." The latter focuses on building community groups to discuss jobs and apprenticeships.

- B. Suggestions by committee members:
  - Change wording from “women in construction” to “working in construction” to apply to a broader audience.
  - Include the logos of the grantees who initially created the materials.
- C. Mark notes that DIR is working on a system for grantees to directly upload their own outreach materials.

## V. ERiCA grants

- A. Update on grant evaluation plan - Enrique Lopezlira, Savannah Hunter, and Patrick Wade from the UC Berkeley Labor Center
  - UC Berkeley will evaluate the ERiCA grant’s goals and effectiveness using data collection and analysis. The evaluation will be both early and ongoing. They will evaluate which activities achieve desired outcomes and also identify obstacles. They will recommend improvements to future grant rounds.
  - The team plans to interview grantees and DAS staff. They will also hold focus groups and interview program participants, as well as non-finishing participants.
  - They will compare the new registration numbers, retention rates, and completion rates of ERiCA-funded program participants with those that did not receive funding.
  - The researchers ask the committee for input. Committee members comment:
    - Look at other pathways for women to enter construction, such as construction management, civil engineering, and supporting those who want to start their own construction firms. More data would be useful.
    - Says the ERiCA legislation’s intent should include women in the professional side of construction. WIC should also look at journey-level retention and career paths for women coming through the trades, including via the professional components of the construction industry.
    - DAS and WIC should continue thinking of datasets, studies, and programs needed to lead women and non-binary individuals to jobs in construction.
    - One organization asks if DAS can provide a map of program participants’ zip codes to see if they are reaching low-income women of color.
  - Per Adele Burns, DAS Chief, the division has data on apprenticeship completion but not outcomes after that. There is a “Cradle-to-Careers” initiative to bring together data from across departments on educational, workforce, and earnings outcomes – more info will be available in late 2026. DAS would need to see if zip code information is allowable as they cannot share personally identifiable data.
  - Mark encourages the committee to talk with and respond to questions from UC Berkeley throughout the evaluation. UC Berkeley Labor Center will submit a final evaluation plan to DAS by December 15th.
- B. ERiCA Round 1 outcomes and related data – Presentation by Adele Burns, DAS
  - For outreach and community building activities between 2023-25, DAS awarded \$8.3 million. \$7.9 million was utilized by June 30, 2025. Two grantees have deadline extensions. DAS found these major themes from Round 1 activities:

- One successful strategy was in-person outreach events. Individuals in the trade were able to verbally talk to and coach potential participants.
  - Another impactful area was women's community cohorts to provide support and share recruitment opportunities.
- The reporting grantees placed 357 apprentices and 307 pre-apprentices in ERiCA Round 1. There were 33 social media campaigns and 1,000 in-person events.
- For childcare funding support, DAS awarded \$16.6 million. \$14.3 million was utilized by June 30, 2025. Three grantees have deadline extensions.
  - Over 1,500 participants received supportive resources for childcare, including 280 (18% of overall participants). This is the same percent from last year.
  - One grantee served the highest percent of women at 100%. Another grantee reported serving 0% women participants.
  - The report also shows the distribution of childcare resources by gender and occupation. In each trade represented in the ERiCA grants, the percent of women participants exceeds their percent in that trade overall. Adele notes this data shows progress in the right direction.
- Comments and questions from committee members:
  - Does the Round 1 data refer to apprentices overall or women apprentices? Is it possible to get data on the number and percent of women apprentices?
    - DAS response: UC Berkeley will help gather demographic data from Round 1 grantees. DAS has shifted ERiCA Round 2 reporting requirements to get this type of demographic insight.
  - Is there data on the number of pre-apprentices and apprentices the grantees can typically recruit without the grant?
  - Can you share more about how DAS applied what was learned from ERiCA Round 1 to the second round of funding?
    - DAS response: We adjusted the RFP requirements and scoring. We also required childcare funding grantees to apply for Round 2 recruitment funding.
  - The outcome of the childcare funding is disappointing. Hopefully, with grantees now having clearer messaging about allowable ways to advertise resources and outreach efforts to women, we will see improved outcomes in the future.
  - Are non-union program participants included in the data?
    - DAS response: The data includes information on the program of each participant. It includes participants of both union and non-union run programs funded by the ERiCA grant.

#### C. Data on completion rates for apprenticeships – Presentation by Adele Burns, DAS

- In 2024, 12% of new apprentices in California and 3.77% of new California Apprenticeship Council (CAC) apprentices were women or non-binary individuals.
- In the CAC, 5.24% of new fire trades apprentices were women and non-binary while this number was 3.77% for new building trades apprentices. The CA Legislature

invested in fire trades pre-apprenticeships, which led to increased numbers from 2017 to 2024. Adele hopes that the ERiCA grant will lead to similar growth in the building trades in future years.

- DAS has an online dashboard on apprenticeship numbers and completion rates by trade through 2024. They will add gender as a filter. The dashboard includes information on late completions.
- The PowerPoint data includes people who cancelled their apprenticeship within one year. For a better picture of completion rates, the online dashboard can be limited to cancellations after the first year and can filter out individuals who did not complete their apprenticeship.
- The building trades apprenticeship completion rate for women is 32.15% lower than for men. This includes individuals who quit apprenticeships in the first year.
- Over five years in the building trades, only 790 women completed apprenticeships compared to over 20,000 men.
- The trades with the most women completing apprenticeships are tile layers/setters, laborers, and surveyors. Some trades had zero women finishing apprenticeships. Adele notes that operators are listed as engineers in the presented data.
- Comments and questions from committee members:
  - The completion rates across all genders are terrible and the programs are costly. This is an issue that the building trades industry needs to address.
  - I appreciate the analysis. Does DAS account for some trades requiring five years to complete while others require only three years?
  - Will there be data on women in pre-apprenticeship programs? Women face a lack of opportunity to get into the union construction trades. We should compare data on women in pre-apprenticeship and apprenticeship programs.
  - The category “electrical/electronic” may be overly broad as some of those apprenticeship programs have good numbers.
  - Can DAS provide more detail on the definition of “registration”? In some trades, registering as an apprentice does not lead to eventual work in the trade.
  - Can we see data on average earning potential or actual earnings for women within different trades? Unfortunately, women apprentices are often the “last hired, first fired” so their ability to compete for jobs is lessened.
- The UC Berkeley team comments that completions data would be helpful.
- Adele says that the DAS dashboard allows sorting of pre-apprenticeship and apprenticeship programs. The completion data doesn't include pre-apprenticeships as they are short-term. The Cradle-to-Career data will be helpful for identifying earnings potential in various trades.
- DAS hopes to improve the data system so it can show the number and percentage of pre-apprentices who go into apprenticeships. There will be more of this kind of data from the ERiCA grant, as well as DAS' California Opportunity Youth Apprenticeship (COYA) grant.

**VI. Brief overview of ERiCA Round 2 grants**

- A. Romae and Cruz, DAS, present about the ongoing ERiCA Round 2 grant work. They meet monthly with grantees, monitor for contract compliance, and are currently reviewing Quarter 1 reports.
- B. DAS has awarded \$26 million to 25 grantees for July 1, 2025 to June 30, 2027 in the categories of childcare (\$11.8 million), recruitment to eventual construction employment (\$7.2 million), and worksite culture (\$7 million).
- C. The grantees have started their contracted work to improve representation in construction trade apprenticeships and pre-apprenticeships.
- D. Romae remarks on seeing grantees AGC Construction Education Foundation, Construction Trades Workforce Initiative (CTWI), and NorCAL Carpenters at the recent CIEF Women in Construction Conference.
- E. A committee member asks if DAS can ask grantees to write up a summary of their intended work on the grant. Mark says that the CORD grantee reporting system will allow more frequent reporting from program-level data.

**VII. Agenda items for February 2026 meeting**

- A. Mark requests suggestions of agenda items for the next WIC meeting. The suggestions are:
  - Next DAS report on ERiCA Round 2 grantees' work
  - UC Berkeley Labor Center presentation on evaluation progress
  - Case studies of successful recruitment efforts in particular trades
- B. The committee discusses if the presenter(s) could be an ERiCA grantee, a high-performing apprenticeship program, or be "data-based" by having a representative from a trade that stands out during UC Berkeley's evaluation work.

**VIII. Set subcommittee meetings**

- A. Mark proposes a subcommittee meeting in January to update and revise the WIC workplan as many goals have been achieved.
- B. The committee members interested in the subcommittee meeting are Ashley Matthews, Meg Vasey, Mary Teichert, and Carlos Torres.

**IX. Public Comment**

- A. Alexandra Torres Galancid says she is the Executive Director of the Workforce Equity Lab, an ERiCA grantee. She highlights DAS staff's responsiveness to questions about the new grantee system and asks if the UC Berkeley evaluation will include retention rates for apprentices into journeyman status in the outcomes.
- B. Adele Burns says DAS has data on apprenticeship completion rates but not employment outcomes. She encourages the WIC committee to continue discussing the need for such Cradle-to-Career data.

**X. Next meeting set for February 19, 2026, at 9:00 a.m.**

- A. To avoid tech delays, Mark encourages committee members to sign onto the meeting five minutes prior to the start time.

**XI. Meeting adjourned**