

APPRENTICESHIP

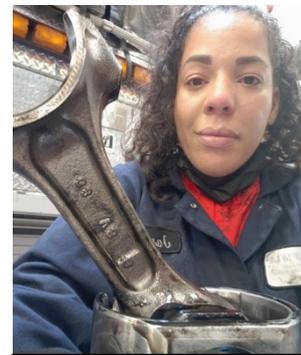
Breaking the Glass Ceiling

Jamice Jones, Apprentice Automotive Machinist

Elizabeth Toups

Director of Utilities Training Programs, Jewish Vocational Service (JVS)

Jamice Jones has a lot to be proud of. A San Francisco native and a single mother of two, Jamice achieved her career goal of becoming an Apprentice Automotive Machinist with the City and County of San Francisco. After many attempts, she has found her dream job! Jamice and another Apprentice are the first women to work for the City and County as automotive machinists. Jamice is also registered with the Advanced Manufacturing and Transportation Apprenticeships of California (AMTAC), which is affiliated with the International Association of Machinist and Aerospace Workers District 190 and Local Lodge 1414.



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Apprentice Automotive
Machinist with the City
and County of San
Francisco.

After many years of working in dead-end jobs, Jamice came across a flyer promoting the City's Automotive Pre-Apprenticeship program sponsored by [ApprenticeshipSF](#), [SF Municipal Transportation Agency](#) and [IAMAW L1414](#). At the time, Jamice was on public assistance and barely making ends meet. The flyer piqued her interest, even though she had no formal experience in the trades.

Jamice found the pre-apprenticeship challenging, juggling child care, taking college classes and working at her paid pre-apprenticeship job at the City's maintenance shops. Jamice attributes her success to classes at [City College of San Francisco](#), the one-on-one support and job readiness classes from [Jewish Vocational Services](#) and the critical mentoring from journey workers at pre-apprenticeship sites.

Jamice is now in her third month as an apprentice, currently working at the City Administration "Fire Shop," repairing fire trucks and ambulances. She hopes to complete her apprenticeship and journey out as a Machinist working for the City and



Jamice Jones working on major engine repairs at the City's "Fire Shop."

County of San Francisco. For now, she reports, "I can't remember the last time I worked and felt such a mixture of fulfillment and pride. I'm working with a worker who knows everything. He explains things very clearly and lets me do almost everything. It doesn't get any better than that. Jamice's advice to others considering apprenticeship is to "Go for it. The trades are great jobs that support families. It's never too late to reinvent yourself. Apprenticeship is available to everyone—including women like me."