

Why We Need More Women in Construction

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Panelists

[MODERATOR] Chris Trahan Cain, CIH, Executive Director, CPWR – The Center for Construction Research and Training (CPWR)

- **Melissa Wells**, Special Assistant to the President, North America's Building Trades Unions (NABTU)
- **Amber Trueblood**, DrPH, Director, Data Center, CPWR
- **Kathleen Dobson**, Safety Director, Alberici Constructors, Inc.
- **Vicki O'Leary**, General Organizer, International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, and Chair of NABTU's Tradeswomen's Committee

Overview

01

NABTU Report:
Diversity, Equity,
and Inclusion
Initiatives in the
Construction
Trades

02

Employment
Trends for
Women in
Construction

03

How Owners
&
Contractors
Can Benefit

04

How Labor
Can Benefit

05

Next Steps:
Upcoming
Webinars



01. NABTU Report: Diversity, Equity, and Inclusion Initiatives in the Construction Trades

Melissa Wells, Special Assistant to the President, North America's Building Trades Unions (NABTU)

Assessment of DEI Outcomes in Construction

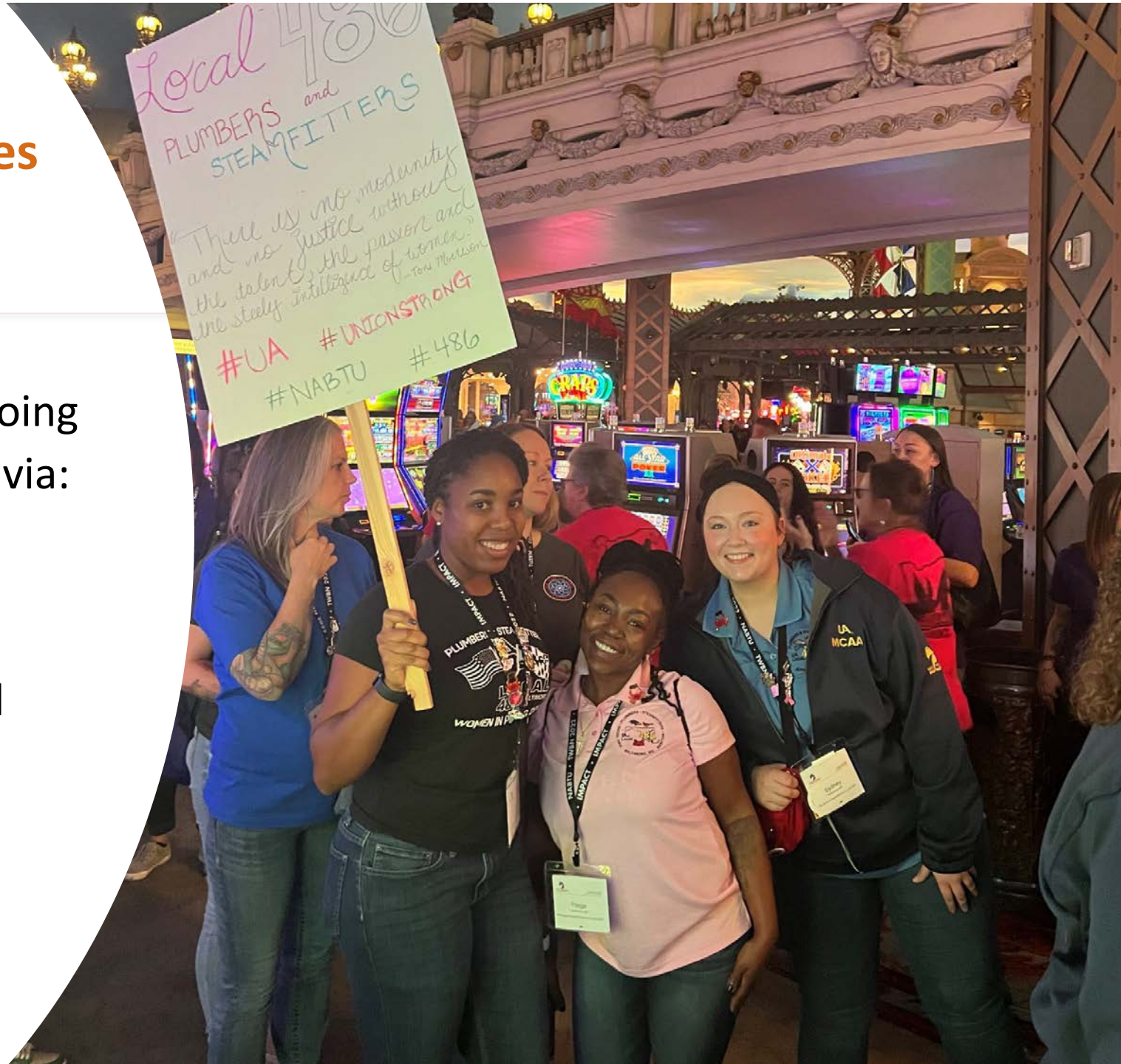
- Established unionized pathway programs, not goals, are improving diversity and making the skilled trades a more equitable and inclusive work environment.



Assessment of DEI Outcomes in Construction

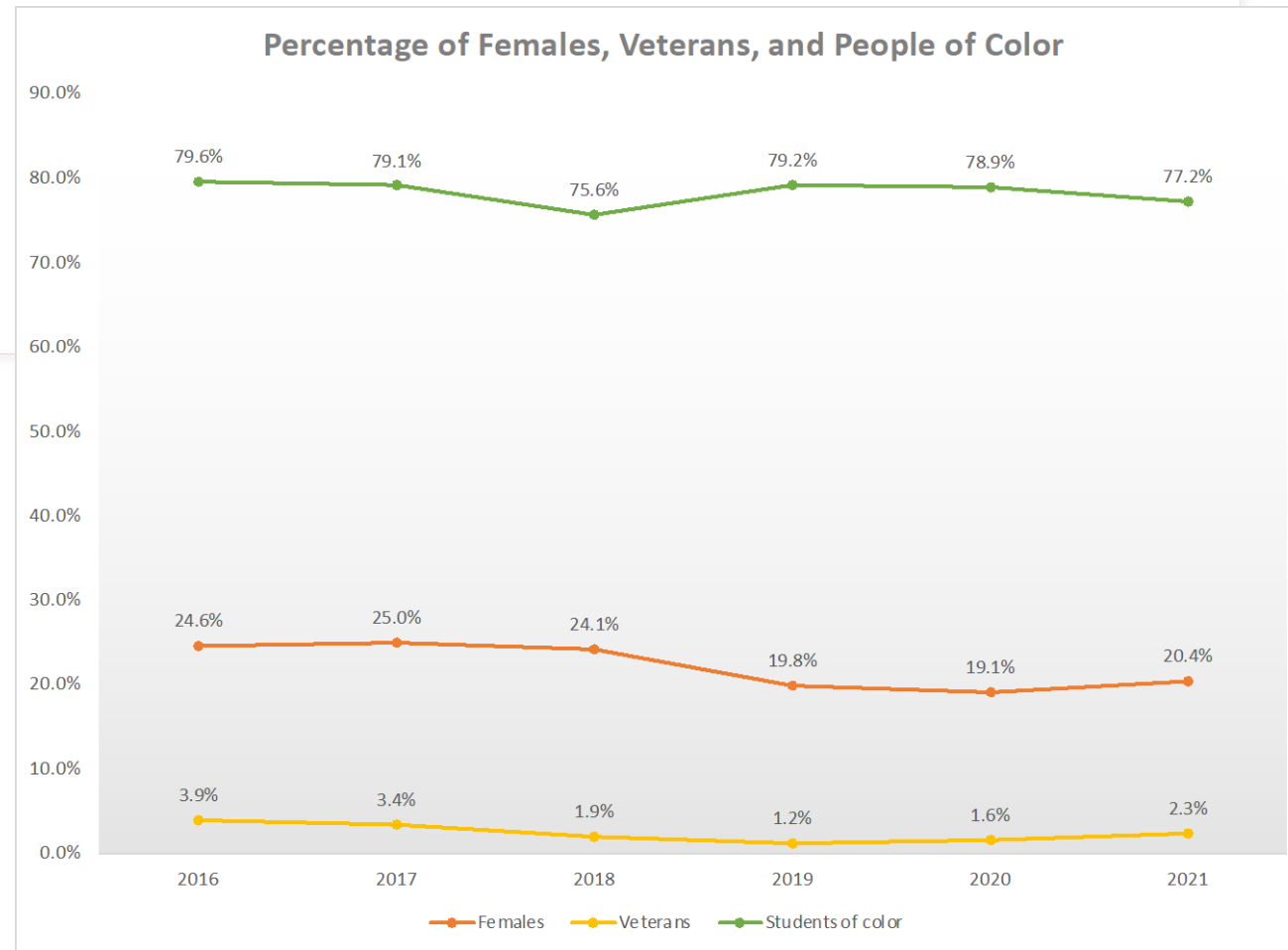
The unionized construction sector is doing the needed work to increase diversity via:

- established workforce development pipelines
- apprenticeship readiness (ARPs) and retention programs



Assessment of DEI Outcomes in Construction

Building Trades ARPs have a specific focus on providing an opportunity for underrepresented populations (people of color, women, veterans, justice-involved) to gain access to Building Trades' Registered Apprenticeship.



Since 2016, between 75 – 80% of ARP participants identify as a Person of Color and between 19 – 25% identify as Female.

Assessment of DEI Outcomes in Construction

Program Name	Number of Placements	Active Apprentices, Completions, Direct-Entry	Retention Rate
Edward J Malloy Cskills Initiative	477	425	89.1%
San Mateo Trades Introduction Program	123	101	82.1%
Building Pathways MA	118	96	81.4%
CityBuild	123	88	71.5%
San Diego BCTC ARPs	21	15	71.4%
WINTER	34	22	64.7%
Access for All Detroit	47	29	61.7%
Austin UA Local 286	116	71	61.2%
Southwest College/HireLAX	170	104	61.2%
Building Futures RI	41	25	61.0%
Long Beach City College	84	47	56.0%
Working Partnerships USA	197	110	55.8%
Anti-Recidivism Coalition	128	69	53.9%
Houston Gulf Coast ARP	96	49	51.0%
NorthBay Trades Introduction Program	67	33	49.3%
Friedman Occupational Center	33	16	48.5%
Flintridge Center	67	31	46.3%
Rising Sun Energy	56	24	42.9%
Total	1998	1355	67.8%

ARPs are successful in placing individuals into RA and retaining apprentices over the long-term. The overall retention rate across these programs is a robust 67.8%

Assessment of DEI Outcomes in Construction

We are changing the pipeline for
recruitment and retention!

- TradesFutures
- Trades Women Build Nations
- Women's Committee
- Technical Assistance to Councils
- Partnership with federal, state, and local government (IIJA)





02. Employment Trends for Women in Construction

Amber Trueblood, DrPH,
Director, Data Center, CPWR

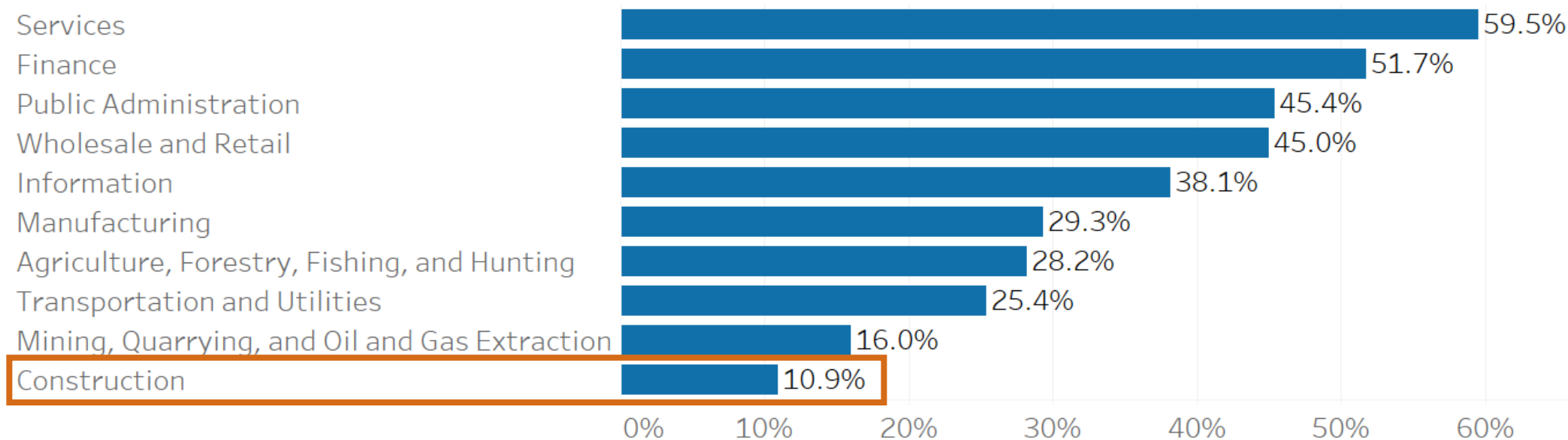


Women in Construction: CPWR Data Center Products

- [Women in Construction Data Dashboard](#)
- Several Other Dashboards include Demographics:
 - [Construction Employment Trends](#)
 - [Demographics of Construction Business Owners](#)
 - [Hispanic Employment](#)
- Future:
 - May 2023
 - Women in Construction: Employment and Business Owner Trends Data Bulletin
 - Women in Construction Dashboard will be updated to include 2022 data

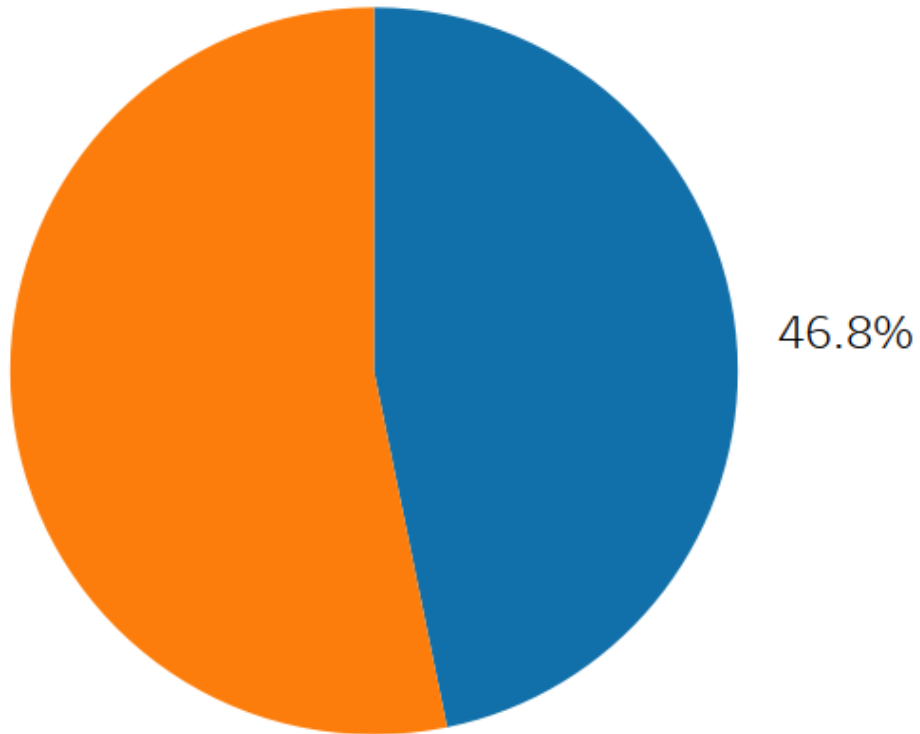


Women as a percent of workers by industry (All employment), 2022

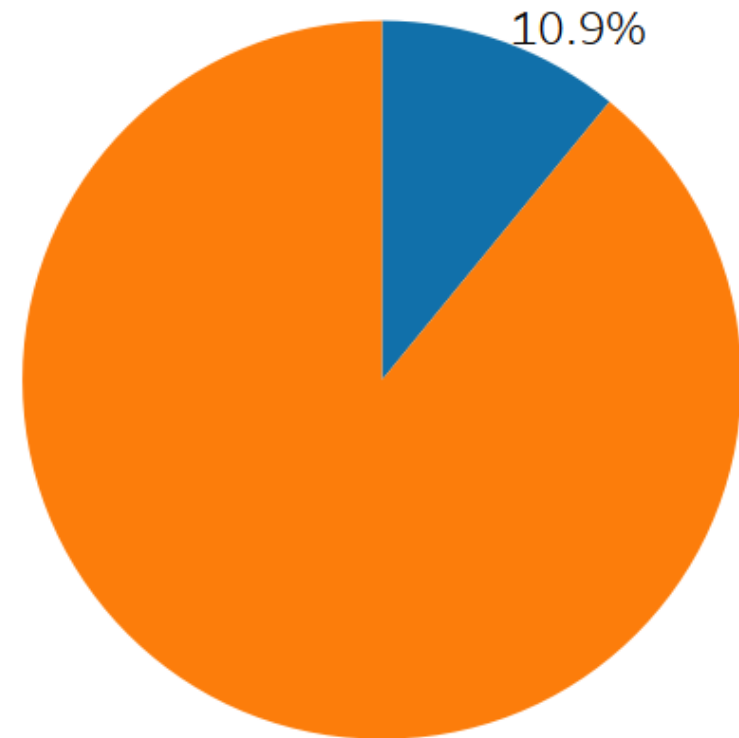


All Workers, 2022

All Workers



Construction Workers



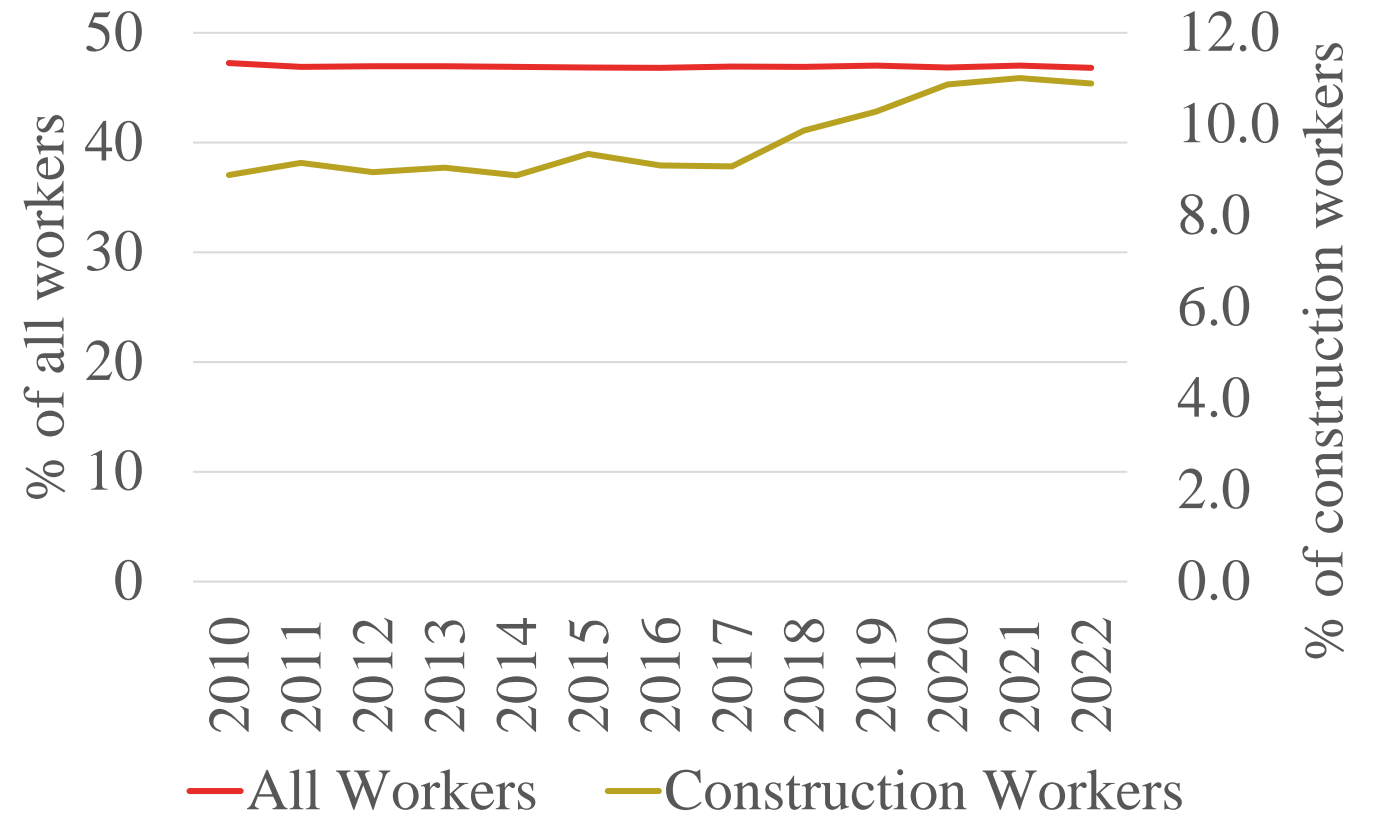
SEX

■ Female

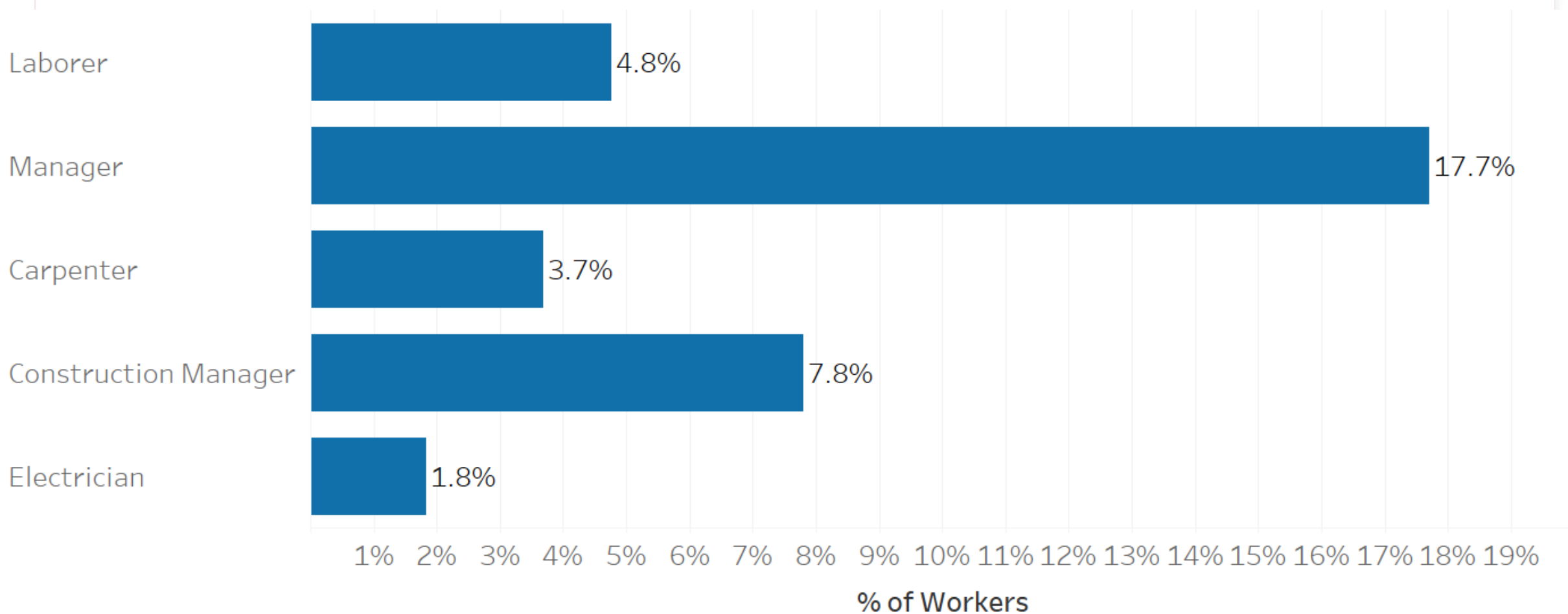
■ Male

All Workers: Historical Trends

- The percent of all workers that were women was **47.2%** in 2010 which ↓ to **46.8%** in 2022
- Whereas the percent of construction workers that were women was **8.9%** in 2010 which ↑ to **10.9%** in 2022.

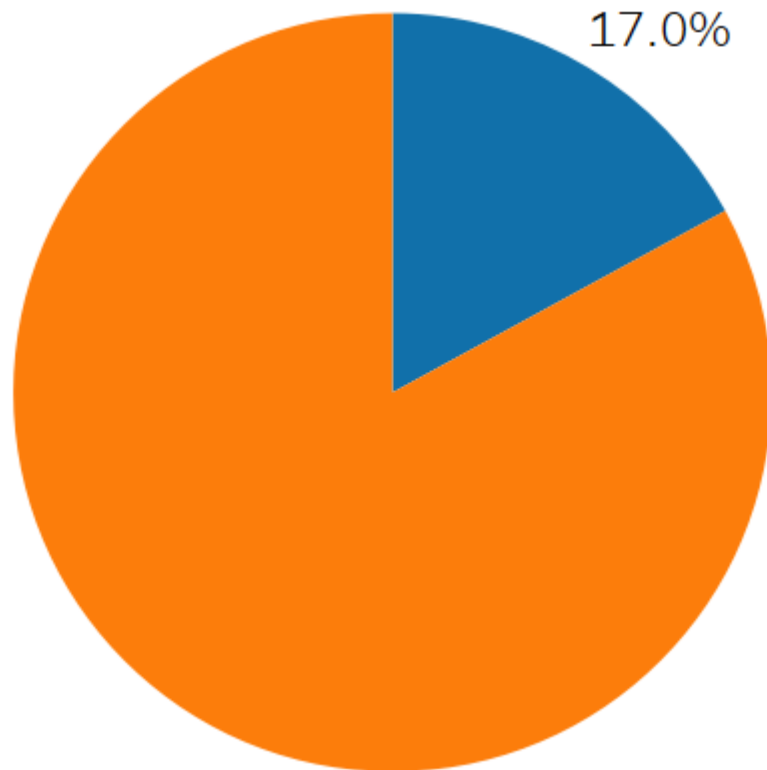


Women in Construction: Top Occupations, 2022

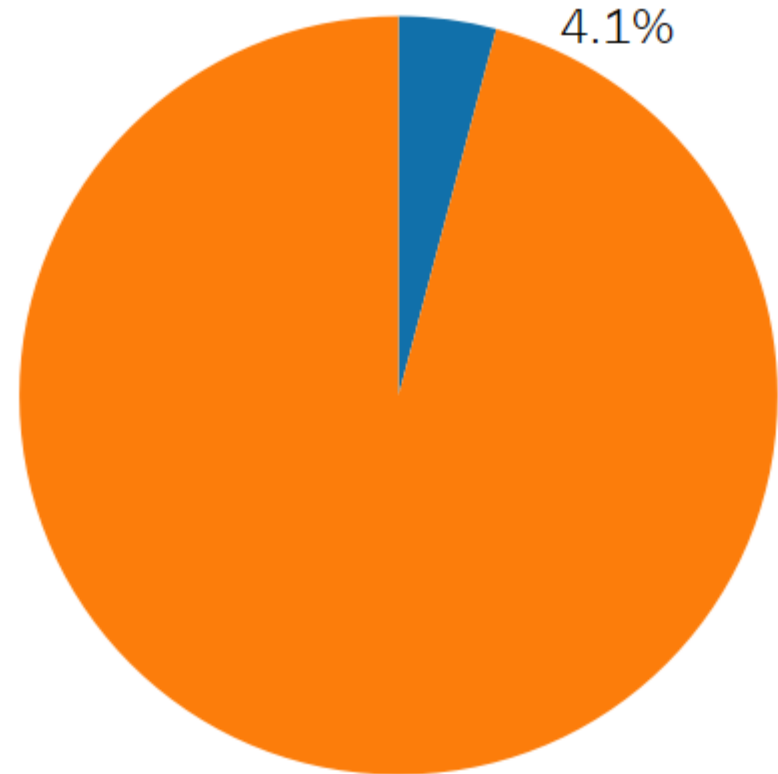


Blue-Collar Workers, 2022

All Workers



Construction Workers



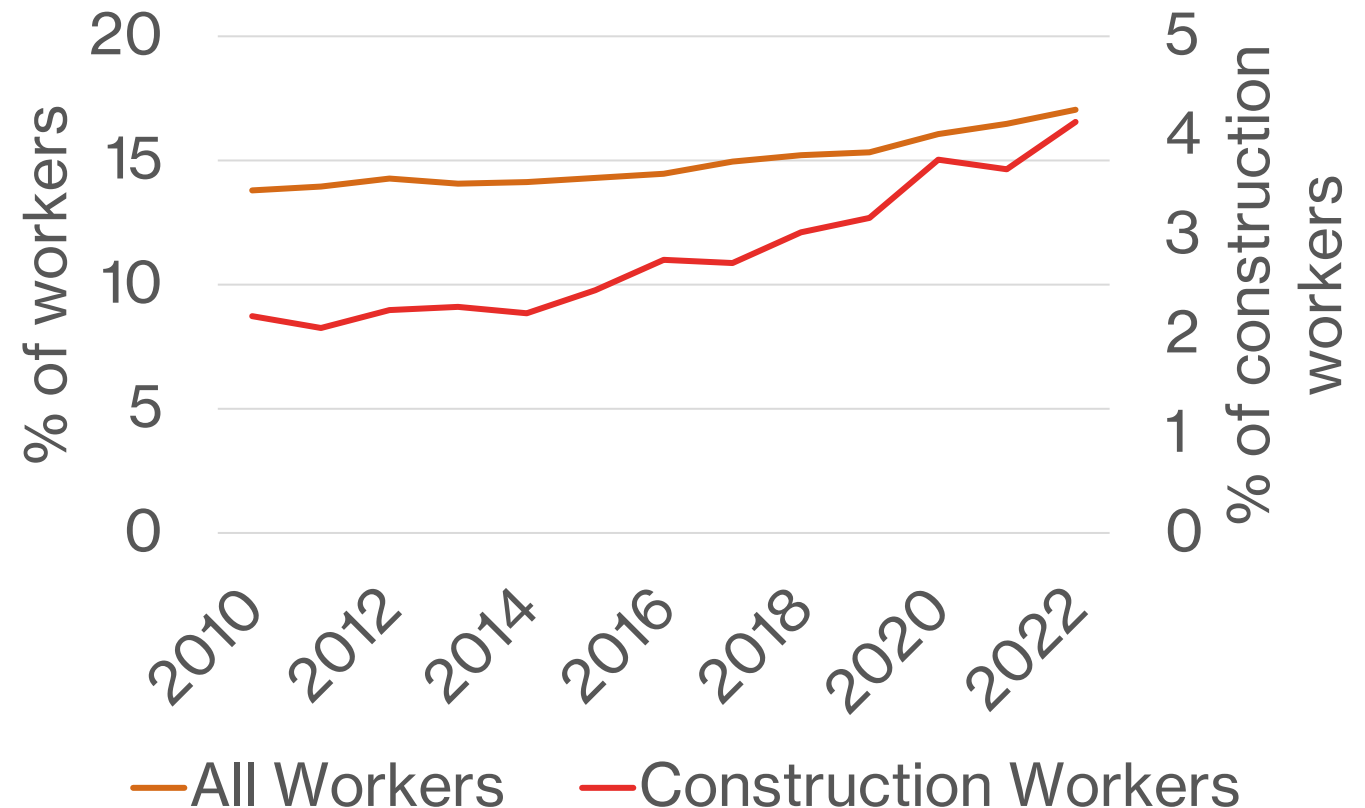
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■ F

■ Male

Blue-Collar Workers: Historical Trends

- The percent of all blue-collar workers that were women was **13.8%** in 2010 which ↑ to **17.0%** in 2022
- Whereas the percent of blue-collar construction workers that were women was **2.2%** in 2010 which ↑ to **4.1%** in 2022.



Thank you

- Data Source:
 - Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren and Michael Westberry. Integrated Public Use Microdata Series, 2011-2020 Current Population Survey: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2021.
<https://doi.org/10.18128/D030.V9.0>
- Contact Information: Amber Trueblood, CPWR Data Center Director, atrueblood@cpwr.com

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www.cpwr.com



03. How Owners & Contractors Can Benefit

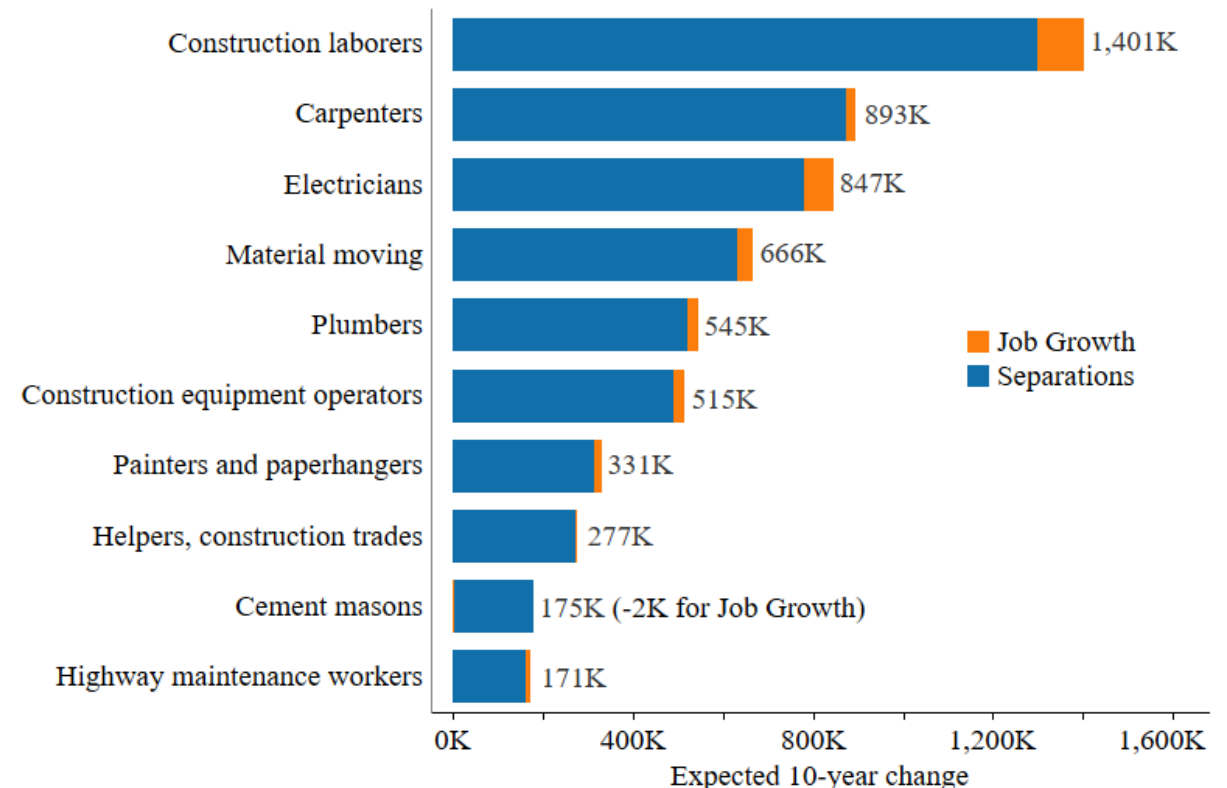
Kathleen Dobson, Safety Director,
Alberici Constructors, Inc.



More Skilled Workers

- From 2011 to 2019, employment grew 12.6% in all industries and **26.7% in construction**
- Construction industry employment is expected to increase a total of 4.4% from 2020 to 2030*
- *plus 1.5 million infrastructure construction jobs

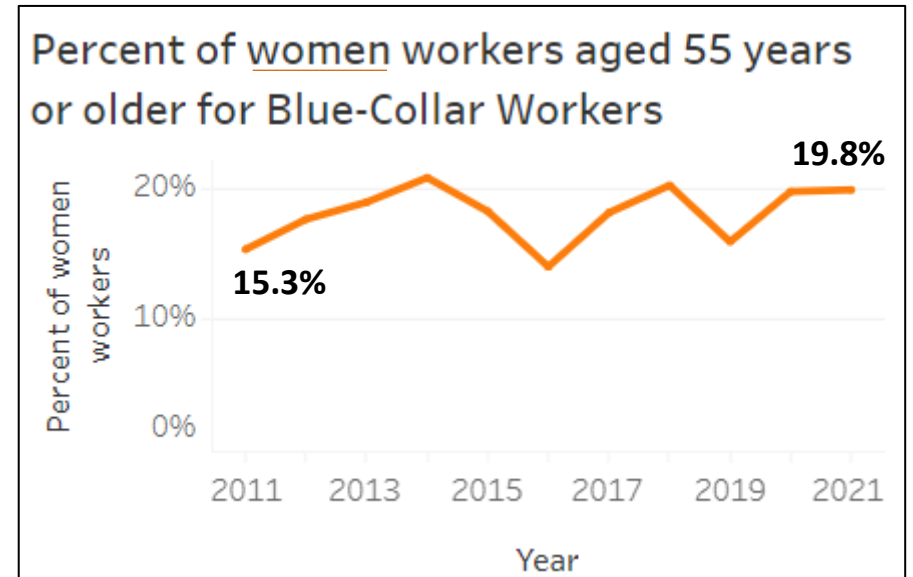
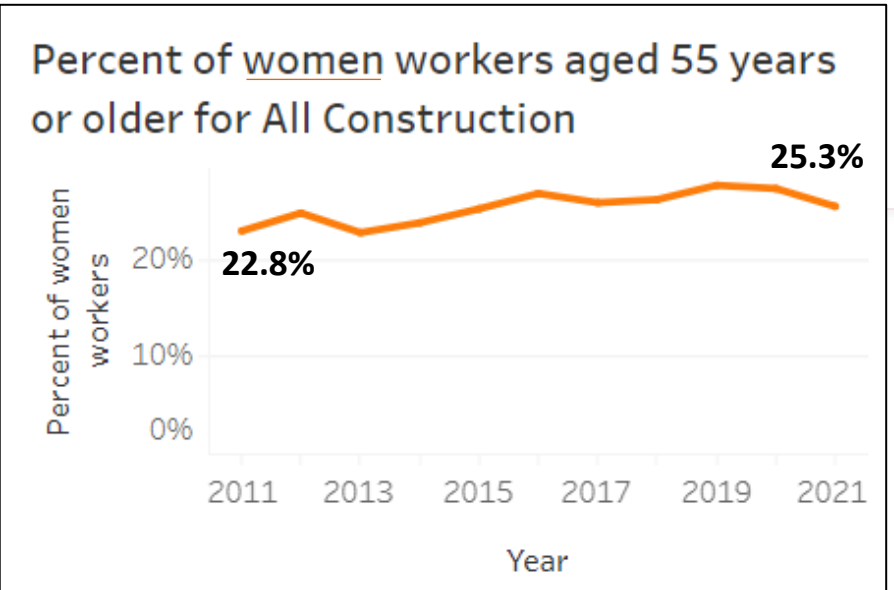
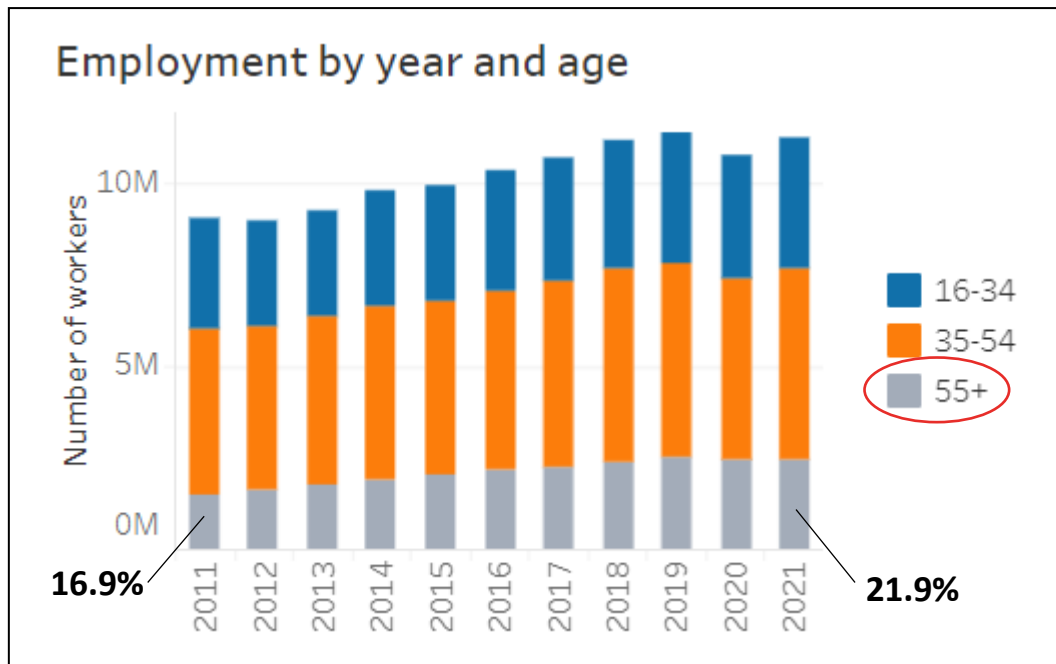
Projected job openings by job growth & separations, 2020-2030



Source: U.S. Bureau of Labor Statistics, Occupation Table 1.10, 2020-2030 Employment Projections. Calculations by the CPWR Data Center.

More Skilled Workers

- Workforce is aging
- Less than 2% increase in female workers





Improved Safety Culture/Climate

- More engaged workers
- More diverse thought processes
- Meet EEO & Affirmative Action regulations
- Community benefits



A Competitive Edge

- Gain an edge over others – market share
 - Improve ROI
- Public image
- Social justice



04. How Labor Can Benefit

Vicki O'Leary, General Organizer, International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, and Chair of NABTU's Tradeswomen's Committee



A Rising Tide Lifts All Boats

- Improved working conditions for women = improved working conditions for all
 - Better sanitation
 - Family leave, Childcare, etc.
 - Access to better fitting PPE
 - Less harassment & violence



Growing the Community

- More union siblings
- Women contribute to a supportive community
- Improved communication
- New perspectives + ways of working



Keep (all) Workers

- People who leave the construction industry indicated it wasn't because the work was too difficult or dangerous – they pointed to hostile work environments, harassment and lack of advancement opportunities
- On average – the cost to train ONE apprentice is close to \$60,000 for a four-year program. The investment in time and money is significant.



05. Next Steps

**Wednesday, March 1, 2023 • 2:00 – 3:00 PM Eastern
STRATEGIES TO RECRUIT AND RETAIN WOMEN**

**Wednesday, March 22, 2023 • 2:00 – 3:00 PM Eastern
BEING AN ALLY – IMPROVING TREATMENT OF
WOMEN ON THE JOB**

Why We Need More Women in Construction

THANK YOU!
QUESTIONS?

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