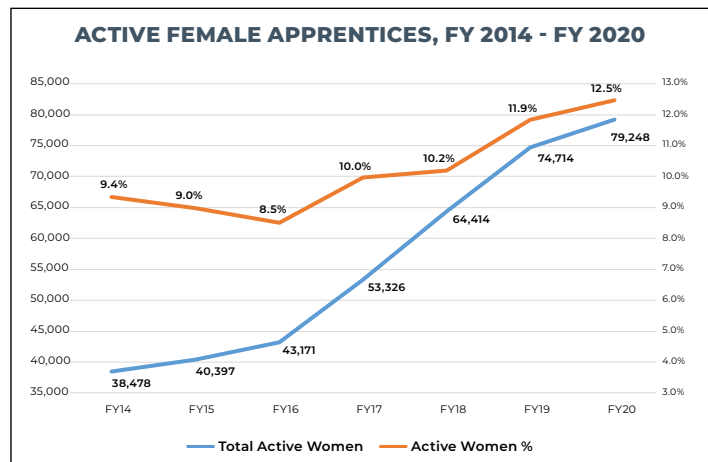




## DISCOVER APPRENTICESHIP: WOMEN IN APPRENTICESHIP

Apprenticeship is a proven solution for recruiting, training, and retaining world-class talent. In 2019, women comprised nearly half of the national labor force; however, women's enrollment in apprenticeship has not matched its share of the working population. Supported by recent U.S. Department of Labor (DOL) partnerships and investments, the number of female apprentices has increased 218% from 2014 to 2019 and women now make up approximately 12.5% of active apprentices compared to 9.4% in 2014.



There is evidence that women participate and succeed in apprenticeship programs at higher rates **when provided supportive services** such as mentoring, child care, and transportation. The occupations that saw the largest increases in female apprentices between 2014 and 2020 are nurse assistant, child care development specialist, truck driver, pharmacy specialist, and electrician.

### ROLE OF THE DOL'S OFFICE OF APPRENTICESHIP AND WOMEN'S BUREAU

The Office of Apprenticeship develops policies to support the recruitment and retention of women and increase the number of women in apprenticeship. Staff work with employers who wish to hire more women to develop programs to meet their goals and connect them with intermediaries, guides, and investment opportunities to reach their intended audiences. Visit our website for more information about these investments: [www.dol.gov/agencies/eta/apprenticeship/investment](http://www.dol.gov/agencies/eta/apprenticeship/investment).




The Office of Apprenticeship works closely with DOL's Women's Bureau to examine and implement exemplary approaches to increasing diversity and inclusion in apprenticeship programs. To help expand access to apprenticeship, the Women's Bureau published the **Advancing Opportunities for Women through Apprenticeship** case-based resource guide, which provides a framework for meaningful expansion of apprenticeship programs for women. The Women's Bureau also promotes paid parental leave and explores solutions that help families access quality, affordable childcare. For more information, visit: [www.dol.gov/agencies/wb](http://www.dol.gov/agencies/wb).

## **WOMEN IN APPRENTICESHIP AND NONTRADITIONAL OCCUPATIONS (WANTO) GRANT INITIATIVE**

The Women's Bureau's WANTO grants help expand pathways for women to enter and lead in all industries by recruiting, mentoring, training, and retaining more women in quality pre-apprenticeship and apprenticeship programs. The grants will help women pursue careers advanced manufacturing, construction, energy, healthcare, information technology, finance, and transportation. For more information, visit [www.dol.gov/agencies/wb/grants/wanto](http://www.dol.gov/agencies/wb/grants/wanto).

## **EQUAL EMPLOYMENT OPPORTUNITY**

DOL's equal employment opportunity (EEO) in apprenticeship final rule helps employers reduce barriers to registered apprenticeship for women and increase women's participation in and completion of apprenticeship programs. Key provisions include:

-  Expansion and clarification of who is protected against discrimination, including discrimination on the basis of pregnancy and gender identity.
-  Improvement of outreach and recruitment methods so that more women will have the opportunity to access apprenticeship opportunities.
-  Requirement that sponsors provide anti-harassment training and communicate that harassment at the workplace will not be tolerated.

**The final rule provides protections from discrimination, harassment, and retaliation and provides apprentices and career seekers with avenues to assert these rights. If you feel you have been harassed during your apprenticeship or discriminated against during the hiring process, DOL has resources for you: [www.apprenticeship.gov/employers/diversity-and-inclusion-apprenticeship](http://www.apprenticeship.gov/employers/diversity-and-inclusion-apprenticeship).**

## **DISCOVER APPRENTICESHIP TODAY!**

For more information, visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov).

**Phone: 1-877-872-5627**

**Speech and Hearing Impaired: 1-877-889-5627**

Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.