



2022 NORTH AMERICAN IRON WORKERS/IMPACT CONFERENCE

IMPACT = INNOVATION

February 21-24, 2022



Why now

- **Extraordinary moment**

- **Highest number ever of women in the trades, including of women apprentices**
 - Over 300,000 women work in construction & extraction occupations
 - Since 2016, women's numbers have grown by 1/3- almost 100,000 more
 - Growth has been particularly strong in apprenticeships
 - High growth in women's numbers across race and ethnicity
- **Urgent need to replenish skilled workforce as experienced workers are retiring**
- **Infrastructure Investment and Jobs Act**

- **The challenge**

- The construction workforce does not reflect the population: women are just 3.9%
- New money comes with high expectations (e.g. goal of 40% women apprentices)
- Many women (and also men) who enter the industry do not stay



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The 2021 IWPR Tradeswomen's Retention and Advancement Survey

- **What did we asked**
 - What attracts you to the trades? How did you learn about trade opportunities?
 - What is it like to work in the trades? As a woman of color? As an apprentice? As a mother?
 - Is anything pushing you out of the trades?
 - What helps you succeed in the trades?
 - Work experiences during the COVID-19 pandemic
- **Who answered the survey**
 - 2,635 tradeswomen and nonbinary tradespeople
 - 63% are union members
 - 46% journey, 23% apprentices, 23% experienced other
 - Responses from 50 states and DC (top states CA, IL, NY), all trades
- **When and how**
 - Winter 2021 on-line
 - Distributed through tradeswomen's groups, social media, women-focused pre-apprenticeship programs, NABTU Women's Committee



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Who are Tradeswomen

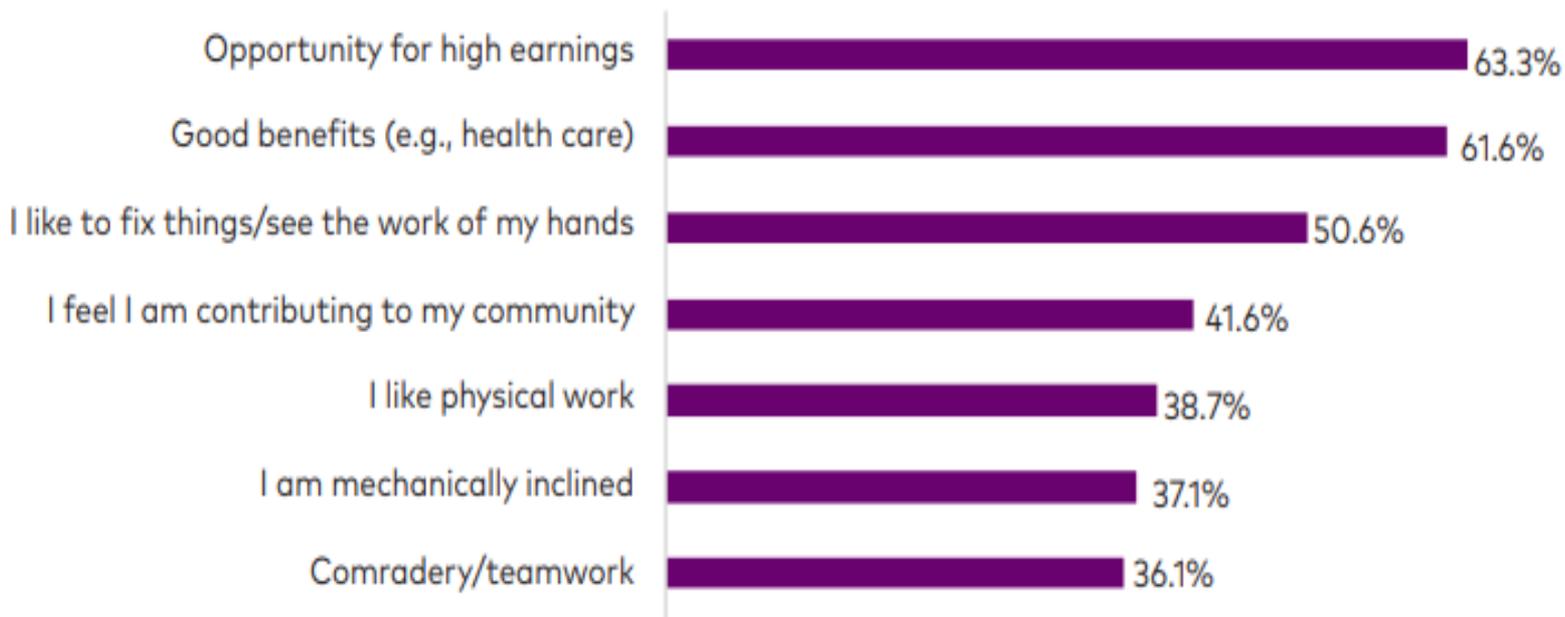
- **Mothers and parents**
 - 63% have kids
 - 50% have kids under 18
 - 23% have kids under 6 years of age
- **Diverse**
 - 5% Asian American and Pacific Islanders
 - 15.5% Black non-Hispanic,
 - 18% Latina
 - 4% Native American non-Hispanic
 - 54% White non-Hispanic
 - 3.5% More than one race or other

Source: The 2021 IWPR Tradeswomen's Retention and Advancement Survey



Why did you start to work in the trades

Top reasons rated as “very important”?



Source: The 2021 IWPR Tradeswomen’s Retention and Advancement Survey



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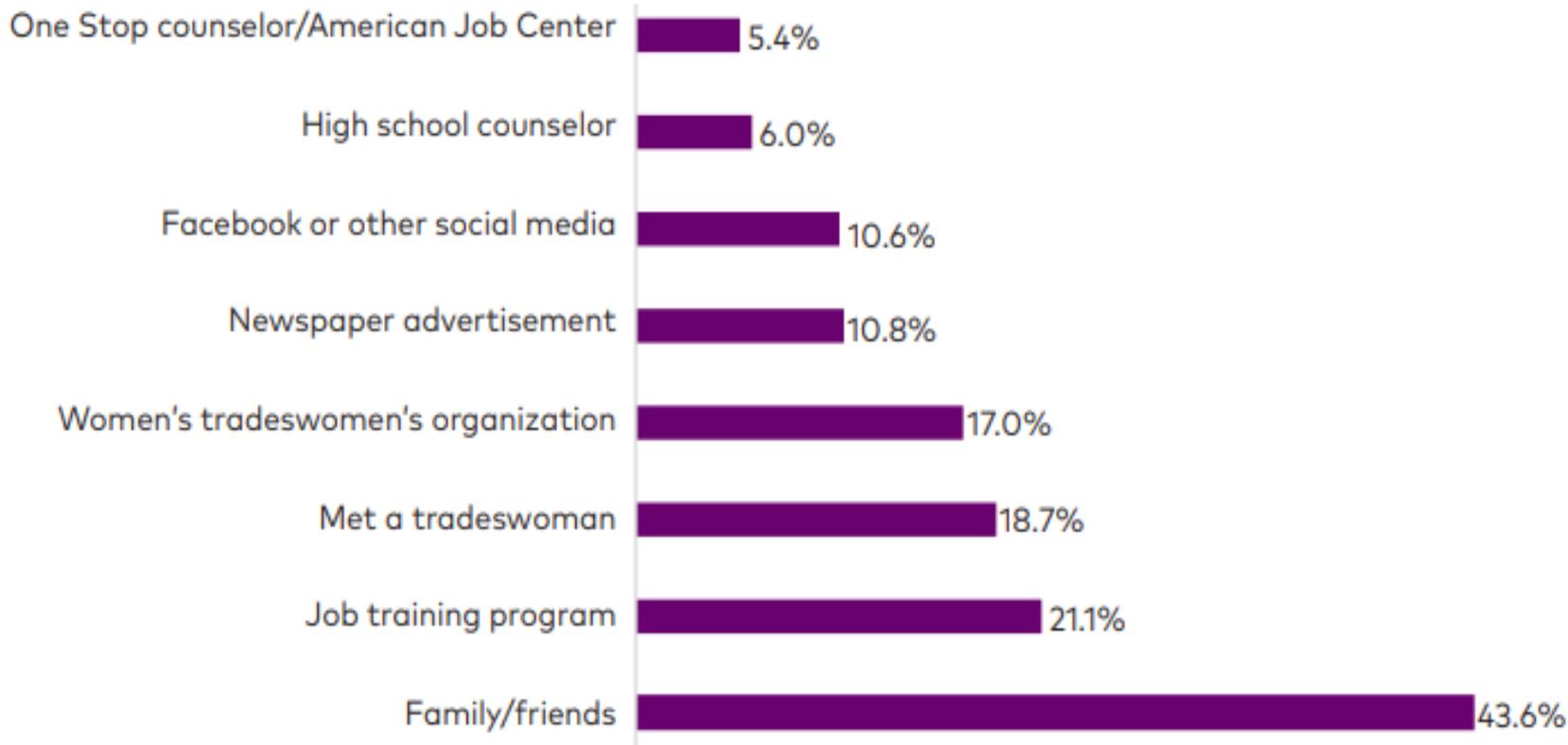
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Finding out about the trades is haphazard

How did you find out about opportunities in the trades?



Source: The 2021 IWPR Tradeswomen's Retention and Advancement Survey





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What are the challenges

- **The majority of tradeswomen feel treated equally with men but a substantial minority do not**
 - 33.5% rarely or never treated equally in promotions
 - 28% rarely or never are provided with safety equipment or gloves in their sizes
 - 26.5% rarely or never treated equally when it comes to layoffs
- **Being held to higher standards than men is exhausting**
 - 47% say there are frequently or always held to a higher standard than men
- **Between a fifth and a quarter are always or frequently targets of harassment**
 - 27% report always/frequent display of Porn or Disparaging Graffiti
 - 26% report that they always/frequently encounter Racist Graffiti or Symbols
 - 26% report that they are always/frequently harassed just for being a woman
- **More than four in ten have or are seriously thinking about leaving the trades**