

The Fast-Growing Number of Black Women Apprentices

[Article originally appeared in <https://blog.dol.gov>]

By: Georgia Poyatzis, Gretchen Livingston

Apprenticeship creates a promising pathway to skilled jobs for women, especially women of color, that combines on-the-job learning with related classroom instruction using an “earn and learn” model. Ninety percent of apprentices retain employment after completing an apprenticeship, with an average starting salary of \$80,000. The lifetime earning advantage of apprenticeships is estimated to be at least \$300,000.

Letoya Washington, a graduate of Nontraditional Employment for Women’s pre-apprenticeship program in New York, had this to say: “As a teen mom, I needed a job that would allow me to provide for my family. An apprenticeship in the trades gave me exactly that. I came for the money but stayed for the career. I also gained leadership opportunities in my union and was even able to buy my first home before age 30.”

Despite the advantages of apprenticeship, women only make up about 14% of active apprentices due to many of the same barriers that limit them in the labor market more generally – for example, disproportionate caregiving responsibilities, lack of child care and discrimination both during and after hiring. Moreover, many apprenticeships are concentrated in male-dominated fields that have higher rates of reported sexual harassment. While many industries have made strides, gender- and racial-based discrimination, harassment and even violence remain concerns.

Learn about strategies for overcoming barriers to women’s employment in nontraditional fields.

But for those who enter an apprenticeship, particularly in high-paying fields such as the building trades, the benefits are often dramatic. Another Nontraditional Employment Women’s program graduate, Racquel Hazlewood, found

that, “Once I completed my pre-apprenticeship and began my career as an apprentice electrician, I could see the difference in my work ethic and skills. It also provided growth, guaranteed opportunities, community and a support system – things I did not have in my previous customer service job.”

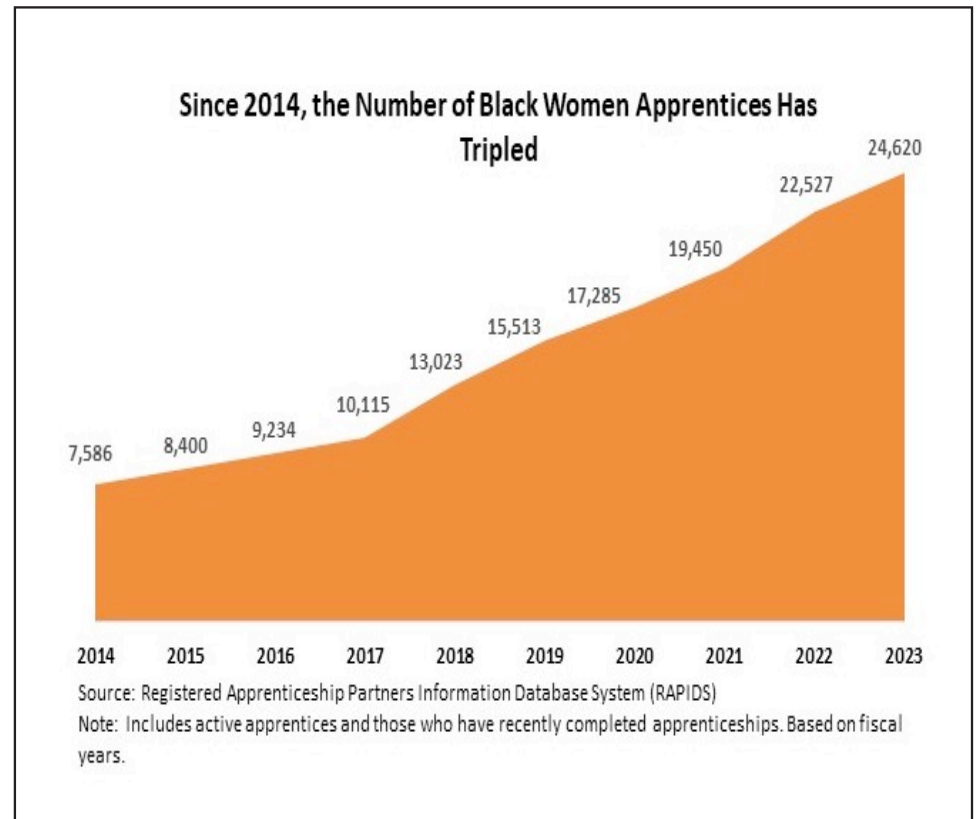
Letoya and Racquel are two of the growing number of Black women prepared for apprenticeships in the U.S. In fact, the number of Black women in apprenticeship programs has more than tripled since 2014, the earliest year for which data are available, increasing from 7,586 to 24,620.

Since 2014, the Number of Black Women Apprentices Has Tripled. A line graph chart with an orange line and shadow showing the increase in Black women apprentices over time from 7,586 in 2014 to 24,620 in 2023.

This growth reflects a broader pattern of more women entering apprenticeship programs. The overall number of women who are active apprentices or who recently completed an apprenticeship program has grown from 33,500 in 2014 to 109,000 in 2023.

This is good news for women’s earnings. Data confirm that new female apprentices earn more than comparable non-apprentices. Black women who have recently completed an apprenticeship program earn \$840 a week for full-time work, on average, while Black women with a high school diploma but no apprenticeship completion earn \$697 a week. This is a 21% difference in pay and adds up to an almost \$7,500 annual wage advantage for apprenticeship completers.

Many Black female apprentices are making the move into male-dominated fields. While the largest share of Black female apprentices work as nurse assistants, the most recent data indicate that two of the top five occupations of Black female apprentices include heavy truck driver and electrician.



Women’s entry into these types of nontraditional, historically male-dominated occupations can serve as a pathway to higher earnings and better financial security. To help more women of all races and ethnicities move into these higher-paying positions, the Women’s Bureau has awarded over \$20 million through the Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program since 2017. WANTO awardees have helped over 11,000 women for careers in nontraditional fields like construction, advanced manufacturing, energy, technology and transportation provided ongoing trainings for employers and unions on creating a more

supportive environment and culture.

The results of the WANTO program underscore what thousands of women like Racquel and Letoya already know: That with the right structural supports, apprenticeship can be a pathway to financial and career success. Let’s keep working to encourage inclusive training programs and worksites and eliminate discrimination so that every worker has a chance to succeed.

SOURCE: <https://blog.dol.gov/2024/02/29/the-fast-growing-number-of-black-women-apprentices>

When OSHA Cites You

[Article originally appeared in www.constructionexec.com]

By Michael Metz-Topodas

With the strong bonds that form among construction project teams, workers looking out for each other helps keep safety foremost in everyone’s mind. But sometimes, even the very best intentions alone can’t prevent an occasional misstep—a forgotten hard hat, a sagging rope line—which can and often does result in an OSHA citation. These regulatory reminders can bring unfortunate consequences: penalties, higher insurance premiums, potential worker injury claims, loss of bidding eligibility, loss of reputation and even public embarrassment, because citations are published on OSHA’s website.

Due to citations’ adverse effects, contractors have incentives to minimize them. They can do this by asserting available defenses, because a

citation is only an alleged violation, not a confirmed one. But making defenses available begins well before a citation is issued, well before OSHA arrives to a construction site and well before a violation even occurs.

Instead, contractors’ ongoing safety programs should incorporate the necessary measures to preserve OSHA citation defenses in three key areas: lack of employee exposure, lack of employer knowledge and impossibility.

EMPLOYEE EXPOSURE

To sustain a citation against an employer, OSHA must not only identify an applicable standard that the company violated but also show that the violation exposed employees to hazards and risk of injury. Absent evidence of actual exposure, OSHA often makes this showing by asserting that performing job functions necessarily exposes employees to the cited hazard.

An employer can counter this exposure element by showing that it could not have reasonably predicted that employees’ work would bring them to areas where they would encounter hazards from a violation. For example, in a recent court challenge, a metal fabricator successfully contested a citation alleging insufficient machine guarding by showing that employees’ work did not realistically involve going near enough to unguarded parts of the machine to risk injury.

How do contractors make a similar showing? By demonstrating that employees were told in almost every possible way not to enter areas or conditions where a hazard exists. Resources to make this showing include:

detailed documentation of workplace procedures that exclude working in a hazard area; records of employee training on workplace procedures with dates, times, locations, trainer, curriculum

and materials used, and employees attending; photos and other records of physical barriers to potential hazards; records of communications about “off-limits” areas and procedures meant to prevent exposure; documented audits and daily safety monitoring; and disciplinary action against employees who violate rules, policies and procedures meant to keep employees away from hazards.

By using these methods, employers create an expectation that employees should not encounter situations that would expose them to hazards or dangers. By having these methods documented, an employer has the evidence to prove, not just claim, the alleged violation did not expose any employee to harm or risk of injury.

Visit the link for the full article:

<https://www.constructionexec.com/article/when-osh-cites-you>

CALIFORNIA SUB-BID REQUEST ADS



Mountain Cascade Inc.
555 Exchange Court, Livermore, CA 94550
(925) 373-8370, Fax (925) 373-0940

**FOR CONSTRUCTION ON STATE HIGHWAY IN SACRAMENTO COUNTY
NEAR ANTIOCH FROM 0.1 MILE NORTH OF ANTIOCH BRIDGE TO SHERMAN
ISLAND EAST LEVEE ROAD
Contract NO. 03-3G0304
Owner: Caltrans
Bid Date: April 17, 2024 @ 2:00 P.M.
DVBE Goal: 3%
SBE GOAL: 25%
Engineers Estimate: \$2,250,000**

*****PLEASE NOTE THIS IS AN ELECTRONIC BID, MCI IS REQUESTING ALL QUOTES TO BE SUBMITTED NO LATER THEN 11AM TO ENSURE QUOTE HAS BEEN RECEIVED AND REVIEWED*****

We are requesting quotes from all qualified DVBE/ SBE Subcontractors and Suppliers but not limited to: AAGREGATES, ASPHALT, AC DIKES, AC OILS, ASPHALT GRINDING, CONSTRUCTION AREA SIGNS, ENVIRIORMENTAL SERVICES, GEOTECH ENGINEERS, STRIPING, SURVEYING, SWPP PLAN ONLY, TRAFFIC CONTROL, TRUCKING

Project Description: The project includes but not limited too Cold Plane AC Pvmt, HMA, & RHMA
Project information, including plans & specifications can be found by contacting:
estimating@mountaincascade.com

Please feel free to contact Mountain Cascade, Inc. at 925.373.8370 with any questions concerning bonding, insurance, lines of credit, and job overview. We look forward to your response.

**Mountain Cascade Inc. is an Equal Opportunity Employer
California License # 422496**

This is Part of a Good Faith Outreach. Your response is greatly appreciated

Dream Big

A Small Business Empowerment Forum

Join us at the Dream Big Small Business Empowerment Forum on Thursday, May 23, 2024, at the prestigious City Club of Los Angeles to champion income equality with diverse entrepreneurs



Secure your spot now as space is limited.

Meet California's top influencers, gain valuable insights on winning government contracts, and participate in our Breaking Barriers Town Hall.

Engage with like-minded individuals, access free small business resources, and support the vital role minority businesses play in driving innovation and economic growth in California through supplier diversity.

Dream Big is sponsored by Caltrans, Port of Long Beach, CA Department of General Services, Construction Contractors Alliance, and LADWP.

Don't miss out on the chance to win \$500 at the Dream Big Boost pitch-off!



Dream Big, produced by



Jacob Choi and Sandra Choi

JHOG Design & Development Co.

Pasadena CA

JHOG Design & Development was our first patron in 2023. They joined to support MORE

-
- Mentoring**
- Outreach**
- Representation**
- Education**
-

in the construction contracting community





ContractorsAlliance.org
Phone: (251) 999-MORE (6673)
EIN: 92-2339060
501(C)(3)



JHOG
Design & Development
CONSTRUCTION SERVICES

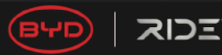
BYD | RIDE | **BYD TRANSIT SOLUTIONS LLC DBA RIDE TRANSIT SOLUTIONS DBE GOAL NOTICE**

IN ACCORDANCE WITH THE REGULATIONS OF THE U.S. DEPARTMENT OF TRANSPORTATION, 49 CFR PART 26, BYD TRANSIT SOLUTIONS LLC DBA RIDE TRANSIT SOLUTIONS (RIDE/BYD) HEREBY PROPOSES AN OVERALL GOAL OF 2.35% FOR TRANSIT VEHICLE MANUFACTURERS (TVMS) DISADVANTAGED BUSINESS ENTERPRISE (DBE) PARTICIPATION IN CONTRACTING OPPORTUNITIES DURING FISCAL YEAR 2024. TO ANSWER QUESTIONS REGARDING THE PROGRAM GOAL AND ITS RATIONALE, PLEASE REACH OUT TO ENID SANTIAGO (CONTACT INFORMATION BELOW). THE GOAL AND ITS RATIONALE ARE AVAILABLE FOR PUBLIC REVIEW FOR 30 DAYS FROM THE DATE OF THIS NOTICE.

PLEASE ADDRESS COMMENTS TO:

MR. JOE HERNANDEZ
RIDE/BYD BIDS AND GRANTS
888 E. Walnut Street
Pasadena, CA 91101
EMAIL: joe@moderntimesinc.com
PHONE: 213.810.6111

RIDE/BYD ACTIVELY ENCOURAGES DBES THAT DESIGN, MANUFACTURE AND/OR SERVICE COMPONENTS WHICH ARE GENERALLY ACCEPTED IN THE TRANSIT MANUFACTURING INDUSTRY TO SUBMIT A DBE VENDOR APPLICATION THROUGH THE RIDE/BYD WEBSITE.
<https://ride.co/dbe-mwbe/>



SBE OUTREACH SERVICES

With 1.5 million businesses in our database, SBE is California's #1 source for diversity outreach.

Advertisements - Placed in the Small Business Exchange newspaper, SBE Today newsletter, and online at www.sbeinc.com

Faxed and Eblast Solicitations - Targeted mailings sent to businesses per your criteria.

Telemarketing - Telephone follow-up calls that follow a script of 5 questions you create.

Computer Generated Reports - Will fit right into your proposal, along with a list of interested firms to contact.

Contact Info:
1160 Battery Street East, Suites #100, San Francisco, CA 94111
Email: sbe@sbeinc.com • Website: www.sbeinc.com
Phone: (415) 778-6250, (800) 800-8534
Fax: (415) 778-6255

Publisher of Small Business Exchange weekly newspaper



EVENTS



OWNERS

VIRTUAL EVENT

CONSTRUCTION MARKET ANALYSIS

TUESDAY
APRIL 23, 2024
12:00 PM - 1:00 PM

SPONSORSHIPS AVAILABLE

\$55 - CMAA MEMBERS
\$85 - NON-MEMBERS
OWNERS AND STUDENT MEMBERS FREE

PROGRAM SUMMARY

This program will present the findings of a regional construction market analysis commissioned by LA Metro with information on regional capital spend; market and economic forces and trends impacting Owners including the rising costs of labor and materials; Contractor feedback on the current bidding environment, and ideas on how to better be an Owner of choice.

SPONSORSHIP LEVELS

\$750 - Platinum - Includes 4 Tickets
\$500 - Gold - Includes 3 Tickets
\$250 - Silver - Includes 2 Tickets

EMCEE

Farrah Farzaneh, CCM, Assoc. DBIA, LEED AP, BDC, ENV SP
Director of Facilities Planning, Emergency Management & Construction
San Bernardino Community College District

MODERATOR

Julie Owen, DIF(ICEC) F(GPC)
Senior Executive Officer, Project Management Oversight
Los Angeles Metro

SPEAKERS

Judy Johnson
Vice President
Jacobs

Tim McKay
Sr. Program Manager
Jacobs

Chris Serroels
Sr. Project Manager
Jacobs

REGISTER HERE

CMAA SoCal Chapter | www.cmaasc.org/events

PRESENTS

MEET THE TRADE PARTNERS

25 APR 3 - 5 PM THURSDAY

2118 Rheem Drive, Pleasanton, 94588

Site Tour Hosted by:

inspecting • testing • engineering

Who's Invited:

- CMAA Student Members
- CMIT's (CMIT candidates)
- Students in related construction management career path
- Young Professionals involved in the Architecture, Engineering, and Construction Industry (A.E.C.)

Tour Benefits

Get a look behind the curtains on how special Lab inspections are performed and tested. Soils, fireproofing, shotcrete and structural tests, and much more.

Refreshments Provided

Light refreshments and appetizers will be served.

Networking

Opportunity or fun networking with CMs and your peers.

SCAN ME

RSVP by April 22nd

Are We on the Verge of a Public-Sector Performance Renaissance?

[Article originally appeared in www.governing.com]

By William D. Eggers

Our research center spent thousands of hours over the last year exploring a simple question: How can we achieve quantum leaps in public-sector performance?

At the Deloitte Center for Government Insights, we pursued this question in a context of widespread public doubt, where trust in government is at or near all-time lows. What we discovered might shock many doubters: We may be on the verge of a public-sector renaissance. In an era where change unfurls at an unprecedented pace, governments worldwide are shedding inertia, embracing innovation and achieving what we've dubbed "10x government" improvements.

But what exactly does 10x government entail? Think of it as a dramatic multiplication in service delivery, operational efficiency and mission attainment. These aren't incremental changes; they represent exponential advancements across various sectors. Sometimes these improvements manifest in tangible ways, like a dramatic re-

duction in costs or response times. Other times, they're more nuanced yet equally impactful, such as vastly enhanced customer experiences that defy precise quantification yet signify a profound shift.

What propels 10x government to the forefront of 2024? The answer lies in the dozens of real-world examples we've curated in our Government Trends 2024 report. The digital revolution, which has been reshaping governments for over two decades, intersects with artificial intelligence technologies, including generative AI, laying the groundwork for unprecedented advancements.

The digital revolution has already paved the way for significant shifts — think telehealth transforming health-care accessibility and cloud computing bolstering government resilience. And with the advent of AI, governments are harnessing its power to detect fraud, cut costs, enhance customer experiences and streamline operations. For those equipped with robust digital infrastructure, achieving 10x improvements isn't just a lofty goal but tangibly attainable.

Yet technology alone isn't sufficient. True transformation necessitates a more holistic approach, one that combines technological innovation with process reinvention, human-centered design, behavioral insights and cross-sector collaborations. Take Houston's remarkable 64 percent reduction in homelessness since 2011. This success was the result of the coordinated effort of more than 100 organizations aligning on goals and working together. As part of the effort, a cross-sector data platform gave all providers access to critical information.

Historically, transformative innovations took decades to unfold. The internal combustion engine, electricity and the telephone all changed the world, but required additional innovations and significant time to scale their impact. By contrast, the Internet, smartphones and computing power have brought about transformative change in less than 30 years. In the age of AI, the pace of change will only increase.

This relates to 10x government in the current context. Amid the throes of the Fourth Industrial Revolution, governments can strategically combine new tools and strategies for transformative

impact. The power lies in synergistic convergence: melding disparate tools to birth something entirely new.

Take the perennial issue of speeding government service delivery and operations. Consider how combining different tools might have tangible impacts:

- Digital technologies + human-centered design + evidence-based policies + contracting = reduced wait times
- Digital infrastructure + customer-centric mindset + regulations + shared governance = simplified business license application
- Robotic process automation + AI + human-machine teaming + human-centered design + cloud + machine learning = accelerated grant application processes

Visit the link for the full article:

<https://www.governing.com/management-and-administration/are-we-on-the-verge-of-a-public-sector-performance-renaissance>