

# Child Care Strategies that Work for Tradeswomen

# Welcome!



TRADESWOMEN  
TASKFORCE



INSTITUTE  
FOR WOMEN'S  
POLICY  
RESEARCH

# Introductions and Information



Allie Perez, Co-Chair,  
Communication  
Committee of the  
National Taskforce on  
Tradeswomen's Issues  
*Plumber, President of  
Texas Women in  
Trades and mom!*

# Introduce yourself!

We invite you to put your name, trade/organization, and state/country in the chat.

# Taskforce Solidarity Pledge

By entering this space, and/or participating in this organization, I pledge to:

- Foster a safe and supportive environment that embraces our diverse and unique community
- Create a safe space, free from the biases faced by marginalized groups, including but not limited to:
  - Discrimination based on immigration status, race, gender, sexual orientation, ability or age.
- We unapologetically embrace our diversity; it is what makes us strong!



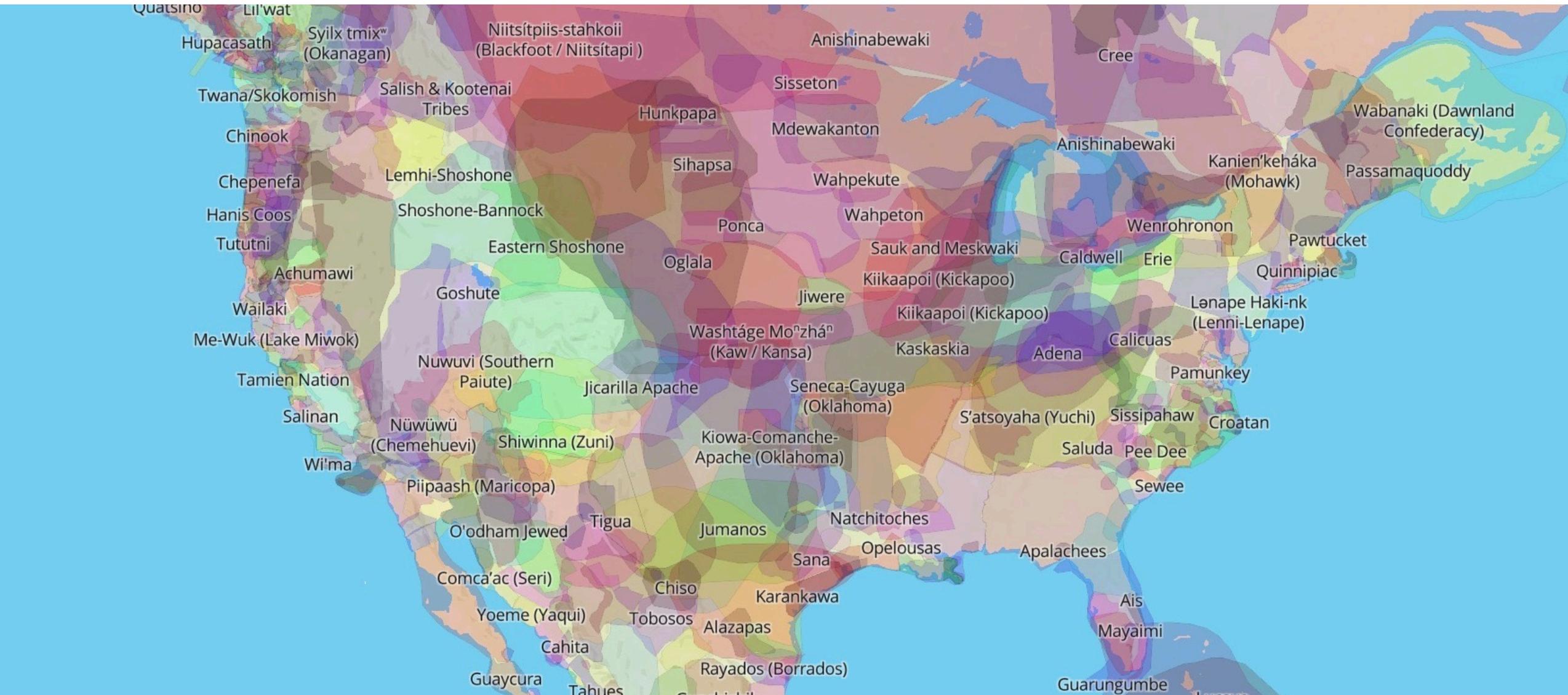
# About the Taskforce

- **The National Taskforce on Tradeswomen's Issues (TWTF)** is a coalition uniting the expertise and actions of local, regional and national organizations, advocates, allies and individual tradeswomen to support women in achieving access, opportunity, and equity in the construction industry and other skilled trades occupations.
- The Taskforce works to promote public policies and advocacy initiatives at the local, regional, state and national levels to improve, enforce, fund, and promote best practices towards equity in apprenticeship, training, workforce development, career and technical education, construction and other skilled trades employment, and the job site experience.

<https://tradeswomentaskforce.org/>



# Land Acknowledgement



Source: Native Land Map, <https://native-land.ca/>

# Latisa Kindred, Moderator

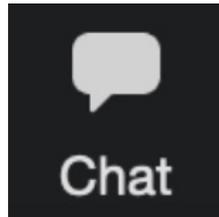


- Electrician
- High School Electrical Instructor
- Board member, Chicago Women in Trades
- And Mom!

# Navigating Zoom



Please put your questions for panelists in the Q&A by clicking the **Q&A button** at the bottom of the screen.



Chat with fellow attendees using the **chat button** at the bottom of the screen.

# Agenda

- Presentations
  - Ariane Hegewisch, [Institute for Women's Policy Research](#), Washington DC
  - Carol Burnett, [Moore Community House Women in Construction](#), Mississippi
  - Liz Skidmore, [North Atlantic States Regional Council of Carpenters](#), Massachusetts
  - Jackie Whitt, [Labor's Community Service Agency](#), Oregon
  - *After each presentation there will be a few minutes for specific questions, with more time for questions after everyone has presented.*
- Panel Discussion
- Audience Q&A



TRADESWOMEN  
TASKFORCE



# Tradeswomen and Child Care

Ariane Hegewisch  
Institute for Women's Policy Research

hegewisch@iwpr.org

September 28, 2021



Photo thanks to Moore Community House  
Women in Construction program

Photo care of Moore Community House Women in  
Construction Program

# More women than ever work in the trades: how can we build on this momentum?

- In 2020, over 300,000 women worked in construction occupations—more than ever before.
  - Yet, women still are just 4 percent of all trade workers.
- How can we build on this momentum?
- How can we make sure that the women who are in the trades now can and want to stay there and prosper?
- How can we make it easier to be a mother/parent in the trades? What can/should contractors, employers, and unions do?

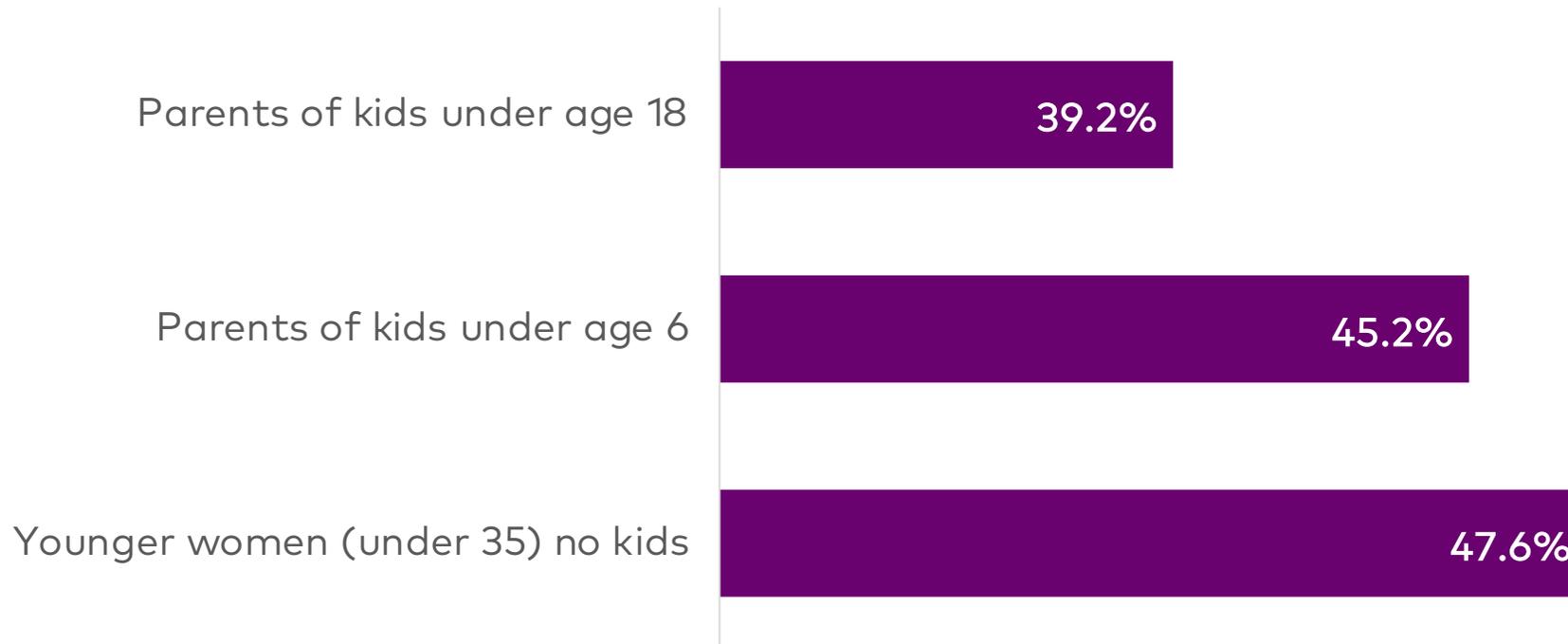
➔ Many women with kids, including with young kids, work in the trades

## 2021 IWPR Tradeswomen's Retention and Advancement Survey

- 2,635 tradeswomen responded
- 63% of respondents are parents
- Over a fifth have kids 5 years or younger

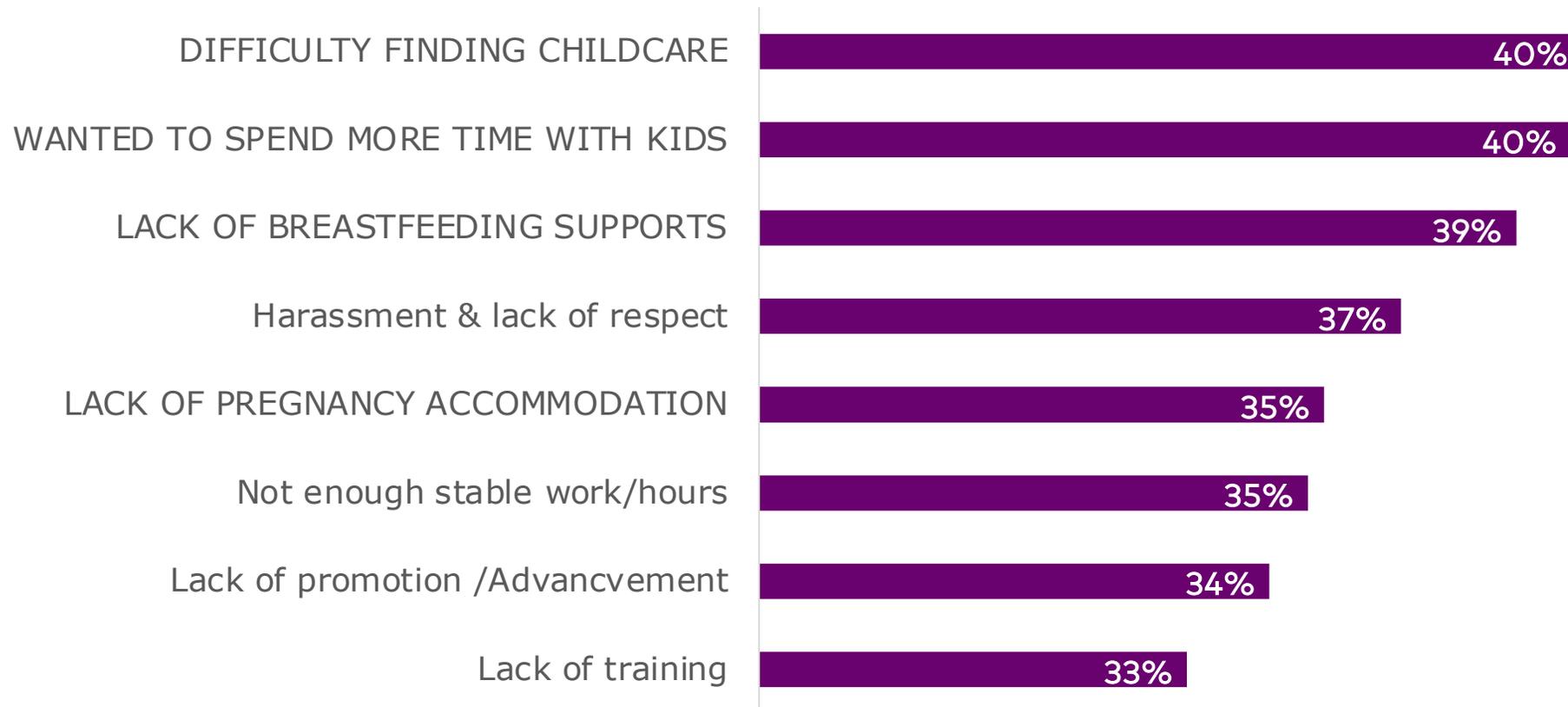
→ Retention is a big issue: 44 percent of all respondents said that they have seriously thought about leaving the trades: but mothers are not the main/only ones wanting to leave

Have you ever seriously considered leaving the trades? Yes.

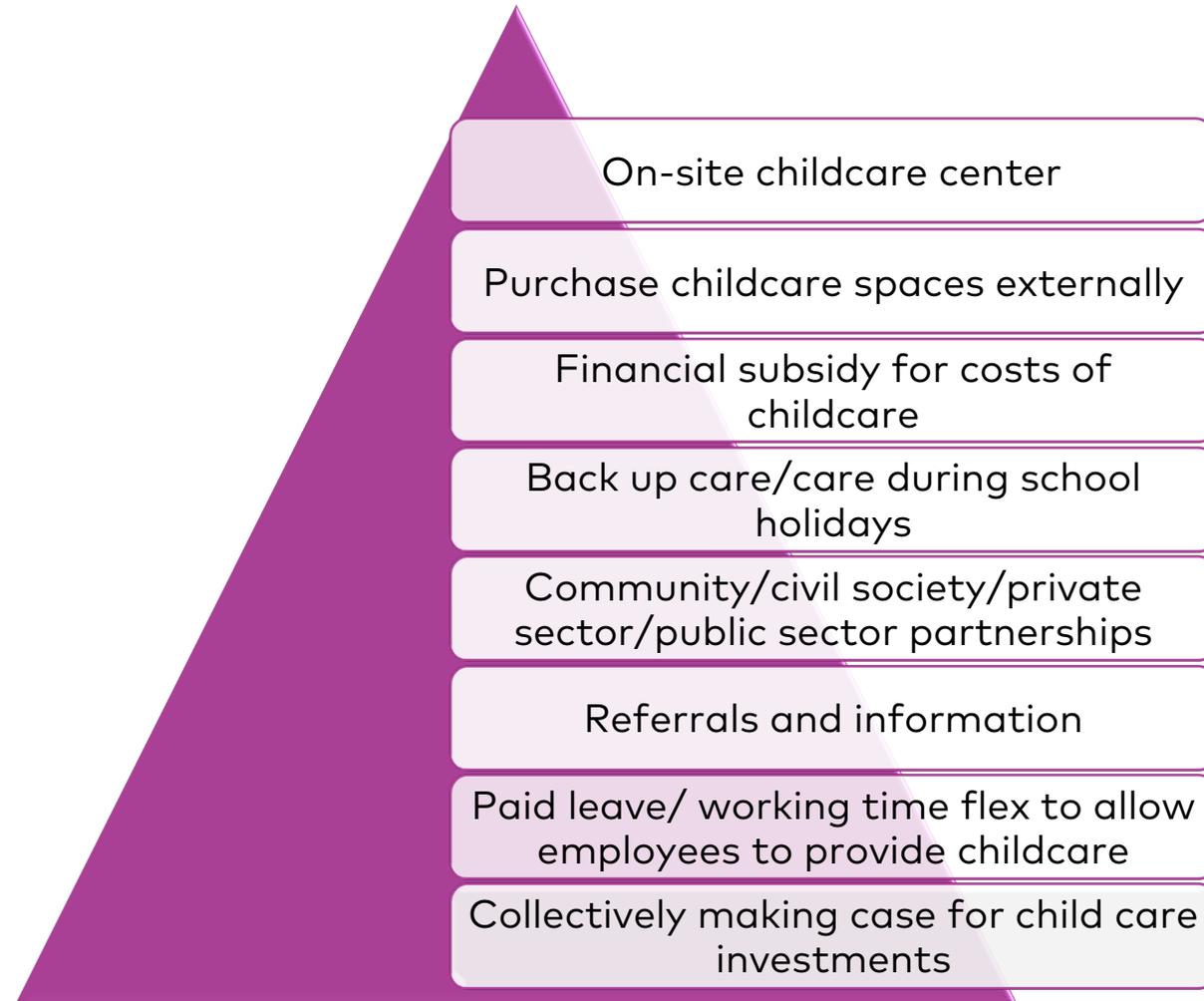


→ Child care and related reasons are most common for thinking about leaving for parents but concerns about harassment and lack of stable hours follow closely behind.

Reasons for leaving: Respondents with Kids under 6 ranked as 'Very Important'



# How to tackle workplace child care?



Range of choices for supporting child care needs— onsite child care is probably least common.



## Three points:

- Women working in the trades are as likely as women in other jobs to have kids
- Child care is a big obstacle (but it is not the only reason mothers leave the trades.)
- Workplace childcare centers are one way to tackle child care needs but not the only way.

THANKS!!

[www.iwpr.org](http://www.iwpr.org)

[hegewisch@iwpr.org](mailto:hegewisch@iwpr.org)



**WOMEN IN CONSTRUCTION**  
A PROGRAM OF MOORE COMMUNITY HOUSE

# Carol Burnett

## PROGRAM OVERVIEW

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2021



# WHO WE ARE

- Program of Moore Community House (MCH) in East Biloxi
- MCH has been serving families since 1924
- MCH Early Head Start program serves pregnant women, infants, and toddlers up to 3 years old
- MCH Women in Construction (WinC) trains women for high-wage, high-demand construction and skilled craft trade careers



# WOMEN IN MISSISSIPPI

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- In Mississippi, women make up half of the workforce, yet 3/4 of the minimum wage earners.
- 75% of single moms in Mississippi are in the workforce, but most are stuck in low-wage jobs, leaving families in poverty.
- Higher paying work for women generally means non-traditional occupations in which women are drastically underrepresented, but better paid.
- Moore Community House Women in Construction builds a pathway to trades careers for women.



# DEMOGRAPHICS OF WOMEN SERVED

<b>Black / African American</b>	<b>52.89%</b>
<b>White</b>	<b>25.39%</b>
<b>Hispanic / Latina</b>	<b>16.02%</b>
<b>More than one race</b>	<b>3.15%</b>
<b>Did not Identify</b>	<b>1.31%</b>
<b>American Indian / Native Alaskan</b>	<b>0.53%</b>
<b>Asian</b>	<b>0.36%</b>
<b>Native Hawaiian / Pacific Islander</b>	<b>0.35%</b>



# OUR MISSION

To increase the earning power of women and strengthen their ability to provide for their families by equipping them with training and employability skills required for entering a non-traditional occupation, while also developing leadership skills.



# WHAT WINC OFFERS

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- Classroom and hands-on curriculum
- Nationally recognized, stackable credentials
- Safety credentials
- Supplemental curriculum
- Case management and supportive services



# WINC CLASSES

- Women in Trades 101
- General Industry Pre-apprenticeship
- Approved Partner Training
- Advanced Leadership

***All classes are offered at  
no cost to participants.***



# SUPPORTIVE SERVICES

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- Comprehensive Case Management
- Stipend while enrolled
- Assistance with PPE, tools, gear required for training and/or employment
- Childcare
  - Eligible participants of General Industry classes may receive up to 6 months of childcare assistance, as funding is available
- Ongoing support network



# How we built-in free child care:

- Found the money
- Recruited moms
- Recruited & developed agreements with centers in our area
- Shared consumer info on child care with our mom students
- Developed agreements with students



Remember: our students are also moms

# SUCCESS & PLACEMENT

**WOMEN GRADUATED: 700+**

**GRADUATION RATE: 78%**

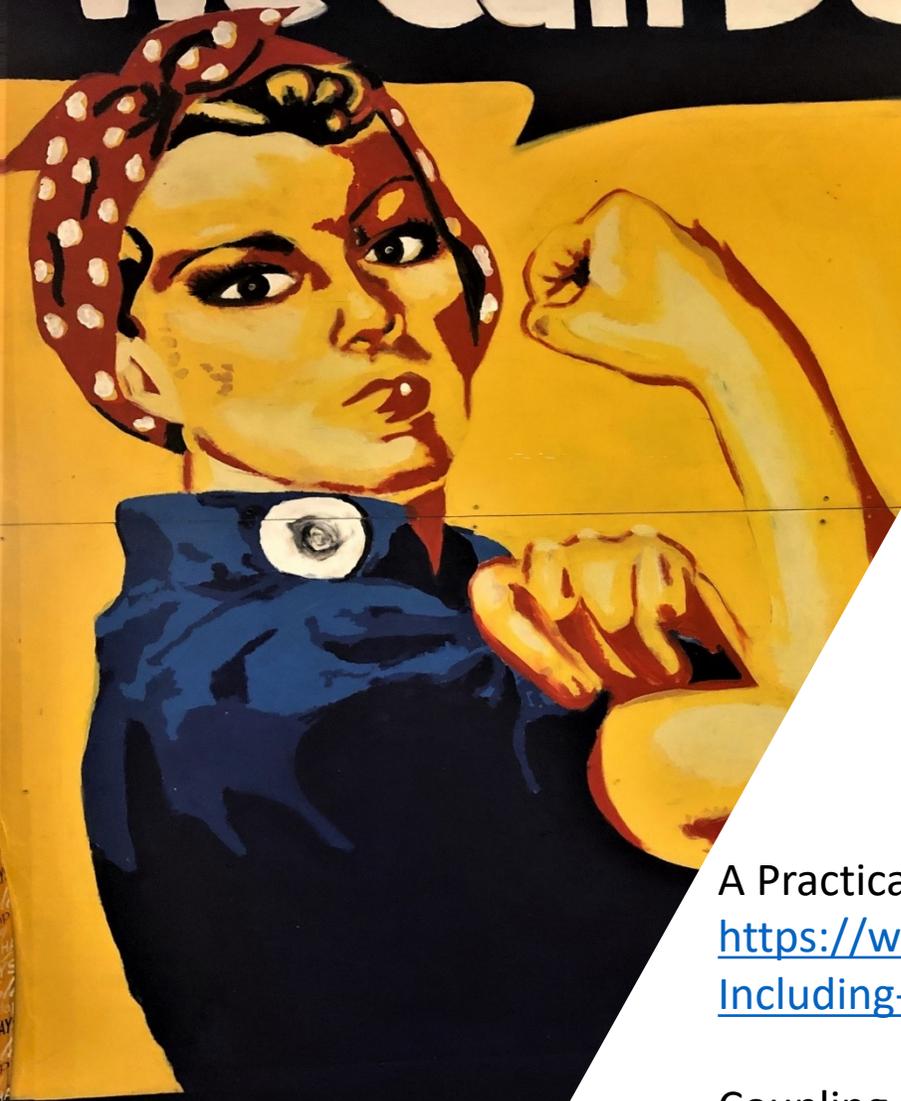
**PLACEMENT RATE: 74%**

**GRADUATE OPPORTUNITIES:** Ingalls Shipbuilding, VT Halter Marine, Bernhard MCC, IBEW (Electrical Union), UBC (Carpenter's Union), Residential & Commercial Contractors, Habitat for Humanity, Walmart & Amazon Warehouses, Small Business Owners





# We Can Do It



## FOR MORE INFORMATION

### CONTACT US:

Moore Community House - Women in Construction Program  
684 Walker Street  
Biloxi, MS 39530

[www.moorecommunityhouse.org/winc](http://www.moorecommunityhouse.org/winc)

[www.facebook.com/MCHWomeninConstruction](https://www.facebook.com/MCHWomeninConstruction)

Carol Burnett | Executive Director

[cburnett@moorecommunityhouse.org](mailto:cburnett@moorecommunityhouse.org)

Ruth Mazara | Program Director

[ruth.winc@moorecommunityhouse.org](mailto:ruth.winc@moorecommunityhouse.org)

A Practical Guide to Including Child Care as a Work Support in Job Training Programs:

<https://www.mschildcare.org/wp-content/uploads/2018/09/A-Practical-Guide-to-Including-Child-Care-as-a-Work-Support-in-Job-Training-Programs.pdf>

Coupling Child Care with Pathways to NTO Higher Paying Work:

<https://www.mschildcare.org/wp-content/uploads/2019/02/2018-Child-Care-and-Work-Training-Report.pdf>





# CARE THAT WORKS

Families And Providers United For Child Care



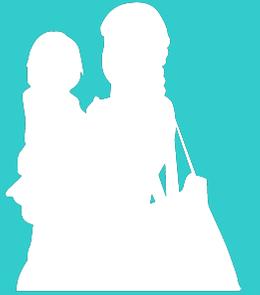
## Construction-Hour Family Childcare

# Overview

- 3-year pilot
- State-licensed providers offering home-based, small group care
- Addresses early-hour need of construction workers
- Prioritized sustainability of the model

# CARE THAT WORKS

Families And Providers United For Child Care



# Construction-Hour Childcare Pilot

**CARE THAT WORKS**

Families And Providers United For Child Care



- 3 year pilot program in Boston, launched in Fall 2020
- Licensed family childcare providers who open at 5am or 5:30am
- Providers accept child care subsidies & are all members of SEIU Local 509  
Private pay depends on the age of the child, but runs from \$290 - \$400/wk
- 10 (and growing) providers in Greater Boston
- The Carpenters, other union trades, the City of Boston and some signatory contractors have helped fund this program.
- Interested parents go to **[carethatworks.org](https://carethatworks.org)**. They fill out an interest form and then are called & walked through the matching process.

# Who We Are

# CARE THAT WORKS

Families And Providers United For Child Care



Our coalition includes:

- **Community Labor United** – leads & staffs coalition
- **Unions for families:** Carpenters, UniteHERE (hotel workers), IBEW
- **Unions for providers:** SEIU & AFSCME
- **Pre-Apprenticeship:** Building Pathways
- **Women’s Pipeline into the trades:** Northeast Center for Tradeswomen’s Equity
- **Tradeswomen Advocacy:** Policy Group on Tradeswomen’s Issues
- **Community Groups:** mother’s homeless shelter (Brookview House), Community organizing group (New England United for Justice)

# Our Vision

# CARE THAT WORKS

Families And Providers United For Child Care



CTW members are united by a vision for a publicly-funded child care system shaped to empower those who are worst impacted by unaffordable care and underpaid care labor.

For children and parents to flourish in the home and as contributing members of society, our government must invest in a child care system that:

- meets the complete care needs of families with children ages 0-12,
- provides dignified and family-sustaining jobs for child caregivers,
- prioritizes business ownership and wealth building for women and communities that have historically been excluded from these opportunities, and
- is controlled by and accountable to the families, workers, and communities that rely on it.



# CARE THAT WORKS

Families And Providers United For Child Care



Coalition Members

# Outreach Tools

## DO YOU NEED EARLY MORNING CHILD CARE?



Our new Boston-based child care pilot program might be the solution for you and your family!

Quality, affordable child care is now available in Boston as early as 5 a.m.

Scan this QR code or visit: [carethatworks.org/interest-form](https://carethatworks.org/interest-form) to get started.



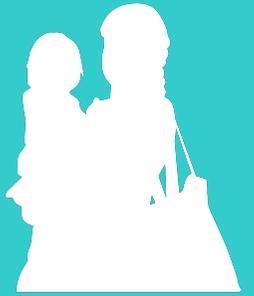
# CARE THAT WORKS

Families And Providers United For Child Care



# CARE THAT WORKS

Families And Providers United For Child Care



## CARE THAT WORKS

Do you work in the union construction trades?  
Do you need early morning child care?

**Our new Boston-based child care pilot program might be the solution for you and your family!**



### CHILD CARE FOR EARLY MORNING WORK HOURS!

Care That Works recently launched a pilot program of licensed family child care providers in Boston neighborhoods who will accommodate drop-off schedules starting at 5 or 5:30 a.m.

We are looking for union families who need child care.

It's easy to express your interest. Just fill out this form online and we will reach out.

[CareThatWorks.org/Interest-Form](https://CareThatWorks.org/Interest-Form)



NORTH ATLANTIC STATES  
CARPENTERS LABOR MANAGEMENT  
750 Dorchester Avenue  
Boston, MA 02125

PRESORT STANDARD  
U.S. POSTAGE  
PAID  
BOSTON, MA  
PERMIT No. 51883



Scan this QR code or visit: [carethatworks.org/interest-form](https://carethatworks.org/interest-form) to get started.



# Our Budget

**CARE THAT WORKS**

Families And Providers United For Child Care



This has been a very low-budget project.

## **We've raised money to cover**

\$700/month early morning wage differential for childcare providers.

A small amount of COVID support – air purifiers and masks – for some providers.

In 2021, a ½ time staff person to help do outreach to union families & career seekers and to match families.

## **Costs**

2016 – 2019: All in-kind contributions (staff time) by coalition members for learning and creating the plan

2020: ~ \$10,000 for stipend for providers

2021: ~ \$135,000 in 2021 (more providers, ½ time staff to help with outreach and matching)

## **Funders include**

Unions, City of Boston, 2 Project Labor Agreements, local grants

# Contacts

**CARE THAT WORKS**

Families And Providers United For Child Care



**Liz Skidmore**

Business Representative/Organizer

North Atlantic States Regional Council of Carpenters

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**CareThatWorks.org**



- **Jackie Whitt, Program Lead**
- LABOR'S COMMUNITY SERVICE AGENCY, INC.
- Portland Oregon
- Work Cell: 971-990-1142
- Office: 503-231-4962
- Email: [childcare@lcsaportland.org](mailto:childcare@lcsaportland.org)
- Website: [lcsaportland.org](http://lcsaportland.org)
- Facebook: [LCSA-Portland](https://www.facebook.com/LCSA-Portland)







# Contact

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