

THE EVENT WILL BEGIN SHORTLY

WOMEN IN SKILLED MANUFACTURING APPRENTICESHIPS & CAREERS

An Introduction to Equity and Inclusion



CENTER FOR APPRENTICESHIP
& WORK-BASED LEARNING



WOMEN IN SKILLED MANUFACTURING APPRENTICESHIPS & CAREERS

An Introduction to Equity and Inclusion

Tuesday, September 15, 2020

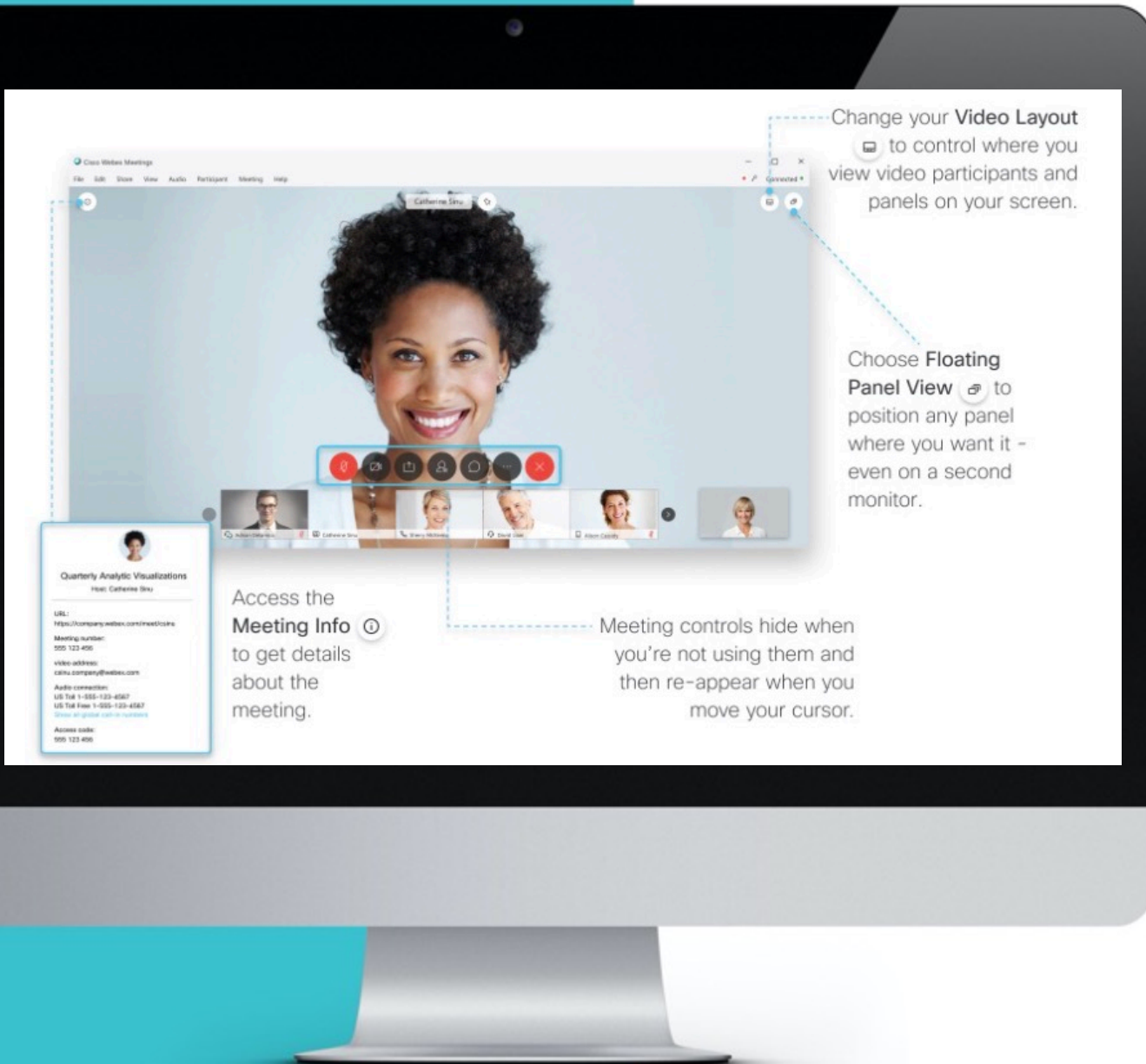
**Day 1: Why Women?
The Importance of Women to
the Manufacturing Sector**

PRESENTED BY



CENTER FOR APPRENTICESHIP
& WORK-BASED LEARNING





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AGENDA

Day 1: Tuesday, September 15, 2020 | 1:00 – 2:30 p.m. ET

Welcome

- **Eric Seleznow**, Senior Advisor, JFF
- **John Pallasch**, Assistant Secretary for Employment and Training, U.S. Department of Labor

Manufacturing Apprenticeships and Careers in Action

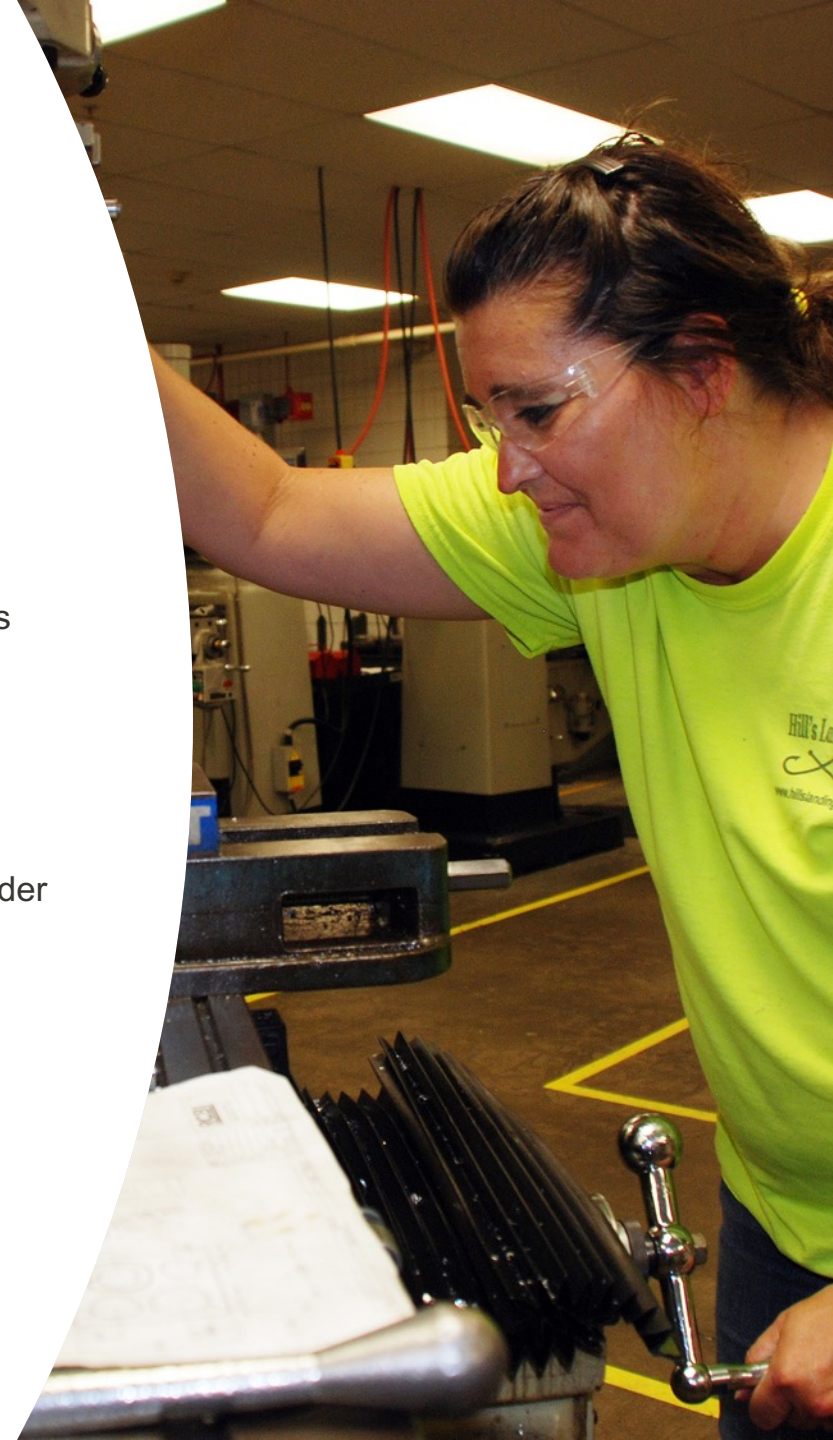
- **Moderator: Lauren Sugerman**, Director, National Center for Women's Equity in Apprenticeship and Employment, Chicago Women in Trades (CWIT)
- **Heidi Ruefenacht**, HR Manager, EuropTec USA
- **Leah Rambo**, Training Director and Fund Administrator, SMART Local 28
- **Danita Dixon**, Production Supervisor, First Quality Retail Services (FQRS)

Increasing and Retaining Women in Manufacturing

- **Moderator: Barbara Stanford-Allen**, Consultant, Southeastern Pennsylvania Manufacturing Alliance, Philadelphia Works
- **Natasha Francis**, Apprentice, Level 1 Fasteners
- **Andrea Bourdelais**, President, Level 1 Fasteners
- **Scott Massa**, Engineering Manager, Skender
- **Leah Rambo**, Training Director and Fund Administrator, SMART Local 28

Day 1 Summary

- **Kristina Szczymbak**, Executive Director, West Virginia Women Work (WVWW)





Hi, I'm

ERIC SELEZNOW

Senior Advisor

Eric M. Seleznow is a senior advisor and directs JFF's [Center for Apprenticeship & Work-Based Learning](#). He works to further the organization's goals of advancing innovative workforce policy and programs. Mr. Seleznow is contributing to the organization's work on apprenticeship, reentry, and sector strategies.



Hi, I'm

JOHN PALLASCH

***Assistant Secretary for Employment and Training,
U.S. Department of Labor***

John has served as the assistant secretary for employment and training since July 2019.

Before moving into his current role at the Department of Labor, he served as the executive director of the Kentucky Department of Labor's Office of Employment and Training, where he led initiatives to improve outcomes for workforce education programs, increase the accountability and performance of the unemployment insurance program, and consolidate job training and workforce programs within a single cabinet agency.

Earlier in his career, John served in the Department of Labor as a special assistant to the assistant secretary for administration and management and deputy assistant secretary in the Mine Safety and Health Administration (MSHA).

MANUFACTURING APPRENTICESHIPS & CAREERS IN ACTION

Moderator



Hi, I'm

LAUREN SUGERMAN

*Director, National Center for Women's Equity in
Apprenticeship and Employment, Chicago Women in Trades
(CWIT)*

A former elevator constructor, Lauren co-founded Chicago Women in Trades (CWIT) and served as its first executive director for more than 20 years. She is a nationally recognized leader in research, policy, and programs to open doors for women into traditionally male-dominated, blue-collar occupations. She provides technical assistance and guidance to employers, unions, apprenticeship programs, and public agencies on how to increase equal employment opportunities for women in construction, manufacturing, and transportation. She is the co-author of several research reports, policy recommendations, tool kits, curricula, and successful legislative proposals.

THE STATE OF THE FIELD FOR WOMEN

- Women are most likely to be in the lowest paying positions.
- Very few skilled positions or apprenticeships go to women.
- Women make up about 27% of the manufacturing workforce.
- Women's share of employment in skilled manufacturing careers with 25,000+ openings and a pay rate of \$35,000+ is only 7%.





HOW HAVE OUR PARTNERS HELPED WOMEN ENTER MANUFACTURING IN THE PAST YEAR?

- **Women in Construction of Mississippi** helped 32 women gain employment through Ingalls Shipbuilding as ship fitters, hull welders, cable pullers, electrical apprentices, and boilermaker apprentices.
- **West Virginia Women Works** placed 22 women into manufacturing careers.
- **WINC Philadelphia** (a project by CWIT, WANTO, PA Career Link, and SEPMA) hosted a six-week manufacturing boot camp for women. Six women began the class and five graduated.



Hi, I'm

HEIDI RUEFENACHT

HR Manager, EuropTec USA

Heidi is the HR Manager at EuropTec USA Inc. in Clarksburg, West Virginia. She grew up in Switzerland and graduated from business college there. Then, 35 years ago, she moved to the United States with her husband and three children. Between raising her family and being involved in several business ventures, Heidi has gained a unique perspective on the similarities and differences between the education and workforce systems in the two countries.



Hi, I'm

LEAH RAMBO

Training Director and Fund Administrator, SMART Local 28

Leah began her career as a sheet metal apprentice in 1988. In 2011, she was appointed as first woman to serve as director of training for SMART Local 28 and continues to work in this capacity.

Local 28 has increased their percentage of female workers from 3% in 2011 to 13% in 2019. As director of training, Leah has been responsible for the training of over 3,000 of Local 28's apprentices and active members.



Hi, I'm

DANITA DIXON

Production Supervisor, First Quality Retail Services (FQRS)

Danita is production supervisor at First Quality Retail Services in the Philadelphia area. In her role, Danita ensures that the organization's goals of safety, housekeeping, quality, efficiency, and waste are met.

INCREASING AND RETAINING WOMEN IN MANUFACTURING



MODERATOR

BARBARA STANFORD-ALLEN

*Consultant, Southeastern
Pennsylvania Manufacturing Alliance,
Philadelphia Works*



NATASHA FRANCIS

Apprentice, Level 1 Fasteners



ANDREA BOURDELAIS

President, Level 1 Fasteners



LEAH RAMBO

*Training Director and Fund
Administrator, SMART Local 28*



SCOTT MASSA

Engineering Manager, Skender



Hi, I'm

KRISTINA SZCZYRBAK

Executive Director, West Virginia Women Work (WVWW)

Kristina is the executive director of West Virginia Women Work, an organization founded in 2000 with the mission of helping women achieve economic self-sufficiency.

Today, the organization operates the Step Up for Women Pre-Apprenticeship Program, which has satellite training sites housed within Registered Apprenticeship centers across the state of West Virginia, with two advanced manufacturing training sites and two construction sites, all exclusively for women.

Kristina and the WVWW team have impacted the lives of more than 1,000 women and their families by empowering them with the skills they need to earn a living wage.

AGENDA

Day 2: Wednesday, September 16, 2020 | 1:00 – 4:00 p.m. ET

**Preparing Women to be
Competitive Candidates**

**Implicit Bias in Application and
Assessment Practices**

**Best Practices for Gender-Equitable
Preparatory / Pre-Apprenticeship
Programs**

**Addressing the Intersection of
Race and Gender**

**Experiences of Women of Color
in Manufacturing**

**Bystander Training / Understanding
Microaggressions**

**Supporting Tradeswomen's
Success: Being an Ally**



THANK YOU FOR JOINING!

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