



**20
23**

**TRADES FUTURES
ANNUAL
REPORT**




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A YEAR IN REVIEW



It's hard to believe that it's been a year since the launch of TradesFutures and what a year it's been! The unprecedented federal investments in infrastructure set the stage for us to hit the ground running. More than ever before, it is vitally important that we are focused on broadening pathways into the Building and Construction Trades for historically underserved communities.

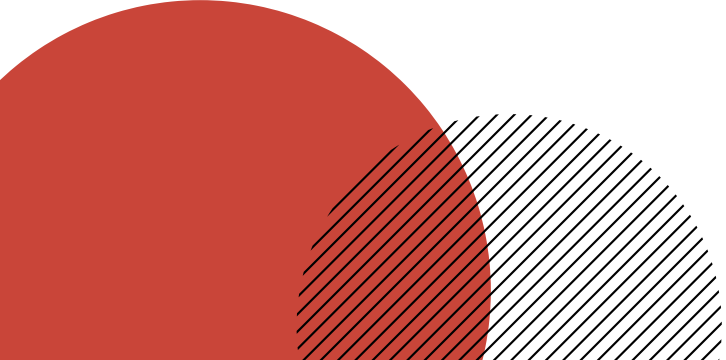
From child care to transportation we are working with Apprenticeship Readiness Programs, Building Trades Councils, community based organizations and government entities to dissolve barriers job seekers encounter on their path to Registered Apprenticeship. We've learned a lot and are pleased to share this annual report with you.

MISSION STATEMENT

TradesFutures is a non-profit corporation organized for the purpose of developing, promoting, and improving Apprenticeship Readiness Programs ("ARPs"). ARPs are educational programs that provide students with the fundamental skills and knowledge necessary to choose, obtain, and succeed in a formal Registered Apprenticeship in the construction industry.

TradesFutures is dedicated to assisting women, veterans, and people from communities of color establish and maintain careers in the construction industry. To this end, TradesFutures develops courses and curriculum to be used by local ARPs; helps community-based organizations start and maintain ARPs; and supports a broad range of efforts to assist historically underrepresented and underserved communities find success in the construction industry.

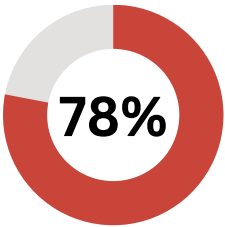
By promoting on-ramps to quality careers in construction, TradesFutures seeks to create lasting stability for families and their communities.



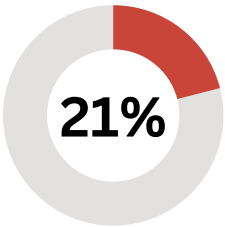
INITIATIVES

APPRENTICESHIP READINESS PROGRAMS

In January of 2023, TradesFutures took over the administration of Apprenticeship Readiness Programs and the Multi-Craft Core Curriculum (MC3) from NABTU. Apprenticeship Readiness Programs are key components of an equity agenda because they connect historically underrepresented workers to registered apprenticeship programs and help workers secure high-quality jobs in construction. Apprenticeship Readiness Programs open a window into an industry that many people may not have considered.

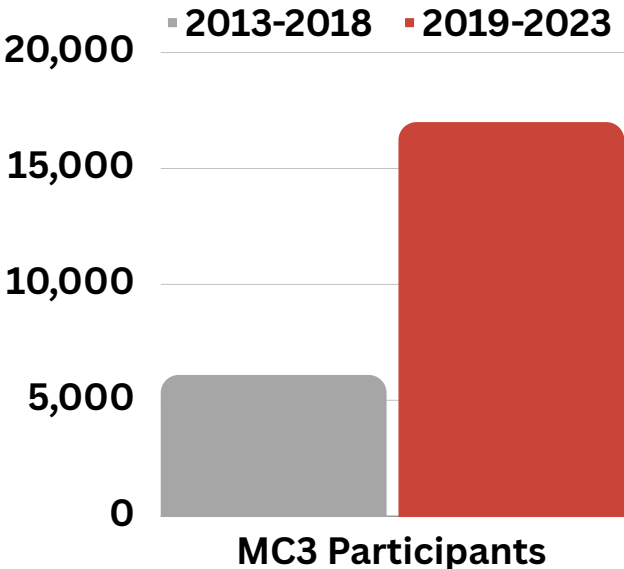


of MC3 participants since 2016 have been people from communities of color



of MC3 participants since 2016 have been women

Exposing program participants to the available career opportunities possible through Registered Apprenticeship in the building trades, coupled with the professional skills training offered through the Multi-Craft Core Curriculum, participants are provided with a tested road map to real opportunities available in their communities. From High School students to new career seekers and the justice involved, we are here to prepare participants to lead the infrastructure generation.



INITIATIVES

CHILD CARE PILOT PROGRAMS

As we have learned over the years, diversifying the construction industry means examining the barriers to entry into the industry. To address one of the most notable barriers for women – child care – TradesFutures is supporting two Child Care pilots, one in Milwaukee, WI and one in New York City.

The construction industry is one of the largest sectors of the U.S. economy and is uniquely positioned to help increase the participation of socially and economically disadvantaged workers. Registered Apprenticeship programs train workers to become highly skilled, high earning construction workers. Unfortunately, the lack of affordable quality child care presents a substantial barrier to many individuals seeking careers in the construction industry. We hope through this pilot that we'll support families and women in their careers, but we also hope to provide guidance to work force partners on how to best support and recruit families in non-traditional industries.

MILWAUKEE

In partnership with the Milwaukee Building and Construction Trades Council and EmpowHER, TradesFutures is sponsoring a child care pilot in the city of Milwaukee for apprentices and journey workers. The goal of the child care pilot in Milwaukee is to increase the entrance of new women into careers in the building trades. Currently only 3% of registered apprentices in Wisconsin are women, and we seek to connect to an untapped workforce. As industry partners overall, we want to assist young families with child care needs, so male apprentices are also eligible.

We know child care is very costly yet it is a key to success on the job. The program will pay half of child care costs for 12 months to assist apprentices in order to succeed in a new career. The preference is for center-based early childhood education care. We will pay half of the invoice directly to the certified, licensed provider. If the participant uses an in-home provider and they are registered with the state as a home-based center, we will pay half of their invoice directly to them.

INITIATIVES

CHILD CARE PILOT PROGRAMS

If the in-home provider is not a registered child care provider (for instance, a relative who provides care) then we can offer a one-time assistance payment of \$500. EmpowHer will also offer additional hardship grants of \$500 designed to retain apprentices and journeyworkers in the industry. If a worker faces an unexpected expense (such as a car repair, medical bill, inflationary pressures, or other economic issue) that makes it difficult to cover child care costs, they may be eligible for this assistance. At the time of publication of this report, 7 families are receiving ongoing assistance and 4 families received one time assistance.

The pilot program in Milwaukee has changed over the course of the last year. We started the pilot first focused on a near site facility with reserved seats. We found during interviews with potential participants that there are other factors beyond a facility being near site that were more important to their family (proximity to home, other family members, schools, etc.). Child care is complicated, and being flexible enough to meet the needs of the local workforce is key to finding solutions that will assist families while simultaneously meeting construction workforce needs.

NEW YORK CITY

In partnership with the New York City Building and Construction Trades Council and NEW (Non-Traditional Employment for Women), TradesFutures is supporting the Childcare Assistance for New York City Tradeswomen Pilot Program. The goal of the pilot is to help support career pathways and high-quality jobs in construction for people of color, women, veterans and other historically underrepresented groups.

Studies show that the cost of childcare has risen by 41 percent since the pandemic with families spending up to 20 percent of their income..


INITIATIVES

CHILD CARE PILOT PROGRAMS

To encourage participation in apprenticeship readiness and Registered Apprenticeship programs and to help diversify the construction workforce, TradesFutures will work with NEW to help underrepresented workers access quality childcare.

Through this pilot program, NEW will provide monthly assistance payments of up to \$1,000 for ten construction workers from underrepresented backgrounds for a 12-month period. Additionally, NEW will retain a full-time Childcare Welfare Manager to assist pilot participants as they navigate finding child care and braiding public assistance whenever possible.

Similar to the Milwaukee pilot, there is a \$10,000 fund for emergency childcare assistance to construction workers from underrepresented backgrounds to assist them when the unexpected happens. Not only are we looking to recruit more women into the industry, but we are looking to retain more women in the industry. Emergencies happen, and we hope to help families keep on their path despite what life might serve them.



CHILDCARE PILOT
Childcare Assistance to support Maternal Employment

ASSISTANCE

LOOKING FOR ELIGIBLE PARTICIPANTS
Our Agency has funding to provide temporary financial assistance to close the gender wage gap.

ARE YOU A PARENT/GUARDIAN?
Do you have children between 0-12 years old? If you have special needs children, they can be 12+.

DO YOU NEED CHILDCARE?
Our Pilot can provide financial assistance to parents for up to one year.

DO YOU CURRENTLY HAVE CHILDCARE?
If you struggle with paying for Childcare we can assist you with a monthly stipend.

REQUIREMENTS

WILLINGNESS TO PARTICIPATE IN SURVEYS
We need to track our chosen participants' progress to continue and expand our Pilot.

DID YOU COMPLETE THE PRE-APPRENTICESHIP?
If you are a recent NEW Graduate or an Alumna we can assist you.

ARE YOU EMPLOYED UNDER A UNION?
If you work at least PT, or you are the head of household, work early am or late pm shifts, you pre-qualify for our Pilot.

ARE YOU THE PRIMARY CUSTODIAN/LEGAL GUARDIAN?
Whether you have temporary or permanent custody we can assist you with your childcare needs.



Nontraditional Employment for Women

Hard Hats. Strong Women. Building the Future.



INITIATIVES

SCALING APPRENTICESHIP READINESS - DEPARTMENT OF LABOR COOPERATIVE AGREEMENT

In March of 2023, the Department of Labor announced a \$20 million cooperative agreement between the Department of Labor and TradesFutures to advance equitable opportunities in construction through the department's "Scaling Apprenticeship Readiness Across the Building Trades" initiative. Over the course of the next four years, TradesFutures seeks to enroll more than 13,000 participants in Apprenticeship Readiness Programs – providing them with the professional skills necessary to succeed as a Registered Apprentice – and expects to subsequently place at least 7,000 of them into Registered Apprenticeships in the construction industry.

- We will fund new and expand existing Apprenticeship Readiness Programs in Ohio, Pennsylvania, Missouri, and Tennessee in addition to releasing a nationwide request for proposals to fund 10 additional programs.

A key feature of this Cooperative Agreement will be the partnership between TradesFutures and the National Urban League to more deeply engage with historically underserved communities. Together we'll develop local and national outreach campaigns to assist National Urban League affiliates and Apprenticeship Readiness Programs in recruiting and supporting program participants.

INITIATIVES

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES PARTNERSHIP

The mission of TradesFutures is to expand access to careers in construction to historically underrepresented communities. Through our strong relationship with Alabama Power, TradesFutures has provided scholarships to five Historically Black Colleges and Universities in Alabama to launch in the 2023-2024 school year. The selected students are enrolled in construction management degree programs, electrical programs, or business management programs and have submitted a personal statement expressing their desire to work in the construction industry post-graduation.

Scholarship Recipients

Alabama A&M - Angel Morrow

- Construction Management major
 - Expected Grad. Date: Fall 2024

Alabama State - Sade Adams

- Business Management Major
 - Expected Grad. Date: Fall 2025

Lawson State Community College - Quinton Richardson

- Building Construction Major
 - Expected Grad. Date: Fall 2024



TradesFutures will continue working with HBCUs and Historically Black Community Colleges (HBCCs) across Alabama to support and expand Apprenticeship Readiness Programs and support opportunities for potential applicants to pursue Registered Apprenticeship in the trade that is best suited for them.

THANK YOU TO OUR SUPPORTERS!

Without the generosity of our sponsors, we could not support the work of our Apprenticeship Readiness Programs or begin work on new initiatives in the coming years. We are grateful for their trust in our mission and we hope to continue to work in partnership in the years to come.

