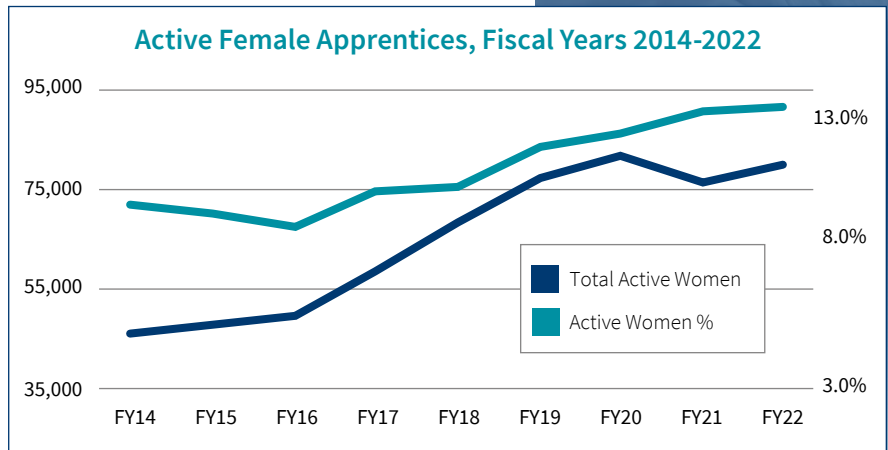


# Women in Apprenticeship

Registered Apprenticeship is a proven solution for recruiting, training, and retaining world-class talent. In 2021, women comprised about half of the national labor force; however, women's enrollment in Registered Apprenticeship has not matched its share of the working population. Supported by recent U.S. Department of Labor (DOL) partnerships and investments, the number of female apprentices has more than doubled from Fiscal Years 2014 to 2022 and women now make up approximately 13.8% of active apprentices compared to 9.4% in Fiscal Year 2014. The occupations that have recently seen the largest increases in female apprentices were nurse assistant, childcare development specialist, truck driver, pharmacy specialist, and electrician. There is evidence that women participate and succeed in Registered Apprenticeship programs at higher rates when provided supportive services such as career-readiness coaching, child care, and transportation.

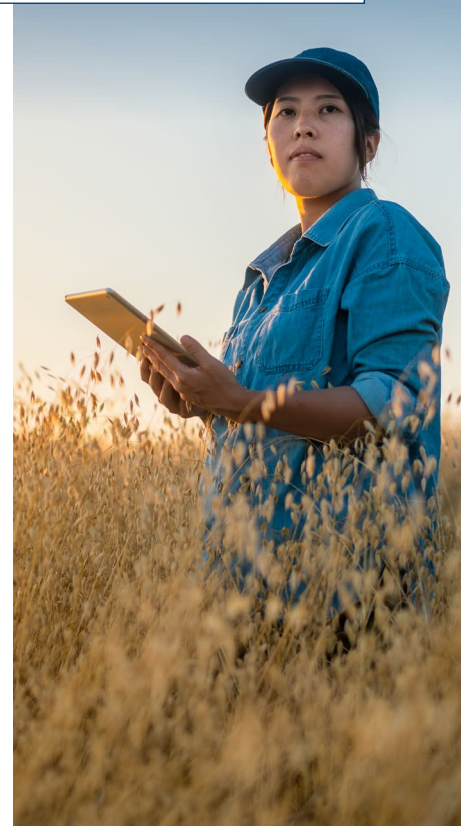


## ROLE OF THE DOL'S OFFICE OF APPRENTICESHIP AND WOMEN'S BUREAU

The Office of Apprenticeship develops policies to support the recruitment and retention of women and increase the number of women in Registered Apprenticeship. Staff work with employers who wish to hire more women to develop programs and connect them with community-based intermediaries, technical assistance, and investment opportunities to meet their goals. View [www.apprenticeship.gov](http://www.apprenticeship.gov) for more information about [current investment opportunities](#).

The Office of Apprenticeship works closely with [DOL's Women's Bureau](#) to examine and implement exemplary approaches to increasing diversity and inclusion in apprenticeship programs. To help expand access to Registered Apprenticeship, the Women's Bureau:

- ▶ Published [Advancing Opportunities for Women through Apprenticeship](#)
- ▶ Participates on the Secretary of Labor's [Advisory Committee on Apprenticeship](#) and the DOL Equity Board.
- ▶ Assists with the DOL [Diversity and Inclusion RA Technical Assistance Center of Excellence](#).
- ▶ Created a [data interactive](#) depicting the gender composition and median earnings for more than 300 professions.
- ▶ Contributed to the DOL study [Bearing the Cost: How Overrepresentation in Undervalued Jobs Disadvantaged Women During the Pandemic](#)



- ▶ Hosts convenings open to the public on promising strategies for disrupting occupational segregation and best practices for recruiting and retaining women in higher-paying career pathways, including Registered Apprenticeship.
- ▶ Promotes paid parental leave and explores solutions that help families access quality, affordable childcare.

## WOMEN IN APPRENTICESHIP AND NONTRADITIONAL OCCUPATIONS (WANTO) GRANT INITIATIVE

The Women's Bureau's [WANTO grants](#) help expand pathways for women to enter and lead in all industries by recruiting, training, and retaining more women in quality pre-apprenticeship and Registered Apprenticeship programs. In addition to providing job skills training and career guidance for women through pre-apprenticeship programs, WANTO grantees have also provided ongoing trainings for employers and unions on creating a more supportive environment and culture for women to succeed in these careers. Nearly 9,000 women have been served by the WANTO grants since 2017 through participation in job related training and retention activities.

## EQUAL EMPLOYMENT OPPORTUNITY

DOL's Equal Employment Opportunity (EEO) Regulation for Registered Apprenticeship helps employers reduce barriers to registered apprenticeship for women and increase women's participation in and completion of Registered Apprenticeship programs. Key provisions include:

- ▶ Expansion and clarification of who is protected against discrimination, including discrimination because of pregnancy and gender identity.
- ▶ Requirement that sponsors provide antiharassment training and communicate that harassment at the workplace will not be tolerated.
- ▶ Improvement of outreach and recruitment methods so that more women will have the opportunity to access apprenticeship opportunities.



*The Equal Employment Opportunity Regulation for Registered Apprenticeship provides protections from discrimination, harassment, and retaliation and provides apprentices and career seekers with avenues to assert these rights. If you feel you have been harassed during your apprenticeship or discriminated against during the hiring process, DOL has [resources for you](#).*

## Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

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★★★