

Executive Summary — WORKSITE 2000 Recommendations

► For Model Construction Worksites

A model worksite will have:

- Goals for numbers of work hours for women laborers of 30%, apprentices of 25% and journey level of 10%.
- Teams consisting of the project sponsor, contractors, affirmative action specialists and tradeswomen's organizations that will promote recruitment and integration of women.
- Clear policies and training on preventing sexual harassment, including prohibition of sexually degrading pictures, posters, calendars and graffiti.

► For Unions

CWIT recommends that unions improve recruitment of women, work to decrease isolation from other women and work for contract language that meets women's needs. It also recommends that unions:

- Have clear policies on sexual harassment and provide training on sexual harassment to both officers and members.
- Establish women's committees that will advance women's issues, promote women's support networks and promote women's leadership in the union.

► For Apprenticeship Programs

CWIT recommends that apprenticeship programs improve recruitment, help women develop support systems and train coordinators and teachers in creating an equitable workplace. In addition, apprenticeship programs should:

- Have written standards for training that are adhered to strictly and provide equitable job placement assistance.
- Monitor job assignments to ensure that all apprentices have the full range of work experiences.

► For Pre-Employment Training Programs

Pre-employment training programs should have:

- Specific goals for numbers of women and recruitment targeted to women.

- High training goals and adequate time and resources to meet these goals.
- High placement goals, and an aggressive job development component with staff training in advocating for placement of women.
- Training in physical conditioning and in coping skills.

► For the Bureau of Apprenticeship and Training and for State Apprenticeship Councils

Programs that regulate apprenticeships should:

- Enforce regulations already in existence, and budget for adequate resources to do so.
- Develop a national/state outreach program for women apprentices.
- Develop written standards of apprenticeship training to ensure equitable training for all apprentices.
- Review all WORKSITE 2000 recommendations for inclusion in current Bureau of Apprenticeship and Training Equal Employment Opportunity guidelines.

► For the Office of Federal Contracts Compliance Programs

The OFCCP should:

- Enforce regulations already in existence, and budget adequate resources to do so.
- On projects with budgets of \$75,000,000 or more, require guidelines of WORKSITE 2000. On smaller projects, provide technical assistance in setting up an equitable worksite.
- Develop and maintain updated resources files on community-based women's employment programs.
- Review all WORKSITE 2000 recommendations for inclusion in existing regulations.

The recommendations in WORKSITE 2000 will help contractors, unions, training programs and public agencies prepare for the workforce described in "Workforce 2000", a U.S. Department of Labor document which predicts that two-thirds of all new entrants in the labor market will be women and minorities. We urge tradeswomen and tradeswomen's groups, contractors, unions and public agencies to work together to create this equitable worksite of the future.