



# Report on Females in Apprenticeship Program and Trades

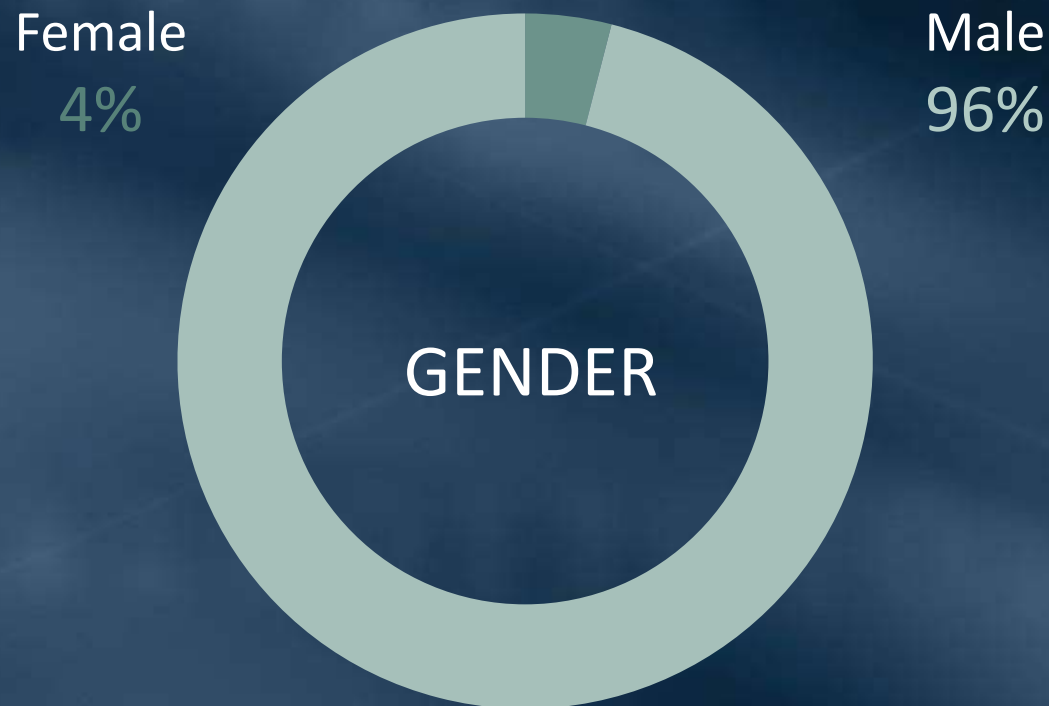
Organization, Personnel & Technology Committee  
October 13, 2020  
Item 6c

# Purpose

- Apprenticeship Program
  - How many men and women?
  - How many are no longer in the program?
  - How many have transferred out and why?
- Women in Trades
  - How many women are in trade classifications?
  - How many are still in trade classifications?
  - How many have filed EEO complaints?

# Apprenticeship Program 2003 – 2019

218 Participants



# Apprenticeship Program 2003 – 2019

218 Participants

Status	Count	Percentage
Graduated	128	59%
In-Progress	42	19%
Discharged	3	1%
Job bid before Graduation	14	6%
Released during Probation	16	7%
Resigned	9	4%
Retired	1	0.5%
Withdrew	5	2%

# Apprenticeship Program 2003 – 2019

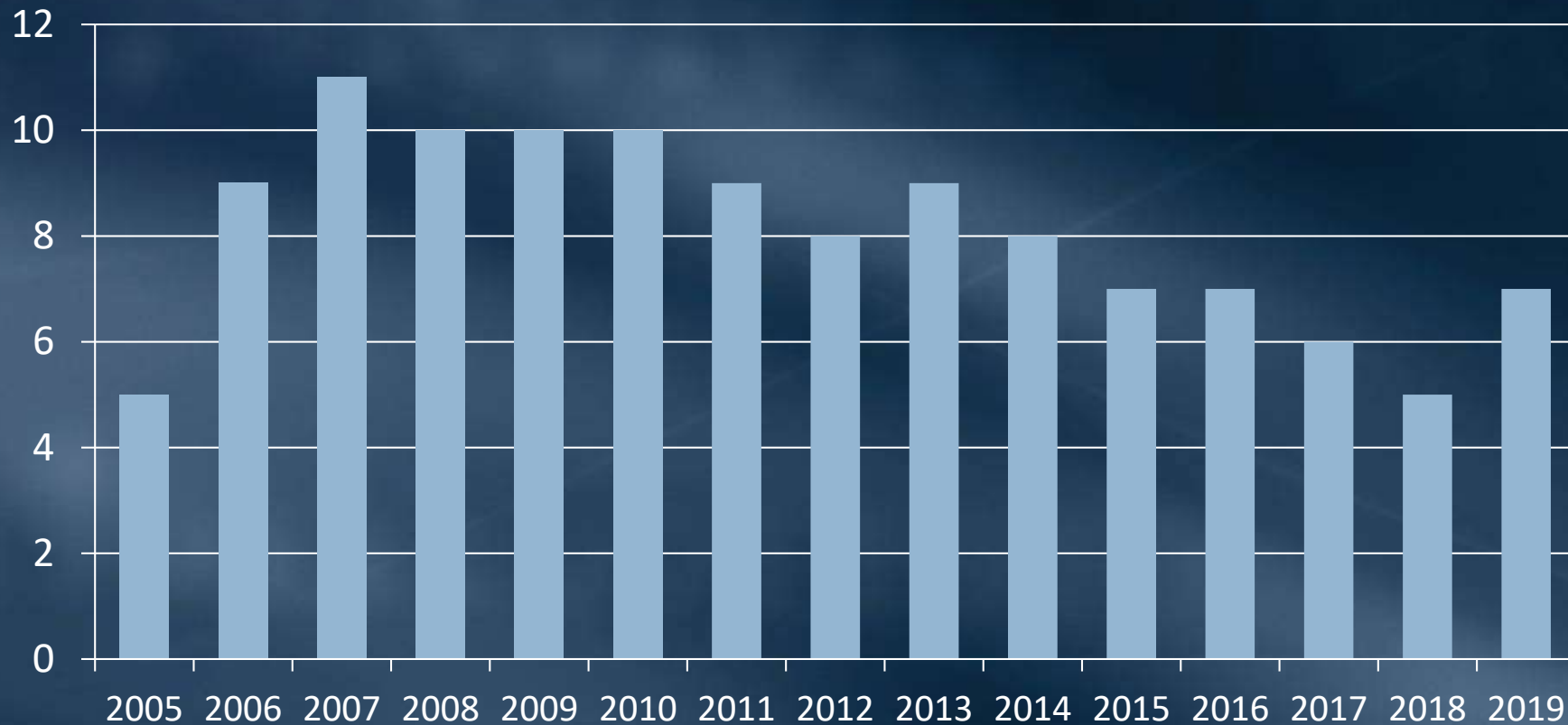
218 Participants

Status	Female	Male
Graduated (128)	3	125
In-Progress (42)	2	40
Discharged (3)	0	3
Job Bid before Graduation (14)	1	13
Released during Probation (16)	1	15
Resigned (9)	1	8
Retired (1)	0	1
Withdrew (5)	1	4

# Trades

- Skilled Craft Workers EEO4 Category
  - Journey trade positions e.g., Electricians, Coaters, Heavy Equipment Operators, Lineman, Mechanics, Pump Plant Specialist and Water Treatment Plant Operator
- Service-Maintenance EEO4 Category
  - Maintenance and journey helper positions, e.g., Apprentice, Maintenance Assistants, Commercial Truck Driver, Electricians, Mechanics, Coaters

# Females in Trades as of December 31 2005 - 2019



# Females in Trade Classifications

2005 thru 2019

Women in Trades	Total
Total number of Females in a Trade Classification	18
Continued in Trade Classification until Separated Released during Probation (1) Resigned (2) Retired (6)	9
Still Employed - No longer in Trade Classification	2
Still Employed in Trade Classification	7
Filed EEO Complaint	6



