Chicago Regional Council of Carpenters (CRCC) Apprentice and Training Program Commitment

- Recognition of your company as a leader in building equity for women in the industry on union and apprenticeship program websites, literature and other publications and events.

- Participating contractors will be invited to visit pre-apprenticeship classes, obtain rankings, observe students and conduct interviews on site. Chicago Carpenter Partners meeting women hiring goals will have first choice in selecting graduates.

- The school will be working with participating contractors to develop and provide participants with customized skill-building classes as needed.

Chicago Women in Trades Commitment

- Recognition of your company as a leader in building equity for women in the industry on its website, other publications and events as appropriate.

- Staff training to support the contractor and the Sister Carpenters in promoting:
  - Leadership
  - Diversity & Inclusion
  - Recruitment
  - Retention
  - Respectful & Harassment-Free Work Environments

- Case management, support, mentoring, and assistance for participating apprentices and Journeywomen with each contractor.

Contractor Commitment

- Hire Sister Carpenter graduates directly out of the CRCC Apprenticeship Program’s 9-week pre-apprenticeship class.

- Ensure that women comprise 20% (or other negotiated number/percentage) of carpentry apprentices/journeywomen employed by the company.

- Provide job-site mentorship to Sister Apprentices.

- Retain UBC Sisters hired through the Chicago Carpenter Partnership for a minimum of one year, assuming availability of work.

For More Information:
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The Chicago Regional Council of Carpenters’ Apprentices and Training Program, working in partnership with Chicago Women in Trades, developed the Chicago Carpenter Partnership as a means to promote women’s retention and advancement in the industry.

The purpose of this program is to provide women with a solid foundation on which to build their careers. It will also demonstrate that specific attention to integrating women into the workforce will reward contractors with skilled, loyal workers that contribute to the bottom line as well as achieve diversity goals in our industry.

**Why should my company become a Carpenter Partner?**

A skilled and diverse workforce is in everyone’s self-interest and we are looking for those forward thinking companies who are willing to lead the way and demonstrate that this investment in cultivating skilled women carpenters is good for the future of our workforce. Moreover, the recognition you receive as an Chicago Carpenter Partner can only enhance your reputation and improve your ability to compete for jobs and employees.

**What are we committing to in terms of on-the-job-training?**

We are asking that you take steps to ensure that the women hired through this program are trained, achieving competency in the work performed relative to their year of apprenticeship. If you perform different types of carpentry work, we would also hope to see a plan for rotation among the specialties over time, allowing her to build a wider range of skills and making her a more valuable asset to your company.

**What is meant by mentorship under this program?**

This does not need not be a formal arrangement, but the mentor should be someone who is willing to be available when needed and is trusted to provide sound guidance and support. Under this initiative, mentorship training is available to support your employees in providing effective mentorship.

**What if we don’t have enough work to honor our employment agreement?**

The reality for many women are that they are hired to meet goals on specific projects and laid-off when that project is complete, rather than reassigned to the next project. We are asking you to invest in their training and intentional about integrating them into the core crews that are moved from one project to the next. We understand that this is not always possible, even for your most valued employees, so we ask only that she is not among the first to be laid off and that every effort is made to retain her if work for carpenters exists.
FREQUENTLY ASKED QUESTIONS

What if a UBC Sister hired under this program doesn’t work out?

We are looking for a win-win for workers and contractors. While we are asking you to invest in training and to work with CWIT to resolve job-site issues prior to employment dismissal, we are not asking you to retain employees that cannot adequately meet basic requirements such as attendance. We also expect that some participants may leave the industry for a variety of reasons, not related to their employment with your company. In the event that your participant is dismissed or voluntarily leaves the program, we will work with you to find a suitable replacement.

What if my company can’t commit to hiring the full 20% women carpenters at this time?

We understand every contractor is different. Let us work with you to set customizable diverse workforce goals that are tailored to your specific company.

Do all UBC Sisters hired have to be CWIT members?

No, not necessary. Chicago Women in Trades is here to help all Tradeswomen, regardless if they graduated from one of our programs or not. Contractors can hire UBC Sisters through many different forms and still be considered a Partner. You can hire directly out of the Chicago Regional Council of Carpenters Apprentice and Training Center’s 9-week Pre-Apprenticeship, from Chicago Women in Trades out-of-work database comprised of Apprentices and Journeylevel Carpenters, other community workforce training organizations or standard company hiring practices.

How will my company get recognized for taking the Partnership Pledge?

The Chicago Regional Council of Carpenters Apprentice and Training Center, along with Chicago Women in Trades will give recognition to your company as a leader in building a diverse workforce. This will be promoted on both organizations websites, printed literature, other publications and events as needed.

All Diverse Workforce Goals can be customizable to each contractor! Connect with us to have a one-on-one meeting to discuss the ways in which we can Partner together!
The Chicago Sisterhood of Carpenters was founded in 2016.

Our Mission is to support, mentor and network across Locals and Crafts with all Sisters of Chicago Regional Council of Carpenters.

We host a variety of events and activities for all Sister Carpenters: Mentoring opportunities, volunteering, social events, skill advancement classes and much more!

Join us every **second Thursday** of the month at 5:30pm held at Chicago Women in Trades.  
2444 W 16th Street Chicago, IL 60608  
312-942-1444

Contact us for more information or to sign up for event announcements!  
**ChicagoSisterCarpenters@gmail.com**