



The Women in Nontraditional Careers (WINC) Summit 2024
September 14, 2024, Finishing Trades Institute
AGENDA

*For information on our Summit participants, please see the bio sheet

8:30 Registration, Light Breakfast, and Networking

9:15 Welcome + WINC State of the Union – Lecture Hall

The WINC State of the Union will explore WINC’s history and its goals for the future. Attendees will learn about the initiative from its co-founders and celebrate the momentum WINC has created in Philadelphia to recruit and retain more women in the skilled construction, manufacturing, transit, and utilities industries.

MC: Monica Robinson, Director of Community Engagement, Philadelphia Council AFL-CIO

Presenters:

Nicole Fuller, Executive Director, PhilaPOSH

Ryan Boyer, Business Manager for the Philadelphia Building and Construction Trades Council and Laborers District Council

Jenny Barrett, Senior Training Facilitator, SEPTA

U.S. Secretary of Commerce Gina Raimondo: Video

Pennsylvania State Representative Joseph Hohenstein, representing the 177th Legislative District in Philadelphia

10:00 BREAK

10:15 Panel: WINC TRP – Lecture Hall

The WINC Tradeswomen Readiness Program is a free 6-week, women focused trades exploratory program designed to introduce women in the Philadelphia region to careers in the skilled construction, manufacturing, transit, and utilities industries. This panel will explore graduates’ experiences in the program and their career aspirations in the trades. Attendees will learn how, in each of their respective roles, they can support women’s entry into and retention in the skilled trades and know that WINC TRP is a viable option to diversify their talent pools.

Moderator: Erin O'Brien Hofmann, Director of Training at IUPAT (International Union of Painters and Allied Trades), DC 21, The Finishing Trades Institute of the Mid-Atlantic Region

Panelists:

Natasha Laurenson, Second Period Apprentice with the Heat and Frost Insulators & Allied Workers, Local 14 and WINC 2023 Graduate

Christina Myers, Foreman, Skyway Insulation and WINC Mentor

Carmita Champ, 2nd year Carpenter Apprentice with the United Brotherhood of Carpenters, Local 158

Nyobi Nashedeem-Murphy, WINC TRP Summer 2021/4 Graduate and MyWIC participant

11:15 BREAK

11:30 Workshops (3 concurrent sessions)

1. How to Employ Equity – Blueprint Room

How To Employ Equity is a workshop designed for project owners, contractors, subcontractors, and registered apprenticeship programs (RAPs), on the unique role that each one of them plays in supporting safe and respectful work environments. Attendees can expect resources, examples, and best practices to create a more equitable work environment.

Facilitator: Lark Jackson, Associate Director of Chicago Women in Trades' National Center

Moderator: Jenny Barrett, Senior Training Facilitator, SEPTA

Testimonial: Ed Krawczyk, Administrator at the International Association of Heat and Frost Insulators and Allied Workers IAHFIAW JAC (LU14)

2. Tradeswomen: Know Your Rights - Lecture Hall

This workshop is open to tradeswomen only and WINC tradeswomen leaders will support this conversation. Join Ali Fisher from the Equal Employment Opportunity Commission (EEOC) as she guides tradeswomen through their legal protections against worksite discrimination, harassment, and retaliation.

Moderator: Gwen Gibson, 1st Class REM, SEPTA

Ali Fisher: Outreach & Education Coordinator, EEOC

Audience Engager: Tanja Hebron, Operator First Class, SEPTA

3. Best Practices in Outreach and Recruitment - Learning Lab

Join a WINC training expert as they guide you through strategies, tactics, and provide tools on how to recruit more women to the skilled trades, with a keen eye towards the unique barriers women experience when trying to enter registered apprenticeship and nontraditional occupations. This workshop will also explore the awesome opportunities and benefits of recruiting more women to the skilled trades. Please feel free to come with questions and an open mind!

Facilitator: Sue Hoffmann, WINC Consultant

Subject Matter Expert: Tureka Dixon, Outreach Coordinator, Finishing Trades Institute

12:30 Lunch (Cafeteria)

1:30 Panel: How to Become a Male Ally - Lecture Hall

With only 3.9% of women working in the skilled trades nationally, male allyship is crucial to women's entry and retention in the skilled trades. Male allies support women as they navigate their trade careers through mentorship and oftentimes are responsible for teaching them the ins and outs of their trade. While tradeswomen are resilient and resourceful, male allies also play a key role in advocating for tradeswomen, to create more equitable opportunities for them in their apprenticeship and on the jobsite. This panel will explore the various ways that male leaders in the trades have supported women in their respective industries and the recommendations they can give to their peers.

Moderator: Rodney Davis, Community and Citizenship Director, Turner Construction

Panelists:

Robert Landy, Training Director, Eastern Atlantic States Carpenters Technical Centers

Ed Carruthers, Senior Director of Metro Rail Equipment Maintenance, SEPTA

Bernie Snyder, Business Manager, IUPAT DC 21

2:30 Closing Remarks + Calls to Action – Lecture Hall

Calls to Action: Sue Hoffman and Lark Jackson

Closing remarks: Monica Robinson

3:00 Conclusion