

THE CITY OF CHICAGO WOMEN IN APPRENTICESHIP DAY PROCLAMATION

WHEREAS, Despite increases over the last several years, nationally women still make up only 5.4% of apprentices in the construction trades as of 2024 despite making up nearly 50% of the workforce nationally; and

WHEREAS, Based on national apprenticeship data from 2023, Hispanic women make up 0.9% of apprentices in the construction industry, Black women make up 0.5%, Asian women make up 0.1%, and American Indian and Alaskan native women make up 0.1%; and

WHEREAS, Rising costs of higher education and the resulting student loan debt, 64% of which is held by women, make apprenticeships a vital career pathway to economic stability as apprentices earn while they learn.

WHEREAS, Hourly wages for women completing union construction apprenticeship programs in Illinois are \$49; and

WHEREAS, the advancement and well-being of Chicago depends upon its ability to expand opportunities in its workforce that are inclusive of individuals who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality in their chosen fields; and

WHEREAS, the current federal administration's efforts to dismantle equity, diversity, and inclusion initiatives will intensify occupational segregation and worsen women's economic insecurity; and

WHEREAS, Registered Apprenticeship programs provide women with skills that support longterm careers and economic stability, and workers who complete registered apprenticeships earn approximately 18% more on average than their peers who do not; and

WHEREAS, Registered Apprenticeship programs are uniquely positioned to meet the changing demands of the Chicago's economy and provide pathways for all qualified individuals, including women, gender expansive individuals, youth, people of color, justice-involved individuals and individuals with disabilities, to become apprentices and contribute to Chicago's industries; and

WHEREAS, Chicago recognizes that Registered Apprenticeship, a proven and industry-driven training model and a key strategy to improving job quality, and is committed to increasing access to well-paying, family-sustaining jobs for women through established models like Chicago Women in Trades' pre-apprenticeship training.

NOW, THEREFORE BE IT RESOLVED, that we, the Mayor and the Members of the City Council of the City of Chicago, assembled this 15th day of April 2026, do hereby declare April 30, 2026, as Women in Apprenticeship Day in the City of Chicago.

Andrea M. Valencia