



Nontraditional Employment for Women

Hard Hats. Strong Women. Building the Future.

Contractors Guide to Increasing the Number of Tradeswomen on New York City Construction Projects

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Nontraditional Employment for Women (NEW) prepares women for skilled, unionized jobs in the construction trades. NEW works directly with apprentice directors in the building and construction trades to place women in apprenticeship positions. In 2006, the Building and Construction Trades Council of Greater New York committed to filling ten percent of first-year apprenticeship slots with women. The New York State Department of Labor approved direct entry into apprenticeship training programs for Nontraditional Employment for Women graduates. As a result, over 575 recent NEW graduates have found work in the building and construction trades.

NEW is working with contractors to build on this success and increase the number of tradeswomen on construction projects throughout New York City. To increase the number of tradeswomen on a project, contractors shall complete these steps:

1. **Register with Nontraditional Employment for Women (NEW).** Contact NEW and provide information about your project. All contractors that commit to hiring women on a construction project will be highlighted by NEW on its website and e-NEWsletter.
2. **Invite NEW to Project Meetings.** Invite NEW to attend a project meeting to meet the subcontractors working on your project and provide information on how NEW can best be of help directly to the people hiring construction workers.
3. **Request tradeswomen from the union.** Request tradeswomen from the union to meet the goals for your project. Many unions have mechanisms for referring women to projects, if requested by a contractor. Contractors should repeat the request until it is fulfilled. Women may not be available the first time a request is made, but may be available later.
4. **Contact NEW if no tradeswomen are available from the union.** If the union does not have enough women to meet the goals for the project, NEW can help. NEW will contact the union to discuss availability of women and NEW may be able to provide the contractor with names of available tradeswomen for the particular trade.

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More information on NEW is available on our website at www.new-nyc.org.