Women & IT Apprenticeships:

The Challenges:

1 - Although women comprise nearly half of the national labor force, women's enrollment in apprenticeship has not matched its share of the working population. [1]

2 - After women enter apprenticeship programs, they often encounter barriers such as discrimination, sexual harassment, and retaliation, all of which may prevent them from completing the program. [2]

The Solution: To reduce barriers and increase participation, retention, and completion of apprenticeship programs, employers can:

- Provide company-wide training on the value of a diverse workforce and encourage continuous company-wide conversations on diversity, equity, accessibility, and inclusion
- Provide equal opportunity and support through mentorship
- Be transparent about wages and provide opportunities for growth and advancement within the company
- Prioritize awareness and anti-harassment training

FACT CHECK: Technology is NOT a field in which women are newcomers

During World War II, numerous women were hired by the military to work as "computers" to calculate ballistics trajectories by hand. [3]

Pioneers for women in technology include but is not limited to:

- **Ada Lovelace** - considered the first computer programmer and visionary for computer programming and its capabilities

- **Grace Hopper** - created the first compiler (software that translates arithmetic into language and unifies programming instruction)

- **Katherine Johnson** - responsible for successfully plotting the flight paths of some of America's earliest Space exploration expeditions

Tech Quest is an equal opportunity program. Auxiliary aids and services are available upon request to individuals with disabilities

To Learn More About Supporting Women in IT Apprenticeships, Visit TQAClark.com

Source:
1. Apprenticeship.gov. *Discover Apprenticeship: Women in Apprenticeship.* women-in-apprenticeship-fact-sheet (4).pdf
2. Department of Labor. *Apprenticeship USA Factsheet: Women in Apprenticeship.* Fact Sheet: Equal Opportunity for People with Disabilities (dol.gov)
3. History. *When Computer Coding Was a Woman's Job.* When Computer Coding Was a 'Woman's' Job - HISTORY