



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

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**To Learn More About Supporting Women in IT Apprenticeships,
Visit TechBuildClark.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](#)

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