

HOUSE RESOLUTION NO. 75

Reps. Love, Ellison, Clemente, Hope, Anthony, Coleman, Cambensy, Manoogian, Kuppa, Hertel, Yancey, Garrett, Pagan, Byrd, Kennedy, Brenda Carter, Tyrone Carter, Hoadley, Liberati, Guerra, Bolden and Whitsett offered the following resolution:

1 A resolution to urge state and federal administrators to
2 increase the number of women in skilled trade professions and to
3 encourage industry leaders and labor unions to address existing and
4 future shortages in the skilled trades workforce.

5 Whereas, The state of Michigan, and this nation as a whole, is
6 experiencing a significant shortage in skilled trade workers. In
7 Michigan, 80 percent of contracting firms report having a hard time
8 filling salaried or hourly skilled worker positions. The shortage
9 of skilled laborers will be exacerbated over the next decade as
10 skilled tradespersons retire; and



1 Whereas, Near and long-term infrastructure projects will
2 require a larger skilled trades workforce. The U.S. Department of
3 Labor projects job growth in the skilled trades industry at 11
4 percent through 2026. According to the National Association of
5 Manufacturers, that amounts to 3.5 million new skilled
6 tradespersons, and the Associated General Contractors predicts a
7 shortage of 250,000 skilled tradespersons per year. In Michigan,
8 the number of skilled trades professionals cannot meet demand, with
9 an expected rate of growth of 15,000 new trade jobs per year; and

10 Whereas, Women are underrepresented in skilled trades
11 positions despite significant gains. According to the U.S.
12 Department of Labor, women represent less than 5 percent of all
13 skilled trade workers. Despite a three- to four-fold increase since
14 the early 1970s, women only represent 2.4 percent of all
15 electricians, 2.2 percent of all carpenters, and 3.5 percent of all
16 plumbers, pipefitters, and steamfitters; and

17 Whereas, Many women are employed in minimum wage jobs that do
18 not provide benefits, and good-paying trade positions could benefit
19 these low-income households. While women constitute 47 percent of
20 the workforce, they account for 60 percent of the working poor and
21 63 percent of minimum wage employees. Women are also the primary or
22 sole earners for 40 percent of households with children under 18
23 years of age; and

24 Whereas, Privately-led efforts in Michigan have started
25 addressing the shortage of women in skilled trades positions.
26 Project Accelerate, founded by Rita Brown, provides women with a
27 primer in the construction trades, and Women In Skilled Trades,
28 founded by Tori Menold and Carol Cool, is an accelerated pre-
29 apprenticeship program that targets single moms. Pioneers like



1 Adrienne Bennett, the CEO of Benkari and Michigan's first licensed
2 Master Plumber and this nation's first African American Master
3 Plumber, continue to demonstrate that, with encouragement and
4 sustained programs, women and minorities can represent an
5 increasing share of skilled workers; and

6 Whereas, National and statewide policies are necessary to
7 create greater access to training and career opportunities for
8 women in the skilled trades. Through administrative and policy
9 efforts, the representative imbalance of tradeswomen can be
10 redressed as state and national programs levy more resources,
11 devote more training opportunities to women, and connect women with
12 registered apprenticeship programs; now, therefore, be it

13 Resolved by the House of Representatives, That we urge state
14 and federal administrators to increase the number of women in
15 skilled trade professions by improving access to skilled training
16 and employment opportunities; and be it further

17 Resolved, That we encourage industry leaders and labor unions
18 to address existing and future shortages in the skilled trades
19 workforce by hiring and training women and minorities; and be it
20 further

21 Resolved, That copies of this resolution be transmitted to the
22 Governor, the Director of the Department of Talent and Economic
23 Development, and the United States Secretary of Labor.

