

@Work Toolkit: Tools of the Trade

The @Work Toolkit is a collection of additional resources and tips that might be useful when discussing the topic with your team.

Did you know

“The Women in Apprenticeship and Nontraditional Occupations Act (WANTO) was established in 1992, and enables the U.S. Department of Labor to distribute funding to nonprofit organizations in specific industries to recruit more women in these fields. In 2021, the WANTO grant program awarded over three million dollars in funding to five community-based organizations to increase women’s employment in apprenticeship programs and nontraditional occupations.”

[Source: U.S. Department of Labor - Women’s Bureau](#)

Definitions

Skilled trades: Occupations within the skilled trades include industrial trades (welders, mechanics, machinists); construction trades (electricians, insulators, plumbers, carpenters, bricklayers, pipefitters; and service trades (nurses, therapists, aides and technicians).

Journey person: A worker who has served an apprenticeship and is therefore qualified to work at a specified trade.

(Sources: [Forbes](#); [Collins Dictionary](#))

Tip: How to talk about gender and labor

Consider an oral history approach. As you read over this week’s stories, think about how to have an in-depth conversation with a woman about their work. You may wish to study some of the [interviews by Studs Terkel](#), a broadcaster who conducted oral histories of workers about their jobs. Many of these interviews are published in a 1974 book called “Working: People Talk About What They Do All Day And How They Feel About What They Do.”

Consider: How does Terkel make his interviewees comfortable? His belief was that you have to show interest — and listen. He told an interviewer once, “I don’t have written questions. It’s a conversation, not an interview.”

Think about Terkel’s interviewing techniques to inspire future talks with a female colleague or friend about their jobs.