

Stephanie Schmidt-Lehmann

**Executive Vice President,
Industry Relations and
Member Value**



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More than 40 years of experience in construction management, design-build and general contracting services in positions from project engineering to C-suite.

Former President of Poole Anderson Construction

2022 Chair of Associated Builders and Contractors Board of Directors

Named one of the “2022 Construction Champions Industry Veterans” by *Construction Dive*

Named one of the “2021 Top 9 Outstanding Women in Construction” by *Construction Business Owner*

Pennsylvania State University Architectural Engineering Graduate



Construction... Really?



Perception of the Industry:



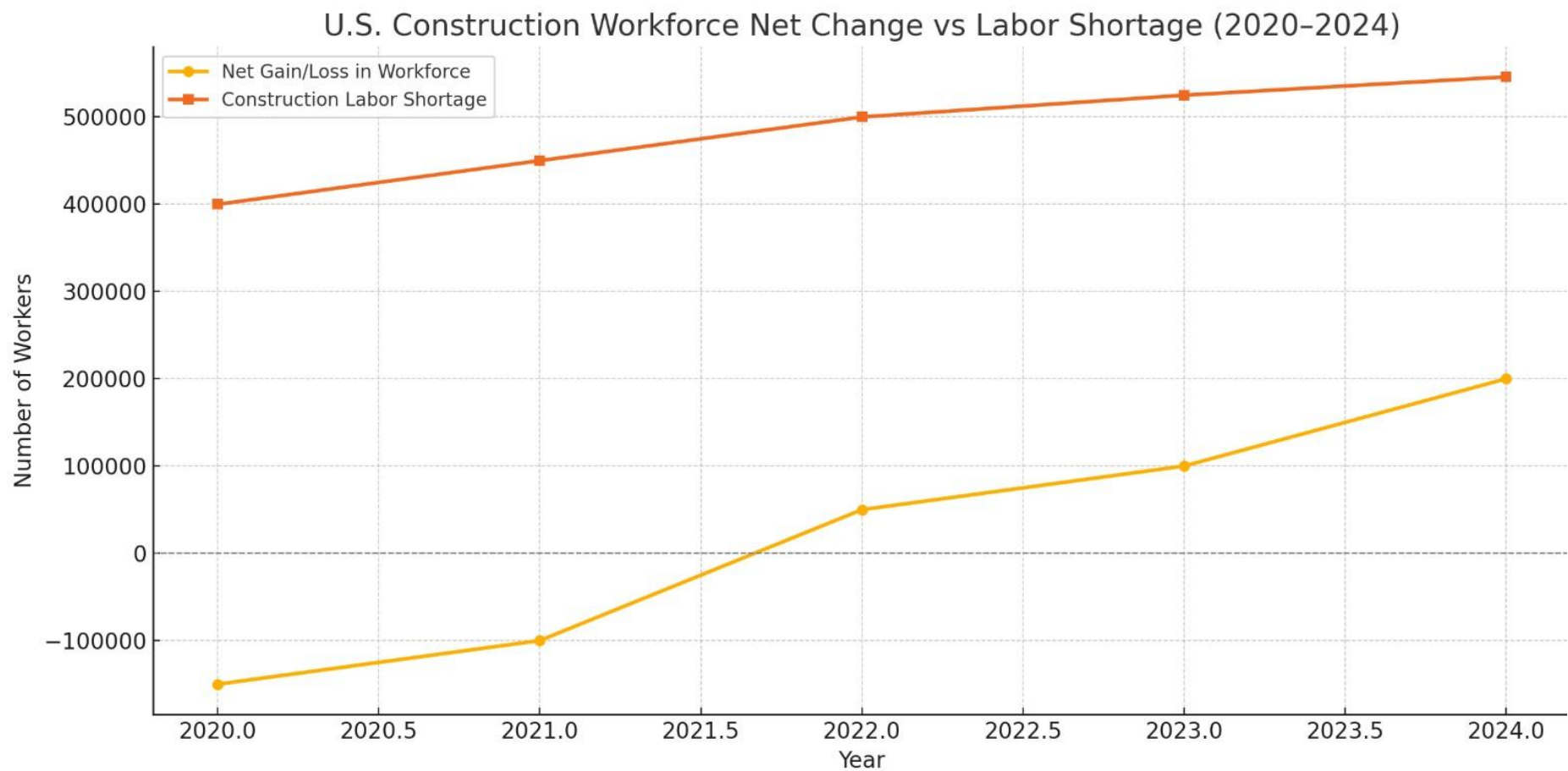
Why people stay in the Industry:



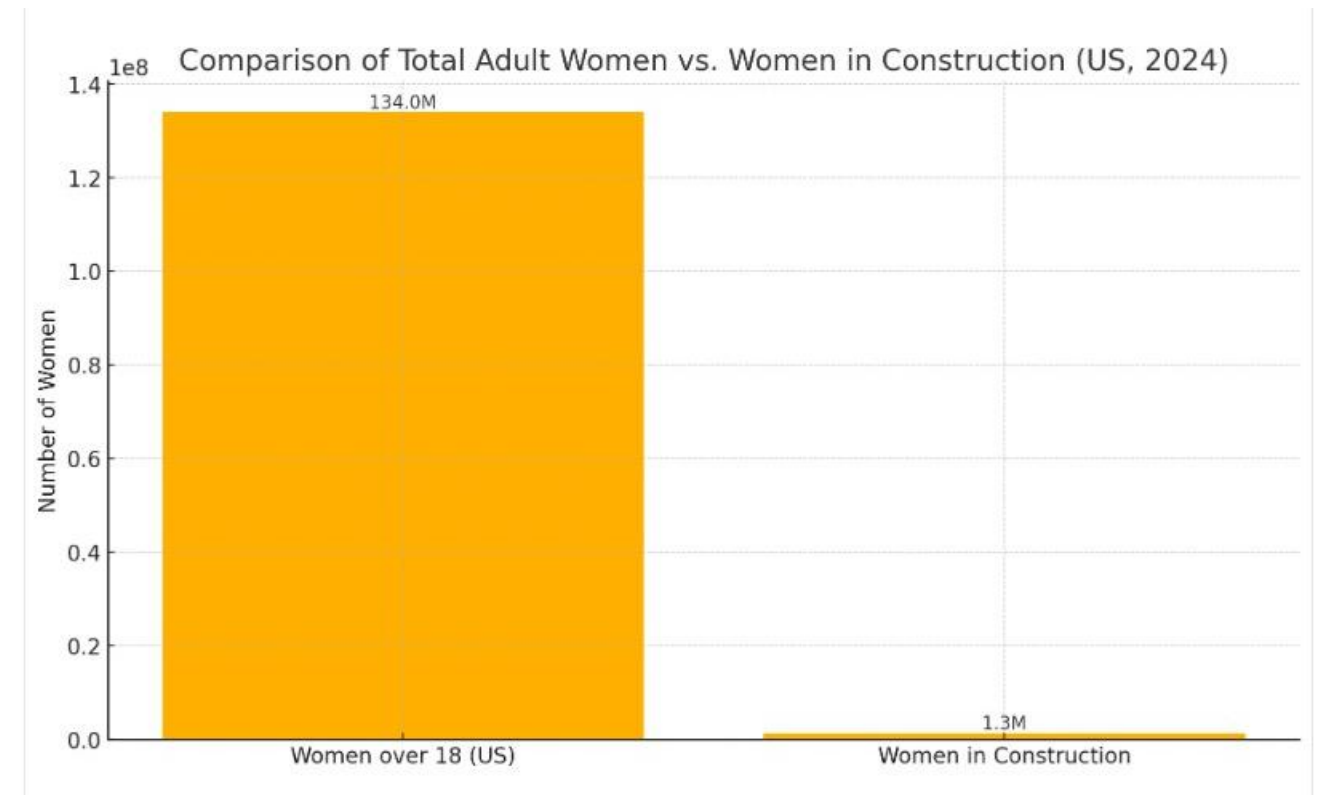
Why This Matters



Current Construction Workforce Shortage Approximately 500,000

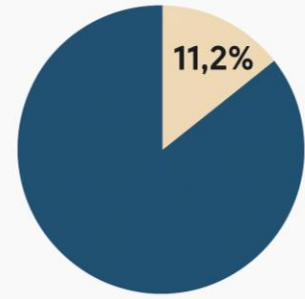


Adult Working Women vs Women in Construction



Women are an untapped, capable workforce

**Women = 11.2% of
the construction
workforce**



**High attrition from
exclusion, safety
oversights and lack
of support**

**52% of people will
leave a job because
they don't like the
environment**

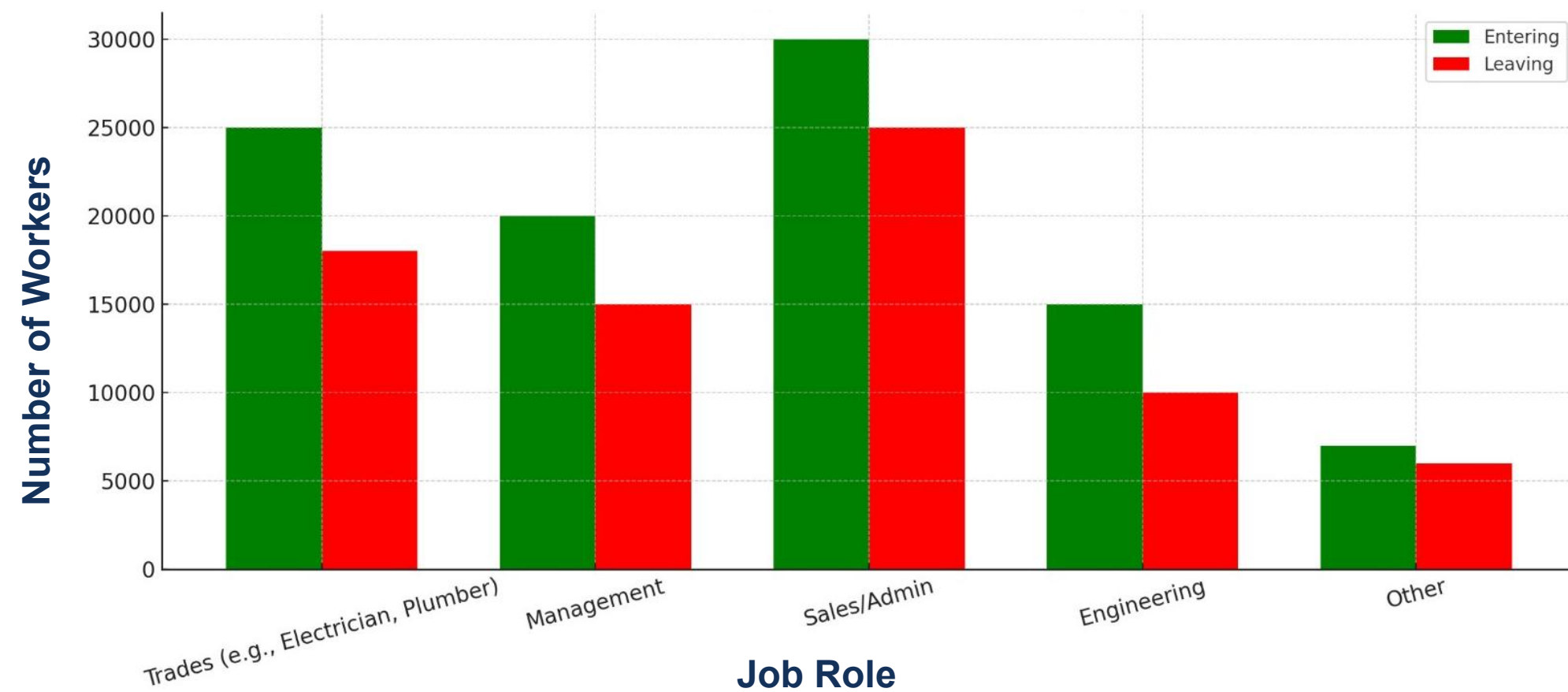
The Current Landscape



The Current Landscape



Women Entering vs Leaving the Industry by Job Role



Men's Hiviz VS. Women's Hiviz



Why Can't We Just Have Stuff That Fits? >>>

Sends message that women belong on the jobsite

Proven increases in performance

Critical for retaining talent



Lead the Change >>>

4 Things You Can Do Starting Now:

1. Highlight Safety Risks

- Trips, slips, equipment entanglements
- Injury prevention =
 - Savings on insurance claims
 - Reduced downtime
 - Improved productivity



Lead the Change



4 Things You Can Do Starting Now:

2. Offer Solutions

- Education/advocacy for properly fitting PPE
www.thesafetyrack.org
- PPE Fitting Days
 - Women-specific PPE fitting events in partnership with companies like:
 - Dovetail Workwear - www.dovetailworkwear.com
 - Truwerk – www.truwerk.com
 - SeeHerWork – www.SeeHerWork.com
 - Red Ants Pants – www.redantspants.com



Lead the Change



4 Things You Can Do Starting Now:

3. Propose a Pilot Program

- Small trial with a few female workers
- Evaluate comfort & performance

4. Appeal to Values and Reputation

- Progressive workplace
- Employee-focused workplace





So How About This?



59% of women in male-dominated industries feel uncomfortable using the restroom

Women in construction are 40% more likely to develop health issues like urinary tract infections or bladder problems



Comprehensive Jobsite Planning



- Women only portable toilets
- Sites planned with differences in mind
- Well lit pathways to parking areas



Studies show more women = better jobsite cleanliness and higher compliance with safety procedures



Key Mental Health Challenges for Women in Construction



Elevated Stress and Isolation

Work-Life Balance Struggles

Harassment and Inadequate Facilities

Stigma Around Mental Health

Mental Health and Wellness



It's OK to be a girl!

- Find partnerships that focus on supporting women in construction (ABC, NAWIC, LOGIC, etc.)

Space for mental health days

Model balance from leadership

Shine Bright, Do Good

JOIN US FOR A KENDRA GIVES BACK EVENT

DATE & TIME

SATURDAY, MAY 17TH FROM 2-4 PM

DETAILS

Join us and support The National Association of Women in Construction! 20% of your purchase will be going back to the non-profit when mentioned at checkout!

Shop online with code "GIVEBACK-JJYNS" from May 17th at 12:00am to May 18th at 11:59pm! You can also give us a call at 321-251-3309 to place your phone order.



TOOLS & WINE

Learn, Build and Sharpen Your Skills!
Sip and Network

TUESDAY, February 11th 2025

5:30 PM - 8:00 PM

ABC Central Florida - 651 Danville Dr., Orlando

Dinner and Cash Bar
Hard Hats, Safety Glasses,
Pants and Closed-toe shoes required

It's Not Just About Hard Hats – It's About Hard Truths



Culture Matters

**Empower allies and
create feedback channels**

**Zero tolerance
harassment policies**



Let's Reshape the Narrative



Language matters:

- Create job descriptions that speak to leadership, collaboration, and impact

Promote what the industry offers:

- Excellent pay
- Career Mobility
- Meaningful work

Become the employer of choice

- Be the industry leader for women in construction





**Early engagement
through outreach**

Pathways to Progress

**Promote visibility and
role models**



**Clear paths to leadership
and flexibility**

Metrics That Matter >>>

Track hiring, retention and promotion by gender

Conduct culture and wellness audits

Celebrate inclusive leadership





ABC National's Commitment

Best practice sharing

Women-focused initiatives

Chapter-level leadership
development

Building Tomorrow >>>



"Women don't want a handout—they want a hard hat that fits, a mentor who listens and a career path as ambitious as they are."

What Women Want:
Meeting Workplace Health
and Wellness Needs



Stephanie Schmidt-Lehmann

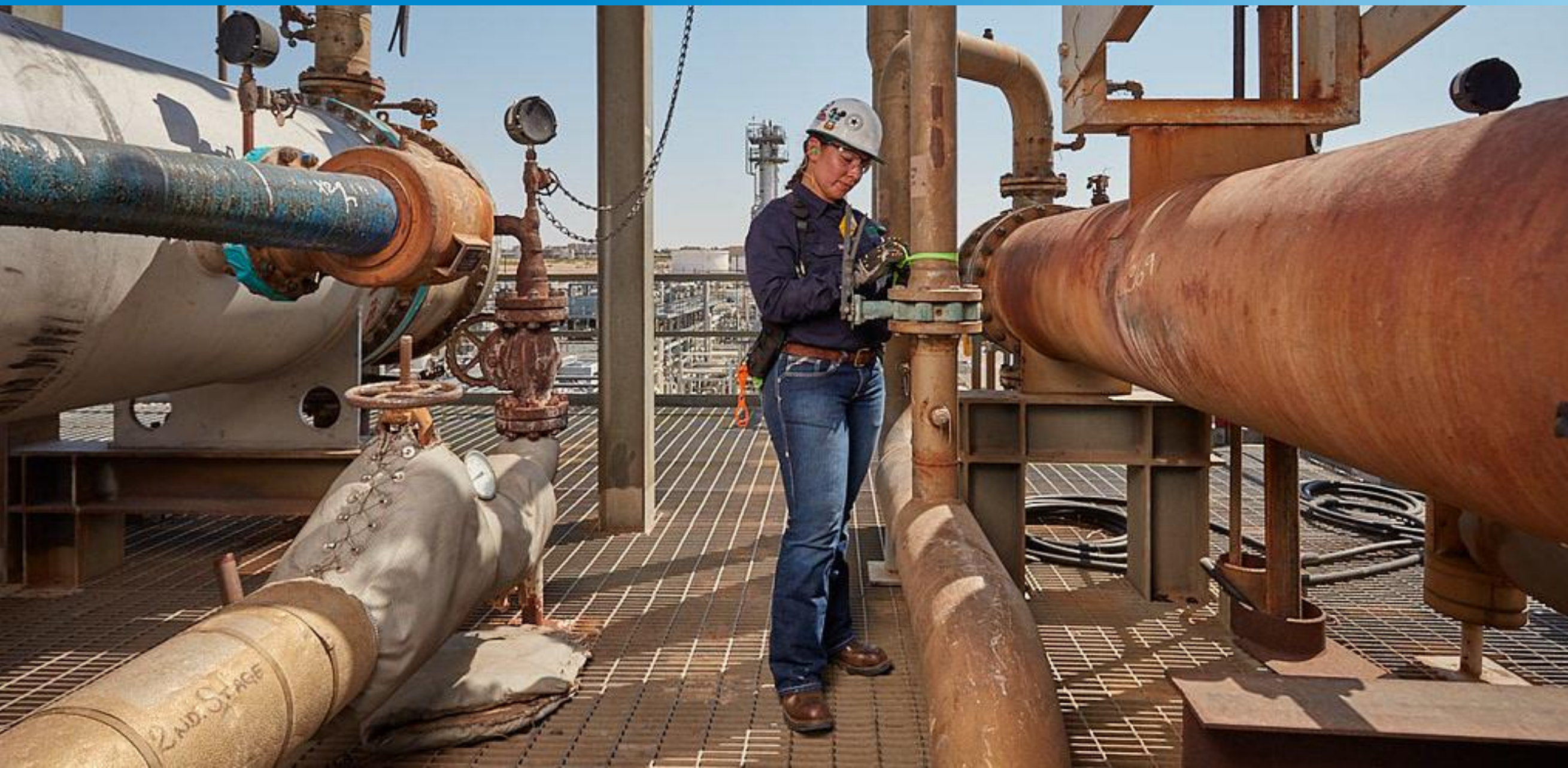
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Let's Talk!

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What Women Want: Meeting Workplace Health and Wellness Needs



Building America for 75 Years

abc.org