Women in Trades Symposium Report
Structural issues in Nova Scotia’s economy contribute to apprenticeship challenges, with periods and regions of high unemployment, closures in the manufacturing sector and competition for skilled tradespersons from more prosperous areas.

Employers also experience challenges to participating in apprenticeship. According to Nova Scotia Apprenticeship Agency research, only 20-25 percent of Nova Scotia employers hire apprentices.¹ Challenges include:

• A lack of capacity to complete the paperwork, offer sufficient hours and to provide the full scope of trade
• An inability to provide a quality mentoring experience due to human resource constraints
• An inability to coordinate and fulfill apprenticeship requirements, including being unable to release employees for technical training
• Human resource challenges, including recruiting and retaining apprentices and journeypersons, especially individuals skilled in teaching and mentoring

On March 7, 2017, more than 95 Nova Scotian women learning or working in the trades gathered at The Best Western Plus Chocolate Lake Hotel in Halifax for the inaugural Women in Trades Symposium. Held during the week of International Women’s Day (IWD) with the Be Bold for Change theme, they gathered to celebrate their successes and to share critical insights about the challenges they face in apprenticeship and trades learning and work settings. Valuing voices in this way is part of the ongoing credo of Women Unlimited and the Nova Scotia Apprenticeship Agency (NSAA), as they work together to create more equitable, respectful and safe trades work and learning settings.

This report summarizes the insights shared by women in trades at the Symposium. Discussion was focused on elements of the recruitment to employment pathway, as shown in the diagram. The report is organized with this pathway in mind:

• Entry Points
• Pre-Apprenticeship Trades Training
• Trades Workplaces
• Apprenticeship: Recruitment, Retention and Advancement

Suggested opportunities for action by a variety of stakeholders are included in each section and summarized at the end of the report. A graphic recording of the event is provided on the cover. Direct quotes from participants are provided throughout.

Introduction

A successful apprenticeship system provides apprentices with high-quality, supported training and work pathways and enhances employer access to a diverse and highly skilled workforce. This is good for Nova Scotian families, communities and the economy.

This ideal system is hard to achieve. For learners, the pathway through apprenticeship to certification is complex, with many challenges to completion. These include, for example, finding employers willing to hire apprentices and obtaining a high quality learning experience with the full scope of trade. And, in Nova Scotia, staying employed in a climate of ongoing layoffs. Women, in all their diversity, face these as well as their own unique challenges along their apprenticeship journey.

According to recent reports, only 347 women (5.9%) self-identified as active apprentices in Nova Scotia in 2016-17, as compared to 5,913 men (94.1%). Unlike the majority of workforce sectors, the gap between men’s and women’s participation in apprenticeship and the skilled trades is barely closing — there has only been a 2.5-fold increase in women’s participation in apprenticeship in Nova Scotia over the past ten years. Women have never comprised more than 6% of the active apprentice population within the Nova Scotia apprenticeship system. Compared with all other provinces and territories, Nova Scotia also lags behind with the third lowest percentage of women in the apprenticeship system (2012 data).


Entry points: What Compelled You to Seek a Career in the Skilled Trades?

An opportunity for a better life

For most women, the hope for a better life for themselves and their families drives their decision to choose a career in the skilled trades. In Nova Scotia, women make up the majority of households living in poverty. Some groups of women have higher rates of poverty and are more likely than others to be poor. These include Indigenous women, racialized women, women with (dis)abilities, recent immigrants and refugees and single mothers.

“I was tired of being poor”

“I was tired of working in crappy, dead-end jobs. This was an opportunity for me to provide for myself and my family.”

“I needed to pay my bills”

“I needed to create a better life for my daughter.”

“I wanted freedom and stability!”

“I needed financial independence.”

“I had to find a way to work in a rural area.”

Building skills, self-esteem and confidence

Learning and working in the skilled trades leads to a rewarding career.

“My son is proud of me … he’s 10 years old.”

“I needed to overcome many challenges, and I had to prove to myself that I could do this.”

“This helped my self-esteem and self-confidence.”

“I wanted to see what I was made of”

“I’m happy … physically, mentally and emotionally.”

“I was always really good with my hands.”

“I get to build things.”
Lack of opportunities for exploring trades
Gender stereotypes also limit the ability of girls and women to experiment with trades’ tools and practices.

“There is a lack of early formal and/or informal exposure to the variety of trades options.”

“I didn’t realize I could take a trade this late in life.”

“We need more exploration and support from schools.”

“Real tradespeople need to come into the classroom to talk about what trades are like.”

“Before Women Unlimited we had no place to explore trade options.”

Lack of awareness of learning opportunities and how to access and pay for them

Many potential students lack awareness of trades learning opportunities and how to access and pay for them. This is especially true and unique for newcomers and other individuals marginalized from support systems. For some recent immigrants, lower language skills and foreign-earned credentials are identified barriers.

“There is a lack of information on government funding.”

Challenges and Opportunities for Action: Entry Points

Lack of childcare and transportation
Although not specific to the trades, there is a failure to acknowledge the responsibilities of women as caregivers that adds to learning and work challenges. Lack of access to reliable transportation and the inability to access and/or pay for quality early learning and care remain major barriers for women across the province.

Gender stereotypes that limit career aspirations
Women and girls seldom see the skilled trades as a valid career choice. This is reinforced by media images and a general lack of encouragement from supporters, such as teachers, guidance counsellors and family members. Girls who are academically inclined are discouraged from trades careers. There are also few role models and mentors.

“What can be done? Improving career exploration and recruitment for women in trades

NSCC and other learning settings

Ensure promotional materials for Trades and Technology programs are inclusive of a diversity of women

Aim for equity in recruitment.

Assess outreach, recruitment and admission policies and processes to integrate best practice in diversity and inclusion.

Strengthen recruitment practices in Trades and Technology programs, ie, Test Drive.

NSAA

Support ongoing opportunities for first voice sharing and learning of women’s successes within trades and apprenticeship systems.

Host workshops for teachers and guidance counsellors about the importance of engaging a diversity of female students in the skilled trades.

Promote women in trades as a career option in schools and through youth apprenticeship programs.

Women Unlimited

With NSAA, formalize and sustain a Women in Trades Network. This network would support women and provide mentoring and skills learning opportunities (i.e. workshops in financial management). It would also help identify best practice approaches and ongoing opportunities for system improvements (policies and practices).
“NSCC is dominated by men with experience. This left me feeling overwhelmed and isolated.”

“I came in with ‘girl power’ and lost that because of the male-dominated environment.”

“The women were always partnered together”

“I was not given a chance. I was looked at as just a female.”

“The instructors have limited teaching styles that do not match women.”

“They put limitations on women’s ability to do things.”

**Lack of support**

For a variety of reasons, women lack support while completing learning programs. Reasons include personal, financial and learning challenges. This is especially true for mothers and sole support parents.

“I needed more advice and guidance.”

“People underestimate the math and essential skills needed in the trades.”

“Transportation and childcare are real challenges.”

“Money and life responsibilities were determining how much effort I could put into my training.”

**Quality of the learning experience**

Women felt that limited equipment, poor quality instruction and the feeling that students are being pushed through the program led to a poor quality learning experience.

“Instructors covering the course material — some are good, some not so good.”

“They push you through.”

**Direct entry**

Direct entry apprenticeship is seldom understood or considered as a viable option.

Direct entry also requires women to seek out and confirm employers willing to take them on as apprentices. Women often lack access to apprenticeship direct entry points as they have limited or no skilled trades networks and connections. In addition, pervasive stereotyping and biases mean employers often refuse to hire women or even to consider their requests. Many women have experienced outright hostility, shaming, disrespect, insults and harassment simply by making an inquiry.

**Challenges and Opportunities for Action: Pre-Apprenticeship Trades Training**

Women identified challenges with pre-apprenticeship trades training at the Nova Scotia Community College (NSCC) and with direct entry opportunities.

**NSCC**

Program wait lists

Wait lists limit the ability for participants to fit their skills and interests to a trade and make planning a challenge.

“We need other options — there’s a 2-5 year wait.”

Ongoing experiences of isolation, bias, sexism, racism, discrimination, harassment and bullying

Women report ongoing challenges with being valued and respected in a male-dominated learning environment. There are few female instructors, role models and mentors. The majority of learners are men. Teaching styles and processes generally address that majority and do not always work for women. Assessment tools used to determine aptitude and skills may be gender-biased.

“As the only female in my class, I felt like a fish alone in a fish bowl.”

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“As the only female in my class, I felt like a fish alone in a fish bowl.”
Challenges and Opportunities: Trades Workplaces Including Apprenticeship

Recruitment: Getting a job
Bias against hiring women
As stated previously, employers may not identify women as potential employees in outreach, recruitment and hiring processes. Women also may have limited workplace networks and connections they can leverage for work opportunities. Pervasive stereotyping and biases mean employers often refuse to hire women or even to consider their request for work. Many women have experienced outright hostility, shaming, disrespect, insults and harassment simply by making an employment inquiry.

Lack of work
Nova Scotia’s economic climate can make hiring a challenge — work is seasonal or hard to come by. This is especially challenging in rural areas. This also affects the ability for tradespeople to get the full scope of trade.

“It’s hard to find the right employer fit.”

“What does it actually mean to be female?”
"Some [male students] are immature, lazy and entitled. And they’ll get hired.”

What can be done? Improving trades training (pre-apprenticeship)

<table>
<thead>
<tr>
<th>NSCC and other learning settings</th>
<th>NSAA</th>
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<tbody>
<tr>
<td>Change the learning culture. Learning settings need to demonstrate a commitment to equity.</td>
<td>Survey pre-apprenticeship program participants to identify challenges.</td>
<td>Continue to work with NSCC and NSAA to improve the learning culture for diverse women.</td>
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<td>Require ongoing gender and diversity training for instructors relevant to the learning-to-workplace pathways (e.g., classroom, shop and work placements.)</td>
<td>Work in partnership with NSCC to ensure best practices in diversity and inclusion are implemented in trades pre-apprenticeship programs.</td>
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<td>Make hiring female instructors in trades learning settings a priority.</td>
<td>Develop a standard, engaging and participatory presentation that training consultants and others can use to explain opportunities within apprenticeship and the steps to completion.</td>
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<td>Support student learning on diversity and inclusion through engagement and dialogue.</td>
<td>Designate NSAA women’s leads.</td>
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Survey pre-apprenticeship program participants to identify challenges.
Work in partnership with NSCC to ensure best practices in diversity and inclusion are implemented.
Develop a standard, engaging and participatory presentation that training consultants and others can use to explain opportunities within apprenticeship and the steps to completion.
Designate NSAA women’s leads.
“We are held to a different standard than our male co-workers.”
“The guys assume I will do all the clean-up.”
“The presumption is that women have no experience in the trade.”

Unsafe workplaces
There is a lack of security for women’s bathrooms and change rooms, which becomes an even greater risk for women during evening shifts or in isolated work settings.

Women are also under a lot of pressure to prove themselves, which can lead to safety concerns.

“I am asked to do unsafe things. If I refuse, there’s a guy behind me ready to do it.”

You have to be able to suck it up [workplace injuries]

Pregnancy
Women feel they need to conceal pregnancy for fear of job losses or reprisals. At the same time, they also need to ensure the safety of the work setting for a healthy pregnancy in ways that may not be supported by employers or site supervisors/managers.

Failure to provide inclusion basics: washrooms, uniforms, tools
Trades workplaces can be gender-biased when it comes to workplace fundamentals, such as the failure to consider basic needs like uniforms, washrooms and appropriate tools.

Lack of childcare and transportation
“In some jobs, it is hard to get the full scope of trade.”
“Some fields are over-saturated with applicants.”
“Unions can make it challenging to get hired and get hours.”

Retention: Keeping or staying in your job
Lack of consistent work
Nova Scotia’s economic climate also makes retention challenging — work is seasonal, hard to come by and plagued with layoffs. For women, this also means they are often the last hired and first fired.

“Inconsistency”
“Job layoffs.”
“Seasonal work, and it pays less.”
“I offered to work for free for a week just to get hired.”

Hostile work environments
Women describe experiences of exclusion, isolation, bullying, sexual harassment and physical assault in Nova Scotian trades workplaces. Intimidation and fear of reprisal make it challenging for women to report or address harassing behaviours. Women claim hostile and discriminatory work environments are normalized in trades workplaces and that co-workers and supervisors seldom address harmful behaviours and practices.

“You have to be seven feet tall and bullet-proof”
“People are walking on eggshells.”

“The guys ignored me at first.”
“Sexual harassment is everywhere.”
“The trades are male-dominated. The men are just bullies. Men can be very intimidating. I am afraid to report harassment.”
“They are always talking behind our backs.”
“Managers don’t follow respectful practices or know how to manage challenging people.”
“Subcontractors are not always respectful of women on job sites.”
“Some men still feel threatened by women.”

Double standards
Double standards abound for female workers in relation to male workers, including wages, task expectations and dress.

“It’s in the wages … it’s not equal pay.”
“Guys have no shirt on but I can’t wear a muscle-shirt as it will offend the customers.”
“If a girl doesn’t do it, she is considered weak.”
“I need to always prove I can do it but men don’t. You have to work twice as hard and be seen as half as good.”

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Trades workplaces can be gender-biased when it comes to workplace fundamentals, such as the failure to consider basic needs like uniforms, washrooms and appropriate tools or the inability to reasonably accommodate women’s dual roles as caregivers and employees through flexibility in scheduling.

“We should do this yearly!”
“I appreciate the amazing, strong energy of the women and their knowledge and experiences.”
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“We can’t find comfortable and affordable work clothes.”
“We need PPE available for women of all sizes.”

Lack of support, role models and mentors
Being the only woman on a trades work site can be isolating and adds to the challenge of experiencing bullying, sexual harassment and physical assault. Women feel understood and empowered with opportunities like the Symposium to share experiences and identify potential solutions.

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Lack of childcare and transportation
Advancement: Workplace Pathways and Apprenticeship Completion

a) Workplace advancement challenges
Women face many barriers to advancement in trades workplaces. The majority of Nova Scotia’s trade workplaces are small businesses, many with limited advancement opportunities. Employers are often not clear about or fail to share advancement opportunities and/or are unwilling to consider women for advancement opportunities. There is also evidence that male tradespeople with fewer skills and qualifications advance more easily than women with similar or greater skills and experience.

b) Apprenticeship advancement challenges
Finding a job that supports apprenticeship
- “As a gas tech, you have to be employed but employers want you to be certified before they hire you.”
- “There are not enough Red Seals, so I had to switch trades.”
- “No one in the company is a Red Seal, so my hours don’t count.”

Poor quality learning experiences
- Care is needed to provide women apprentices with a quality learning experiences, including mentoring by skilled journeypersons and providing apprentices a chance to practice the full scope of trade. Quality assurance is needed. Some women have experienced harassment in learning settings and would value more women mentors.

What can be done: workplace recruitment and retention

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<tr>
<th>Employers</th>
<th>NSAA</th>
<th>Women Unlimited</th>
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<tr>
<td>Change the workplace culture. Employers and unions need to demonstrate a commitment to equity through zero-tolerance policies and practices.</td>
<td>Industry Training Consultants play a key role. Need gender and diversity training for Consultants and Women’s Leads within NSAA.</td>
<td>Expand the Women Unlimited model to enhance supports and services to workplace settings. For example, create and source funds for apprenticeship navigator/advocate positions within Women Unlimited.</td>
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<tr>
<td>Implement employment equity and respectful workplace policies and practices. Work with NSAA and Women Unlimited to develop training, coaching and mentoring programs to support this work.</td>
<td>Work with industry to change the workplace culture and identify employers who are willing to do this.</td>
<td>Create and support an employment hub: job-matching service to connect women in trades with employers.</td>
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<td>Work with NSAA and Women Unlimited to develop gender equity action plans that increase the recruitment, retention and advancement of women.</td>
<td>Work with unions to improve opportunities for women in trades.</td>
<td>Identify and promote workplaces that are respectful of women.</td>
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<td>Invest in mentors by providing training and support so they have the skills and time to respectfully work with a diversity of women.</td>
<td>Monitor and share progress on gender equity in apprenticeship and the workplace.</td>
<td>Continue to expand custom partnerships with employers to enhance the recruitment, retention and advancement of women in trades workplaces.</td>
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<td>Advocate for a federal platform on women in trades plus diversity requirements on infrastructure projects.</td>
<td>Request implementation of employment equity policies and practices on major provincial employment initiatives (i.e., Oceans, large-scale infrastructure projects and so on).</td>
<td>Formalize and sustain a Women in Trades Network.</td>
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<td>Identify and develop financial incentives and customized programs that support recruitment and retention of women in trades workplaces.</td>
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“Managers don’t give you a chance to learn and are not letting you work to your ability.”
“People don’t listen to me or answer my questions.”
“It’s hard to find a journeyperson in NS.”
“Employers sign off on logbooks, but I don’t always feel competent in the skills that are signed off.”
“It’s not realistic to get experiences required in the logbooks.”

Apprenticeship system challenges
The pathway through technical training to certification is seen as slow and fraught with many barriers, including the registration and tracking progress. Technical training is not available at times that work for apprentices. Also employers, dominated by small businesses, are not able to release apprentices from work to attend technical training. The wait lists are also seen as impediments to moving forward in a timely manner.

- “There are issues with the availability of technical training: location, wait lists.”
- “I can’t get the time off to do the blocks.”
- “It’s really hard to get registered.”
- “There is a lack of communication and availability of apprenticeship officers.”

Identify and develop financial incentives and customized programs that support recruitment and retention of women in trades workplaces.

Co-host conferences and symposiums with NSAA.

Source safety gear and work wear for women (i.e. group buying discounts)
Financial challenges to complete technical training
Leaving a paid job often required to travel and to find alternate accommodation is especially challenging for women with children. Employment Insurance (EI) is an option but there is a delay in payment and it requires a reduction in income. This is challenging for those already on a limited budget and especially challenging for primary caregivers.

“Going on EI (the process, the time, the $5 amount).”

“It’s risky … not working means no income and there are so many delays with EI.”

“It’s hard juggling daycare and finding decent places to live during blocks.”

“I had a hard time disciplining myself to complete online courses because I was working 6 days a week and had to come home to take care of my children.”

“My bad credit means I can’t get loans, even for apprenticeship.”

Technical training challenges
Technical training is seen as impractical, not hands-on and not linked to the terms and competencies needed in the work setting. As well, the material taught during the blocks doesn’t link to the tests and exams. The tests are not based on skills and writing tests can be intimidating, especially for hands-on learners.

“My whole career is based on 150 questions. Why is it not hands-on?”

“The block terminology is different from what you use in the shops. This is very challenging.”

“The core program material and the on-the-job training don’t always match or connect.”

“The test questions aren’t practical enough.”

“We are sitting too long.”

“I really struggled with the block training.”

“The log books don’t correspond to block test.”

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<thead>
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<td>Reserve seats in technical training for women apprentices.</td>
<td>Create and support pathways for women to achieve certification.</td>
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<tr>
<td>Provide gender and diversity training for apprentices in all technical training settings and for participants and mentors in direct entry customized programs with industry.</td>
<td>Hire apprenticeship navigators to support and advocate for women along the pathway to completion. Provide or enhance access to wrap-around supports with personal, financial, workplace and/or learning needs.</td>
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<tr>
<td>Work to remove EI from apprenticeship and encourage NS Government to take over responsibility for funding.</td>
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<td>Review, evaluate and improve the effectiveness of the apprenticeship pathway, including the technical training process.</td>
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<td>Incorporate student feedback to improve the technical training experience.</td>
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Employer Services

• Job Matching Service: Women Unlimited needs to become a ‘go-to’ agency for employers looking to hire qualified tradespeople and conduct ‘fit’ assessments for trades worksites that want to diversify their workforce.

• Training, coaching and mentoring services are needed for employers who are willing to engage in diversity training, adjust their practices to improve working conditions and to fully support the apprentice through to certification.

• Women Unlimited needs to expand strategic partnerships/consortiums with employers and develop customized programs with incentives to increase the employment of women.

Pre-Apprenticeship and Technical Training

• Significant work is needed to change the learning environment to be more inclusive and respectful of women in trades. This will lead the way to changing the workplace culture as apprentices become journeypersons and will demonstrate to the next generation the principles of respect and professionalism within the trades landscape.

Culture Change

• NSAA, NSCC and Nova Scotia employers and unions need to work together to professionalize trades learning and workplaces. Nova Scotia could lead the way and demonstrate to the rest of Canada how to fundamentally change the trades culture.

• Provincial and federal infrastructure programs need diversity requirements through procurement and accountability measures.

Summary of Opportunities for Action

Women in Trades Network

• Diverse women need a legitimate structure that allows them to voice their concerns and to explore solutions with apprenticeship stakeholders. Women Unlimited, NSAA and apprenticeship stakeholders need to co-host networking, learning and celebratory events that support increased awareness and involvement of a diversity of women in trades.

Advancement Services for a Diversity of Women

• Women Unlimited needs to expand the services and supports it provides to women apprentices if they are to achieve certification in a timely manner and advance in the workplace.

• Women Unlimited Apprenticeship Navigators are needed to support and advocate for a diversity of women to progress along the apprenticeship pathway in a timely manner and mitigate the challenges they encounter.

• Women Unlimited needs to expand their wrap-around supports available to women along the apprenticeship pathway. Funds are needed to address such issues as the cost of books, tutors, training and certification fees.

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Appendix 1: Agenda for Women in Trades Symposium

**Session purpose:** To build a shared vision to address the challenges that still limit women’s success getting in, staying in, completing and moving to positions of leadership in the skilled trades.

**Session objectives**
- Acknowledge the successes of a diversity of women in apprenticeship and the skilled trades
- Identify elements within the apprenticeship and trades journey that challenge success and those that support it
- Make concrete recommendations for change

<table>
<thead>
<tr>
<th>Time</th>
<th>Process</th>
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| 09:30 – 09:45 | • Welcome and session purpose  
• Welcome remarks  
• Session agenda and process including graphics |
| 09:45 – 10:30 | Where are we on this journey? Where are we trying to go? Why?  
What brought you here today? Why did you come to this event? Hear back themes of these conversations  
What compelled you to take this journey? What impact has it had on your life? |
| 10:30 – 10:45 | BREAK |
| 10:45 – 12:30 | Understanding the journey:  
What are the challenges within this apprenticeship and trades journey for women that we have to acknowledge?  
What’s working? What has made a difference on your journey? |
| 12:30 – 1:30  | Lunch and awards/celebration of success |
| 1:30 – 2:15   | What’s most important to shift? How can we be bold for change? What’s your top ten list of bold changes needed? |
| 2:15 – 2:30   | El Jones, Spoken Word Presentation  
Closing Remarks, Women Unlimited & NSAA |
| 2:30 – 3:00   | Networking and evaluation |

http://www.womenunlimitedns.ca
Women in Trades

Do women see a tradesperson when they look in their mirrors
Societal constructs that feed self-destruction
Which is why women only make up 4% of those in construction
And then there’s few women to give others instruction
Called facilitators and given title reductions
But women just need to be given the information to function
And the supports to use energies that are so often suctioned
We’ll rule the world when we’re given the tools to take action
Plus the history we teach women is not satisfactory
Hiding the record of our expertise and mastery
Way back in medieval times women were building and manufacturing
It was the women built houses hammering and plastering
But when women get ahead it feels like there’s always some tampering
Seems like women’s success in men’s fields can be angering
And trust me, saying we can’t work was not always happening
Black women in slavery didn’t get no pampering
Expected to work as hard as the men with the cotton they were gathering
Indigenous women worked with their hands without needing examining
And it’s funny how when they need women suddenly they’re clamouring
In World War 1 it was women who worked in the factory
Men say they’re the power but women are the batteries
But somehow they still justify paying women lower salaries
And last hired first fired is part of women’s realities
Plus women have to go to work then come home to take care of their families
Expected to give extra labour like our bodies are charities
Sometimes dealing with egos and jealousy
On the job site all day but still expected to be cooking and cleaning
And subjected to men’s gazes at work so demeaning
Sexual comments played off as just teasing
And we know a woman’s called a bitch when she takes a role of leading
Barriers at work like maternity leave or breastfeeding
Sometimes there isn’t even a bathroom for peeing
Coveralls made for men’s bodies are squeezing
These gender roles stop women from making the progress we’re needing
But in spite of the challenges you see women succeeding
Empowered by taking control and believing
Standing up to harassment and comments you’re receiving
Finding your talents and taking initiative
Creative, intelligent, hard working, disciplined
Women with tools and hard hats who are changing the images
And every women earning her red seal is a miracle
A bulletproof vest, 7 feet tall and invincible
And history will be made right from this room building up spirits
The first black female fabricator is something we will witness
Pioneering women teaching the next generation with pride and commitment
Women who refuse to accept they are worth just the minimum
And you are the women in our future who will be building our pyramids
Women with tools and hard hats who are changing the images
Count us in as world changers when women are unlimited.

by El Jones, Spoken Word Activist
Women In Trades Symposium
Halifax, March 7, 2017