



**AN INNOVATIVE MODEL TO ENHANCE
ENTRY, ADVANCEMENT, AND EMPLOYMENT OUTCOMES OF WOMEN APPRENTICES**

Stream 2 Union Training and Innovation Program

The Project

From *December 2018 to May 2022*,
CBTU, in coordination with the provincial partners will create
ongoing support services for women seeking or already
employed in the skilled construction trades in the provinces of

Manitoba, Saskatchewan and Nova Scotia

Replicating the model operating in

Newfoundland & Labrador

BACKGROUND

- Build Together, Women of the Building Trades
- Office to Advance Women Apprentices
- UTIP Stream 2 opportunity



A PARTNERSHIP BETWEEN CANADA'S BUILDING TRADES UNIONS
AND THE GOVERNMENT OF CANADA

CBTU LAUNCHES OFFICE TO ADVANCE WOMEN APPRENTICES

Learn more at
www.buildingtrades.ca



Project Objectives

The project objectives are to:

Build on best practices by testing an innovative model to address barriers limiting women's entry, advancement and completion of apprenticeship in Red Seal trades;

Provide career services, employment supports and networking opportunities for participating tradeswomen to assist in the completion their apprenticeship and obtain employment;

Engage and build partnerships with key stakeholders, including employers, unions and training providers to improve the participation and ensure success of women in trades training and careers; and

Develop and maintain a registry database to track services provided and identify tradeswomen by trade, apprenticeship status and employment status in Nova Scotia, Manitoba and Saskatchewan.

Goals

Engage the Building Trades Unions

Build Together, Women of the Building Trades Chapters engaged (mentorship opportunities)

Support work being done by existing tradeswomens groups & organizations (collaboration)

Long term sustainable funding & implementation

Increase in Apprenticeship completion

Increased retention of tradeswomen in our industry!

Administration

- Project Manager, Lindsay Amundsen CBTU
- Project Consultant, Karen Walsh, OAWA
- One Project Coordinator per region
- One Project Assistant per region
- Research & evaluation firm



- Funded by our provincial government
- Managed by Carpenters Local 579
- Ten years in operation this year 2009 – 2019

Overview of Services

- **Address barriers** limiting women's entry, advancement and completion of apprenticeship in Red Seal construction trades.
- **Maintain a registry database** which identifies tradeswomen by trade, apprenticeship status, employment status and rate of isolation in Saskatchewan, provides updated electronic resumes, and tracks services provided.
- **Provide wrap-around supports including** career services, employment supports and networking opportunities for participating tradeswomen to assist in the completion of their apprenticeship and obtain employment.
- **Coaching and mentoring**, by working with employer and apprentice to ensure a smooth transition and support workplace retention.

- **Provide Journeyperson preparation workshops** aimed to help prepare tradeswomen for writing their “Red Seal” exam.
- **Provide advisory services and diversity awareness training** for employers in the area of employment equity initiatives, requirements and diverse workforce development and assist with the implementation of Women’s Employment Plans.
- **Engage and build partnerships** with key stakeholders, including employers, unions and training providers to improve the participation and ensure success of women in trades training and careers.
- **Provide ongoing supports** to tradeswomen in assisting them to work towards Show Stewarts, Union Executive Positions, starting their own businesses, etc.

Database

Mentoring

Networking Events
Coffee Shop events
Conferences
External Events
Lunch & Learn

Engaging & Supporting Employers
Respectful Workplace
Education
Retention Support
Workplace environment

Research

Connections

Engaging with Building Trades Unions

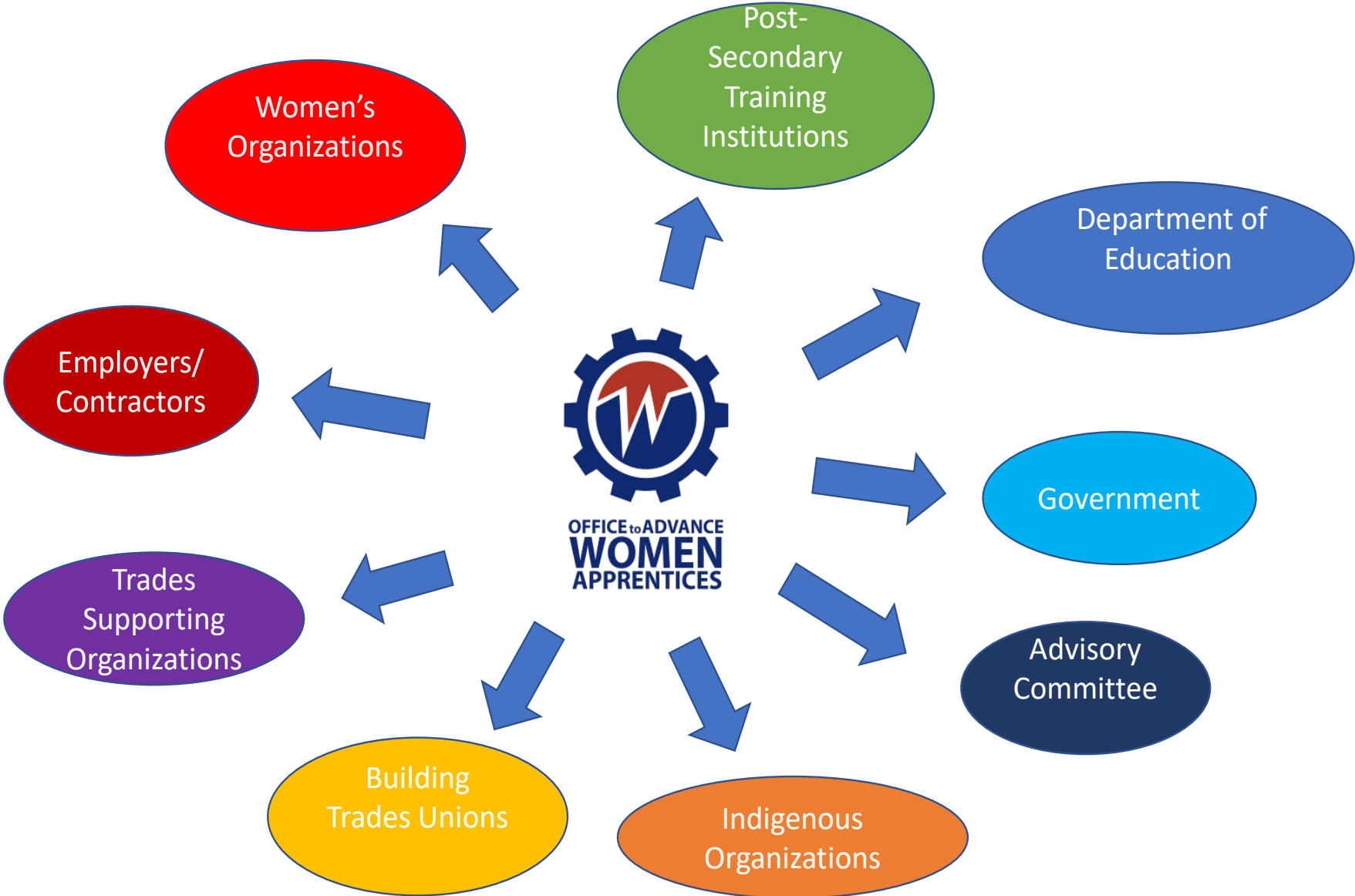
Breaking Down Barriers
Work with women to identify issues
Working with employers

Advancement
Journey person
Prep Courses

Accomplishments to Date

- Assisted over 1,300 tradeswomen with obtaining employment
- Introduced new employers to hiring female apprentices
- Assisted with advancing 166 tradeswomen to obtain Red Seal – Journeyperson certification
- Addressed supply of appropriate PPE being provided for tradeswomen
- Worked with large contractors to address issues tradeswomen face on industrial sites
- Employers now directly contacting OAWA when looking to hire apprentices
- Successful in having diversity numbers for hiring increased within provincial government sector and other large governing bodies
- Work with provincial government and employers on Women's Employment Plans

Partnerships



Provincial Progress to Date



Thank you!

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