

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

Stream 2 Union Training and Innovation Program

## Project Overview



**CBTU SMCC**

CANADA'S BUILDING TRADES UNIONS  
LES SYNDICATS DES MÉTIERS DE LA CONSTRUCTION DU CANADA  
Value on Display, Every Day. Valeur sûre à tous les jours.

# Why the trades???

- Earn while you learn (15% in class, 85% in the field)
- 30 different apprenticeable trades/subtrades to choose from
- Skilled tradespeople make around double what the average worker makes in Saskatchewan
- Once you obtain your red seal you can work anywhere in Canada and be recognized as a Red Seal Journeyperson
- The ability to travel for work
- Possibly start your own business
- With the projected labour shortage here in Saskatchewan, and with the baby boomers retiring, there will be a high demand for skilled tradespeople
- Pass down your skills and knowledge to the next generation



# A CAREER IN THE SKILLED TRADES

## EARNING OVER \$100,000

STEAMFITTER/ PIPEFITTER \$112,702	MOBILE CRANE OPERATOR \$110,182	PHARMACIST \$106,479	INDUSTRIAL MECHANIC (MILLWRIGHT) \$106,004
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## EARNING OVER \$80,000

MECHANICAL ENGINEER \$96,911	REGISTERED NURSE \$94,662	IRONWORKER \$88,467	HEAVY DUTY EQUIPMENT TECHNICIAN \$86,811	HIGH SCHOOL TEACHER \$83,865
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## EARNING OVER \$70,000

SHEET METAL WORKER \$78,387	CONSTRUCTION ELECTRICIAN \$77,440	CHIROPRACTOR \$75,185	DIETITIANS & NUTRITIONIST \$74,181
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## EARNING OVER \$60,000

PLUMBER \$71,969	WELDER \$69,896	SOCIAL WORKER \$67,703	BRICKLAYER \$64,058	CARPENTER \$61,428
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- SKILLED TRADES
- OTHER POST-SECONDARY

(SOURCE: EMPLOYED LABOUR FORCE WHO WORKED FULL YEAR, FULL TIME AND REPORTED EMPLOYMENT INCOME IN 2015, 2016)

### APPRENTICESHIP:

A PROCESS OF SKILLS TRAINING WHERE A PERSON – CALLED AN “APPRENTICE” – LEARNS THE SKILLS OF A TRADE WHILE ON THE JOB AND WORKING UNDER THE SUPERVISION OF AN EXPERT – CALLED A “JOURNEYPERSON.”



SASKATCHEWAN RESIDENTS WHO COMPLETED APPRENTICESHIP CERTIFICATES IN 2015 EARNED HIGHER MEDIAN SALARIES THAN RESIDENTS WITH A BACHELOR'S DEGREE. (SOURCE: 2016 CENSUS)



FOUR YEARS AFTER CERTIFICATION, JOURNEYPERSONS IN SOME TRADES EARNED MORE THAN \$100,000 A YEAR (SOURCE: 2016 CENSUS)

ONLY  
1/4

JOURNEYPERSONS IN SASKATCHEWAN HAD ANY DEBT AFTER ACHIEVING CERTIFICATION



(SOURCE: 2014 GRADUATE OUTCOME SURVEY REPORT BY THE MINISTRY OF ADVANCED EDUCATION)



AVERAGE GRADUATE POST-SECONDARY EDUCATION DEBT = \$14,033  
AVERAGE JOURNEYPERSONS CERTIFICATION DEBT = \$2,781



Statistics  
Canada

Statistique  
Canada



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# 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  
**Nova Scotia, Manitoba and Saskatchewan.**

# Funding

- Fully funded, 3.1 million dollar project contribution from ESDC
- 10% Cash contribution from CBTU
- Significant In-kind contributions from our project partners  
(thank you!)
  - Manitoba Building Trades
  - Saskatchewan Building Trades
  - Atlantic Regional Council of Carpenters, Millwrights and Allied Workers (Nova Scotia)

# Background

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



# 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, employment status and rate of isolation in Nova Scotia, Manitoba and Saskatchewan.

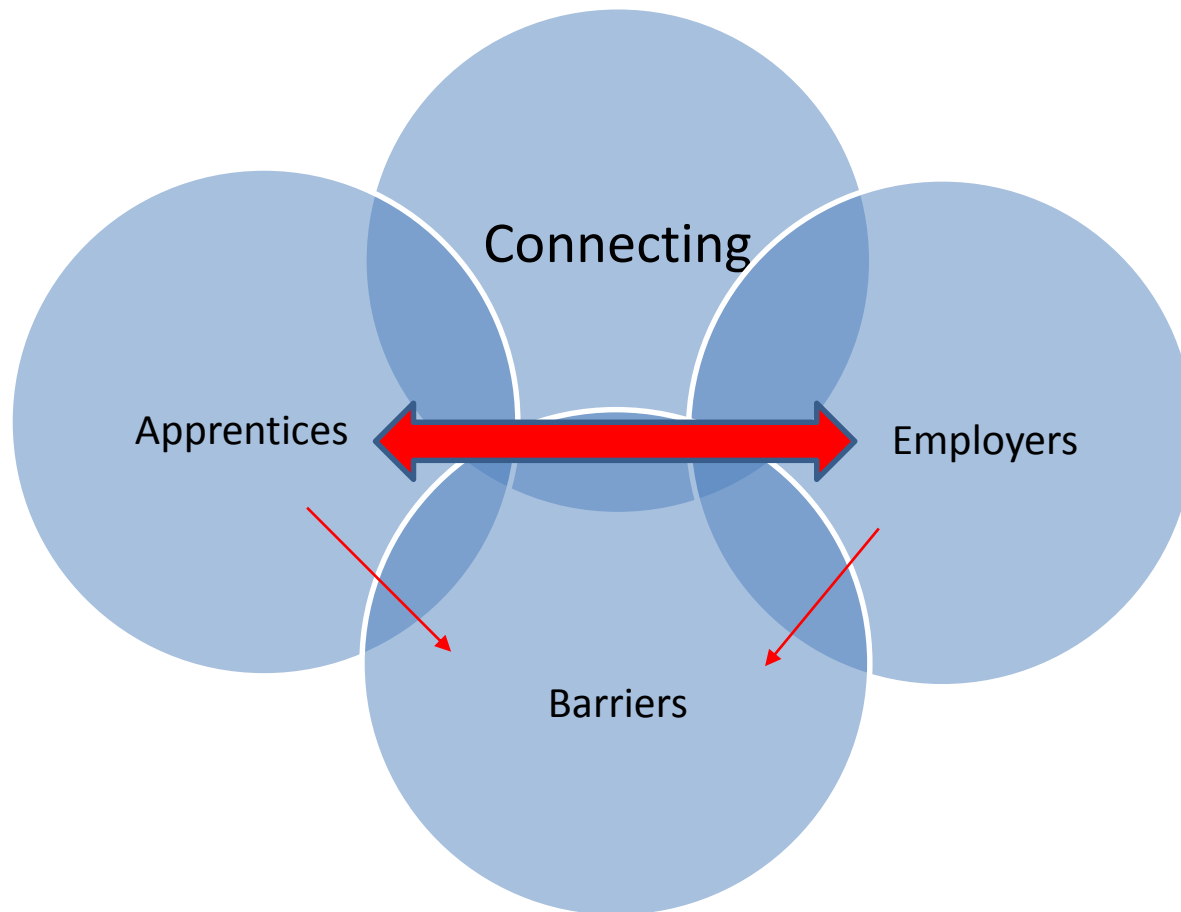
# Outputs

- At least 750 female apprentices served, including 75 – 100 Indigenous apprentices throughout three provinces (Nova Scotia, Manitoba and Saskatchewan);
- 75 partners engaged (including government, union, employers, tradeswomen organizations and Indigenous people) for all three provinces;
- Data collected from participants and employers to evaluate key program outcomes;
- Data collected on utilization of program services (e.g. career counselling services and networking events);
- A database that clearly identifies tradeswomen's level of apprenticeship; and
- A final report documenting program outcomes and lessons learned.



# Goals

- Women in trades hub in the province
- Build Together, Women of the Building Trades Chapters engaged (mentorship opportunities)
- Support work being done by existing tradeswomen groups & organizations (collaboration)
- Long term sustainable funding & implementation
- Increased retention of tradeswomen in our industry!



OAWA does this by:

# Programs and Services

## *Registry Database*

The Office has a registry database that is instantly accessible and includes a listing of over 1,750 female tradespersons within Newfoundland and Labrador. When an employment opportunity arises, the Office reviews the database to determine suitable candidates for the employer according to the desired qualifications. Resumes are then forwarded to the employer for review.

## *Coaching and Mentoring*

The Office has established a coaching and mentoring model to work with the employer and apprentice to ensure a smooth transition which results in a rewarding experience for all parties.

## *Training*

The Office offers organizational training that is customized to meet employer needs in order to transition and adapt to a change in the composition of a workplace.

## *Advisory Services*

The Office has expertise in the area of employment equity initiatives and requirements. It is able to provide support in developing and implementing women's employment and diversity plans, as well as strategically communicating diversity-related initiatives.

### ***Assist with Barriers faced on Jobsite/ or Barriers to Career Advancement***

Women connect with OAWA if they are facing issues on the jobsite, need support with apprenticeship hours or need assistance with safety or training courses that may hinder them from employment.

### ***Journey person Preparation Workshop***

The Office runs a one-day Journey Person Preparation workshop, aimed to help prepare tradeswomen for writing their “Red Seal” exam.

### ***Trades Union Collaboration***

OAWA has forged a union collaboration committee that includes union, government and OAWA representation to talk about best practices, issues unions or tradeswomen faced on industrial site and ideas/initiatives for moving forward.

### ***Promotion/Advertising Partnerships***

All areas of social media, partnerships with employers, trades colleges, unions, etc. for radio ads, metro bus ads, conferences, etc.

# Tradeswomen Journeyperson Recognition Night





## **Provincial Competition Registration Now Open**

### **APPRENTICE ELIGIBILITY**

SCNL welcomes the registration of apprentices who meet the following criteria:

- Apprentices must meet the age requirements of the competition, 35 years of age or less on/or before December 31 in the year of the Provincial competition.
- Competitors cannot be a certified journey person in the contest area in which they wish to compete.
- Only apprentices who have a signed commitment form by their employer may represent an organization.

### **CONTEST AREAS**

- Precision Machining • Car Painting • Autobody Repair
- Electrical Installation • Cabinetmaking • Carpentry • Welding
- Heavy Equipment Service • Refrigeration and Air Conditioning
- Automotive Repair • Industrial Mechanic Millwright
- Sprinkler Systems • Plumbing • Steamfitter/Pipefitter

To view contest descriptions visit:  
<http://www.skillscanada-nfld.com/discipline>

### **NOTE**

- Space is limited, apprentices will be admitted on a first come first serve basis.
- Skills Canada Provincial Competitions will predominately take place in St. John's on March 22. Some categories are yet to be determined but will take place in various location in March 2019.

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## Tradeswomen of Saskatchewan

My name is Leanne Dreaver; I am from Big River First Nation, and grew up in Meadow Lake, Sask. After graduating Grade 12, I didn't have an idea what I was going to do for my future and as a single parent, I decided to return to school and to upgrade some classes. My intension was to pursue a career in Dentistry. As I was doing so, I would walk by the pre-employment class for the Electrician Course that was being offered and this immediately got my attention. As I was upgrading, I took the initiative to apply for the Electrician Course and see where it would take me. My dream to become a Dentist was put on the back burner for I decided I would love to become the Electrician. I knew there would be obstacles and wondered if being a woman and a First Nation person if I would be accepted. Yes, it has been a struggle, but I am a strong believer that we can become who we want to be. It only takes hard work, dedication and a dream.

After taking the course, finding a job was a struggle, especially being a woman in the trades and not knowing where to go for guidance. I just threw a bunch of resumes out there and hoped for the best. After a wait I finally got the call to go work down south in Jansen, SK. at a camp job, and that's how my apprenticeship started. I was scared and excited because it was so far from home and what would I do about my daughter. But I did not let my fear get the best of me, and I would like to thank my parents who have helped me throughout my apprenticeship to come this far. As a 4th year Apprentice Electrician, Woman, First Nations Person, and a Single Parent, the best advice

I could give to future apprentices is "Don't let fear get in the way of your dreams and if you should fail don't be afraid to get back up and try, and try again. Don't be afraid to speak your mind and add your own opinions: be 100% true to yourself."

*Leanne Dreaver. 4<sup>th</sup> Year Apprentice Electrician*



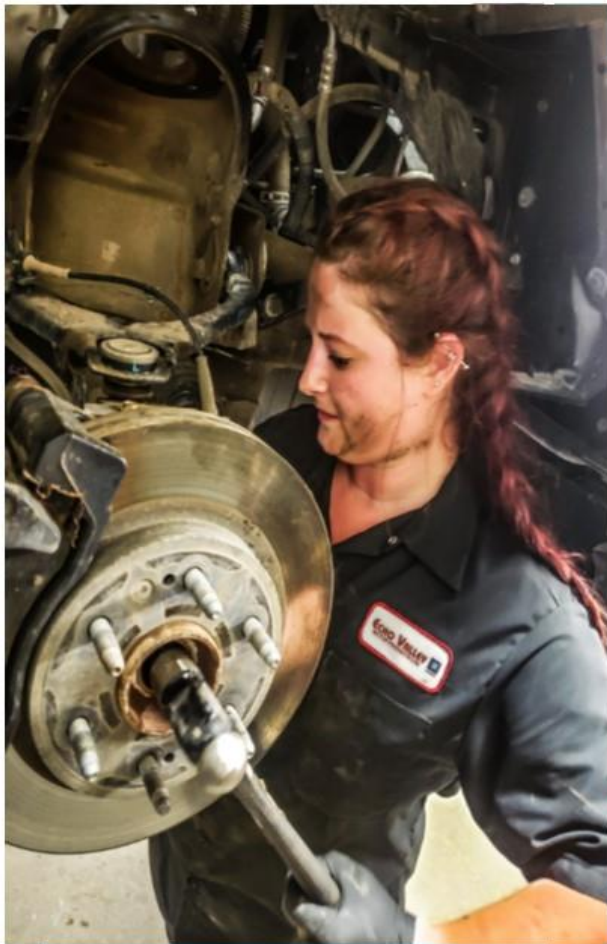


Winona started working in Carpentry right out of high school, but wasn't aware that an apprenticeship program was being offered. After taking a Steel & Stud drywall course and a Management Studies program, she realized she didn't want to specialize in one sub trade nor did she care to work in an office setting. So she chose to begin her Carpentry Apprenticeship.

Unfortunately she fell ill during her course and had to restart her Apprenticeship. Not being one to give up, Winona was determined to successfully obtain her Red Seal and she began again. She is currently a 3rd Year Apprentice and soon to be 4th Year Apprentice.

Winona says "to be a successful woman in the trades. Believe in yourself and never give up! No matter what obstacles you encounter you can achieve anything you set your mind to as long as you work hard and keep trying."

*Winona Ironstar, 3rd Year Apprentice Carpenter*



## Tradeswomen of Saskatchewan


I came from the small town of Young, Saskatchewan. As a teenager, I always enjoyed getting my hands dirty, tinkering with anything that had an engine, and other tom-boy like activities. I come from a family filled with diverse trade skill sets, so I really enjoyed and embraced all of the stories I would hear as a youngster about family members accomplishments or what they had built with their hands; to me, there was always such a desire and appreciation to work towards that because of how inspiring they are to me. I knew long before I graduated high school that I wasn't meant to be in an office or behind a computer screen, I found enjoyment in anything trades related. I went to a pre-employment course for automotive service technician right after I graduated high school, and I was truly passionate about it. I was very inexperienced though, and with that inexperience came the feeling of overwhelming fear and self doubt.

After some life changes, and a whirlwind of a few years, I was back on my feet. I am currently in my fourth year for GM ASEP/Automotive Service Technician, and I am working at Echo Valley Motor Products (going on 6 years). I am always learning, and I am always working at growing my skill set, and it has been the most fulfilling thing I have ever done for myself. I have had the most amazing and wonderful opportunities from this too, like getting to be a part of Women In Trades and Technology's exploratory courses at Sask Polytech by instructing automotive classes, and have met some of the most amazing people along the way. In my downtime, you will likely find me in the garage, building my 1957 Chevy Bel-Air, which is a car I have dreamt of owning since I was a little girl.

If there is any advice that I can give, it would be to always, ALWAYS, stand your ground and don't let fear rule your life. If you see it in front of you, just go for it. Don't let anyone or anything make you believe that you are not capable, because I promise you, the fire in your soul says otherwise.

*Nikki Zopprozen, 4th year Apprentice Automotive Service Technician*

# What we need from you

- Register with us, and like us on Facebook 
- Follow us on Instagram and Twitter
- Participation
  - Networking events
  - Recognition & appreciation events
- Help us find tradeswomen!



# Questions?