



FACT SHEET

The **Office to Advance Women Apprentices – Manitoba** is an innovative approach to enhance entry, advancement and completion outcomes for women in the apprenticeable skilled construction trades in the province. The Office operates under the direction of Canada's Building Trades Unions (CBTU) and is funded through the Federal government's Union Training and Innovation Program (UTIP) until May, 2022. This initiative is modeled on the highly successful Office to Advance Women Apprentices in Newfoundland and Labrador.

The overarching goal of the Office to Advance Women Apprentices (OAWA) is to enhance employment outcomes for women in skilled construction trades in Manitoba.

This goal will be achieved by:

- **Building on best practices** to address barriers limiting women's entry, advancement and completion of apprenticeship in Red Seal construction trades.
- **Developing and maintaining a registry database** which identifies tradeswomen by trade, apprenticeship status, employment status and rate of isolation in Manitoba, provides updated electronic resumes, and tracks services provided.
- **Providing 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.
- **Providing Journey person preparation workshops** aimed to help prepare tradeswomen for writing their "Red Seal" exam.
- **Providing advisory services and diversity awareness training** for employers in the area of employment equity initiatives, requirements and diverse workforce development.
- **Engaging and building 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
- **Undertaking labour market research** within Manitoba's construction industry.



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