

OFFICE^{to}ADVANCE
WOMEN
APPRENTICES
MANITOBA

OVERVIEW

Andrea Canada
Project Coordinator
OAWA Manitoba



WHO ARE WE?

- The Office to Advance Women Apprentices (OAWA)
- Modelled on OAWA Newfoundland which has been in place since 2009
- Innovative approach to enhance entry, advancement and completion outcomes for women in skilled construction trades
- Overarching goal is to see an increase in the representation of women in the skilled construction trades by providing direct support to tradeswomen and employers, break down barriers, and connect to existing services

OAWA NEWFOUNDLAND: INVESTMENT DOES MAKE A DIFFERENCE

- Women in construction trades in Newfoundland from 2% to 13%
- 10 Members of Provincial Apprenticeship Board - 5 are women – three of which are Journeypersons
- At a Employer Networking Event they recognized an employer who has a 50/50 female/male tradespeople
- Another company who has had 8 female carpenters hired – 2 of which lead hands.



CANADA'S BUILDING TRADES UNIONS

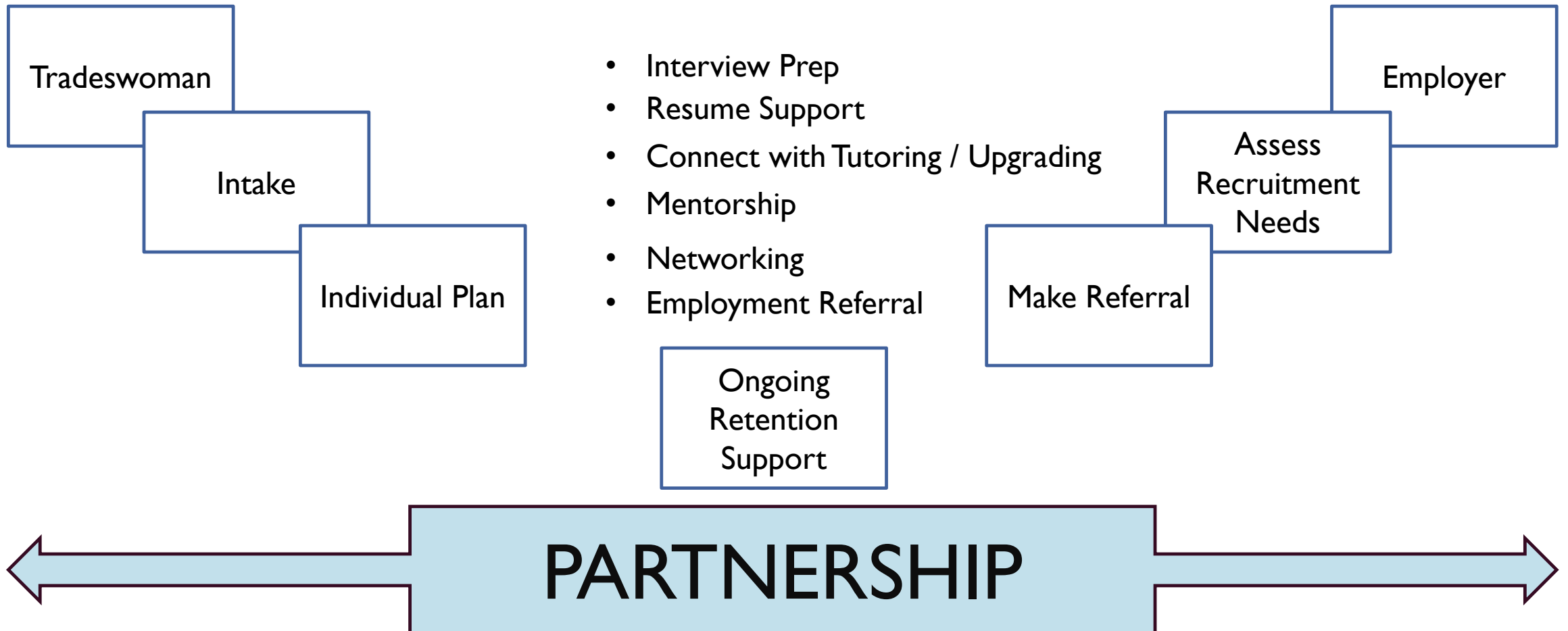
- CBTU applied for and received funding via the Federal Government's Union Training and Innovation (UTIP) Program \$3.1 million (including 10% cash contribution from CBTU)
- We work with both the union and non-union sectors within the construction industry
- Expansion → Manitoba, Saskatchewan and Nova Scotia
- Project runs from December 2018 until May 2022



OAWA MANITOBA

- Office opened in March, 2019
- Project Coordinator and Project Assistant
- Outreach has been underway to tradeswomen, employers, organizations, industry associations, unions and training providers

OUR WORK





REGISTER



EMPLOYERS

EMPLOYER REGISTRATION FORM

Employers [click here](#) if you wish to provide us with your business name and contact information so that we can assist you with finding qualified apprentices for your employment needs.

The purpose of the registry is to create a database of female apprentices who have completed trades training programs.

- This database will serve as an internal resource that allows us to have instant access to a listing of female trades persons.
- If, for example, a potential employer contacts the office and expresses an interest in hiring a third year welding apprentice, then we are able to quickly access the database, retrieve a listing of all third year welding apprentices, and contact them to inform them of the potential employment opportunity.

APPRENTICE
REGISTRATION



OAWA_MB



@OAWAMB1



OAWA_MB

OAWA MANITOBA

- 27 women have registered with us
- Two employers have reached out to us to provide referrals of tradeswomen; one of our clients was interviewed
- Presentations in trades classrooms at Red River College and Manitoba Institute of Trades and Technology (ACC and UCN later this year)
- First networking session – 8 women in attendance (will take place monthly)
 - Next session December 5 (6:00 pm – 7:30 pm)
 - Speakers representing the Manitoba film industry and opportunities for tradeswomen
- Manitoba Women in Trades Conference February 18/19, 2020

OUTPUTS



- At least 750 female apprentices served, including 75 – 100 Indigenous apprentices throughout three provinces (Nova Scotia, Manitoba and Saskatchewan); **Manitoba goal is 250 served; we have 27 women currently registered.**
- 75 partners engaged (including government, union, employers, tradeswomen organizations and Indigenous people) for all three provinces; **Manitoba has engaged with approximately 30 organizations plus several individual employers thus far.**

PARTNERSHIPS

- Build Together
- Sisters in the Brotherhood
- Mb Women in Construction



Women's Organizations



Post-Secondary Training Institutions

- RRC
- ACC
- UCN
- MITT



High School Apprenticeship Program



Employers

- Industrial Projects
- Large Contractors
- Small/Medium
- Industry Associations



OFFICE TO ADVANCE WOMEN APPRENTICES
MANITOBA



Government

- Apprenticeship MB
- Manitoba Status of Women



Trades Supporting Organizations

- Skills Canada Manitoba
- Manitoba Construction Sector Council



Building Trades Unions

- Manitoba Building Trades
- 13 Unions

5 Training Providers



Indigenous Organizations

- MMF
- First Peoples Development
- CAHRD



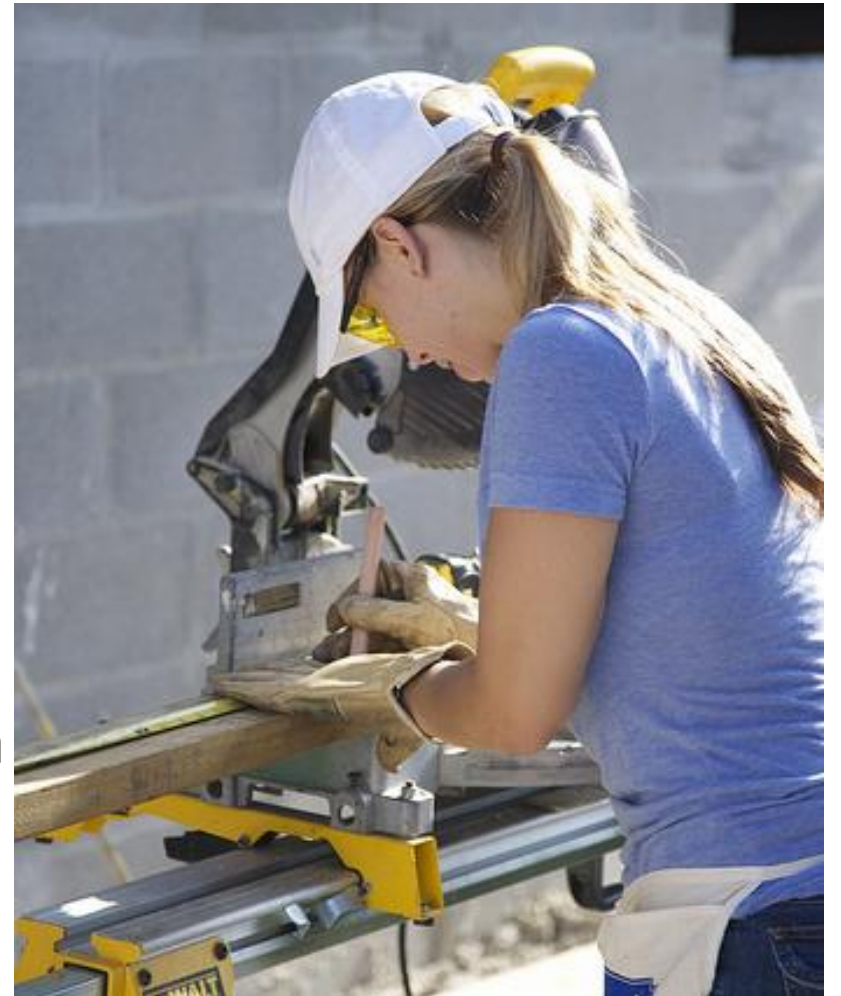
Project Advisory Committee

OUTPUTS

- A database that clearly identifies tradeswomen's level of apprenticeship
- 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 final report documenting program outcomes and lessons learned.

GOALS

- Women-in-trades hub in the province
- Mentorship – connecting tradeswomen
- Support work being done by existing tradeswomen's groups & organizations (collaboration) eg. Women in Mechanical Construction
- Long term sustainable funding & implementation
- Increased retention of tradeswomen in our industry



WHAT WE NEED FROM YOU

- Participation
 - Promote OAWA to tradeswomen
 - Promote OAWA to employers
 - Networking events - attendance, participation as a speaker
 - Recognition & appreciation events – we will be celebrating tradeswomen, employers
- Help us find tradeswomen!



THANK YOU

