



Increasing Employment Opportunities for Women in the Skilled Trades



Visit www.womenapprentices.ca
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WHO WE ARE

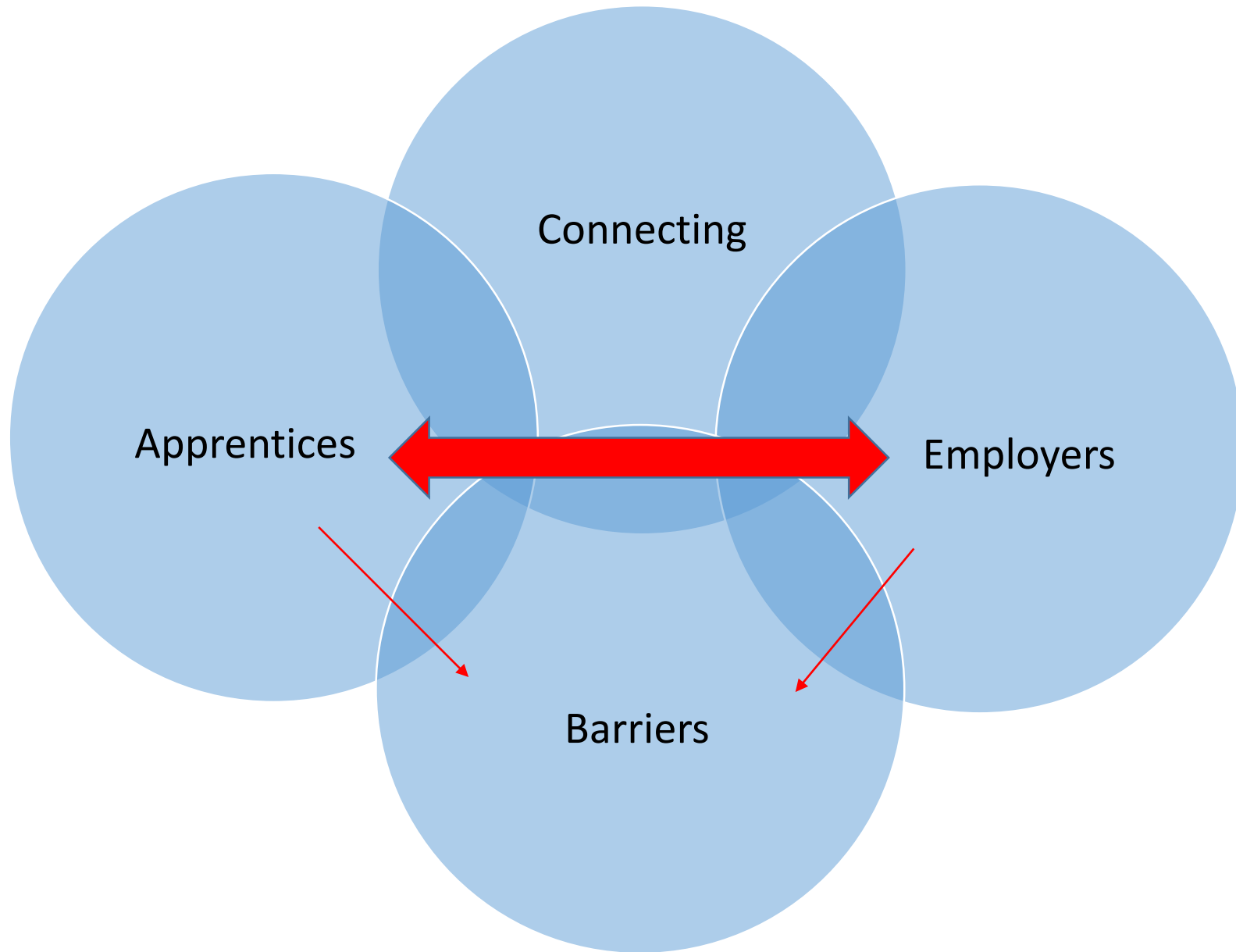
- The Office to Advance Women Apprentices (OAWA) was created through the Department of Advanced Education Skills and Labour in the province of Newfoundland & Labrador
- Goal is to enhance employment opportunities for women participating in the skilled trades within the province
- Reason for this initiative

WHAT WE DO

Work collaboratively with government, industry, unions, employers, trades colleges and other key stakeholders to:

- provide career counselling to high school females and women in province who are interested in skilled trades as a career choice
- assist tradeswomen gain and maintain employment in the skilled trades;
- assist with barriers on the jobsite or gaining employment; and
- help tradeswomen advance through their apprenticeship to obtain Journey person certification

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 1,600 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.



Mentorship/Counselling/Networking Engagement

- Skills Trades Conferences for Women & Youth
- Partnerships with Provincial Career Counselling Offices in Province
- Mentoring Program
- Tradeswomen networking sessions
- Speakers Series
- Speaking engagements at Single Parent Association, Pre-trades programs
- Support Skills Canada with their Skills Work for Women Conferences

Accomplishments to Date

- Assisted over 1,100 tradeswomen with obtaining employment
- Introduced new employers to hiring apprentices
- Assisted with advancing 135 tradeswomen to obtain Red Seal – Journeyperson certification
- Addressed supply of appropriate PPE being provided for tradeswomen
- Worked with large contractors to address issues of women not being assigned appropriate duties on sites
- Employers now contacting OAWA asking for resumes of tradeswomen when they are looking to hire.
- Successful in having diversity numbers for hiring increased within provincial government sector and other large governing bodies

Upcoming Initiatives

- Working with new local company for launching a PPE clothing line for tradeswomen
- Creating partnerships to enhance skills for current tradeswomen during downturn of construction projects
- OAWA Speakers Series
- Roundtable Networking Sessions
- Muskrat Falls Networking Sessions
- Employer Appreciation Events

Tradeswomen Journeyperson Recognition Night



Questions/Discussion

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