

WOMEN IN TRADES

Trade industry ambassadors Mandy Rennehan and Jamie McMillan believe in mentorship and inspiring the leaders of tomorrow. Read more on **p.09**



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Q: What inspires you to work at Worley?

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DEAR YOUNG WOMEN:

We live in a world where you can be and do anything you want to.

We're confident that you'll be brave in the face of adversity. You'll be a leader in the classroom, on the soccer field, on the shop floor, and in the boardroom.

We're watching and will cheer you on, because you're intelligent and will solve some of the world's greatest challenges. You have tenacity and you get at the truth. You're dedicated and confident and will help break barriers. As a spirited and passionate woman, you can smash glass ceilings.

Don't limit yourself. You don't have to be the label that people put on you. You can — and you will — change the world. ◦

#Unscripted #EveryMessageMatters

Dream Spotlight: Build a Dream hosts free Career Discovery Expos across the province to help young women and families explore, experience, and learn about new career pathways. Attendees interact with companies, female role models, and educators in a fun, safe, and friendly environment. Visit webuildadream.com to learn more.



PROVINCIAL EFFORTS TOWARDS DIVERSIFYING THE INCOMING TRADES WORKFORCE



Jennifer Green
Director of Competitions & Young Women's Initiatives,
Skills Canada Ontario



Jamie Maxwell
Manager of Competitions,
Skills Canada BC



Becky Peterson
Education Coordinator,
Skills Canada Alberta

Skills Ontario has offered experiential, mentor-led learning opportunities for young women within our Young Women's Initiatives program since 2000. With year-round programming across the province, we host career exploration events for female students in grades 7 through 12, as well as parent/guardian evening events, partnered with our sponsors. We currently host 17 young women's events across Ontario each year, including the largest conference in Canada for young women in conjunction with the Skills Ontario Competition every May, with over 2,000 participants. It's essential to showcase careers that can be considered untraditional for women, not only to address the employment gap within the trade workforce, but also to allow young women the opportunities to explore, ask questions, and learn in an environment they feel comfortable in. ◦

Skills Canada BC Regional competitions are open to all genders. Skills Canada BC has for many years hosted a Trades and Technology Conference for women at provincials. This Provincial event is evolving to include more contact with women tradesperson and technologist mentors at Provincials. I have a goal of moving a Trades and Technologies for Women event out to the 13 Regions and expose a larger set of young women to female tradespersons, technologists, and women in motivating careers. Skills BC also provided the InSPIRE presentations to over 15,000 students in 2017/2018 fiscal year. In this one hour presentation students explore the emerging job market within the skilled trades and technologies field through fun and thought provoking hands on activities. ◦

Skills Canada Alberta is a passionate advocate for inclusivity in the trades and technologies, and in all industries. Our Girls Exploring Trades and Technologies Conference encourages girls to think outside the box and try new things. It's an opportunity for young women to connect with leading industry influencers in the trades and technologies, and to test drive various careers. Girls have the chance to connect with and learn from the experiences of female professionals in areas like Electrical Engineering, Welding, Crane Operating, Graphic Design, and more.

Young women in Alberta and around the world deserve to be aware of the many rewarding career options available to them that they may not consider a traditional option. One of the first steps to getting more young women in the trades and technologies is to expose them to those career options. ◦

NAVIGATE YOUR CAREER IN THE SKILLED TRADES.

Representing over 100,000 union members and 5,000 union contractors, the Ontario Construction Secretariat is a trusted leader in delivering non-partisan and impartial research to our industry and government partners.



THE 10 IN-DEMAND TRADES JOBS IN BRITISH COLUMBIA



Remember back in the day when a fender bender required only basic repairs? Now a simple rear-ender might break your backup cam, which is connected to your head unit display, while also doing a number on your automated steering assist. That means diagnostics and repairs aren't just mechanical, but digital. And today's tradespeople need a whole new set of skills to thrive.

It sounds like a challenge, but it's actually a huge opportunity. As baby boomers retire, an unprecedented number of jobs are opening up. According to Statistics Canada and the Canadian Apprenticeship Forum, over 167,000 new apprentices will be needed in the next five years. Increased technological know-how also means that today's tradespeople have

more options when it comes to changing careers and moving into new industries.

With the right capabilities, any career in the skilled trades can be yours for the taking. Here are 10 of the top in-demand trade occupations, according to the BC Industry Training Authority (ITA) — and the BCIT programs designed to prepare you for them.

If you're unsure about the area of trades that you'd like to pursue, start with the BCIT Trades Discovery General program. It's a great way to gain hands-on experience while exploring up to 20 trades programs.

BCIT has a long history of supporting women in the trades. Together with the tradeswomen of BC, the industry continues to work toward inclusion and equal opportunities in the workplace for all genders. The 16-week BCIT Trades Discovery for Women program is one great example of the many resources available for women to jumpstart a career in the trades. ◦

1. Automotive Service Technician
2. Carpenter
3. Construction Electrician
4. Heavy Duty Equipment Technician
5. Industrial Electrician
6. Machinist
7. Millwright
8. Motor Vehicle Body Repair Technician
9. Plumber
10. Refrigeration and Air Conditioning Mechanic

Visit bcit.ca/trades to learn more about a career in the trades.

Sponsored by



Women in Trades: Mentorship is crucial to growing a female workforce

Today the door is open to women in every B.C. trades sector, and more women are finding a challenging career, job satisfaction and good pay in the skilled trades.

While more women are entering the skilled trades, women still make up just 4.7 percent of trades workers in B.C., according to the Industry Training Authority. For employers, diversity in the workplace has been shown to foster creativity and innovation and many companies who employ tradeswomen feel it gives them a competitive advantage.

With trades facing significant skills shortages, women are in a prime position to fill these new positions. With the right support in place, including mentorship programs, new workers — whether they're painters, welders, carpenters, air craft technicians, or mechanics — are paving the way for a future in the skilled trades.

Sharing experiences and providing support through mentorship

Being a mentor offers the satisfaction of helping a new worker grow their skill set and career, as well as provides an opportunity to develop leadership and communication skills. Being able to speak from the 'trenches' and share experiences with women who are just starting out on their trades journey is crucial to growing a strong female workforce. Mentors add value to an organization as a whole and are seen as leaders and experts in their fields.



Megan Martin
Manager, Industry and
Labour Services,
WorkSafeBC

If you are interested in growing your career in the trades, visit worksafebc.com/apprenticeship and find health and safety resources that align with the Industry Training Authority curriculum for carpentry, plumbing, electrical and more.

WORK SAFE BC

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tru.ca/witt



THOMPSON RIVERS UNIVERSITY





SAVING A PLACE FOR WOMEN IN CONSTRUCTION

In British Columbia, women comprise under 5 percent of the construction workforce on the average construction site — despite representing 50 percent of the population. LNG Canada, a company that is constructing the first Canadian large-scale LNG export facility, and a company committed to inclusion and diversity, didn't think that was good enough.

"We see this as a workplace issue, not a women's issue," says Susannah Pierce, LNG Canada's Director of Corporate Affairs and executive sponsor of YOUR PLACE. "LNG Canada and JGC Fluor, our prime contractor, have set a goal to double the average percentage of women in the construction trades on our Project."

The LNG Canada Project will take surplus natural gas from northeastern British Columbia, transport it via a third-party pipeline, and

cool the natural gas to -162 degrees C, at which temperature it turns into a liquid to make it easy to transport via specially designed LNG vessels. Markets such as China need LNG to displace the use of coal, which emits much higher amounts of CO₂ and also pollutes the air.

LNG Canada represents the largest private sector investment in Canadian history. At peak of construction, the Project in B.C. will require 7,000 workers. JGC Fluor is currently constructing Cedar Valley Lodge, a workplace accommodation village that is located adjacent to the facility site. The first 1500 beds will open in spring 2020, and care and attention has been paid to ensuring Cedar Valley Lodge is welcoming to women and all workers.

YOUR PLACE is a joint LNG Canada, JGC

Fluor program to attract, recruit, train, and employ women in the skilled trades to work on the LNG Canada Project. YOUR PLACE includes a 4-week workplace readiness training program and employment supports designed to help women start — and succeed — in the skilled trades. Graduates are offered a direct line to employment in an entry level position as an apprentice with JGC Fluor or one of its subcontractors on the LNG Canada project site in Kitimat, BC.

Launched in June 2019, response has far exceeded LNG Canada and JGC Fluor's expectations. Within 6 months of launch, YOUR PLACE received applications from more than 1100 BC women.

For women from outside the local area,

“
We see this as a
workplace issue, not
a women's issue.
”



WOMEN IN CONSTRUCTION – TRADING IN A JOB FOR A CAREER

LNG Canada designed YOUR PLACE to attract more women to the construction trades.

The first scheduled training session of YOUR PLACE began November 12 and finished December 6. The first 12 participants were from the local area, with 25 percent of participants self-identifying as Indigenous women.

From training in the proper use of basic general worksite tools and equipment, to basic blueprint reading, trades math and science, hazard assessment, and more, women are introduced and prepared to work in an entry-level position with JGC Fluor or one of their subcontractors.

Graduates also come with a variety of safety tickets, including Occupational First Aid Level 1, CSTS09, WHMIS, Basic Rigging and Fall Protection.

Kya Teneychke, a participant in the first YOUR PLACE training, says she had been interested in the trades for a very long time. “I just... never really had the opportunity to go for it, especially coming from a single mom who couldn’t really afford to put me in school right away. And I didn’t really feel like it was the right time for me to go to school.”

When Kya thinks about her future, she says, “I feel like it’s going to be very bright only because I get this opportunity. I cannot wait to see all of us keep going in our careers.” She adds, “my grandma is ecstatic that I’m in this program. She’s so incredibly proud. I didn’t even think I was going to be here. But I’m sitting here and I’m so excited and so grateful.”

If Kya is just starting out in her career, Starla Penner is looking at YOUR PLACE as an opportunity to trade in her responsibilities of a stay-at-home mom for the past decade, with the opportunity to pursue a meaningful career. Married with five children between the ages of seven to 16, Starla heard about YOUR PLACE through Facebook.

Starla says what many women think about a career in the trades. “It’s scary thinking as a woman going into a field that is male dom-

inated. But everybody that I talk to about LNG Canada says if you’re going to start somewhere, this is the best place to start because they push for safety and equality and everybody being a family. And that just sounds like a work atmosphere that I want to be a part of.”

“When I told my kids about this program, I expected them to not be supportive, not in a bad way, but in a kid way, because they’re very used to me being at home...They actually all surprised me. They said, “Mom, this is super cool.” And through the whole application process, they were asking, “How did it go? Did you get in? Have you heard yet?” It’s a little bit of an adjustment at home, but daddy is picking up the slack really well. And the kids are actually enjoying making their own school lunches, which is a big win. And it’s just kind of fun coming home at the end of the day and they’re excited to hear how my day was.”

Jamie Holyk’s was looking for a career change. With a background working in the field of mental health for the past four years, she felt she was ready for a change. “That type of work definitely takes a toll,” she says. “And I wanted more of a career. I wanted something that could support my partner going to school...So it was more for myself to better myself career wise.”

Elise Borgens lives in Kitimat with her husband and three children between the ages of two and 12. She says she moved to Kitimat almost two years ago from Victoria after she and her husband quit their jobs and relocated seeking new opportunity.

“I am so excited for this opportunity. It’s so far out of my comfort zone, but I’ve worked jobs for 16 years and I want a career. I want to support my kids for the rest of their lives. And that’s how I think I’m going to get it,” says Elise.

“I see this bringing security for my future. I want my kids to see that they can do anything at any age. I want them to be proud of me. I want to be proud of myself.”

Following submission of their documents, a representative from Women Building Futures, the non-profit organization that provides the customized training, conducts a phone interview with each applicant.

Attracting more women to the construction trades in BC. is an important part of LNG Canada and JGC Fluor’s comprehensive workforce development strategy and commitment to hiring locally and within the province as YOUR PLACE is only available to women residing in British Columbia. ◦

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LNG Canada and JGC Fluor have removed barriers to participation by covering the cost of return air fare to the training that takes place at Kitimat Valley Institute (KVI) and providing complimentary accommodation and meals. The training is free and all participants receive personal protective equipment at no cost. Holding all training sessions in Kitimat gives women from outside the local area the opportunity to experience a fly in/fly out worksite.

“The response to YOUR PLACE has completely surpassed LNG Canada’s expectations,” says Tracey MacKinnon, LNG Canada’s workforce development lead, and the brains behind the YOUR PLACE program. “Our message to women that we are saving a place for them on our project has really resonated with women of all ages and in all stages of their career.”

While not all applicants will make it through the recruitment process to training, by the end of November, many women had submitted all documents required to participate.

OPPORTUNITIES FOR WOMEN IN ENERGY



Joanna Osawe
President & CEO,
Women in Renewable Energy (WiRE)

With one of Canada’s fastest-growing industries being clean energy, advancing the role and recognition of women in the energy sector is crucial in order to continue attracting top talent into an industry filled with opportunity.

Unleashing the power of women in the energy sector is the mission of Women in Renewable Energy (WiRE), which was launched in 2013. Now a national and international organization in its sixth year, the non-profit is run by volunteers to provide programming such as educational field trips, monthly networking meetings, an awards recognition program, student bursaries, speed mentoring, blogs, working with indigenous communities, and communications and engagement initiatives.

Inclusive of all renewable energy technologies, WiRE engages thousands of people per month and to enable more women to advance throughout the sectors. WiRE’s programs aid students and emerging professionals looking to seek employment in the industry. ○



Lisa McBride
President,
Women in Nuclear (WiN)

The landscape in the nuclear industry is rapidly changing and presents unique opportunities for women. When we look at the effects of climate change, we need to look at solutions. Nuclear power presents a safe, carbon-free, reliable, and affordable solution, while helping Ontario and Canada reach our GHG targets. The benefits of nuclear technology in Canada expands beyond power generation and into isotope production. The employment possibilities in nuclear are endless, with the nuclear industry in Canada employing more than 76,000 people and contributing more than \$17 billion to the GDP in the Canadian economy. In addition, the Canadian nuclear industry makes a major contribution to our economy and society over and above the amazing benefits of clean energy. We have women working in our industry in skilled trades, in our control rooms, as engineers, in nuclear security, the list goes on. And we want to see more women joining our workforce. There’s a place for everyone in this industry, which is what makes now the best time for women to join the industry. ○



Darryl Spector
Vice Chair, Skills Ontario &
President, Promotion Nuclear

With the first of four of Ontario Power Generation’s Darlington Refurbishments basically completed, and the planned refurbishment of Bruce Power’s six reactors starting in January 2020, there are decades of skilled trades work in the coming future.

Thanks to innovations at our nuclear generating stations, Ontario is quickly becoming a global leader in the rapidly-growing medical isotope market. This is helping detect and fight cancers and various other medical conditions. Accordingly, the opportunity for under-represented demographics — such as youth, women, and Indigenous people — to begin a rewarding career in the skilled trades through these projects is tremendous.

Simply put, now is the perfect time to enter the nuclear industry, where the youth of today can take pride in knowing they’re playing a key part in building our nation’s low-carbon future and helping supply the world with life-saving, cancer-fighting medical isotopes. ○

ALGONQUIN COLLEGE AND HYDRO OTTAWA PARTNER TO SAVE WOMEN A SEAT IN THE CLASSROOM

In 2016, according to Statistics Canada, women made up only 23 percent of science and technology workers among Canadians aged 25 to 64. To see these numbers rise, we first need to see greater gender diversity in science, technology, engineering, and mathematics (STEM) programs in the classroom.

Algonquin College offers a program called We Saved You a Seat, an initiative that encourages and supports women who want to enter STEM careers. Sarah Gauen is an Inclusion

and Diversity Specialist at Algonquin College. “We want to make sure that we have a space for women to excel in our STEM programs,” she says. “We’re doing that by implementing a series of programs to support women on campus.”

“

I think one of the demonstrated benefits of having a gender diverse group is the number of perspectives that are brought to the table.

”

change the dynamic in our classrooms, teaching business skills that are necessary in the

workforce, such as how to work effectively in a team that includes women,” says Gauen.

Algonquin College also offers financial aid, mentoring, and gender inclusive teaching as part of the program.

Gender diversity brings broader perspectives at Hydro Ottawa

Guillaume Paradis is the Chief Electricity Distribution Officer at Hydro Ottawa. He agrees that it’s necessary to include more women in STEM and trade careers. “I think one of the demonstrated benefits of having a gender diverse group is the number of perspectives that are brought to the table,” he says. “It helps us think differently about the work we do and

come up with new, innovative solutions to enhance our practices.”

Hydro Ottawa has recently partnered with Algonquin College to expand the We Saved You a Seat initiative to include, starting in fall 2020, the powerline technician program it delivers jointly with the College.

To support women entering the powerline technician program, Hydro Ottawa is also introducing the Hydro Ottawa award. “Over the next three years, one first-year, full-time female student will be awarded \$2,500 toward her tuition and her goal of working in the trades,” says Paradis. ○

Janice Tober

We Saved You a Seat

30% of seats for qualified women in select STEM programs.

Training Partnership with



algonquincollege.com/seat





Stephen Hillier
President, Integrated Solutions,
Worley



Kelly Droop
Vice President,
Global Tools, Equipment,
& Fleet, Worley

HOW TO LEVERAGE A LABOUR SHORTAGE IN THE SKILLED TRADES FOR A MEANINGFUL CAREER

The work of skilled tradespeople touches nearly every part of our daily lives, from the literal foundations of our homes to the power lines that connect them. Pursuing a skilled trade like heavy equipment operation, welding, or plumbing isn't just a meaningful way to participate in society — it's a lucrative path that offers apprentices the ability to "earn while they learn" and to secure financial stability early in their careers.

It's also an increasingly diverse sector. More women are entering the workforce today than ever before, and as they rise through the ranks and occupy senior positions, the tired narrative around skilled trades as a traditionally male field is starting to change.

"When we look at professional services, a lot of people think about doctors, lawyers, accountants, and other people in industries that require buildings, hospitals, and plants to work. Sometimes, we forget that it's the men and women in skilled trades who have actually built these facilities," says Stephen Hill-

ier, President of Integrated Solutions at Worley, a leading global provider of professional project and asset services in the energy, chemicals, and resources sectors.

A labour shortage threatens the sector — but there's an upside

Hillier, like many other trade professionals, is concerned with what's gearing up to be a severe labour shortage. Older skilled tradespeople are retiring in spades, and there aren't enough workers to fill the gap. The upshot? The shortage spells major opportunities for young people.

"We're starting to reach a crisis in that there's a shortage of technicians, which means there's a huge opportunity in the trades for men and women," says Hillier. "And they're lucrative careers, with really good money early on."

The labour shortage is so prevalent that it's becoming common knowledge, but here's a lesser-known fact: opportunities in the sector extend far beyond the trades themselves. "Although

some people stay in the trades throughout their entire careers, there are so many peripheral jobs associated with the trades. So not only would you be able to go from the trades to supervision and operations, but project controls, quality, data analytics, and so on are also coming to the forefront," says Hillier.

Climbing the ranks as a woman in the trades

The sector is still male-dominated, but that's starting to change. Take Kelly Droop, Worley's Vice President of Global Tools, Equipment, and Fleet. Droop, who has been with Worley for 30 years, credits part of her success to the company's support of female employees. She started out as a personal assistant to an executive in what was supposed to be a 90-day temp job and got her first promotion 10 days later. Now, she's leading major company asset deployment for projects all over the world.

"Being a woman in the skilled trades used to make me an oddball, and I'd often be the only woman in the room. Sometimes, I'd get mistaken for the wife of one of my employees at heavy equipment conferences," she says. "But things are different now. I don't get asked questions like, 'do you think you can handle this kind of work?' anymore. There are a lot

more female executives in the energy industry now than when I started, and many of our customers' companies are also led by women."

Worley recently expanded its global reach through the acquisition of Jacobs' Energy, Chemicals and Resources division, which Droop says has created even more opportunities for women (and men) to enter the sector. "Unlike many acquisitions, where companies immediately start cutting overlap, this one has been remarkably cohesive and collaborative. We're expanding into new work we couldn't have done before, which is exciting," she says. ◦

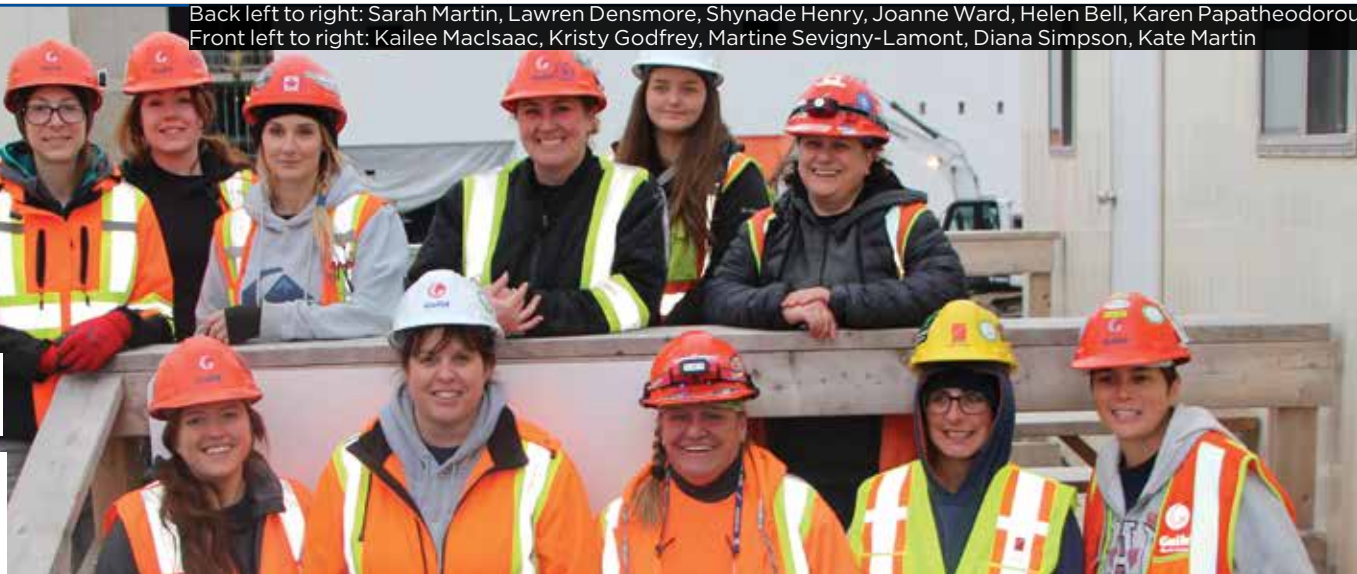
Liza Agrba

Learn about career opportunities at Worley by visiting [worley.com/careers](https://www.worley.com/careers).

About Worley: Worley delivers projects, provides expertise in engineering, procurement and construction and offers a wide range of consulting and advisory services. We cover the full life-cycle, from creating new assets to sustaining and enhancing operating assets, in the hydrocarbons, mining, mineral, metals, chemicals, power and infrastructure sectors. Our resources and energy are focused on responding to and meeting the needs of our customers over the long term and thereby creating value for our shareholders.

Back left to right: Sarah Martin, Lawren Densmore, Shynade Henry, Joanne Ward, Helen Bell, Karen Papatheodorou
 Front left to right: Kailee Maclsaac, Kristy Godfrey, Martine Sevigny-Lamont, Diana Simpson, Kate Martin

WOMEN IN POWER



While the skilled trades were once largely a male-dominated industry, recent numbers are showing an alternative trend. With more women stepping in and enjoying the advantages that a career in the trades provides, the construction industry is also benefitting from the strength of a diversified workforce.

Kristy Godfrey is an IBEW Local 353 member currently working as a foreman for Guild Electric on the Pickering Casino Resort development. This project has 11 skilled tradeswomen working on-site.

“With approximately 350 workers on the site, about 3 percent are women, which is higher than I’ve ever seen on a job site,” says Godfrey, who oversees the crew doing the electrical work in the parking garages.

Having been in the electrical trade for 20 years, Godfrey has witnessed first-hand the increasing number of women entering the trades and the benefits brought to the table by harnessing women’s unique strengths. “Women are excellent multitaskers,” she says. “We also tend

to be very organized and task-driven. These skills are very helpful in the skilled trades.”

Joanne Ward, Shop Steward and Safety Rep for the Pickering Casino Resort project, adds, “I think that women approach a puzzle differently than men and offer another perspective when faced with tasks.”

What many young women entering the workforce may not realize is that the skilled trades have much more to offer than meets the eye. This industry is unmatched when it comes to dynamic career opportunities and job fulfillment.

“Seeing how a building has been built from the ground up is amazing and having a hand in that is really amazing,” says Ward.

Contrary to popular belief, the skilled trades are about much more than muscle and brawn. “Working in the trades is not all physical labour,” says Ward. “There are unparalleled choices for advancement and specialization. There are opportunities to explore other facets as well, such as estimating, project management, health and safety inspector, and more. The list is huge!”

IBEW Local 353 offers all members continued education through its four state-of-the-art training centres, allowing members to make the most of their electrical careers. The electrical industry is ever-changing and the IBEW is committed to the continual development of programs that will keep its members on the leading edge of tomorrow’s technology.

“The options to continue learning and training in the trades never stop,” says Godfrey. “You could work in many trades for 100 years and still only learn a fraction of what there is to know.”

Not only do unionized skilled trades offer equal advancement opportunities, all workers within the IBEW are provided equal access to a living wage. “There’s no wage discrimination within the union wage package,” says Godfrey.

“We’re paid the same based on our level of achievement, which isn’t the case in many jobs.”

While we continue to see an increasing number of women entering the skilled trades, Godfrey points out that it’s important to acknowledge the progression of the industry: how far it’s come and how far it still needs to go.

“We should all be thankful for the trail-blazing women in skilled trades who have helped us get to this point and remember that the choices we make reflect on all women in the trades,” she says.

IBEW Local 353 is proud to be a diverse and progressive union. Actively supporting all members and fighting for equality in the industry is vital because a strong union is one where all are represented. ◻



CURRENTLY THERE IS A SURGE OF FEMALE ELECTRICIANS WORKING IN SKILLED TRADES.



IBEW Local 353

EXCELLENCE AT WORK

THE POWER OF MENTORSHIP

LEADERS OF TODAY ARE INSPIRING LEADERS OF TOMORROW

Understanding the looming skilled labour gap and the dire need for recruitment and retention, I became extremely passionate about educating youth especially young women about rewarding hands on careers, apprenticeship, and the importance of infrastructure. Skilled trades improved my life significantly and I know it can do the same for so many others. **Jamie McMillan**



After building a successful company against all the odds, I soon recognized the industry was majorly imbalanced. The diversity of women would help the industry become more innovative, inclusive, transparent, and detailed in a way that only females think and work and so with women already being at a disadvantage, I wanted to show how they fit in, why it's important they've picked this industry as a career, and that they are setting the ground work as a massive role model. **Mandy Rennehan**



I've been fortunate to have had wonderful mentors along the way who have not only taught me new skills and the best practises in carpentry, but whose constant encouragement and support has helped me to gain confidence as a woman working in a male-dominated field. **Sharon Knee Chong**

Mentorship means helping others achieve their goals by example. To inspire someone or help them achieve their goals. It is the showing of support and letting others know that they are not alone. I am fortunate to have multiple amazing mentors in my life; they have all affected my life in one way or another. I would not be the person I am today without them. **Deanne Durant**



Having a mentor is someone you can trust and can go to for help and you can rely on. If I didn't have a mentor helping me through my journey here, it would have been difficult. FreshCo prides themselves on encouraging women to seek careers in the skilled trades and helping them receive training to find success and fulfilment in the field. **Brianne Mckee**

As I hadn't really taken shop classes in highschool, and didn't even know the powerline technician trade existed a few months prior to starting college — I relied heavily on the guidance of my mentors. Groups like Women of Powerline Technician and WiRE showed me that women can make it in the industry. Jamie McMillan of KickAss careers pushed me to not give in to those who told me I didn't belong in the field. **Mackenzie Gillan**

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Q&A

WITH PROUD LIUNA SISTER BUILDING CANADA IN PARTNERSHIP



Nikole K Robinson
LiUNA Member,
General Labourer for Aecon

Mediaplanet spoke with proud LiUNA Sister and general labourer for Aecon, Nikole Robinson, to discuss her experience with the new Women in Trades Program that LiUNA launched in partnership with Aecon.

Mediaplanet How did you hear about the Women in Trades program and what inspired you to seek a career in the trades?

Nikole Robinson I've always known that I wanted to work outdoors and with my hands, but there was something holding me back. It was a "man's world," and it was very intimidating. I was able to take part in lawn maintenance, but it seems that's all I could find at the time.

As I was attending the landscaping course, one day I arrived and noticed all these unfamiliar faces — women! There were about 12 women getting out of their vehicles with tool belts, hammers, and hard hats in hand. They all started to greet each other like they'd known each other for years. It was a sisterhood, a union family.

On my lunch break, I decided to investigate. As I approached the women, they all smiled and invited me to join their conversation. Finally, I asked the question that would change my life: "What program are you all here for?" They began to tell me about Aecon partnering with LiUNA to deliver the Women in Trades program.

I found out that you didn't need to have any experience. They were willing to take on women who had never even held a hammer before. The program was for building the confidence that many women were having trouble finding, while familiarizing them with tools and the construction world. Absolutely intrigued, I went home that evening, did some research, and applied right away. Within a couple weeks I received a phone call, and the process began.

MP What did the program entail? What was the most interesting part?

NR When we first started, our instructor Sean Stewart sat in front of all the women and gave us a little encouragement. That stuck with me. He said, "right now all you ladies are like a wave. Some have no experience, some have a little, and

some have more. In this program you'll all find something you struggle with, but in the end, you'll all leave here on the same level. I'll make sure of it." We started with safety training and math. We earned training and certification in Workplace Hazardous Materials Information System (WHIMIS), Working at Heights, Traffic Control, and so much more. Then we were ready to start working with our hands. It might sound funny, but we began with hammering nails, then using the skill saw. Remember, some of these women had never even held a tool. Within a few days, though, you better believe we were ready for the projects to begin.

Form building, concrete stairs, platforms, and framing began. Everyone helped each other. Everyone was learning how

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The bond we built continues and we all talk almost every day. We're a sisterhood in the LiUNA family.

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to work as a team. Sean never shied away from any questions we had, even if they seemed ridiculous.

MP How were you supported throughout the program?

NR The support was left, right, and centre. Every LiUNA instructor always had open ears. Sean Stewart was a huge supporter. He never made us feel like we couldn't do something. If he sensed us doubting ourselves, he made us face our fears. Scared of heights? He would send you up the ladder first. Scared of the machines? He started you off slow, and showed you that the machines were to be respected, not feared. LiUNA not only offers hands-on training, it excels in leadership and instills confidence in every single person who steps foot in one of its training centres.

Most of all, it was the other women in the program who offered support. We developed friendships. We ranged from middle-aged moms to young women just starting their professional lives. As a group we were strong. When someone was having a bad day, we cheered them up. If someone didn't know how to do something,

we would try and show them, and assure them that they'd get it. These women were my rocks through the program. We talked every day, including weekends when we were apart. The support we give each other didn't stop at the LiUNA Training Centre. The bond we built continues and we all talk almost every day. We're a sisterhood in the LiUNA family.

MP What was the biggest takeaway that you walked away with?

NR Confidence! I was one of the women who was scared of the machines, had trouble with math, and had never used a skill saw. We were taught that you can achieve anything if you go in with an open mind, a willingness to learn, and some confidence. John Gaulley, another instructor, once told me, "Don't say no because you're scared. Explain that you're willing to take on the task. You may not have all the experience, but you're willing to get your hands dirty and try."

I took this to the field and now I see what he was talking about. There have been many times when I've been asked to complete a task that I'm unfamiliar with. I always explain that I've never done this before, or that I have little experience, but that I'm willing to try. I find with this approach, people become softer and open to teach you. It's better to be honest and willing than to never try, or to try and make a huge mistake because you didn't inform them of your lack of knowledge. One more thing I took away from this is that women belong in the trades, point blank.

MP What advice would you give to future students who are considering the program?

NR Just do it. Whatever doubt you have, whatever hurdles you encounter, the support is there. You come into the program as an individual, but you leave as a family. If you're willing to listen and have an open mind, you'll learn something new each and every day. Be the one who asks the questions. You'll find there are questions nobody will ask, but everyone wants to know. If you don't ask, you won't know. ◦

Read the full interview online at yourcareerguide.ca.

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EST. 1903

A NATIONAL STRATEGY FOR WOMEN IN TRADES



Lisa Stevens
Chief Strategy Officer,
BC Construction



Melissa Young
Executive Director,
NETCO

CAF-FCA announced a task force of its members from across the country to oversee the development of a National Strategy for Women in Trades. The task force, comprised of 60 representatives from CAF-FCA member organizations, is being led by co-chairs Lisa Stevens (BC Construction Association), Melissa Young (NETCO), Nour Hachem-Fawaz (Build a Dream), and Joann Greeley (Office to Advance Women Apprentices) to inform specific strategy content and establish a national target to increase participation and retention of females in skilled trade careers. ○

Mediaplanet What is the role of the task force?

Lisa The task force has one goal — to build a national strategy that will truly change the game for Canadian women who want to work in the skilled trades. The CAF-FCA members have a monumental amount of experience and knowledge, but even more impressive than what they know is how engaged and passionate they are about getting it done. This is a commitment to putting Canadian industry firmly on the road to diversity — no more excuses, just action. ○

MP Why did you want to participate and lead this task force?

Melissa As a woman who has been in the industry for nearly 30 years, I believe it's my responsibility to give back. There have been some very significant changes over the years for women in non-traditional skilled trades, but there's still a significant amount of work to be done. The stigma attached to having women working in the skilled trades is still there, but I believe that we'll continue to see it disappear over time. In order for it to do so, we must continue to push for strategic changes that will impact policy and reflect positive outcomes for women. ○



France Daviault
Executive Director,
CAF-FCA



Joann Greeley
Engagement and Events Coordinator,
Office to Advance Women Apprentices



Nour Hachem-Fawaz
President and Founder,
Build a Dream

MP What is the timeline and next steps?

France The task force has an aggressive timeline to develop a strategy before the CAF-FCA May conference. But that's just the tip of the iceberg — the bulk of the work will be done over the next three to five years as stakeholders come together to implement the strategies. The key to sustainable change is to set targets and measure progress, and this strategy will do just that. This is what makes this project exciting and long-term. There are 60 stakeholders at the table already agreeing to do whatever it takes to make positive change. That in itself is inspiring. ○

MP How will this project impact women working in the trades?

Joann It's my hope that this task force will influence the federal and provincial governments by having policy written around targets for women's participation in skilled building trades. If we can get industry to adopt this strategy, we'll be opening doors for women working in skilled trades. Most women face discrimination in trying to secure employment. This strategy should mitigate this discrimination. Having industry buy into structural changes supported by policies will make all worksites better places for all workers. ○

MP What's your hope for this task force?

Nour My hope for this task force is to launch a national strategy reflective of a collective voice to present diverse experts who have worked tirelessly for years to move the needle for women in the skilled trades. CAF-FCA brings together all necessary stakeholders including industry, education, community, and women in the trades, believing that each lens brings great value to the change we need to implement at all levels for all women to succeed. I hope we'll energize a nationwide commitment to advancing women in the industry by prioritizing a united strategy that celebrates progress while addressing the gaps that continue to exist. ○

WOMEN OF STEEL

The CWB Welding Foundation is a national not-for-profit charitable organization working to support and sustain the need for skilled welding professionals in the workforce and to contribute to Canada's economic prosperity. Its mission is to forge partnerships between industry, education, and government that enable Canadians to build rewarding careers in the welding industry by encouraging awareness, training, the promotion of best practices through a quality educational experience, impartial advocacy, and greater accessibility for all those interested in exploring future opportunities in a welding-related career.

Due to its dedication to the growth and prosperity of the welding industry, the foundation has spearheaded many innovative programs, including the immensely successful Women of Steel campaign, which aims to support women in welding through strategic engagement and learning opportunities that foster education, growth, confidence, and experiences. The Women

of Steel: Forging New Opportunities — Introduction to Welding Program (IWP) was designed to encourage women to explore careers in welding. It builds awareness and clarifies perceptions for improved understanding of potential opportunities and rewards within this career path. Participants are able to gain introductory real work experiences and a pathway to employment, and to develop the skills needed to find and keep rewarding, well-paying jobs in the welding trade and labour market.

With an impressive 95 percent pass rate so far, the participants and instructors are pleased with the outcome of this 30-hour program. Created using the CWB Group's proprietary CWBi Acorn learning curriculum, it provides a thorough understanding of the welding trade. With such a successful

pilot year, the CWB Welding Foundation already has a waitlist for next year's program, pending government funding and expansion across a broader group of institutional partners with the help of its business stakeholders. This revolutionary program has been

strategically designed to foster personal and career development for participants while supporting the Canadian industry, which is being faced with both a current and projected shortage of highly-skilled employees across welding and the associated trades. ○

Susan Crowley



Stay connected via Facebook at [cwbweldingfoundation](#), and on Twitter at [cwb_foundation](#) using the hashtag [#WomenofSteel](#).

A:

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