

**OVERCOMING BARRIERS
WOMEN IN TRADES
#IKWETRADES**



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INTRODUCTION

- **AMIK.CA CREATED ~ TO MEET THE DEMANDS OF INDUSTRY TO HIRE INDIGENOUS WORKERS**
- **ACCORDING TO BUILDFORCE CANADA, WHICH TRACKS INDUSTRY TRENDS, AN ESTIMATED 277,000 NEW CONSTRUCTION WORKERS WILL BE NEEDED BY 2027 IN ORDER TO MEET LABOUR REQUIREMENTS AND COUNTER THE RISING RETIREMENT OF CANADIAN WORKERS.**
- **THAT'S GOOD NEWS FOR WOMEN, WHO CAN PLAY A HUGE ROLE IN HELPING TO ADDRESS THIS SKILLS GAP.**
- **STUDIES SHOW THAT WOMEN GIVE ORGANIZATIONS A COMPETITIVE ADVANTAGE THROUGH INCREASED PRODUCTIVITY, ENHANCED REPUTATION AND EMPLOYER LOYALTY. WOMEN-DOMINATED TEAMS HAVE AN EYE FOR DETAIL, AND THEY BRING A PERSPECTIVE THAT SUPPORTS SUCCESSFUL BUSINESS STRATEGIES.”**

BARRIERS TO WOMEN ENTERING THE TRADES

- **WE ARE SEEING MORE AND MORE WOMEN ON CONSTRUCTION SITES – AN INDUSTRY THAT HAS BEEN PREDOMINATELY MALE DOMINATED.**



BARRIERS

- **FEW WOMEN IN MANAGEMENT AND SUPERVISORY ROLES**
- **VERY FEW ROLE MODELS**
- **SINGLE MOTHERS NEED FOR QUALITY AND RELIABLE CHILDCARE**
- **PERCEPTION THAT TRADES IS ONLY FOR MEN**
- **USE OF OFFENSIVE LANGUAGE ON THE JOB SITE**
- **TRAVEL REQUIREMENTS OF THE JOB**

BARRIERS

- **SYSTEMATIC BARRIERS** – PREVAILING ATTITUDES THAT TRADES ARE ONLY FOR MEN!
- **REFERRAL PROCESS** - FEW WOMEN IN TRADES & ON JOB SITES TO REFER OTHER WOMEN
- **ON THE JOB HARASSMENT & BULLYING** - DISCRIMINATORY ATTITUDES & DETRIMENTAL BEHAVIOURS ON JOB SITES
- **EQUITABLE HIRING PRACTICES** – GENDER-BASED COMPANIES' PRACTICES, POLICIES, NORMS AND STANDARDS
- **TERMINOLOGY IN ADVERTISING** - USING TERMS LIKE “TRADESMEN”, “JOURNEYMEN”
- **ACCOMMODATIONS** – GENDER SPECIFIC

SOFT SKILLS ~ WORK ETHICS

- **COMMUNICATE EFFECTIVELY IN A VARIETY OF SITUATIONS ~ WRITTEN / VERBAL**
- **DEPENDABILITY**
- **TEAMWORK**
- **ORGANIZATION**
- **ADAPTABILITY**
- **LEADERSHIP**
- **TECHNOLOGY LITERACY**
- **INITIATIVE**
- **CREATIVITY**
- **HONESTY & INTEGRITY**
- **INTERPERSONAL SKILLS**
- **PUNCTUALITY**
- **RESPONSIBILITY**
- **COMMITMENT**
- **EMPATHY**
- **CRITICAL THINKING**

MOST IMPORTANT !!!!

A GOOD WORK ATTITUDE!

These are VALUABLE across ALL INDUSTRIES!

OPPORTUNITIES

- **WOMEN ARE ENTERING INTO EVERY TRADE CAREER**
- **WOMEN ARE FINDING JOB SATISFACTION, GOOD PAY IN THE SKILLED TRADES AND INCREASED CONFIDENCE**
- **BUILDFORCE CANADA, WHICH TRACKS INDUSTRY TRENDS, AN ESTIMATED 277,000 NEW CONSTRUCTION WORKERS WILL BE NEEDED BY 2027 IN ORDER TO MEET LABOUR REQUIREMENTS AND COUNTER THE RISING RETIREMENT OF CANADIAN WORKERS**
- **SKILLED TRADES PEOPLE ARE IN DEMAND**
- **THERE'S A SHORTAGE OF SKILLED WORKERS – WHICH MEANS JOBS AND OPPORTUNITIES FOR WOMEN WITH TRADES TRAINING, SKILLS AND CERTIFICATION**
- **WOMAN APPRENTICE ~ IS A SMART WAY TO SECURE THE RIGHT EMPLOYEE AND PREPARE FOR FUTURE LABOUR DEMANDS.**

#IKWETRADES ~ A WOMAN'S PLACE IS IN THE TRADES !!