

2020 - 2021 MCSC Annual Report

Message from the MCSC Board Chair

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Message from the MCSC BOARD CHAIR

Colleen Munro *Hugh Munro Construction Ltd.*

am proud to report that even through a global pandemic, the Executive Director and staff at MCSC continue to be innovative. MCSC has focused on the development of micro courses in partnership with colleges across the province and the Manitoba government. The accredited micro-courses are aligned to national micro-credential standards.

Recently Minister Cathy Cox, responsible for the Manitoba Status of Women Secretariat, granted MCSC monies to promote gender equality in the heavy construction industry. Young women in grade 12 took training to prepare for the upcoming construction season in partnership with River East Transcona School Division and Manitoba Heavy Construction Association. Women in the trades have been a focus of MCSC. Only 3.7% of women are represented within the construction trades and thousands of workers are needed to fill positions impacted by retirement. The continued partnership with the Office to Advance Women Apprentices (OAWA) has been instrumental. OAWA and MCSC work collaboratively to support women entering a career and inspire women presently working in the trades.

MCSC's priority is to introduce youth to careers in construction recognizing "you can't be what you haven't seen". Industry is participating as mentors and instructors to showcase careers students may pursue. Industry can empower youth to explore their interests and learn about the construction profession, business and industry. MCSC actively works with schools across the province to engage students, create interest and place well informed new entrants in the industry.

Training in Indigenous communities has been affected with the lockdowns. As restrictions ease, many communities have already committed to participate in various training provided by MCSC. For example, the new partnership with Manitoba Environmental Industries Association (MEIA) and the province allowed MCSC to develop the water distribution/water and waste installation microcourse for northern Manitoba, a necessary step for many Indigenous communities. This course will be delivered in two communities in 2021. MCSC continues to focus on long term employment of Indigenous community members in the trades.

Manitoba is described as a mosaic for newcomers coming to our province. Newcomer serving agencies turn to MCSC for mentorship and training to smoothly transition newcomers to the Canadian culture of construction. MCSC brings awareness of essential skills, provides support to locate employment and connects newcomers to training that will advance their careers. Newcomers who have successfully transitioned to work with the support of MCSC, have become the mentors to those who follow them.

I'm pleased to report the development and implementation of a new strategic plan (2021-2024) that will guide MCSC now and into the future. In addition, the bylaws which were updated for the first time since 2009, reflect the growth and changes needed to effectively serve the members. Thank you to all of the MCSC board members! Your valued participation and support of MCSC's initiatives have steered the organization to benefit all of the construction Industry.

Special thanks to Carol Paul, Executive Director and the trusted staff who diligently facilitate the conception, development and delivery of all MCSC programs efficiently and successfully.

MCSC Board of Directors



Colleen Munro
Hugh Munro Construction
Board Chair



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Darryl HarrisonWinnipeg Construction Association



Teri Urban *Parkwest Projects Ltd.*



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Janet Milne Milne Homes



Sudhir Sandhu *Manitoba Building Trades*



Betty Lou DoerksenOperating Engineers Training
Institute of Manitoba Inc.



Tanya Palson *Manitoba Building Trades*



Reports **Executive Director**Carol Paul

B.Ed, M.Ed

espite a year-long pandemic, the Manitoba Construction Sector Council (MCSC) has exceeded the Province of Manitoba's expectations. MCSC faced the Covidchallenge with innovative solutions to achieve their education, engagement and awareness outcomes. New partnerships were invaluable in 2020-21. Manitoba Environmental Industries Association (MEIA) partnered with MCSC on the development of the Water Distribution/Water and Waste Installer Program. New Media Manitoba (NMM) partnered with MCSC on Try a Trades North to bring career awareness technology to northern Indigenous communities and schools. Film Training Manitoba (FTM) partnered with MCSC to plan a Women in the Film Industry Summit with lessons learned from the 2020 Manitoba Women in Trades Conference. The film industry hires qualified trades people so there is much in common between our sectors! Northern Manitoba Sector Council (NMSC) partnered with MCSC on training delivery in northern Manitoba. Yellowquill College partnered with MCSC to grant high school credits for students completing the MCSC framer course. Office to Advance Women Apprentices (OAWA) registered and supported our young women throughout program delivery. In addition, the Educator and Immersive Working Groups have led to important partnerships with MCSC and between working group members. It is the partnership with Manitoba Institute of Trades and Technology (MITT), Business Development and Strategic Initiatives Program, that is to be recognized for accrediting MCSC's industry led training courses as microcredentials in the post secondary education system. MCSC actively serves on the MITT Industry Stakeholder Committee.

MCSC developed a micro-credential, Introduction to Heavy Construction in partnership with Manitoba Heavy Construction Association in 2020. This course was successfully delivered to young women attending high school in River East Transcona School Division (RETSD) in partnership with Office to Advance Women Apprentices (OAWA) with funding from the Manitoba Status of Women. MCSC was also awarded funding from Manitoba Status of Women to support training of Indigenous women entering trades on construction projects in remote communities. A second micro-credential in Design Build careers

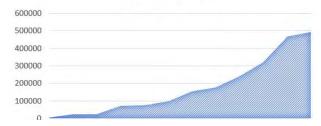
was completed in partnership with Grey & Ivy.

In addition to the wide scope of activities, MCSC revised the bylaws for the first time since its inception in 2009 and wrote a new 2021-24 Strategic Plan. This paves the path for the future success of MCSC. As we enter year three of a four-year contract with the Province of Manitoba, MCSC is encouraged by the provinces Skills, Knowledge and Talent Strategy which provides a three-year vision and a set of critical actions to address economic disruptions from the Covid 19 pandemic.

The strategy explores opportunities for micro-credentials and layering of credentials that could work in a Manitoba context and across jurisdictions, assisting with economic recovery and helping individuals displaced in the pandemic to quickly top-up their skills and connect to the labour market. Many displaced from work in hospitality and tourism sectors during Covid are turning to construction because it pays well and there are skill shortages.

The government's vision will be achieved through the renewed Sector Council Program that will increase investments in workplace training that drive business expansion objectives and respond to industry needs to promote recovery. Manitoba Construction Sector Council shares this vision. MCSC is aligned to the needs of government, experienced in the development, delivery and accreditation of micro credentials and is collaborating effectively with industry, educational institutions and member associations to identify and address skill gaps to meet the needs of a changing workforce.

EVOLUTION OF MCSC EQUITY SINCE 2009





Reports Financial Manager

Alex De Girolamo

BA in Economics, Public Accountant, BA in Business Administration, Member of the Golden Key International Honour Society

hile writing this report (March 2021), the world still faces the COVID 19 world pandemic. This event is striking not only the international health system, but also modifying in a critical way, production, logistics and administrative processes. Some of those adjustments are generating new challenges in order to avoid devastating national and regional economic consequences. The Canadian economy, as it has happened and was seen in other countries, was affected critically. It was (and still is) one of its largest economic contractions in history. The best evidence is a terrible drop of 5.4% in the GDP (steepest annual decline since 1961) caused by unavoidable lockdowns and the cease or suspension of multiple activities. The measures required to fight COVID 19 effects put many organizations out of businesses across Canada. The Province of Manitoba, like the rest of the country was, of course, affected (unofficially dropped 5% of its GDP). Particularly for nonprofit organizations, the role of the provincial government was exceptional during these times.

Therefore, please let me recognize in my report the financial support of the government of Manitoba with their funding commitment of \$495K per year for 4 years (2019-22). I would also like to express, on behalf of MCSC, the same appreciation for the financial support provided by the MCSC association members through their membership and involvement in operations. I consider it important to highlight that MCSC did not require any bailout from the federal or provincial governments while other industries in the province were virtually devastated. In 2020-21, MCSC made a visible contribution to the Manitoba economy. This included a Women in Trades Conference, six 'on site' summer camps for youth at risk and the delivery of in person training in Indigenous communities between lockdowns.

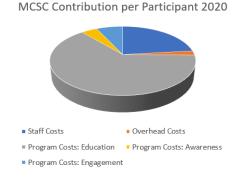
However, COVID-19 restrictions significantly slowed down MCSC's program delivery. The planned activities from last fiscal year are "on hold" waiting for COVID 19 developments. From a financial perspective, the pandemic impeded MCSC's regular revenue and profit generation seen in previous years. However, through strict controls on regular expenditures across the year, MCSC revenues covered all ordinary costs of programs and fixed expenses related to regular operations. Unlike previous years,

MCSC had to operate on a virtual breakeven point across the year. Despite the slowdown, cash contributions from provincial and Indigenous projects reached \$70K. Even with budget restrictions, legal and consultant fees needed to be paid from MCSC reserves for extraordinary expenses to cover the revision of the bylaws and the strategic plan.

During the last quarter of this fiscal year, good news arrived. Manitoba Status of Women, Province of Manitoba approved \$604,486 to support MCSC's program delivery in Indigenous communities. With funding restarts and proposals/confirmed projects waiting at the gate, MCSC anticipates a very good recovery and growth for 2021/2022. This is definitely the result of work well done by the MCSC staff and its Board of Directors.

Revenues & Expenses
(04/01/2018-03/31/2020)(in 000s)

1600
1400
1200
2018 2019 2020





Reports Coordinator of Education and Training

Ramir Diaz

Technical Vocational Teacher Education Certificate, Journeyperson Construction Electrician, Red Seal

uring the 2020 – 2021 program year, the Coordinator of Education and Training promoted the construction industry, increased awareness of construction career opportunities to a variety of youth audiences and represented the Manitoba Construction Sector Council at virtual events. The key areas of focus were the coordination of summer camps, the development of new Trade Talk videos, coordination of mentorship events with newcomers, engagement with industry and education stakeholders and participation in community events.

Coordination of Summer Camps and Trade Talk videos

With online learning and virtual presentations swiftly becoming the new norm, the Manitoba Construction Sector Council partnered with Kids Code Jeunesse to develop two construction coding summer camps. These coding camps allowed 11 students to code and program their construction-based game designs from virtual instructors. As the construction industry makes innovative changes, MCSC seeks ways to integrate technology into students learning while showcasing the many rewarding careers within the construction industry.

In 2020, an advanced partnership was developed with the Seven Oaks School Division (SOSD). Four in person summer camps were coordinated by MCSC to allow youth to experience first hand what it's like to be in a shop and work with real hand and power tools. Two carpentry camps and two welding camps were stationed at Garden City Collegiate and Amber Trails Community School. The camps allowed 43 youth to spring out of their comfort zone and try a trade while learning about the multiple construction career opportunities. Students also had the chance to immerse themselves in virtual reality training including the use of power tools and welding simulators. A video was produced to capture the experience. As a result of positive feedback, SOSD has asked MCSC to add more summer camps in 2021.

Two Trade Talk videos were created bringing the total number to 14. This included an Architect from f-BLOK and a third level

Indigenous Apprentice welder from Red River College. From architecture to welding and everything in between, MCSC will continue developing the Trade Talk video series to feature local talents in the skilled trades. These videos are created to inspire underrepresented groups to explore the construction industry. The videos are used by Apprenticeship, career counsellors, students, teachers and youth centres across Manitoba.

Mentorship with Newcomers

The Coordinator of Education and Training continues to host mentorship events with internationally skilled newcomers from Immigrant Centre, Manitoba Start and Success Skills Centre. With construction considered an essential service, raising awareness and introducing industry experts to newcomers was important to continue virtually. In 2020, four virtual mentorship events were held with 34 newcomers. Industry experts encouraged engagement and questions from participants. As a result of the mentorship events, 16 newcomers (47%) found employment during the pandemic.

In addition, the Coordinator attended four evening connector events with 43 newcomers in partnership with Success Skills Centre. The coordinator focused on the essential skills required and career opportunities in both management and skilled trades. Technology and social media have allowed the Coordinator to stay connected to every newcomer mentored and has been useful in locating employment.

Newcomers connecting with the MCSC have access to the on line New and Advanced Supervisor courses. The modules provide information on the Canadian culture of construction, the expectations of the workplace, leadership skills, human resource practices, problem solving and teamwork. Successful participants receive gold seal credits and a certificate from MCSC. Graduates' photos are posted on social media as an inspiration to others. As a result, MCSC receives many likes and followers from these posts.

Engagement with Industry and Education Stakeholders

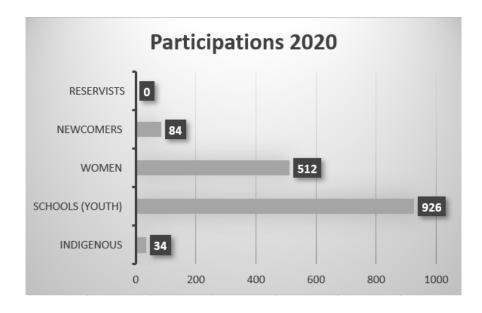
The Coordinator of Education and Training is actively involved with the MHBA Education & Training committee, Red River College Strategic Planning Council, Professional Learning Group and the MCSC Educator Working Group to identify workforce training and development needs.

Giving Back to the Community

Despite the pandemic, MCSC continues to give back to community. MCSC seeks to establish new connections, build stronger relationships with existing partners and expand the reach and quality of relationships with underrepresented groups. During the pandemic, supports are more critical then ever. MCSC donated materials and equipment to Marymound Inc. and Seven Oaks School Division for use for their youth vocational programs.

In addition, kitchen items collected from MCSC staff were donated to the Missionaries of Charity. Whenever the MCSC has the occasion to support community, it is done with utmost care, safety and compassion.

The Coordinator of Education and Training is a continuous learner. In 2020, he was mentored on proposal writing by the MCSC's Executive Director and HCC Group. He gained working knowledge of Valid-8, an online assessment and validation tool to be used by MCSC for competency-based assessment and he completed a Culture and Diversity course in the Red River College, Certificate in Adult Education Program. Personal development is valued at MCSC; staff are encouraged and financially supported to reach their personal best and fullest potential. As leaders and mentors, staff share their passion and encourage others to learn and grow.







Scratch Summer Camp



Reports Community and Youth Liaison James Murphy

s we continue to battle the COVID-19 pandemic and code red restrictions in Manitoba, the Manitoba Construction ■ Sector Council has remained busy promoting the construction industry to youth and post secondary students across the province. Classroom presentations were nonexistent this year. However, this did not stop MCSC from getting the message to youth about the great opportunities in the construction industry. Virtual presentations and career fairs have been the new normal. Despite the shift from in person events, MCSC was able to reach over 900 students, surpassing our provincial target numbers but falling short of previous years. There were some first-time schools that reached out for virtual presentations, such as Yellowquill College. "Thank you for the AWESOME presentation!! The students were super engaged and loving it! Some of them will never get the opportunity to experience something like this and so, we are very grateful for you reaching out to us. I was explaining to the students that working in construction doesn't just mean hammer and nails because there's so many other avenues within the construction sector. We used all the devices.... Thanks for the gift bag as well - this is too much! Once things get back to normal, we would definitely enjoy another in-house visit!"-Mature Student Status High School Diploma Program Coordinator, Yellowquill College.

Another highlight for MCSC was the Manitoba Career Prospects Career Fair. The virtual event brought together educational institutions, employers and sector councils to support youth, parents and educators to explore, connect and engage with representatives who could help them with their career decisions. Over 576 students connected to the Trade Up Manitoba link and an additional 211 students followed up with a visit to the MCSC booth to request more information about the construction industry.

MCSC has remained proactive and innovative in our efforts to promote and deliver fact-based information to students. This has been achieved through contest-based activities using social media. The Youth and Community Liaison developed lesson plans for teachers and questions for all 14 trade talk videos, designed to support students 10-14 years. The lesson plans and challenges

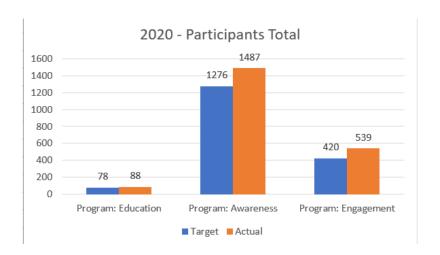
are being used in classrooms and community workshops. One challenge was the creation of a bird house. My April Project provided students with step-by-step instructions on how to build a birdhouse using everyday tools. This contest inspired MCSC to offer theme contests for students and their families for holidays such as Mother's and Father's Day with awards for the winning entry.

ChatterHigh is another innovative strategy used by MCSC to promote construction virtually to youth. In the summer of 2020, MCSC began to submit content in the form of questions to ChatterHigh. Clips from trade talk videos and questions are presented on the ChatterHigh platform to Grades 7 to 12 students. The questions promote awareness and engagement. Students learn about construction career opportunities while the system creates a personal profile of career interests. ChatterHigh provides value to MCSC by presenting content directly to middle and high school students; it also provides data on how the content is being engaged. Since the fall of 2020, MCSC's questions have been answered 992 times. The questions have been answered correctly 75.3% of the time on average. Questions have reached 17 schools and 185 unique students. In addition, students who answered questions have expressed interest and awareness of construction 926 times. This is another incredible technology MCSC has added to its library to support youth awareness and engagement.

Tooling Up Teens (TUT) is another new initiative to promote construction to youth. Manitoba Construction Sector Council has partnered with TUT to promote the construction industry to students ages (10-15) and their families. The difference in this video, podcast and social media series, is that the series is hosted by youth who are talking to their peers about construction careers. To date, TUT has featured careers in steel fabrication, heavy construction and women in trades.

The MIKWANOKII Youth Training Employment Program, Shawenim Abinoojii is a non-profit organization that offers exclusive specialized therapeutic home placement options (on- and off-reserve) and support services to Southeast Child and Family Services. MCSC provides a 2-week, 2 hours a day introduction to trades and basic non certified workshops to groups of 5 students. Students learn basic math operations, how to read a tape measure and basic safety procedures. They use a hand saw, estimate materials required for a project, estimate cost, use a square, a hammer and a power drill. The youth are proud when they complete the bench build by the end of the workshop.

MCSC is the go-to organization for home schooled families, public schools, community centres, youth at risk programs and remotely located schools across the province. It is the innovation, flexibility, passion and experience of the MCSC team that sets us apart, even during a challenging year!









Scratch Summer Camp



Mikwanokii Training Program





➤ Presentation at Summer Camp Carpentry



➤ Presentation at Summer Camp Welding



Reports

Program Coordinator

Jennifer Daniels

rom April to August of 2020, the Program Coordinator reached out to 35 women working in construction trades in Manitoba to create a Women in Trades Profile Booklet. Office to Advance Women Apprentices (OAWA), Manitoba Women in Construction (MWC) and Build Together were supportive partners of this project. Upon completion, 28 women shared their story and words of advice. The booklets were printed and posted on the MCSC website for distribution across the province. Each week, one profile is posted on all MCSC's social media platforms to feature our women trailblazers in Manitoba. The booklet will also be shared at the upcoming Manitoba Women in Trades Conference on March 16, 2022.

In March 2021, Manitoba Construction Sector Council, in partnership with Office to Advance Women Apprentices, was funded by Manitoba Status of Women to provide career awareness and training to Indigenous women living in remote communities. The Program Coordinator is planning job readiness, safety training, two framer courses, a water and waste installer course and a blast hole drilling course in collaboration with construction company partners.

This is the year women will make a difference in the construction industry by filling the skills gaps and bringing qualities that enhance and improve operations. As a former construction employee, the Program Coordinator looks forward to supporting, guiding and providing construction trades training to Indigenous women. By 2022, these Indigenous women will be our trailblazers in Manitoba. Their stories will demonstrate the success and increased presence of women in the construction industry!



Manitoba Women in Trades Profiles



Brianne Sanderson at Penn-Co, Carpenter



Reports
Indigenous Liaison
William Kirkness

Materials 3 and Design 3 Review Certificate, Project Management Certificate, HRM Certificate

uring this pandemic year, 17 participants successfully completed the 3-week Job Readiness Course delivered on the Opaskwayak Cree Nation (OCN) between August 17 – September 4th. Chief Sinclair attended the graduation and announced to the 17 participants that they would all be employed on the upcoming road paving project either for the band or the paving contractor. The Chief had stated that any project on OCN must have 90% of community members employed. All participants had to provide their resumes to the Band Office the afternoon of September 4th so they could be placed accordingly. Participants with construction background were placed with the construction contractor.

On February 5th 7 participants successfully completed the MCSC Framer Course in the First Nation Community of Bloodvein. This particular 12-week Framer Course originally began on September 14/2020 with 14 participants and was shut-down on October 5th due to a couple positive COVID cases in the community. The Framer Course resumed on October 26 with 9 participants and was shut-down again on November 18 as the community was going into a total lock-down due to the increase in Covid cases. The Framer Course began again on January 18/21 with 7 participants. The 12-week framer training was completed on February 5/21 with 7 graduates. Six were awarded a certificate of completion and 1 was awarded a certificate of participation as he had failed the final math test. On April 7th MCSC received an update on the framer participants; One student left the community to pursue education at MITT. One participant is grieving a loss of his mother. One participant left the community to move to the city and the remaining 4 will be hired by the band to landscape and tear down condemned houses in the community. The school build is considering hiring additional workers in the summer, the names were provided to the NDL site supervisor.

First Nation communities are slowly easing COVID restrictions; the road checks are still in place and you must have permission from the local leadership to come into the community. Dialogue is on-going with several communities in regards to proposed training. MCSC training provides community members with meaningful employment and valuable work experience that breaks the cycle of dependency on social assistance. To gain employment, community members must have skills and the right attitude; this is achieved through Job Readiness and industry driven skill-based training/micro courses delivered in community. One councilor said he can notice the difference in the participants graduating in the way they walk and behave, "it gives them hope".

All meetings, collaborations and partnerships with industry, government, educational institutions and Indigenous agencies will enable MCSC to meet the council's primary goal to upgrade skills and promote the benefits of working in the construction sector with an emphasis on attracting individuals from Indigenous communities.

Chart of communities 'MCSC has delivered training in 65% of the Indigenous communities in Manitoba.

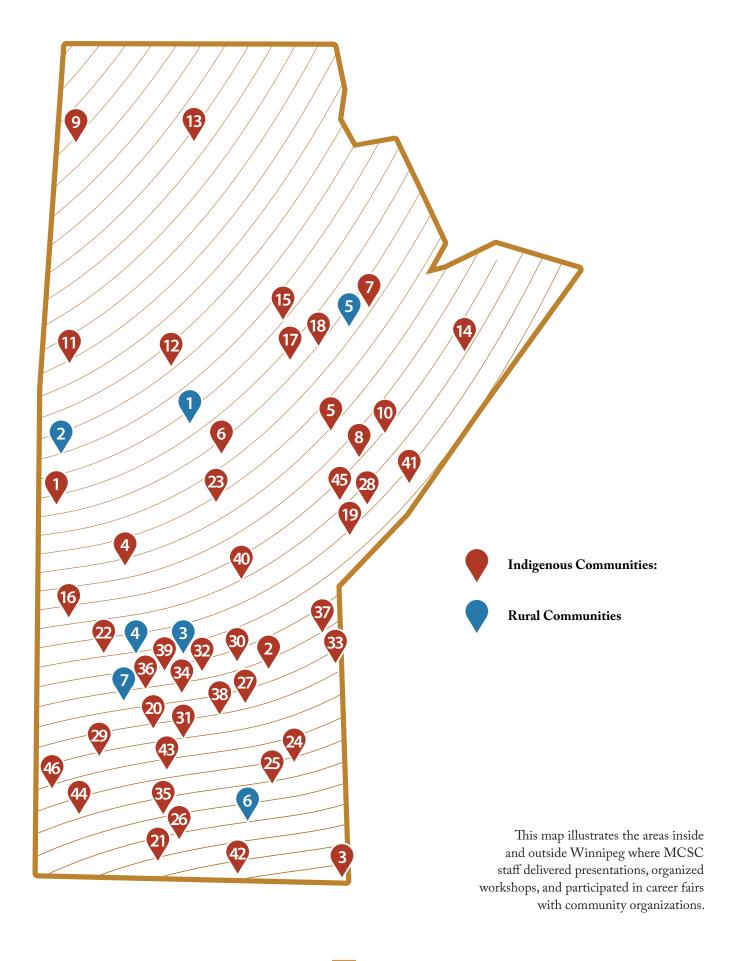
Program Coordinator/Indigenous Liaison Outreach

Map Legend

Indigenous Communities:

Opaskwayak Cree Nation (The Pas)	1
Bloodvein	2
Buffalo Point First Nation	3
Chemawawin Cree Nation	4
Bunibonibee Cree Nation	5
Cross Lake First Nation	6
Fox Lake Cree Nation	7
God's Lake First Narrows First Nation	8
Northland Denesuline First Nation	9
Manto Sipi Cree Nation (God's River)	10
Mathias Colomb First Nation	11
Nisichawayasihk Cree Nation	12
Sayisi Dene First Nation	13
Shamattawa First Nation	14
Tataskwayak Cree Nation (Split Lake)	15
Wuskwi Sipihk First Nation	16
York Factory Cree Nation	17
War Lake First Nation	18
St. Theresa Point First Nation	19
Ebb & Flo First Nation	20
Swan Lake First Nation	21
Pine Creek First Nation	22
Norway House Cree Nation	23
Sagkeeng First Nation	24
Brokenhead Ojibway Nation	25
Dakota Plains Wahpeton Nation	26
Fisher River Cree Nation	27
Garden Hill First Nation	28

Keeseekoowenin First Nation	29
Kinonjeoshtegon First Nation	30
Lake Manitoba First Nation	31
Lake St. Martin First Nation	32
Little Grand Rapids First Nation	33
Little Saskatchewan First Nation	34
Long Plain First Nation	35
O-Chi-Chak-Ko-Sipi First Nation	36
Pauingassi First Nation	37
Peguis First Nation	38
Pinaymootang First Nation	39
Poplar River First Nation	40
Red Sucker Lake First Nation	41
Roseau River Anishinabe First Nation	42
Sandy Bay Ojibway First Nation	43
Sioux Valley Dakota Nation	44
Wasagamack First Nation	45
Birdtail Sioux First Nation	46
Rural Communities:	
Wabowden School	1
Cranberry Portage School	2
Gympsumville School	3
Waterhen School	4
Gillam school	5
Churchill School	6
Rorketon School	7





Reports

Office Manager

Karla Dugay

B.A.A

uring 2020-2021 program year, the Office Manager assisted with office work, training needs, formatting and branding of MCSC. The Office Manager supported the MCSC administrative functions, tracked the MCSC inventory swag, technology, database for the project managers and developed and maintained the MCSC database.

MCSC Trainings/Summer Camp

In August 2020, the Office Manager supported the Indigenous Liaison to prepared job readiness training needs including ordering textbooks, copying handouts, and purchasing student supplies. By September 2020, the students finished the course and the Office Manager created the certificates; she received the student's registration information and evaluations and added that to MCSC database. In October 2020, the Office Manager prepared the Framer's supplies for Bloodvein; she purchased textbooks, supplies and prepared the instructor manual with lesson plans. The program finished in February 2021; the Office Manager created 7 certificates for the graduates of the framer program. She collected the student registration information from the Indigenous Liaison and added it to the database.

The MCSC partnered with Office to Advance Women Apprentices (OAWA) for the Manitoba Women in Trades Workshop that was held virtually and piloted by Andrea Canada. The Office Manager assisted her with updates, registration of participants, emailed information to the participants and created database of registrant contact information.

The Office Manager assisted the Community and Youth Liaison and the Coordinator of Education and Training in 4 summer camps and the Mikwanokii training in January 2020; she prepared the technologies, swags to give away for the participants and set up the room at 1000 Waverley.

February to March 2021 the MCSC partnered with River East Transcona School Division, MHCA and OAWA to deliver the women in heavy construction course that funded by Manitoba Status of Women. The Office Manager assisted in printing handouts, creating students' kits and creating certificates for student graduates

Website Update Trade Up Manitoba, MCSC and MB Women in Trades Website & Social Media

From 2020 to 2021, the Office Manager, continually updated the MBCSC calendar, adding staff events, presentations, training, and career fairs. She also fixed the format and typos on the MBCSC and Trade Up Websites, added and removed logos, added the new MCSC board members bios and trade talk videos. She added additional lesson plans to the teachers' corner for careers of architect and welder to support teachers using the trade talk video series.

During summer 2020, the Office Manager worked with summer student Michael Wu to develop and add the "Women in Trades: Breaking the Barriers, Building Bridges" workshop to prepare for the virtual class that ran in October 2020 for 3 weeks.

Due to Covid 19, the Manitoba Women in Trades was moved to March 16th,2022; the Office Manager updated the website with the new date of the conference and she also added the related announcements for the women in trades from the CBC, Winnipeg free press and Global news. She rearranged the 2020 conference program, exhibitor and sponsors logos and added the 2021 sponsorship and exhibitor information. The MCSC also added the Office to Advance Women Apprenticeship one pagers that were created by the MCSC graphic designer.

The Office Manager assisted the MCSC social media specialist in collecting information, compiling, and sending photos from MCSC events, throwback photos and partners' information to share on the MCSC social media platforms. The Office Manager used google drive to transfer and share large files with our MCSC social media specialist. She also uploaded 3 videos (Trade talk

video: Architect, welder, and summer camp highlights video) on MCSC YouTube.

In March 2021, the Office Manager updated the Micro course section in the MBCSC website, adding new information that was provided by the Executive Director. The MCSC added and created 3 new one pagers, Mould and Asbestos in Construction, Fundamental in Heavy Construction and Water Distribution and Wastewater installer; the MCSC existing one pagers were updated with consistent language.

MCSC Graphic Design

The Office Manager created an advertisement that was used for the River East Transcona School Division's Women in Heavy Construction, Winnipeg Free Press International Women's Day Magazine and the MCSC social media platforms. The Office Manager and the summer student, student architect, Michael Wu completed work on the Manitoba Women in Trades Profiles in September 2020. More profiles will be added in the next edition.

In the beginning of 2021, the Office Manager worked with Krish Rumon, MCSC's graphic designer to developed the designs of the strategic plan 2021-2024 booklet, MCSC's advertisement for the construction association magazine, a celebration advertisement for the International's Women's Day and revision of the Manitoba Women in Trades Conference save the date card for distribution. She supported Krish on providing him the details, changes and other resources. The office Manager communicate with graphic designer using slack application that can easily to transfer files and

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MCSC Strategic Plan 2021-2024

exchanging information for changes.

Student Practicum and Summer Student

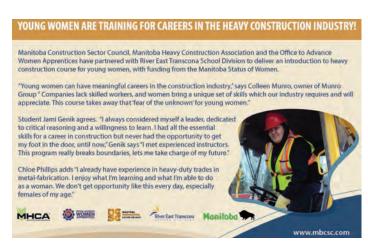
The Office Manager developed the tasks and responsibilities for a practicum student from MITT's Business Administrative Assistant program who was working as the MCSC Office Administrative Assistant. The student updated the program evaluation form and compiled the student data from communities in a binder; she also organized the MCSC inventory and updated the excel sheets for the inventory. She assisted with MCSC office needs, writing minutes for staff meetings, minutes for the Educators Working Group meeting, setting up virtual career fairs and zoom meetings with the Project Managers and Executive Director. In November 2020, the Office Manager reached out to the graduate to inquire about her state of employment following the placement. The student is working with the Smart Office in a position of marketing.

Another student who completed work experience at MCSC from May to August 2016, is studying to be a medical doctor at the University of British Columbia. MCSC was a reference this year for her application.

A student was hired by MCSC as a summer student from July to September 2020; he is currently in his 3rd year of architecture at the University of Manitoba. He has been hired by an MCSC partner part time by architect Nate Kasten of F-Blok/Grey and Ivy Inc. to work as a research assistant while he attends his studies at the University of Manitoba.



Office to Advance Women Apprentices













Please contact Karla Dugay at kdugay@mbcsc.com on how to register.

Deadline: October 2, 2020, limited seats

Manitoba Women in Trades Workshop

MCSC

Work Practicum/Summer Students

Student's Names	School Programs	Positions in MCSC	Durations
Lindsay Zommer	Manitoba Institute of Trades and Technology Business Administrative Assistant	Office Administrative Assistant	May 11, 2020 to June 6, 2019
Michael Wu	University of Manitoba Faculty of Architecture	Website Designer and Developer	July 13, 2020 to September 4, 2020



Lindsay Zommer -Practicum Student



Michael Hu - Summer Student



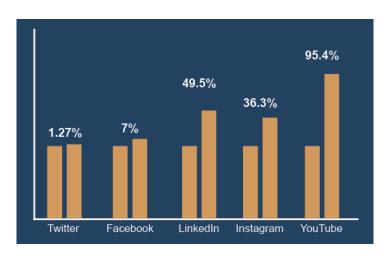
Reports

Social Media

Anthony Carvalho

Social Media Specialist





Education

Education is a form or process of learning through which knowledge, skills and attitudes are acquired by one or more learners. Any experience that has a formative effect on the way one thinks, feels or acts can be considered educational. Activities under education include coaching, mentorship, and training.











Note: Note:

Education







Mikwanokii Youth





➤ OCN Job Readiness Graduates

Education









➤ Trade Talk Architect





RETSD Women in Intro Heavy Construction

Awareness

Awareness means a conscious effort to increase the knowledge of others. It often takes the form of a group of people attempting to focus the attention of a wide group of people on some cause or condition. Activities under awareness include outreach activities, keynote speeches at banquets/conferences, production and distribution of sector information or promotional material.











Summer Camp - Carpentry and Welding

Awareness



► Epic Manitoba Virtual Career Fair



MCSC at Manitoba Career Prospect







Mikwanokii Youth Virtual Trades Presentation







Summer Camp Presentations



Awareness





Mikwanokii Training Program





Yellowquill College





> BUILD Program - Virtual Trades Presentation

Awareness





Summer Camp - Scratch





Summer Camp - Welding







▲ Trade Talk Welder







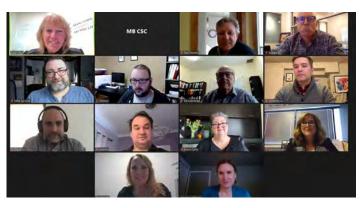
➤ Tooling Up Teens - Noah

Engagement

Engagement is the act of sharing in the activities of a group. Engagement activities include industry consultation, networking, internships, partnership development and business development.



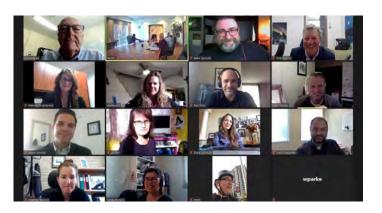
MCSC partnered with Northern Manitoba Sector Council



\ Immersive Working Group



➤ Educators Working Group









➤ Career & Workforce Development month launch hosted by Manitoba Career Prospects

Engagement



NHBA Education & Training Committee

√









Newcomer Project Management & Advanced Construction Supervisor graduates

Partnerships

Core Funding Partner



Board of Directors





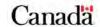




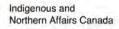


External Funding Partners











Government



Post Secondary Partners













Partnerships

Industry Partners













































































































































Partnerships

Community Partners















































Sector Council Partners















Partnerships

School & Education Partners

































































































Partnerships

Indigenous Partners



























































































Communication & Technology Partners

























ANNUAL REPORT











