



# NEWSLETTER

WOMEN IN TRADES, TECHNOLOGY & OPERATIONS

SPRING 1991

VOLUME 1, NUMBER 2

## *Report from the National Coordinator*

by Marcia Braundy

The National Network has been involved in a number of projects over the past year, as well as continuing discussions around women in Apprenticeship issues and increasing the availability of WITT type exploratory courses. Due to the lack of organizational funding, we have been meeting irregularly, in small and large groups, and conference calls.

We had one large meeting last April, where it was decided to pursue the Databank Inventory/Consultative Service Delivery Project, and to investigate and pursue, if appropriate, an IAS Agreement that would address the integration of women, into trades, technical and operations jobs, as a labour market adjustment issue rather than a social justice issue. We have since decided to go ahead with that agreement. As well, I have continued to work with EIC National Headquarters and the National Women's Employment Coordinator on getting some policy changes, particularly in relation to exploratory courses in trades and technology for women, and reviewing some promotional materials they are developing.

We continue to advocate for a change in the terminology, "non-traditional." Since men have been doing these jobs for centuries, referring to them as non-traditional only when women do them sets those women apart as if they don't really belong. Many young women do not want to be "non-traditional", they want to be just like everyone else, (but they would like to earn more money). It is still not easy to find a comfortable term to refer to the broad range of occupations we are discussing. After much discussion by the Advisory Committee, and the Data Bank Design Team, it was decided that the name of the organization would be Women In Trades, Technology and Operations – National Network, with the short form being the WITT National Network. It was considered to be less cumbersome and more inclusive than Women In Trades, Technology and Blue Collar Work. Large employers like the Federal Government, or Ontario Hydro already use these terms to define the kinds of jobs we are discussing. Trades, Technical and Operations (TTO). It seems like a good idea to describe the work, rather than to describe the characteristics of the women doing the work.

This decision was debated and changed a number of times, while we were in the process of having our brochures designed and printed. The Advisory Committee takes full responsibility

for the name as it stands. Moe Lyons of Graphiti Information Services designed the brochure, and she was gracious about the many debates and changes. CN Rail did a beautiful print job on our new brochures as part of their contribution to our effort. We also paid to have a number printed in a union print shop run by women, Press Gang Printers in Vancouver.

We have seen in this year a significant increase in the numbers of technical training and pre-apprenticeship courses specifically for women. They are often being delivered by employers or employers associations, unions, etc. both to demonstrate their commitment to Employment Equity, and to train workers for some of the major skill shortages this country is experiencing, even in the midst of a recession. These courses have little consistency in curriculum, and are often limited in the components that WITT has identified as being essential to long term success in the field, i.e. life skills such as assertiveness training, understanding of the barriers they may encounter and the development of personal resources to deal effectively with those barriers. It will be important to monitor the success of these women as they move into industry.

Our proposal to Secretary of State for initial seed and organizing money has been funded to do the initial organizing for a National Conference for WITT to take place in Ontario, hopefully, in the fall of 1991.

At that time we will be amending &/or ratifying the structure documents that have been developing and circulating, thanks to the structure committee, and particularly the SASK WITT organization.

We have tried as much as possible to piggyback meetings of the Databank Design Team, IAS, conference organizing, etc. to ensure the largest groups of WITT reps in one place at one time, to enable us to continue to work with the support of as many people as possible from the regions.

We continue to be unable to access "organizational funding" through any of the traditional or potential funding sources. It is my view that although the Structure Committee has put together a very democratic and participatory model of organizational design, we may be creating a structure that we will be financially unable to manage. As the regional conference reps circulate the structure documents to groups in the regions for discussion purposes this spring, this is something that will need to be consid-

# Coping Skills

I would like to write about what keeps many of us going – the unexplained day to day forbearance of indifferent colleagues, of unfair bias on the part of employers, of loneliness.

I have had quite an education (outside a formal classroom) in working with mainly men these ten long years. I believe men and women working together do a much better job than working apart. I believe also that it is a "healthier" atmosphere for both. However, there still remain close-minded and sorrowful groups of men whose insecurities, upbringing or problems lead them to believe that an "All Male Workforce" is going to run smoothly and will be more productive. Therefore, when encountering such situations there are some ideas that I carry with me that help me cope:

Number one is that I never let my emotions rule my thoughts. Two is that I walk away if I have begun to get angry. Number three is that I confront only the person I do not agree with. Four is that I appraise the situation. When I can, I am assertive, not aggressive and strong but unemotional. Number five is that I always believe in myself. Number six is that I test out, or question my ideas or theories thoroughly. Seven is that I listen to criticism and use it to benefit my ideas. Eight is that I thank the person giving me the criticism, even if they did not give it in a supportive way.

It helps to remember that I have friends to help me in bad times. I read as much as possible, and learn whenever possible. I always try to plan for another career and keep dreams alive...

Much thoughts to you all! God Bless!

– Ruth Fritz (from *Riveting News: Newsletter of Cleveland Hard Hatted Women*, May/June 1990)

## WITT National Network Newsletter

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*Thanks to the contributors for this issue: Marcia Braundy, Mary Farrel, Caroline Hoevenaars, Judie Myers, Joyce Rankin, Joanne Stead, Bonnie Stewart-Anderson.*

*Thanks for production work on this issue: Penny Youngreen, Becky Kane, Marcia Braundy and Moe Lyons (Graphiti Information Services Ltd., Nelson, B.C.)*

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WITT Woman – Occupation \_\_\_\_\_

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- Enclosed is \$5.00     Enclosed is \_\_\_\_\_ (what I can contribute)  
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*Exchange subscription for WITT organizations:*

- We have added WITT National Network to our mailing list.

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ered before we ratify our structure at the conference in the fall. It will be important to consider whether amendments can be made that will maintain the integrity of our participatory model.

We have tried to build in to projects the potential for, at least, bits of paid work to be done for the national projects in the regions. I am aware, from conversations I have had with individuals and reps in the regions, that there is an expectation, or at least a hope, that the National Network will somehow provide funding, through the projects undertaken, for organizational work to be done in the regions. This is being attempted on a very limited scale. But all agencies have made it clear that they will not fund us as an organization, and that will significantly limit national money to organize on a local or regional basis. This means that funding initiatives for local and regional activities will have to be generated at the WITT group or regional Network level.

This funding generation can be done on a project basis through Secretary of State Women's Programs regionally, or through EIC - Employment, Assistance, Delivery Assistance, and training programs. As well, a number of groups have had a significant amount of success accessing a number of smaller sums from employers and unions locally who are committed to equity initiatives. Often "in kind" (office space, telephone support, photocopying, mailing, etc.) have been made available to local groups through educational institutions, outreach projects, women's centres, Apprenticeship branches and others. Feel free to check with me for further information.

Work is continuing on many fronts, as usual, and you will find updates on some of our projects in other places in this newsletter. Also included are other items of interest or information that may be useful or inspiring to you as we progress in the work of ensuring the successful training, employment and retention of women in trades, technical, and operations employment in Canada.

## IAS

The Industrial Adjustment Service (IAS) is a 25-year-old program of Employment and Immigration traditionally used in particular geographical areas, or in particular industrial sectors, which have been undergoing plant closure or technological change requiring support activities from an industrial adjustment perspective. These activities can include research, training or re-training, counselling, placement, etc. WITT National Network has recently signed an IAS Agreement which looks at the successful hiring, recruitment and retention of women in trades, technology and operations as a labour market adjustment issue.

The willingness to explore this perspective comes from several sources. In 1980, at the National Women In Trades Conference in Winnipeg, we were told by Lloyd Axworthy, then Minister of Employment and Immigration Canada (EIC), that Canada was heading for major skilled trades shortages and that women were potentially a major source of skilled workers in Canada. The recession came and Canada cut back significantly on any training it was doing for the next 7 or 8 years.

Today, Canada ranks 6th in resources spent on training behind

Japan, West Germany, Great Britain, France and the US. During the period of the 1970s and into the mid-1980s, Canada had 300,000 new entrants to the labour force each year. In 1990, we had 160,000 new entrants, almost half the previous number, and that lessening trend will continue until 2010. Fewer and fewer Canadians will be available to be trained, and many more, who are currently in the workforce in jobs that are being eliminated by technology, will need to be retrained to fill our needs for qualified workers.

Even with a recession going on in the short term, we are experiencing skilled trades and technical worker shortages in most places in the country. The shortages we could have avoided had we trained during the last recession and beyond are upon us... automotive repair people, tool and die workers, machinists, electricians, electronics technicians, building systems technicians, building systems technicians and technologists, civil engineering technologists, welding technologists, etc. The lines between trades and technology continue to diminish.

While 10 years ago most jobs required only a grade 12 education, today 36% of the jobs currently being created require more than 17 years of combined education and training and provide good salaries and benefits. Over 70% of all new jobs created in Canada between 1983 and 1986 paid less than \$20,000/year, with over 30% of those paying less than \$10,000/yr. These two trends will continue to divide Canadian jobs into jobs for the rich and jobs which will continue the cycle of poverty for many women.

For all of these reasons, WITT's goals of encouraging and assisting in the education and successful employment of women in-trades, technologies and operations, and educating and assisting business, labour, government and educators to do this effectively, are seen as worthwhile. Financial support for our work has been forthcoming in the form of an IAS Committee which brings together all of the players mentioned above with WITT members from around the country to examine ways we can work together to accomplish our mutual goals.

We had our first exploratory meeting last November, with WITT members Joyce Rankin, Caroline Hoevenaars, Lois Bailee, Marcia Braundy, and Marie Tellier from CN, and Joanne Stead from the Canadian Construction Assoc. Regrets were sent from Arlene Glencross, our WITT member from New Brunswick, and Lynn Gardner, WITT member from Victoria. Our task was to determine what our objectives were, if they were possible, what EIC's constraints or requirements were, who else we might want to add to the committee, etc. Following the meeting, and some discussion with groups in the regions, it was decided to go ahead with the Agreement.

We have since added a number of people to the committee, including WITT member, Kate Braid; Nancy Riche, Executive VP - Canadian Labour Congress; Paul Scott, Director of Employment Equity for Metropolitan Toronto; Marilyn Kenny, Director of Apprenticeship, Manitoba; Dr. Hilda Ching, Past Pres. SCWIST; Georgina McDonald, Principal, Nova Scotia Community College; and Edward Tickle, VP - Operations, SAIT.

This larger group will be examining and developing effective and appropriate program and training interventions to increase

and enhance the participation of women in technical fields; developing a model for working with all the players to meet our employment equity objectives; promoting the development of appropriate training curricula and training delivery systems for women in technical fields; and building formal and informal networks to resolve issues relating to the successful recruitment, hiring, training and development of women in trades, technical and blue collar employment.

The whole committee meets for the first time February 24 & 25 in Vancouver, B.C. It has great potential. With a lot of work, we will be able to accomplish WITT goals which, except for our commitment to building our Network, have been included as the goals of the committee. As IAS does not fund organizations, all references to building local and regional groups were removed from the contract. Marcia Braundy, WITT's elected National Coordinator, has been hired as the National Coordinator for the Committee on a 2/3 time basis.

## *National Conference*

There will be a planning meeting for a national conference to take place in Ontario, hopefully in late fall 1991. Regional conference organizing reps will meet in Vancouver just prior to the IAS meeting, to take advantage of the opportunity to get as many regional WITT women together as possible. They will be returning to the regions to do fundraising, to circulate and discuss the structure documents, and to identify workshop ideas and resource people. Contact the national office or your local WITT group for further information, or if you have suggestions for workshops and/or resource people to have at the conference.

This is the newsletter of WITT National Network (Women in Trades, Technology & Operations – National Network). A non-profit organization established in 1988, WITT National Network works at the national level for the encouragement, training and promotion of women into trades, technologies and operations. The organization also provides a communications and support network for women working in these fields and/or people and groups working toward these goals at a local, provincial or regional level. The activities and overall direction of the Network are currently undertaken by an Advisory Committee made up of representatives from each of five regions who maintain contact with and work to encourage the local- and provincial-level organizations. If you wish to participate or to know what is happening in your region, please contact local organizations.

### *Some WITT organizations:*

YWNOW; 1217 Barrington St., Halifax, Nova Scotia B3J 1Y2; Trish Robertson, (902) 425-0731.

New Brunswick Women in Trades and Technology and Blue Collar Workers; 26 Clarendon St., St. John, New Brunswick E2K 1A4; Brenda Losier, (506) 693-0415.

T.N.T.; 1265 Rue Berri, Suite 310, Montreal, Quebec H2L 4X4; (514)842-8589.

Options Non Traditionelles; 91 Rue St-Jean, Rm. 300, Longueuil, Quebec J4H 2W8; (514) 646-1030.

Women in Science and Engineering (WISE); P.O. Box 6067, Station A, Toronto, Ontario M5W 1P5; (416) 592-7615.

Ontario Network for Women in Trades and Technology (ONWITT); 121 Burns Circle, Barrie, Ontario L4N 5J8; Caroline Hoevenaars, (705) 722-4741.

London Women in Trades and Technology Network; 346 Central Ave. (Upr.); London, Ontario N6B 2E2; Maggie McDonald, (519) 433-1184.

Ottawa Women in Technology and Trades (OWITT); P.O. Box 5666, Merivale Depot, Nepean, Ontario K2C 3M1.

Manitoba Women in Trades and Technology; 580 Ingersoll St., Winnipeg, Manitoba R3G 2J4; Erin Linnington, (204) 772-6591.

Options for Women; c/o Options for Women Society of Edmonton, No. 710, 10240 - 124th St., Edmonton, Alberta T5N 1P7.

Saskatchewan WITT; 1063 1st Ave. NE, Moose Jaw, Saskatchewan S6H 0Z8; Lois Baillee, (306) 692-4428.

2287 East Hill, Saskatoon, Saskatchewan S7J 3E3; Arlene Steffen, (306) 374-6288.

3524 Victoria, Regina, Saskatchewan S4T 1M1; Denise Needham, (306) 522-4157.

Kootenay Women in Trades and Technology; R.R. #1, Winlaw, British Columbia V0G 2J0; Marcia Braundy (604) 226-7624.

Vancouver WITT; 826 E. Pender, Vancouver, British Columbia V6A 1W1; Annabelle Paxton, (604) 254-1909.

Victoria WITT; P.O. Box 6422, Station C, Victoria, British Columbia V8P 5M3; Bea McKenzie, (604) 384-0529.

Sunshine Coast WIT; S2, C18, RR#1, Gibsons, British Columbia V0N 1V0; Judie Myers, (604) 886-3654.

# — DATABANK UPDATE —

January 3, 1991

by Joyce Rankin

Out of the 1988 Naramata Conference came a unanimous recommendation to establish a national databank inventory of tradeswomen, technologists, and blue collar workers. At the Winnipeg meeting in April, 1990 a design phase proposal was approved and sent to EIC Innovations in Ottawa.

The goals of the project are: "the development of formal networks among women interested in becoming a part of, or already active in trades, technology and operations; the identification and training of women who can play an important role (often as role models themselves) in educating the general public, and women who are potential workers in TTO's, about the nature of this work and its possibilities for the future; and the development of innovative methods of building strong linkages between employers and TTO women, to facilitate the hiring and retention of women."

The five month process produced a 65 page proposal, not including appendices. Support for the project was secured by Marcia Braundy, WITT National Network National Coordinator in a cross country tour meeting with educators, employers, unions, apprenticeship and labour officials. All were willing to distribute questionnaires for the registration of women in the databank and for research purposes, saying the idea was one whose time had come.

The three year project is made up of three distinct pieces. The first is the inventory itself. This will be a short questionnaire completed on a postage prepaid form and sent to Vancouver for coding at the office of CS/RESORS, the research consultants assigned to the project. This part of the project will continue on an ongoing basis by the project coordinator. At the end of the project, training in the databank maintenance and handover will be provided.

Prior to the distribution of the questionnaires, some regional people will be paid a per diem to ensure the distribution network is in place at colleges, technical institutions, EIC training programs, etc. They and others will be able to utilize a 1-800 number to answer questions and concerns about the project.

Research on women in trades, technologies and blue collar work is a second part of the project. The questionnaire will ask if individuals are interested in participating in the research. After a cutoff date, 300 women across the country will be selected for in-depth interviews concerning issues relevant to training, hiring and retaining women in the workplace.

One of the exciting aspects to this second piece, is that the research consultants will be training WITT women in at least three regions to carry out this paid field research on who we are.

To support the project, and develop the WITT National Network, the project budget includes the hiring of three part time regional coordinators, and three part time executive assistants in year three. Prior to that, regional work will be paid on a per diem. Marcia kept notes from her cross-country tour, so a list of contacts has already been developed for local people to follow up on distribution.

The country has been divided into EIC regions, ie. B.C., Alberta and the Territories: the Prairies; Ontario; Quebec; and the Atlantic. Of necessity, one office will be in Vancouver, because that is the location of the research consultants. A second will be where the project coordinator is located. The others will be determined early in the project, and one factor in the selection will be the local WITT support base.

In addition, a limited number of employers will be interviewed who have been successful at hiring and retaining women in male dominated occupa-

tions. This third piece also encompasses the development and testing of several models to determine how the project might operate on a cost recovery basis. For example, will an employer pay for some service, information, consultation, etc. to increase the number of women in occupations where they are under-represented? To this end, a model development coordinator will be hired in year 2.

There will also be production of a limited number of educational materials, including a package of training materials for use by local role models. This material will assist local WITT women when they do presentations on WITT, the work they do, the training and experience they have had, etc.

While the proposal has been approved by the Advisory Committee and the Databank Design Team, there needs to be a fair amount of discussion at the February Conference Planning Meeting. The Design Team's job is completed, so one agenda item is the selection of a project advisory committee. We hope that the second conference representative selected from your region will have some interest in serving on the project advisory committee, or that the regional group will have identified someone who is interested in doing both paid and some unpaid work to initiate the project.

Because the first item is the selection of the Project Coordinator, a hiring process, timeframe, selection panel and approval of the draft job description must take place at the February meeting. The project is scheduled to begin in April, pending funding. Representatives should come with suggestions of names within the organization, and if no one is qualified from within, recommendations from outside the organization.

As a last item, included in the project is a biannual newsletter to all entrants in the inventory to provide an update about the WITT National Network and keep current addresses for members. We hope to see your name there.

# Labour Force Development Board

As a result of the seven national task forces which met last year (Apprenticeship, Older Workers, Social Assistance Recipients (SARS), Co-op Education, UI Recipients, Entry Level Training and Human Resource Planning) in Phase I of the Labour Force Development Strategy, the subsequent Phase II task force identified a vehicle for implementing the recommendations of Phase I and overseeing the successful training of the Canadian workforce. The Minister of Employment and Immigration Canada (EIC), Barbara McDougall recently announced the formation of a national training board, the Canadian Labour Force Development Board (LFDB). "The Board will:

- monitor and evaluate training programs
- develop national training standards
- establish training budgets under UI Programs
- find the most cost-effective ways to implement skills training strategies

This board will be made up of eight Business representatives, eight from Labour, two from the education community and one each from social action groups representing the four groups designated under the Employment Equity Act: Women, Visible Minorities, Aboriginal People and People with Disabilities. The Deputy Minister of EIC, and both the Worker's and the Employer's Commissioners will sit ex-officio for the Federal Government, and there will be 5 ex-officio representatives from the Provincial Government sector. This is not a totally national activity as Quebec has chosen not to participate in this exercise at the present time – they wish to have control over their own training expenditures.

The original task forces were asked to produce a series of consensus recommendations on their assigned topics. The Minister stated that on all those issues where consensus could be obtained, she would assure implementation. Although all seven task forces, made up of representatives from business, labour, and a few social action groups, stated categorically that monies from the Unemployment Insurance Fund should be used exclusively for income maintenance for the unemployed, Bill C-21 was passed which severely tightens the eligibility requirements for Unemployment Insurance, removes the government's portion of contribution to the fund, and redirects \$775 million into training costs to upgrade the skills of the Canadian Labour Force.

The Human Resource Planning Task Force was the only one of the seven which was not able to hand in a consensus report. The sticking point for them, throughout the 6-7 months of meetings, was the issue of a National Payroll Tax to support training in Canada. Canada is behind Great Britain, Sweden, Japan, West Germany, France and the United States in the amount of industry support for training of their workforce.

These issues have still not been resolved, and at least for now, the money for training is coming out of the money set aside for income maintenance for unemployed Canadians. Hopefully, it will be easier for these unemployed (and underemployed) Canadian workers to access this training. As well, it is essential to ensure that those who have been under-represented in the employed Canadian workforce also have access to these training dollars, and be able to train for jobs that will provide them with a sustainable living for themselves and their families.

EIC contracted with the Canadian Congress on Learning Opportunities for Women (CCLOW) to manage a process of consultation with national women's organizations to select the one woman who will represent all Canadian women on the LFDB. The women who attended those two consultations also felt it was important to develop a method of ensuring the ongoing participation of both local and national groups concerned with women's training issues. After an excellent consensus-based interview and decision-making process, Marcy Cohen was chosen as the representative for Women. Lily Stonehouse from Saskatchewan was chosen as the alternate.

Marcy Cohen is a doctoral candidate at Ontario Institute for Studies in Education (OISE). Her roots are in British Columbia where she has worked in the social service field, taught Women's Studies at SFU and VCC -Langara, was one of the founders of WomenSkills Development Society, and has written extensively on issues of the impact of tech change on women's employment. She was nominated by the National Action Committee on the Status of Women and sat on the SARS Task Force as an appointee of CCLOW. She has a strong understanding of women's training needs and is very open to clarification and direction from grassroots organizations dealing on a day-to-day basis with the development and delivery of women's training in Canada.

It is extremely important to recognize that having a spokeswoman on a national board is only a small part of the solution to women's economic equality issues. The fact is, that as well as this national board, there will be "sub-regional" or local boards which will have decision-making and financial responsibility for specific training in their geographical area or sometimes for an industrial sector. It is essential that women, and other designated group members at the local level, are informed and prepared to participate in both the development and ongoing activities of these local training boards. Keep your ears to the ground and go in and have some discussion with your local CEC managers about the process of development of these boards in your areas. It is important that individuals with a good understanding of the needs of women for training and successful employment in technical and operational work put forward a strong voice in support of programs that will provide appropriate training and retraining.

# ... *HERE* *THERE* ...

## *Ontario*

### **ONWITT (Ontario-WITT)**

At the January 1991 general meeting of ONWITT, the mission statement, goals and objectives for the organization were approved. A plan of action was drafted and members volunteered to do tasks relating to the projected activities.

Activities for the up-coming months include a newsletter, touching base with the thirty Women's Access To Apprenticeship Support groups, fund raising, and publicity of the organization.

The group is looking forward to the next National Conference to instill a renewed sense of commitment and help expand membership to further the goals.

### *ONWITT Mission Statement*

To encourage and support the education and successful employment of women in trades, technology and blue collar work.

### *Goals*

- to act as a network to help women achieve and maintain employment in the trades, technologies and blue collar work.
- to encourage the training and employment of women in trades, technologies and blue collar work.
- to provide support and information to the establishment of local Women in Trades and Technology support group networks.
- to educate and assist business, labour, government and educators by providing information and services, and acting as a liaison in the area of women in trades, technology and blue collar work.
- to participate on the National Network of Women in Trades, Technologies and Operations.

### **OWITT (Ottawa-WITT)**

Women in the Ottawa area have had a busy and productive year both within the organization and participating in community education. Having created a logo and a T-shirt, they launched "OWITT News" as a vehicle to share information (resources, events and sister organizations; job possibilities and training programs; highlighted careers, success stories, etc.). In May 1990, the first Ottawa Women in Trades Fair was held. Organized by the Canadian Construction Association's Employment Equity Program, Algonquin College and local school boards, the fair had over 1,000 Grade 6 girls attend, as well as high school students and members of the general public. The fair contained over 20 hands-on demonstration projects where female carpenters, electricians, plumbers, etc. showed the students what they do daily on the job. OWITT members played key roles in organizing and participating in the Fair and seven members were honoured with awards. The fair is being planned again for the spring of '91.

### **L.W.I.T.T. (London)**

The fall newsletter reports various social and educational activities of the members, as well successes and appointments to positions and programs for women in trades, technology and operations. Last summer London continued the successful "day camp" program for grade 6, 7, & 8 girls focussing on trades and technology. Held at Fanshawe College, during each of the three one-week sessions the class of 14 students learned about working in shops with tools. This program has been so successful in its first two years that the model is being picked up elsewhere.

## *Maritimes*

In New Brunswick an EIC Industrial Adjustment Committee has recently been established between the New Brunswick Home Builders Association and the Sain John Women in Trades organization. The Committee's stated objective, after one meeting, is to open doors for trained tradeswomen so they can secure employment and become indentured apprentices. Despite the current economic climate, there is optimism about matches being made between the tradeswomen and potential employers.

Also in New Brunswick, EIC has recently signed a delivery assistance contract with Equité NB Equity (ENBE – the New Brunswick Employment Equity practitioners' organization). Promotional materials and a communication strategy are being developed for support materials to relevant Federal and Provincial departments and a direct mail campaign to employers and unions.

As various companies commit to employment equity in order to participate in the Federal Contractors Program, we are hearing of various approaches and successes. Saint John Shipbuilding, Ltd. reports in its October 1990 newsletter on undertakings and successes. They conducted an employee "census" to determine how many employees fell within each of the "designated groups". They have now hired 14 women apprentices in the shipyard; twelve entering the electrical trade and two in pipefitting.

One of the women apprentices, Rose Horwood, was profiled in the newsletter. "It's never boring and it's very satisfying," she says. Rose works hand-in-hand with a journeyman pipefitter on the frigates, grinding pipe and fitting valves. As part of the apprenticeship program, apprentices throughout the shipyard learn all aspects of their trade. The pipefitter program takes four years to complete. Having successfully completed her initial training and worked as a pipe technician at a pulp mill, she joined St. John Shipbuilding Ltd. in 1988 and has over 3000 hours to her credit. "I thoroughly enjoy my job and this company. The guys may tease the women, but there's never been a problem".

## *Saskatchewan*

Saskatchewan WITT has received money from Sec State to produce a video (among other things). Contact Denise Needham for more information.

# NEWS NEWS NEWS NEWS NEWS NEWS

## *WIT course started in Gibsons, B.C.*

After six months of "proposal writing, preaching, and pushing," the 9 month Women In Trades course in Gibsons B.C. became a reality in November, 1990. Sponsored by Continuing Ed/School District #46 and funded by CJS (Employment and Immigration Canada), the Re-Entry course is providing the 16 women with exposure to skills in the Carpentry/Construction, Electrical/Electronics, Heavy Equipment Operation and Maintenance and Small Engine Repair areas.

The students have completed shop projects, individual carpentry projects and built a 10' x 10' shed. They have learned the theory behind electricity, wired the shed, and are wiring the basement of one of our students. The women have also taken Assertiveness workshops, First Aid, a 2-day course on Maintenance and Safe Use of Chainsaws, Wendo and hopefully will take an Air Brakes course in April. Tradeswomen acting as Role Models have visited the class, sharing their training and on-the-job experiences.

The students have 14 weeks of work placement, 6 weeks beginning March 4th and the other 8 weeks in May, June and July (at the end of the course).

Life Skills is a very important ingredient in this program, and it continues throughout the program, together with shop skills.

The community has been very supportive with a feature story in both newspapers as well as businesses calling regarding work placements and offering their support in other ways, including the offer of sites to practise excavating.

Anyway, I love it and I know the students are really benefiting. Hopefully it will happen again next year.

*Judie Myers*

*Co-coordinator/Instructor  
Sunshine Coast W.I.T.*

## *CCA launches Phase II of EE program*

The second phase of the Canadian Construction Association's Employment

Equity Program was launched in July of 1990 as the program entered a new results-oriented stage. While the initial two years of the program focused on an education and awareness campaign, this new phase is aimed at increasing the numbers of women working in jobs in the construction industry. The results will be achieved through sponsoring training programs that will give women more experience and increased opportunity at entering occupations in the construction industry.

Phase II received funding from the Ontario region of Employment and Immigration Canada. The program is sponsoring four training programs this year. A program steering committee compiled of construction industry employers, women working in construction and CCA staff chose a plumbing course for women to be offered at Algonquin College in Ottawa, a heavy equipment operator's course in the Toronto area, per-employment plumbing course in Timmins and a carpentry course in Thunder Bay.

The plumbing course for women is the first of its kind in Canada. The 20-week course, which started November 5, 1990 covers the introductory practical and theoretical material on plumbing. The course has the support and involvement of both the plumbers' union and the plumbing employers in the region on the course steering committee. The committee assists with the design of the course curriculum, the recruitment and selection of the students, and the work site visits and eventual placements. With the involvement and support of both the industry and the union, the course graduates have a greater chance of gaining employment.

CCA's Board of Directors decided at its February board meeting to continue this type of program and expand it to other provinces. It hopes to be able to sponsor courses in the western and Atlantic provinces this year. If anyone is interested in further information on the program, contact Jo-Anne Stead, Employment Equity Coordinator, Canadian Construction Association, 85 Albert Street, Ottawa, Ontario (613) 236-9455 FAX (613) 236-9526/

WITT is delighted that the CCA is acting upon the recommendations of the LFDS National Task Force on Apprenticeship re: the low participation of women and other designated groups which stated:

### *Recommendation 24:*

*It is important that financial support be provided for basic skill upgrading and exploratory courses to orient designated groups into trade and technology occupations. These exploratory courses should include life skills, career planning, hands-on training and work experience, and have an advisory board at the local level that includes employers, unions, trade-knowledgeable educators and representatives of women's organizations.*

Let's hope the same considerations are given to the rest of the recommendations by the appropriate agencies.

### *Recommendation 25:*

*The federal government should modify the eligibility criteria of the Canadian Jobs Strategy programs to insure accessibility and funding of bridging and exploratory courses for all interested women.*

### *Recommendation 26:*

*Governments should give greater support to voluntary measures designed to promote increased participation of designated groups.*

### *Recommendation 27:*

*Training should be developed which can be used to prepare prospective employers and co-workers to work with, and support, women and other designated groups in trades and technology occupations, and thereby encourage attitudinal changes.*

### **Role Modeling information needed**

If you are aware of any project or program involved with providing role models in technical occupations for junior or senior secondary students, please contact the WITT National Network office by phone or FAX (604) 226-7624.



## News from all over

Mary Blue of Ymir, B.C. has passed on to the National Network a wonderful collection of Women In Trades and Hard Hatted Women newsletters and newspapers from all over the United States. It was thrilling to read through them and realize how many sisters we have all over North America. Even in Norway, Japan, Britain, and Scotland. Sadly, so many of the issues we are dealing with are the same: sexual and gender harassment, access to unions and support from our union brothers, wage disparities in the same occupations, sexist instructors, encouraging jr. & sr. secondary girls to consider technical occupations, child-care, the need for support groups and pre-trades and technical training. So many similarities. If you would like addresses of Women in Trades and/or Technical groups (including firefighters!) in other places in the world, please contact the National Office.

## Young Women in Nova Scotia

The Advisory Council on the Status of Women in Nova Scotia commissioned a study by Dian Day into the attitudes and opinions and aspirations of young women in Grades 10 & 12 in Nova Scotia. This study was published in November 1990, and is available from them. One of the most heart-rending aspects of the study is the incredible gap between the young women's educational/career aspirations and their clear identification of the jobs they expect they will end up doing: lawyer/maid, astronomer/flight attendant, doctor/nurse, pilot/hairdresser, cop/cashier, etc. Lack of money and amount of education required formed the two greatest obstacles to pursuing a career, with "nothing" and "children" making close seconds. Over half of the young women surveyed have had sex with a boy or a man, (52%), and almost 2/3 of those reported having their first experience of sexual activity before the age of 16. 69% of those having sex use birth control. 72% of the young women surveyed want their spouse to do half of the housework; only 42% expect that he will do half. A majority expect their husbands to do only some or no housework at all. There is an abundance of other fascinating information gathered, including "children", "diet", "marriage", "child care", "relationships", "abuse", etc.

## Income support issues for women explored

"Income Support Issues for Women on Training - A Compendium of Views", written and collated by Marcia Braundy is available by request from Keith Shackleford, Director, Income Support Division, EIC/NHQ, 4th Floor, Phase IV, Place du Portage, Ottawa/Hull K1A 0J9. It examines the current position of women in the labour force and on social assistance and the factors contributing to this, and presents the views and analysis of over 40 women and organizations involved in women's training issues in Canada. Also included are current provincial program and policy responses (including child care) to women's income support for training, particularly re Social Assistance Recipients. Conclusions are drawn covering the whole range of issues involved including transportation, dependant care, supplementary allowances, part-time training,

eligibility criteria, native women, women with disabilities and visible minority women.

## A/V RESOURCES - OWD

A list of Audio-Visual materials from the Ontario Women's Directorate (OWD) is available through L.M. Media Marketing Services Ltd., 115 Torbay Road, Unit 9, Markham, Ontario L3R 2M9, (416) 475-3750. There are many good films on Employment Equity, Career Development, Women in Trades, Technical and Operations (TTO) Careers, Sexual Harassment, Stereotyping, and more.

In March, 1990, OWD produced *Background Material and Curriculum Resources to Encourage Females Into the Fields of Mathematics, Science and Technology: An Annotated Bibliography*. It is an excellent and comprehensive listing of books and other resources including organizations and distributors. It was regrettable that WITT National Network was not included in the list of organizations, nor were *Surviving and Thriving - Women In Trades & Technology and Employment Equity* published by Kootenay WITT, or *Orientation to Trades and Technology - A Curriculum Guide and Resource Book with a Special Emphasis on the Needs of Women*, published by the Province of British Columbia included in the listing of books.

This year OWD has also produced a Facilitator's Guide to their recent film, "More Than Just a Job". Based on four different themes, independent, small group and full classroom activities have been identified and described for pre- and post-classroom viewing of the film. "More Than Just a Job" depicts women and men working in a variety of occupations in which they are traditionally under-represented. Activities include designing the wiring for a house or apartment, making an accurate survey map of the schoolyard, designing scenery and props for a play, describing the skills most talked about in the film, adopting the role of being a reporter interviewing someone with an interesting career, researching working conditions and pay rates for certain jobs, and the differences over time, collecting information on available jobs, touring work sites, creating careers bulletin boards and many more. A truly excellent teacher's guide.

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Do you know of any resources that would interest women in trades, technology and operations, or their advocates? Please share them with us....

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## Developments in Guidance and Counselling

### Queen's University - Kingston, Ontario

Professor Mary Balanchuk and her research assistant, Allison Sears, are developing teaching and counselling interventions to enhance the problem-solving skills of high school students in dealing with real life career dilemmas. One of the specific objectives of the project is to "raise the career aspirations of young women and to broaden their perceptions of available career op-

tions by examining the strategies and initiatives that have been used by role models. Students will have an opportunity to learn about the coping methods employed by women who have been successful in entering and advancing in male-dominated fields...overcoming barriers...and resolving the role conflicts associated with combining work and family roles."

Funded by EIC/Innovations through the Canadian Guidance and Counselling Foundation, these modularized video vignettes will be used at the Sr. Secondary level with mixed male/female classes to ensure that young men are also aware of the contribution they can make to both support young women in a broader range of career choices as well as striking "a healthier balance between work and family responsibilities" for themselves.


### *Bridging Programs in Industry*

"Bridges", a program developed by Eleanor Ross and her associates at the City of Toronto, Management Services Division, and described in *Surviving and Thriving - Women In Trades & Technology* and *Employment Equity*, has expanded its mandate to include working with private sector employers. Unitel, Consumers Gas, Rogers Cable, AT & T and others are providing an option for women to move from clerical to technical and operations employment. The classroom activities for clerical women interested in moving into technical and operational jobs take place centrally, at the City of Toronto facilities. They also participate in tours and technical training sessions at George Brown College. When the women are ready to go out on their work placements, they go back to their own private sector companies to develop some basic expertise and understanding in the real work environments they are considering. The placements are usually in areas where turnover is expected. They then return to their regular jobs until the opportunity arises to compete for a position in the new job areas.

The Bridges Program is just publishing a booklet (available for \$5.00) on strategies for retaining women in trades, technology and operations, and their new manual on the Bridges Program will be available in the near future.

**Syncrude Canada Ltd.**, already a company with significant numbers of women in technical and operational jobs, is undertaking a system of retraining women, from more clerical areas of the company, to enter both trades apprenticeships and operators positions, driving heavy equipment etc. Using the Bridges model, Syncrude will provide exploratory and developmental training for women to prepare them to be successful technical workers, and will guarantee them jobs in the new sectors of employment. This program has been developed as a result of strong demand on the part of women working in the clerical and service sectors of the company.

**The B.C. Carpenters Union** has sponsored a Job Development pre-apprenticeship carpentry course for women and has committed to taking the graduates into the union.

 **Husky Oil**

## Bi-Provincial Upgrader

HUSKY OIL, as Operations Manager for the Bi-Provincial Upgrader (BPU) Joint Venture, currently has the following opportunities in our Maintenance Group in Lloydminster:

### **Journeyman Millwrights & Instrument Mechanics (m/f)**



Initially you will be involved with the development of maintenance procedures and programs relating to mechanical/instrumentation equipment throughout the plant, to be used in the ongoing operation. Upon commissioning and start-up, you will be responsible for the provision of millwright/instrumentation trades services throughout the Upgrader complex.

The successful candidates for the Journeyman Millwright positions will possess Grade 12 or equivalent education, and a Journeyman Millwright Certificate. A minimum of seven years experience in a refinery or petrochemical complex, demonstrated craftsman's knowledge of rotating and reciprocating equipment, and good oral and written communications skills are also required.

The successful candidates for the Journeyman Instrument Mechanic positions will possess a Journeyman Instrument Mechanic certificate, five to seven years maintenance and/or construction experience in a refinery or petrochemical complex, and good oral and written communications skills. Knowledge of distributed control systems will be considered an asset.

The BPU encourages the full participation of our employees through the endorsement of a participative management approach. We are an equal opportunity employer and support a smoke-free work environment.

You are invited, as a qualified candidate, to forward your resume, quoting file #**BPU91003-006 (Journeyman Millwrights)** or file #**BPU91007-11 (Journeyman Instrument Mechanics)** to:

Human Resources  
Husky Oil - BPU Operations  
2nd floor, Highway 16 East  
Lloydminster, SK S9V 0Z8  
FAX: (306) 825-2255  
No agency referrals please.