

Unofficial Report to PAB Equity Committee, September 28, 1995
by Elizabeth Carriere

The Gender Equity Framework Project ended August 4, 1995. On September 22, the Gender Equity Advisor reviewed her submitted report with Garry Wouters, Deputy Minister Skills and Training, Skills, Training and Labour, and Suzanne Veit, Deputy Minister, Women's Equality. Garry Wouters indicated he would forward the paper within the Ministry for internal review and preparation of an action plan.

The report was far-ranging, and touched on a number of areas where the Gender Equity Advisor had input. Below are highlights that may be of interest to the Provincial Apprenticeship Board Equity Committee. For more detail, the Committee may wish to seek input and information from the Ministry of Skills, Training and Labour.

The Gender Equity Advisor also provided a briefing to the incoming Executive Director, Apprenticeship concerning the need for continuation of efforts respecting equity in apprenticeship.

Equity in Apprenticeship Resource Kit

Under the management of the Gender Equity Advisor, and with funding from Apprenticeship Branch, contractors undertook the research, development and writing of a resource kit for use by Apprenticeship coordinators and counselors. The kit contains an introduction to the concepts and issues of equity in apprenticeship, a comprehensive list of resources, nation-wide; a description of several exemplary programs, and a comprehensive list of resource persons and organizations in BC, organized regionally. Development is now complete and the kit is ready to be printed and distributed. There is potential for wider distribution and application, such as in the school career counseling program, etc.

Equity in Apprenticeship Course

Under the management of the Gender Equity Advisor, and with funding from Apprenticeship Branch, contractors developed this course to be delivered to apprenticeship coordinators and counselors. Delivery was originally slated for October, but has been delayed by reorganization in MSTL. The workshop was developed by a diverse team with expertise in apprenticeship and equity. It contains: a presentation on understanding equity in apprenticeship, some details of the demographic realities of the apprenticeship client base in BC, a review of barriers to apprenticeship, a discussion of dealing equitably with the public, and exercises on barriers and changes.

Secondary School Apprenticeship Program (SSAP)

- a more proactive approach to equity recommended
- need for specific goals, indicators and measurements for equity outcomes

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- strategies needed to incorporate a number of measures to encourage girls and young women to consider apprenticeship, including exploratory programs

SSAP Manual

- suggested that manual be reviewed to ensure equity is addressed and referenced adequately
- understand that Apprenticeship Branch has contracted someone to work with editor to ensure on equity and apprenticeship will be cross referenced, and to make sure manual is attentive to equity

Equity Opportunities for Trades and Technology Courses

In response to the recommendations of the PAB Equity Subcommittee that exploratory courses for women and other equity groups be established at post secondary institutions:

- meetings have taken place with staff in MSTL, and commitment made to establish 5 pilot courses in different areas of the province, and validate a curriculum approach for these courses.

New Models for Equity Training and Hiring on Capital Projects

- observed Seattle PORTJOBS model, and promoted it extensively within government and with Crown Corporations
- linked with Vancouver Island Highway, Columbia Basin and other Crown initiatives to promote the idea of a planned, integrated approach to equity in such projects

Workplace Coach Training

- course with video component being developed by Apprenticeship through OLA
- first demos controversial in their lack of sensitivity
- new course content and approach being developed
- requires review and monitoring with equity expertise

Equity Subcommittee

The Gender Equity Advisor was a regular guest of the PAB Equity Subcommittee. It is suggested that this role be assumed regularly by an MSTL staff person responsible for equity in apprenticeship. Some of the activities the Gender Equity Advisor was involved in through this committee were:

- relaying concerns about the PAB logo, and clarifying its use as a PAB (not a MSTL) symbol;
- supporting and attending the HRDC course "Recruitment and Retention of Aboriginal Workers"

PAB Equity Committee Recommendations

Although some of these recommendations were acted upon during the 6 month Gender Equity Project, there remains a need for a comprehensive review and response to these by the Ministry.