

ANNEX I – Work Plan and Evaluation Plan

Project Goal: To create a comprehensive regional program in collaboration with The Greater Trail Community Skills Centre, Kootenay Career Development Society and Selkirk College, that enables and fosters the positive experience of women integrating into technical training and work, leads to greater economic security for the women involved, and contributes to solutions for the Kootenay district and Canada's skills shortage crisis.

Objective: B) Local employers, unions and educators will be made aware of solutions to skills shortages and be better prepared to welcome and retain women working and training in their establishments.

Expected Outcome for this objective: At least 25 local employers and trainers will understand the components of a plan to create a welcoming work environment for women in technical fields. Many of them will have taken advantage of workshop assistance to improve performance in their settings. At least 12 of them will have provided work experiences for women in the program. Although it is not possible to project exact numbers of women who will ultimately benefit, we expect the ripple effect to be substantial.

Fill out the template sheet for each project objective. Please consult the Glossary of Terms for a definition of key elements.

Activities (specific actions to be taken)	Timelines (include dates)	Inputs (human and financial resources)	Outputs (tools, reports or products resulting from the activity)	Indicators (evidence showing progress towards outcome)	Measurement Method(s) or Tool(s) (quantitative or qualitative)
Through face-to-face interviews, discussions and workshops, work with local employers and unions and their workers in technical occupations, learning about the concerns they may have related to women working and learning in their establishments, helping them to understand the elements of a welcoming workplace, and assisting them to develop additional skills and practices to make it so. Workshop areas will include anti-harassment training, working with female relational learners, effective problem identification and solving, recruitment opportunities and	June 2-08- August 8-09	Coordinator, trainers from the Skill Centre and KCDS, using many materials that have already been developed, and developing more specifically geared towards the local employers and union needs in relation to women workers and trainees. Materials\$ Office Equip\$ Professional Fees\$ Training Facilities\$ Promotion\$ Local Travel\$	Fact sheets, Brochures, training materials	Meetings with employers and unions, scheduling workshops, feedback loops established with staff.	Number of meetings undertaken, number of workshops implemented. Quality of discussions and willingness to participate, evaluated through observation by training teams

retention practices. Bring in Canadian expert EE in technical fields from Ontario to train the trainers.		Train the trainer facilitator from Ontario Travel\$, mini-contract\$ Coordinator and partner staff trainer time	Local women trainers prepared to deliver discussions and workshops locally.		From feedback loop= Trainers with Skills Centre & KCDS ready to deliver the workshops with employers and unions. Quality of experience of trainees on work placements, evaluated by questionnaires for trainees and employers.
Convince at least 12 of the employers to provide work experience components to the Gender Trades and Technology Course participants	Prior to August 8-08 and Dec 19-08	Coordinator, Skills Centre and KCDS staff, Local travel\$	Work experience placements	Work experience placements	Numbers of work placements offered.