

Saskatchewan

SUMMIT EDITION

SASKATCHEWAN WOMEN IN TRADES AND TECHNOLOGY

Editor's Welcome

Saskatchewan Women in Trades and Technology welcomes you to the Bridge the Gap with Women in Skilled Trades and Technologies – A Saskatchewan Summit. As part of a national network of women in trades and technology occupations, SaskWITT has spearheaded training and employment programs for Saskatchewan women for over twenty years. We realize the importance of working with government and industry to fulfill the needs of a growing economy and hope that we can share the tools to make this happen.

Shannon McIvor,
Provincial Coordinator

Sask
WITT ♀



SaskWITT's Women's Work Training Program hard at work in 2000

Faces of SaskWITT

Some of the accomplishments of our SaskWITT members



Kim Andreas (millwright) receiving the McElree-Davis Award 2006



Roxanne Ecker (electrician) receiving the Wendy Davis Memorial Scholarship 2009



Elizabeth Wilger (carpenter) receiving the Wendy Davis Memorial Scholarship 2010

Our Board Members



*Kim Andreas
Millwright*



*Pat Fayant
Carpenter*



*Marral Thomson
Machinist*



*Tracy Bujaczek
Welder*



*Shannon McIvor
Carpenter*



*Rhealene Wagner
Machinist*



*Roxanne Ecker
Electrician*



*Executive Director
Valerie Overend
Carpenter*



*Vanessa Wood
Welder*

Not Your Average Girl? Give Skilled Trades a Whirl!

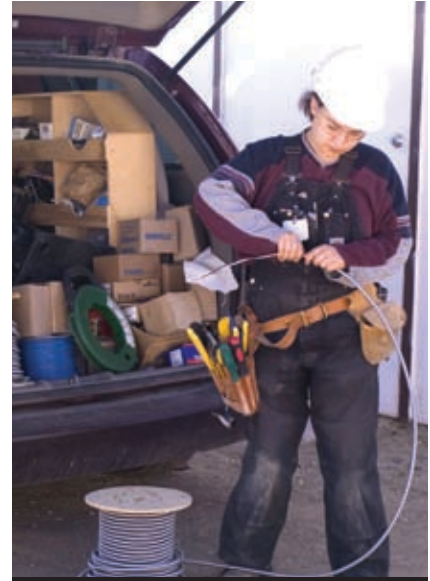
A poster series designed to assist young women with career choices! Order your set today!



Aircraft Maintenance Engineer



Autobody Technician



Electrician

SaskWITT is proud to offer a poster series featuring six women who work in six skilled trades: aircraft maintenance engineer, autobody technician, electrician, welder, power engineer, and heavy duty equipment mechanic. Each poster depicts one role model in two powerful photographs. A short biography is provided for each tradeswoman.

To order, contact us at: saskwitt@myaccess.ca

\$30 includes shipping and handling. An invoice will be sent with your posters.

Roxanne has never regretted her decision to enter the electrical trade and says, "I love the opportunity to solve a problem and I love the fact that I am doing something different every day, instead of being stuck at a desk."



Heavy Duty Equipment Mechanic



Power Engineer



Welder

Saskatchewan Women in Trades & Technology – Two

Kindergarten to Grade 12

KINDERGARTEN PROJECT:
 Kindergarten classes;
 One hour presentations;
 Hands-on tool use at 16 activity stations using tools from assorted trades;
 Presentations by young women in work boots
1993-2007

WITT National Network;
 SIAST WITT Program;
 Local School Boards

SIAST WITT Program;
 Saskatchewan Construction Association; SaskPower;
 Local School Boards; Status of Women Office;
 Building Trades Unions; Local Employers;
 Local Building Suppliers; Crown Corporations;
 Government Ministries

GETT CAMPS:
 Girls Exploring Trades and Technology;
 Four SIAST campuses each summer; Grades 7 and 8 girls;
 One week day camps; Role models lead activities;
 Build go-carts; Other hands-on projects;
 Career-focussed; Career exploration activities
1991 to present

GETT ALUMNAE PROGRAM:
 High School; Follow up to GETT Camps;
 One day program; Role models lead activities;
 Hands-on projects; Career exploration activities
1994 to present

WITT National Network;
 SIAST WITT Program;
 Local Employers

Choosing the Beat of Her Own Drum Educator's Package (Video, Lesson Plans, Poster)

IMGETT CAMPS:
 Indian/Metis Girls Exploring Trades and Technology;
 13 and 14 year old girls; Role models lead activities;
 Build scooters; Other hands-on projects;
 Career exploration activities; Exploration of cultural elements of trades and technology occupations
1994-2002

SIAST; Assorted Crown Corporations;
 Assorted Government Ministries

She's Got Her Ticket Video

She's Making Choices Educators Package (Video, Lesson Plans, Poster)

SKILLS WORK! YOUNG WOMEN'S CONFERENCES:
 Held annually in conjunction with Skills Canada Saskatchewan competition;
 One day event; High school girls work in groups;
 Each group led by a role model; Tours of competition site;
 Hands-on engineering activity; Face off event
2000 to present

SIAST WITT Program; Skills Canada Saskatchewan; School Boards and Schools;
 SaskPower; Saskatchewan Homebuilders Association;
 Assorted Building Trades Unions; Local Employers; Local Suppliers

Poster Series – Not Your Average Girl? Give Skilled Trades a Whirl!

CONSTRUCTION TECHNOLOGY FOR WOMEN:
 High School Credit Courses (2); Investigates careers in Construction Sector;
 Activities led by female role models; Shop activities; Classroom activities;
 Trades math; Safety training; Articulates with Youth Apprenticeship program;
 Tours of industry sites; Work placements during or following term;
 Provides work gear and safety equipment
1996-2009

WITT National Network;
 SIAST WITT Program;
 Local School Boards; Local Schools;
 Crown Corporations; Local Employers

SIAST WITT Program; Assorted High Schools;
 Women's Associations; Other CBO's

CAREER FAIRS AND SCHOOL PRESENTATIONS:
 Various venues; Visual display of role models at work;
 Role models attend the booth; Hands-on tool use;
 Pen and paper tool activities; Informational links to further training
1996-2009

- Programs and Services
- Affiliates and Partners
- Products and Resources

Decades of Putting Saskatchewan Resources to Work

Post-secondary

Various Government Ministries and Departments (Provincial and Federal); Women & Economic Development Consortium; Canadian Mortgage & Housing Corporation; South Sask Independent Living Centre; Local Construction Businesses; Local Building Trades Unions; SIAST Industrial Training Division; Local Community Based Organizations

WOMEN'S WORK TRAINING PROGRAM:

Regina-based carpentry training program for women; Three phases including full level 1 apprenticeship training – theory and practical; Supports for levels 2, 3 and 4 while attending SIAST; Employment with Regina Women's Construction Cooperative
1995-2000

WOMEN IN TRADES EXPLORATORY PROGRAM:

36 hour exploratory trades program; Delivery – evenings and/or weekends; Various SIAST Campuses; Hands-on shop activities in several trades; Taught by tradeswomen; Provides access to further training/employment options
1993 to present

SIAST WITT Program

CONSTRUCTION PREPARATION FOR WOMEN:

SIAST Wascana Campus; Six week day program; Taught by tradeswomen; Safety training; Basic tool use; Industry information; Introduction to construction culture; Work placements with employers
2008

SIAST WITT Program; Saskatchewan Construction Association; Various Government Ministries

CEP Humanity Fund; SIAST WITT Program; Circle Project; Indian Metis Christian Fellowship; Saskatchewan Construction Association; Local Automotive Shops; Local Homebuilders; Regina Folk Festival

ABORIGINAL WOMEN IN TRADES EXPLORATORY PROGRAM:

Six week – weekend program (60 hrs); Life Skills/ Shop Skills; Taught by women; 36 hour work placement; Bridging to jobs; Supported by job coach
2009

Employment/Workplace

WELCOMING WOMEN INTO SCIENCE, ENGINEERING, TRADES AND TECHNOLOGY WORKPLACES: CHECKLIST OF STRATEGIES:

3 hour workshops; Delivered to associations, unions, individual workplaces, supervisors, managers and HR personnel; Designed to raise awareness about policies and practices from recruitment, selection, orientation, retention, career development, training, health and safety; Review and initiate change processes
2009 to present

Canadian Coalition of Women in Engineering, Science, Trades & Technology; Status of Women Office; Saskatchewan Construction Association

Telling Trade Secrets: Video/CD; Facilitator's Guide; For use in workshops delivered to industry to promote a better understanding between women and men in the workplace

EMPLOYMENT RETENTION PROJECT:

Customized consulting service; Facilitated process of organizational analysis; Development of an action plan to improve retention of women in trades and technology positions; Builds capacity within an organization to create a positive workplace culture
1998-2004

WITT National Network; SaskPower; SIAST

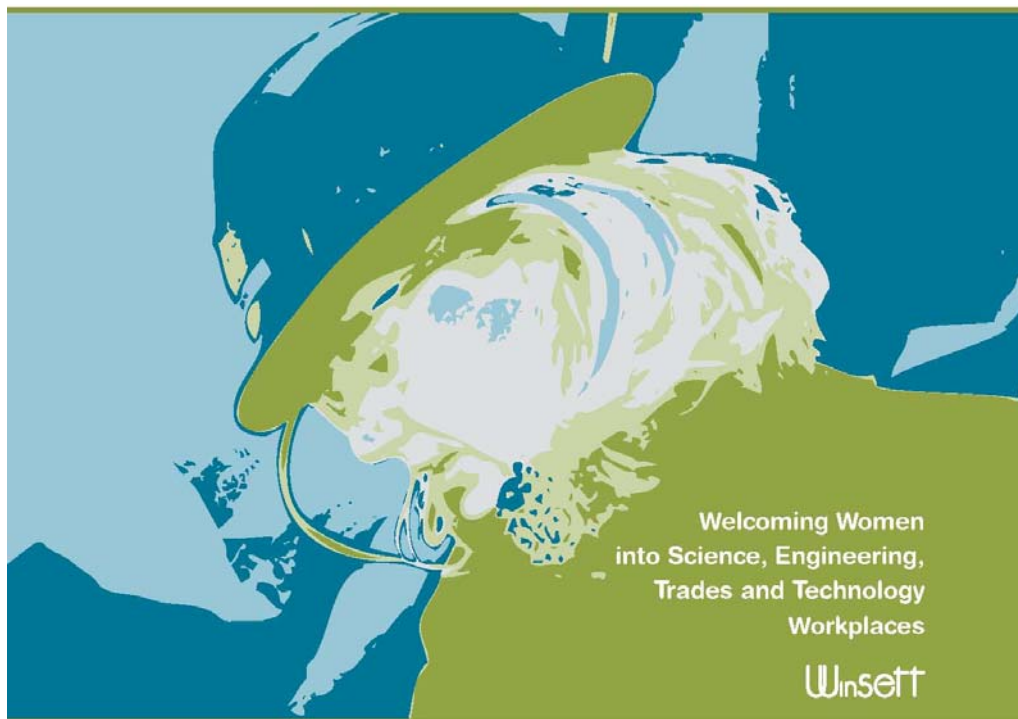
ADVISORY COMMITTEES, WORKING COMMITTEES AND BOARDS:

Saskatchewan Apprenticeship and Trades Certification Commission; Assorted Trade Boards; Canadian Apprenticeship Forum; WITT National Network; National Women's Reference Group on Labour Force Development; Saskatchewan Labour Force Development Board – Women's Committee; Canadian Coalition of Women in Engineering, Science, Trades & Technology; Canadian Centre for Women in Science, Engineering, Trades and Technology; Construction Sector Council – Saskatchewan Labour Market Committee
1992 to present

WITT National Network; Status of Women Office; YWCA Regina; SIAST WITT Program

PROFESSIONAL DEVELOPMENT FOR WITT WOMEN INSTRUCTIONAL TRAINING:

Basic Home Repair Clinics for Women; GETT Camps; Kindergarten Project; Construction Technology for Women; Exploratory Trades Courses; Effective Role Modelling; Other Training; Carrying Out Board Duties; Harassment Prevention; Women and the Workforce
1991 to present



A Checklist of Strategies

The WinSETT Centre, founded by the Canadian Coalition of Women in Engineering, Science, Trades and Technology, delivers gender diversity services to employers and unions across Canada to increase the recruitment and retention of women, with a current focus on the construction, resource and manufacturing sectors.

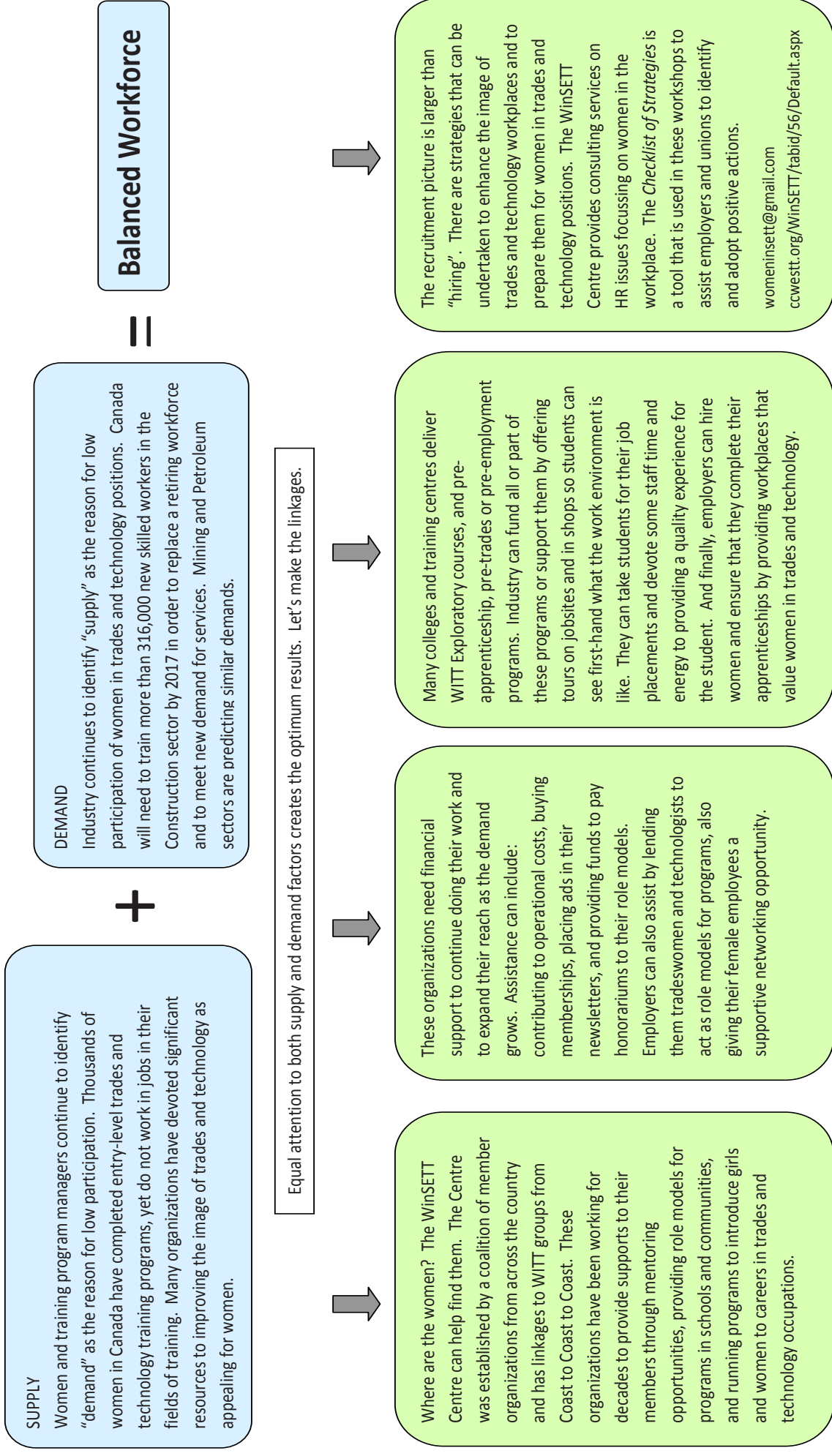
An introductory workshop led by trained facilitators in partnership with local organizations uses *Welcoming Women into Science, Engineering, Trades and Technology Workplaces – A Checklist of Strategies* to raise awareness and initiate the process of positive change in the SETT workplace. This *Checklist Workshop* reviews selected practices spanning the topics of recruitment, selection, orientation, retention, career development, training, and health and safety, and through an interactive series of questions helps guide participants to assess their workplace and identify initial actions. The Centre is developing additional services and resources to assist organizations, management and unions to conduct more in depth workplace audits and operationalize comprehensive action plans.

The Canadian Centre for Women in Science, Engineering, Trades and Technology is an incorporated, non-profit organization whose vision is to maximize Canada's human resource potential in science, engineering, trades and technology through the full participation of women in SETT.

Winsett Centre
Canadian Centre for Women in
Science, Engineering, Trades and Technology

www.cwestt.org
#2-080 Research Transition Facility
8308 114 St., Edmonton AB T6G 2V2
Tel: (780) 492 4815
Email: womeninsett@gmail.com

Balancing the HR Equation – Supply and Demand



SaskWITT Corporate Membership Form

When you purchase a corporate membership you are supporting:

- WITT programs throughout Saskatchewan that promote skilled trades and technologies to girls from kindergarten to grade 12,
- WITT role models to facilitate and educate girls & women in partnership with SIAST programs,
- Province wide support services for our members: professional development workshops and mentoring networks,
- Workplace readiness workshops presented by SaskWITT members to corporations and businesses in order to create welcoming work places for women in skilled trades and technologies.

A membership in SaskWITT includes three newsletters per year containing information on current WITT projects, membership accomplishments, upcoming meetings, conferences (national and regional), and outreach programs. A corporate membership entitles five (5) individuals within your organization to receive our newsletters and participate in our Annual General Meeting. We encourage you to support your WITT employees to be active within SaskWITT. In order to be voting member they must be women in predominantly male trades, technology or operations positions.

Please fill out form and return to: SaskWITT, Box 33084, Regina, SK S4T 7X2

CONTACT INFORMATION:

Organization: _____

Contact Name: _____

Street or Box No.: _____

City/Province: _____ Postal Code: _____

Phone: _____ Fax: _____

Email: _____

Permission to share contact information within SaskWITT organization: YES ___ NO ___

I am enclosing a \$250.00 cheque payable to SaskWITT for a membership as indicated above.

Signature: _____ Date: _____

Name and addresses of four (4) other individuals in your organization

1. _____

2. _____

3. _____

4. _____