

BC CENTRE FOR WOMEN IN THE TRADES



Territory Acknowledgement



I acknowledge that I am presenting today from the unceded territories of the x^wməθk^wəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Selílwitlh (Tsleil-Waututh) Nations



Who is BCCWITT?



A partnership led by diverse tradespeople, along with industry and labour partners

- Driving the necessary culture shift to increase the proportion of equity priority people entering and advancing careers in skilled trades
- Focused on creating a diverse, equitable and inclusive skilled trades industry, where all feel welcome, healthy and safe
- Provides connection, resources and supports for tradespeople across the province
- Offers programs, tools and resources to individuals and organizations that support the attraction, retention and advancement of equity priority people in skilled trades careers

BCCWITT: Working for Inclusion in the Trades

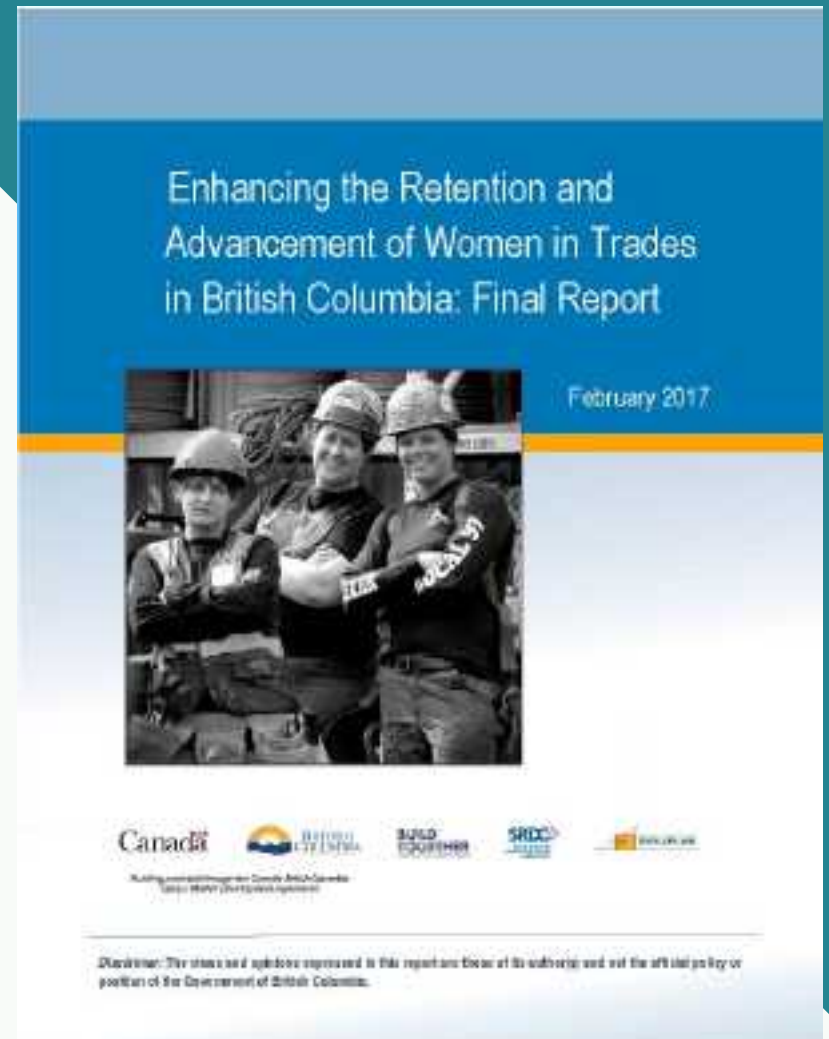
We are committed to removing barriers faced by equity priority people, **including Indigenous people, people of colour, people with disabilities, 2SLGBTQIAQ+ people, and women**, to increase their participation in the trades, and promote healthier environments in workplaces and training institutions for all.

BCCWITT operates under the umbrella of the BC Federation of Labour. We work with: people of all genders; unions; training institutions; non-unionized and unionized employers; the Industry Training Authority; BC Infrastructure Benefits; BC Building Trades; Construction Labour Relations Association of BC; BC Construction Association; provincial, federal and municipal governments; Indigenous organizations; trades associations; workforce development organizations; community groups and individuals across BC. We are always looking for more and new groups and people to partner with.



In 2017 the Provincial Government commissioned a report to examine why women only represented less than 5% of the skilled trades workforce in BC, a number which had not increased in decades, despite several programs and funding.

The report identified three key areas for action: **Recruitment, Retention and Advancement.**



On March 8, 2018,
International Women's Day,
the Provincial Government
announced funding to
support the BC Centre for
Women in the Trades.





Nicole Wiet is a journey level IUEC elevator constructor and only the fourth woman to achieve this distinction in her local, in which she served two terms on the IUEC Executive Board. She is a founding member and currently the President of the BC Tradeswomen Society, a partner in obtaining government funding to improve the culture and retention for tradeswomen. She sits on the governance board for the BCCWITT and was on the planning committee and attended as a speaker at the inaugural Women Build BC Conference for tradeswomen in 2021. Her volunteer work on diversity, equity and inclusion in trades gave her the opportunity to attend the Governor General Canadian Leadership Conference as a co-chair.



Recruitment, Retention and Advancement



**Trades
Training &
Employment**
Creating
Opportunities for
Diverse
Tradespeople in
the Skilled Trades

**Be More Than
a Bystander**
Creating Healthy,
Safe, Respectful
and Inclusive
Workplaces

**Regional
Representative
Program**
Building Leaders in
the Skilled Trades

Building Careers for Women in the Skilled Trades



BCCWITT works with women facing barriers to employment or advancement in the skilled trades industry. We assist women entering the trades and women apprentices in gaining skills success, providing financial supports and training opportunities, and supporting them to gain sustainable employment

BCCWITT's **Trades Training and Employment Program** operates as a Workforce Development Agreement (WDA) through the Industry Training Authority (ITA).

Number of Women
BCCWITT has assisted
since 2019 with training
and supports to find
sustainable employment in
the skilled trades

285

Career Exploration

Childcare

Transportation

PPE

Tools

**Industry
Certificates**

Job Seeking

Workplace Readiness

**Networking
Mentorship**

**Resume Writing
Interview Skills**

Essential Skills

Puneet Lakhlan

“After getting laid off during my 1st year in HVAC in 2020, I was thinking about choosing a career outside of the trade.”

“I was pretty close to rock bottom when I was told to reach out to BCCWITT, and from there things started improving very quickly.”

“I was in disbelief when BCCWITT provided me with tools, work pants, overalls, rain gear, and work boots!”

“It has been over a year working at Ashton Mechanical now. The lost hours from my last company have been recognized, and I officially signed up with ITA as an apprentice. I am now registered for my 2nd year at BCIT this fall.”

“I would not be at this point in my life, if it weren't for the amazing women at BCCWITT. So thank you kindly for all your hard work and support.”



Be More Than a Bystander

Be More Than a Bystander is a training and educational program to support organizational and cultural shifts towards more inclusive, safer, and respectful workplaces. The training equips participants with practical tools and strategies to intervene in bullying, harassment, and violence.



220

Bystander Spokespeople Trained

College of the Rockies
Coast Mountain Bus
BCIT
Insulators
Hereworks
CMAW
Camosun College
ITA
UA Pipefitters
McRae's Environmental
IBEW
Sheetmetal Workers

CUPE
BC Infrastructure Benefits
Okanagan College
Geoscan
EMBERS
BC Ferries
University of the Fraser Valley
IBEW
BC Federation of Labour

Teamsters
IATSE
Ministry of AEST
UBCJA
IUPAT
IUOE
Skytrain
BC Federation of Labour

Port of Vancouver
Vancouver Community College
FTI BC
IAMAW
BC Construction Association
Bel Contracting
Vancouver Island University
Skeena Resources
Norland Limited
CLR BC

COWI
West Fraser
BCA
LiUNA
IUEC



Regional Representative Program



The goal of the Regional Representative Program is to increase the number of tradespeople from underrepresented groups (e.g., Indigenous, people of colour, 2SLGBTQIAQ+, immigrants, people with disabilities, and/or women) in leadership positions as both volunteers and staff within the skilled trades sector in British Columbia.

8 Cohorts

Inclusive Leadership

Leadership Skills

Reframe for Confidence

Basic OHS Rights

Resumes and Interview Skills

83 Participants

Media Training and Public Speaking

Planning, Proposals and Partnerships

Introduction to Reconciliation

32 Trades

Addressing Sexual Harassment

Introduction to Cultural Safety

Harm Reduction and Naxolone Training

Introduction to Workplace Law
and Human Rights





Jove Nazatul
Canadian Apprenticeship Forum
Board of Directors



Lisa Scott is the Co-leader regional representative for the BC Centre for Women in the Trades. Photo: Lisa Scott — Special to the Classroom

HOMETOWN HEROES: Breaking barriers, opening doors for women in the trades

Lisa Scott is working on advancing underrepresented groups.

Lisa Scott
College of New Caledonia Board Member

Barbara James

She/Her/They/Them

Ancestral name Malidzas



I belong to the Gwa'sala-'Nakwaxda'xw people of Port Hardy, B.C. I am a fourth-year carpentry apprentice and advocate for women in the trades. I currently work for BCIT as an instructor in the school of construction and the environment. I volunteer my time with various committees including the BC Tradeswomen Society, Build TogetHer, and BCCWITT. I am a trustee for The United Brotherhood of Carpenters and Joiners of America, local 1907 and a delegate to the BC regional council of carpenters. My hobbies include hiking with my dog, traveling and fishing. I aspire to become a Red Seal carpenter and to continue working within my community so that the trades may become a more welcoming and safer environment for everyone to pursue their passions. Gila'kasla





Let's Connect!

Email: Info@bccwitt.ca

Web: bccwitt.ca

Socials: [@bccwitt](https://www.instagram.com/bccwitt)