

OFFICE TO ADVANCE WOMEN APPRENTICES

The Office to Advance Women Apprentices was created to increase employment opportunities for females in the skilled trades. Modelled after the successful OAWA office in Newfoundland and Labrador, there are OAWA offices now located in Manitoba, Saskatchewan and Nova Scotia that offer wraparound services for tradeswomen. The OAWA maintains a registry database of female apprentices who have completed trades training programs. This allows the OAWA to connect employers with female tradespeople that have the skills they're looking for.

COVID-19

Despite COVID effects on the job market and on in-person contact, women continued to register and to engage with OAWA. In Year 2 (2021), over 200 new entrants were registered in the database with no noticeable differences in employment characteristics. Year 2 did see a somewhat lower but still encouraging proportion of Indigenous clients compared to Year 1.

The Implementation of a comprehensive and high-profile communications/social media strategy in Year 2 likely contributed to ongoing registrations.

KEY DELIVERABLES TO DATE

- In addition to the three provincial offices, a satellite office in Cape Breton
- 632 Registrants, with 30% Indigenous tradeswomen
- A Registration Database
- Ongoing research and evaluation of the project
- Red Seal Journey person preparation workshops
- Tutoring supports
- Networking sessions
- Communications and engagement via newsletters, website and social media platforms.
- Partnerships with employers, contractors, and unions
- Try-a-trade sessions

ADDITIONAL RESEARCH

CBTU along with Project Partners, have conducted a comprehensive, multi-year research project, interviewing OAWA staff and those engaged with women in the trades initiatives. The discussions and the analysis for the report draw out barriers faced by women in trades initiatives. Report available upon request.

More information can be found at www.womenapprentices.ca

OAWA SERVICES

CONNECT

The OAWA will assist employers and unions to connect female apprentices with job opportunities that match their skill set and certification.

SUPPORT

The OAWA will undertake market research of the local construction industry to provide updates on best practices and innovation with employer and union partners.

TRAINING

The OAWA will provide advisory services, including review of current policies, respectful workplace training and diversity awareness training for employers and unions.

GOALS OF OAWA



Create Opportunities

OAWA works with female tradespeople to assist them in completing their apprenticeship.



Database

The OAWA develops and maintains a registry database to track services provided and apprenticeship numbers of female tradespeople.



Network

OAWA engages with over 75 key stakeholders including employers, unions and training providers.



Did you know?
Women make up less than five per cent of the skilled trades workforce. Where the OAWA exists in Newfoundland and Labrador, this number is at 13 per cent.

PROJECT EXTENSION

Originally scheduled to end May 2022, the Project has been extended to March 2023.