



Promoting Women in Science, Trades and Technology

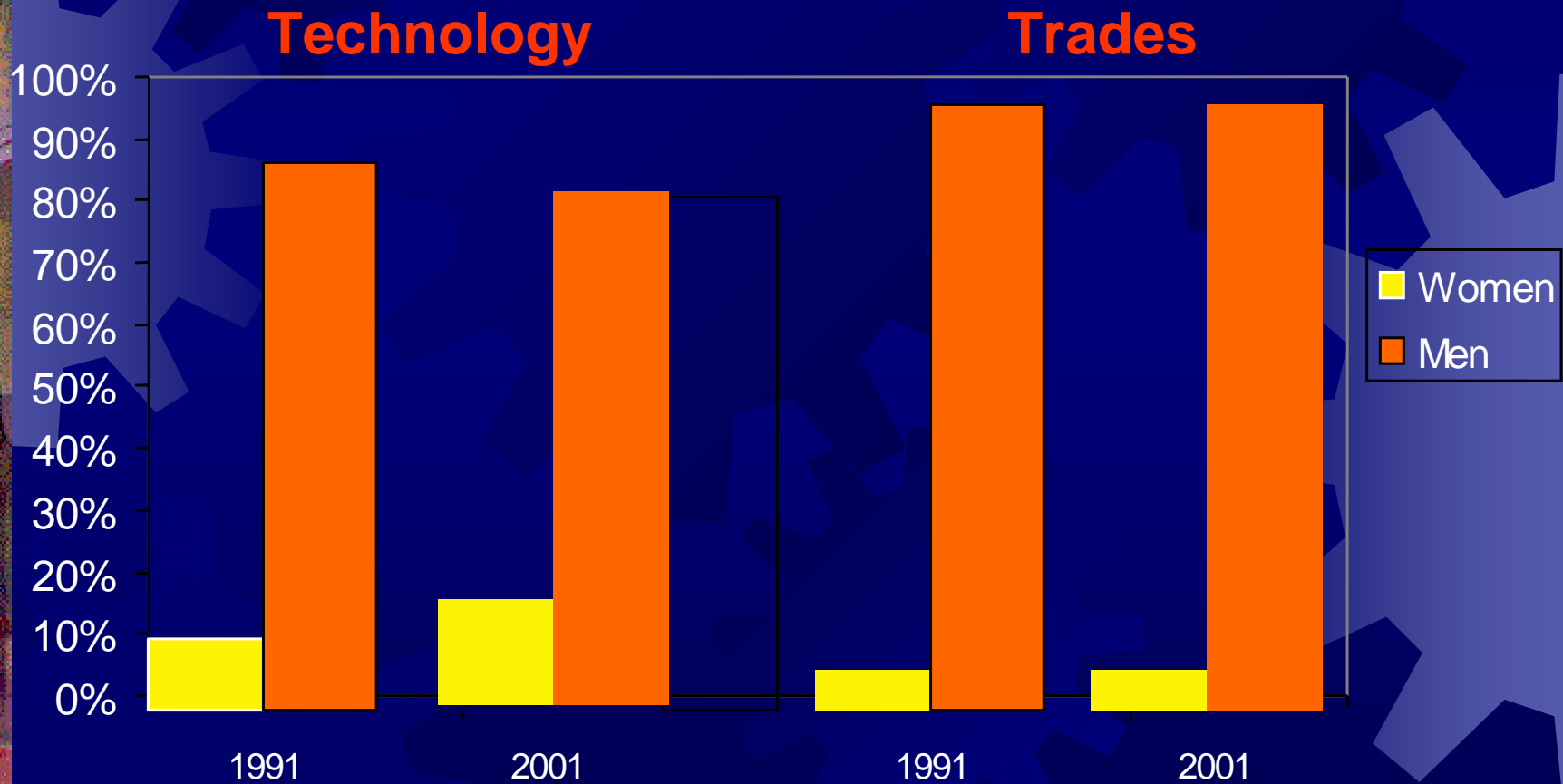
- ✦ Hypatia Association
- ✦ WEE Society/Women's CED Network

The Issue

Women are excluded from training and employment opportunities in science, trades and technology.

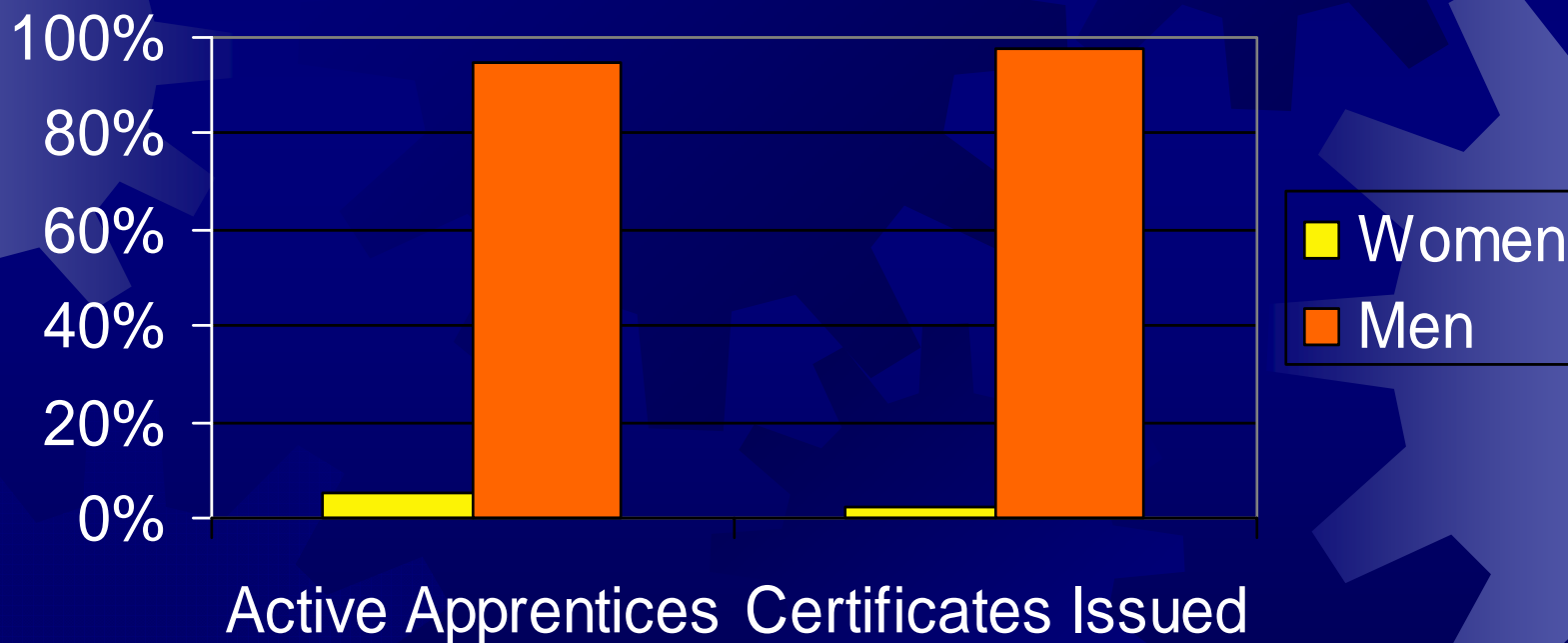
The Data

Employment in Technology and Trades Occupations Nova Scotia 1991-2001



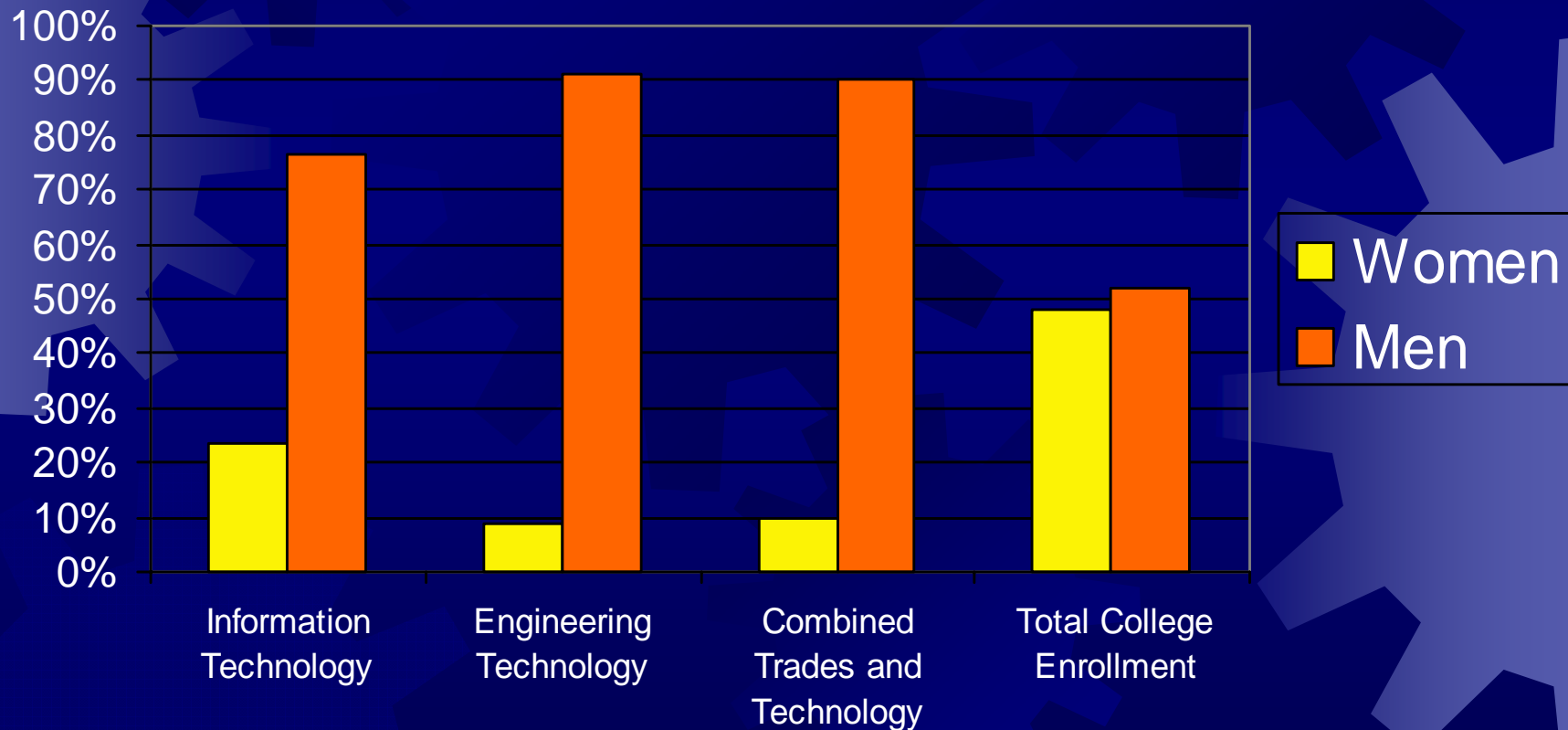
The Data: Apprenticeship

Participation in Apprenticeship Programs in
Nova Scotia 2003



The Data: Enrollment

NSCC Enrollment in Trades and Technology programs 2002



The Consequences – So What?

- ✦ Employers are missing out on the benefits of a diverse workforce; they will become less competitive locally and globally
- ✦ Employers will not be able to make necessary labour force adjustments due to projected skills shortages
- ✦ Employers are often not compliant with Employment Equity Act and may face penalties
- ✦ A large segment of our population continues to be underemployed, earning low wages – the economic impacts are significant

The Research

- ✦ The barriers are systems-based ... women, aboriginal peoples, visible minorities, persons with disabilities are not to blame
- ✦ Few programs address systemic barriers
- ✦ The business case for women in the workplace is well documented
- ✦ The consequences of the under-representation of women are significant - for industry, the economy, post-secondary institutions, communities and women

The Research: Limiting Factors

**Images of
trades and
technology**

**Equity
Policies**

**Learning
environments in
education institutions**

**Attitudes,
expectations and
stereotypes**

**Workplace
culture and
environment**

Our Initiatives

- ✦ *The Digital Divide - a framework for action*
- ✦ *In the Picture ... a future with women in trades, science and technology* Volume One and Two
- ✦ **New Traditions - diversity in trades and technology workplaces**
- ✦ **Changing Lanes ... a comprehensive strategy**



A Comprehensive Strategy

Goal: To support the full participation of women in science, trades and technology training programs and workplaces in Nova Scotia

- ☀ Women-centred program
- ☀ Continuum of Services

Continuum of Services

- ✦ **Gender Diversity Recruitment**

Establish a pro-active outreach and recruitment strategy that focuses on re-entry and young women in non-traditional programs

- ✦ **Preparation Program**

Establish a Prep Program to assist women to explore opportunities in these non-traditional fields

- ✦ **Support for Women in Training at NSCC**

Employ gender equity staff to support women in these non-traditional environments. Enhance the learning environment in partnership with the NSCC

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- ✦ **Employment**

Partner with employers to develop gender equity strategies in the workplace so these women will be employed in supportive work environments

The Partners

- ✦ NSCC
- ✦ Employers
- ✦ HRSDC
- ✦ NS Department of Education
- ✦ Apprenticeship Division
- ✦ NS Department of Community Services
- ✦ NS Advisory Council-Status of Women
- ✦ Status of Women Canada
- ✦ Hypatia Association
- ✦ WEE Society