

A woman wearing a red hard hat with a headlamp, safety glasses, a blue long-sleeved shirt, and a high-visibility yellow safety vest stands with her arms crossed. She is positioned in front of a large body of water, with a green steel bridge structure visible in the background under a clear sky.

*Women
at Work!*

women  unlimited



Women Unlimited, NS Boatbuilders Association and the NS Apprenticeship Agency Partnership Program, Lunenburg 2016

Why is this work important?

Fact:
Women make up
only 5%
of the trades workforce
in Nova Scotia



Count Us In!



Why is this work important?

Fact:

*These are well-paying jobs with benefits—diverse women can increase their earnings by **30-40%***

The Business Case is **Clear**

- Women represent the largest source of skilled trades workers in Nova Scotia
- Tradeswomen bring new ideas, increased collaboration and improved safety
- Greater workplace diversity gives employers an edge in a competitive global marketplace

WOMEN UNLIMITED MODEL

3-5 YEAR JOURNEY

RECRUIT

Engage diverse women

EXPLORE

14-week Career Exploration Program

TRAIN

Support during T&T pre-apprenticeship training programs

WORK

Support transition to employment, retention and advancement through apprenticeship pathway

CHANGE

Work with colleges, employers and apprenticeships to enable diverse, respectful spaces

Changing the Culture

The greatest challenge women face is not only finding an employer who is willing to hire them, but one who is committed to changing their workplace culture so that it is free from sexism, racism, harassment, violence and bullying.

66%
*of Women Unlimited
participants are under
35 years of age*

Nova Scotia Women in Trades Network

*The Nova Scotia Women in
Trades Network has*

365
members





nscC

Angelica Dunn, Metal Fabrication Student



Irving Shipbuilding Women Unlimited Graduating Class, 2017



APPRENTICESHIP

READY WHEN YOU ARE.

A woman wearing safety glasses and a high-visibility vest stands in a workshop, looking towards the right. She is holding a wrench. In the background, there is a red vehicle body on a lift and various industrial equipment.

NOVA SCOTIA
APPRENTICESHIP
AGENCY

Vision 2023:
**A trades
learning
environment
inclusive of
women**

- There are women trades instructors and managers.
- College instructors are well-trained in how to address bullying and harassment and this training and these approaches are valued.
- Male instructors, students and college staff support women as trades learners and encourage their progress.
- This is a place where women don't have to work twice as hard to be considered half as good.

Vision 2023:
**A welcoming
and
respectful
workplace**

- We are equal members of the trades team and are present at all levels of trades organizations and workplaces.
- We have uniforms and PPE that fit us.
This is standard and required.
There are washrooms and locker rooms for us, and our workplace is free of graffiti.
- There is a workplace climate of safety, free of harassment and discrimination.
The workplace feels supportive.
We don't have to prove ourselves over and over again. Men are involved in making workplaces changes that value women.

Vision 2023:
An
apprenticeship
system where
women can
learn and
advance

- Employers are welcoming and value us as apprentices. Employers take action when they see discrimination and disrespectful treatment, including unequal training. We have access to high quality mentors and get the full scope of trade.
- We have technical training options that are of high quality and flexible, valuing diverse learning styles.
- We have women as training officers, mentors, technical training instructors and advocates. We have networks of support and resources to help us when we encounter challenges, including online options.

Vision 2023: In all settings

We can stand up, alone and together, and speak with a strong voice when faced with issues of concern. Men stand with us. Instructors, journeypersons, owners and workers see us as valuable team players.