



# **Advancing Women in Apprenticeship Guidelines**

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Nova Scotia Apprenticeship Agency

April 2024

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## Introduction

### Objectives

Advancing Women in Apprenticeship initiatives are intended to address the barriers women often face on the path to progression in the trades and to influence more positive outcomes for new and existing women apprentices, thereby promoting apprenticeship as a viable post-secondary career path for women in Nova Scotia.

The objectives are to:

- Support the creation of safe, healthy, and respectful workplace environments for women by engaging employers, encouraging employers to participate in workplace training and providing employers with better access to available resources.
- Help create a supportive and inclusive experience for women in trades.
- Provide women with access to learning supports and resources to increase the success of women at each level of their apprenticeship.

### Overview

Advancing Women in Apprenticeship initiatives are administered by the Nova Scotia Apprenticeship Agency (the Agency), funded in part by the Government of Canada's Canadian Apprenticeship Strategy.

The Agency will collaborate with organizations and industry partners to develop initiatives that aim to support recruitment, retention, and advancement of women in the 39 Red Seal construction and manufacturing trades and to achieve the program objectives over a period of three years (2024 to 2027).

Initiatives to support women apprentices will include a financial incentive for new apprentices; additional learning supports for women to address learning challenges that may impact progression; a mentorship program for women to establish connections and enhance the supportive, safe, and inclusive experience; engagement activities with women, employers, and industry partners to increase awareness and support the creation of safe, healthy and respectful workplaces for a diversity of women.

### Eligibility

New and existing Nova Scotia apprentices who identify as women and are employed in one of the 39 Red Seal construction and manufacturing trades are eligible.

Additional eligibility requirements may apply for certain initiatives under this program. For more information, refer to [Advancing Women in Apprenticeship Initiatives](#).

The eligible Red Seal construction and manufacturing trades are as follows:

Boilermaker	Ironworker (Reinforcing)
Bricklayer	Ironworker (Structural/Ornamental)
Cabinetmaker	Landscape Horticulturist
Carpenter	Lather (Interior Systems Mechanic)
Concrete Finisher	Machinist
Construction Craft Worker	Metal Fabricator (Fitter)
Construction Electrician	Mobile Crane Operator
Drywall Finisher and Plasterer	Painter and Decorator
Floorcovering Installer	Plumber
Gasfitter - Class A	Powerline Technician
Gasfitter - Class B	Refrigeration and Air Conditioning Mechanic
Glazier	Roofer
Heavy Equipment Operator (Dozer)	Sheet Metal Worker
Heavy Equipment Operator (Excavator)	Sprinkler Fitter
Heavy Equipment Operator (Tractor-Loader-Backhoe)	Steamfitter/Pipefitter
Industrial Electrician	Tilesetter
Industrial Mechanic (Millwright)	Tool and Die Maker
Instrumentation and Control Technician	Tower Crane Operator
Insulator (Heat and Frost)	Welder
Ironworker (Generalist)	

## Advancing Women in Apprenticeship Initiatives

### Women in Trades Incentive (WITI)

The Women in Trades Incentive provides \$750 to eligible women who are newly registered apprentices in one of the 39 Red Seal construction and manufacturing trades. The incentive is intended to reduce barriers for women by supporting costs associated with new employment as an apprentice.

This is a one-time, non-repayable incentive for individuals who meet the following eligibility requirements:

- They self-identify as a woman.
- They have registered as an apprentice with the Agency on or after December 4, 2023.
- They are employed in one of the 39 Red Seal construction and manufacturing trades.
- They live and work in Nova Scotia.

To learn more and apply for this incentive, click here: [APPRENTICE SUPPORTS | Nova Scotia Apprenticeship Agency \(nsapprenticeship.ca\)](#).

## Learning Supports

Learning supports, interventions and accommodations are available through the Agency to increase the success of women apprentices at each level of their apprenticeship. The Agency's Learning Support team has increased capacity and will focus on women who are experiencing significant barriers to progression and completion as an initiative to advance women apprentices.

Learning Support Strategists provide customized supports to apprentices based on their learning needs. Apprentices may benefit from Essential Skill assessments that provide relevant feedback on their learning styles and strengths.

Interventions may include providing access to study materials such as interactive trade specific modules, math and study skills review, exam analysis preparation, exam anxiety coaching, exam bank practice, individual or small group tutoring, and/or recommendations for assistive technology.

Accommodations are also determined based on the apprentice's needs, for example but not limited to, providing and approving an individual or small group exam sitting, a reader, a translator and/or scheduled breaks.

For more information about Learning Supports and available resources, contact the [Nova Scotia Apprenticeship Agency](#) or email [learningsupport@novascotia.ca](mailto:learningsupport@novascotia.ca).

## Mentorship Program

Through collaboration with industry partners, the Agency will establish a mentorship program for women in trades to promote connection, support, encouragement, and safe, inclusive work experiences. Women apprentices will be connected to mentors, creating a community of tradespersons committed to the advancement of women in their apprenticeship journeys.

To learn more about the mentorship for women, including how to become a mentor, contact the [Nova Scotia Apprenticeship Agency](#).

## Engagement and Collaboration with Industry

Ongoing engagement through outreach, collaboration with industry partners, and awareness initiatives aim to provide employers with resources and supports to assist with the recruitment, retention, and advancement of women in the Red Seal construction and manufacturing trades.

Information sessions and training workshops aimed at shifting workplace culture and creating safer, more respectful, and inclusive environments will be available to employers, industry groups and women under this program.

For more information about sessions and workshops available contact the [Nova Scotia Apprenticeship Agency](#).

## Contact Us

For more information, contact the Nova Scotia Apprenticeship Agency:

-  Halifax Office: (902) 424-5651
-  Toll Free (NS): 1-800-494-5651
-  Women in Trades: [WIT@novascotia.ca](mailto:WIT@novascotia.ca)
-  [Women in Trades | Nova Scotia Apprenticeship Agency \(nsapprenticeship.ca\)](https://www.nsapprnticeship.ca)