

The Provincial Women in Trades FORUM

Why Women... Why Trades... Why Now?



Forum Report

March 5th, 2014
at Collège Boréal, Sudbury Ontario

Funded by

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EXECUTIVE SUMMARY



The provincial Women in Trades Network (WiTN) is a collaboration of Ontario-based individuals and organizations dedicated to accelerating women’s participation in the trades, to increase women’s access to good jobs and decrease their risk of poverty.

On March 5th, 2014, 150 individuals gathered in Sudbury, Ontario to take part in the fourth Women in Trades Forum initiated by the Women in Trades Network to support the participation of women in non-traditional skilled trades.

To underscore the importance of this event, the City of Greater Sudbury proclaimed March 5th as **Women in Trades Day** “to give women of all ages an opportunity to consider a viable career in the skilled trades... (and) show employers how to build their future workforce...”

With support from the Government of Ontario, the Canadian Women’s Foundation and local community partners, this one-day forum, hosted at Collège Boréal’s Sudbury campus, featured two distinct program streams –

“Trades Awareness and Access” sessions for key stakeholders with an interest in supporting women’s participation in the trades, and

“Try on a Trade” sessions for women 18 and older to gain hands-on experience in the college’s trade shops, and hear first hand from tradeswomen about the realities of a career in the trades.



Jane Wilson, Director of Women’s Services, Community MicroSkills Development Centre



France Bélanger-Houle, Directrice –
Services d'emploi, Collège Boréal

Trades Awareness and Access

Throughout the day, industry leaders, tradeswomen, educators, trainers, employment service providers, employers, union leaders, advocates for women, government representatives and other key stakeholders gained more information about:

- how jobs in trades are changing in the north;
- how employers are integrating women into their workplaces;
- counselling female students and job seekers on careers in the trades;
- gender-specific best practices in training, apprenticeship and employment;
- tradeswomen's experiences in education, apprenticeship and on the job;
- opportunities for Aboriginal women in the trades; and
- Ontario's apprenticeship system and the role of the Ontario College of Trades.

Try on a Trade

This special segment of the forum focused on providing women 18 years of age and older with opportunities to explore new careers through two “try on a trade” workshops chosen from six high-in-demand trades taught at Collège Boréal: welding, carpentry, heavy equipment technician, millwright, electrical and automotive service technician. All workshops were led by Collège Boréal's bilingual instructors.

Shop Tours and Marketplace

All forum participants had the opportunity to tour Collège Boréal's trade shops, and explore the resources that were showcased in the Forum Marketplace including a newly developed web portal on women in the trades sponsored by the Women in Trades Network (WiTN).

“The women trying on a trade appeared very happy with the experience. It can be intimidating to think of entering trades training when the environment and requirements of the work are such an unknown; an opportunity to explore different shops and trades is both educational and empowering.” –participant

BACKGROUND

“Girls need to be invited to use tools. When we master those tools, we acquire skills for life.”

– Catherine Langin, L. May
Metal Fabricators Ltd.



Collège Boréal Trade Shop – Women
Trying on a Trade

A CRITICAL ISSUE AND UNIQUE FORUM MODEL

The issue of attracting more women into the trades is of critical importance, given the projected skilled trades shortages – the Canadian Chamber of Commerce has reported that by the year 2020, Canada will be short one million trades-people. It’s also an issue of deep concern to women – with such high rates of poverty amongst Canadian women, in particular Aboriginal women (First Nations, Métis, Inuit) at 36%, visible minority women at 35%, and single parent mothers at 21%.

The Sudbury Women in Trades Forum – Why Women...Why Trades... Why Now? built upon a highly successful forum model for community collaboration developed by the Women in Trades Network and tested in two other regions – Halton and Greater Toronto – over the past three years.

The model aims to connect and focus local stakeholders on sharing expert knowledge, showcasing high-impact women’s initiatives from across the province, and offering hands-on learning opportunities for local women. By providing opportunities for networking and showcasing both regional and national best practices, the model also facilitates ongoing dialogue and momentum for the future.

Collège Boréal’s Manager of Trades & Apprenticeship who had attended one of the earlier Women in Trades Forums, introduced the idea of hosting a similar forum in Sudbury. Regional stakeholders agreed that hosting a Women in Trades Forum would support several elements of their local strategy described in a recently developed logic model.

In Greater Sudbury

Prior to the forum, regional stakeholders in Sudbury had come together to discuss how to build on local efforts to increase the participation of women in non-traditional trades with an aim to developing a local strategy. Workforce Planning for Sudbury & Manitoulin facilitated the planning process to identify unique challenges such as: the role of employers; a cyclical yet active mining industry heavily reliant on the trades; the low rates of women entering local college trades programs and OYAP (Ontario Youth Apprenticeship Programs); the role of parents and educators; the location of available jobs; and stigma still associated with “trades” jobs. From this analysis, a Logic Model for Women in Trades strategy was developed to help guide future actions on this issue. The model is available at: <http://www.planningourworkforce.ca/pdf/LogicModelwomenintrades2013.pdf>

EVENT PLANNING



The Planning Committee for the forum consisted of representatives from the Women in Trades Network as well as regional stakeholders from across the City of Greater Sudbury and the Manitoulin District. Workforce Planning for Sudbury & Manitoulin acted as the lead regional partner, in collaboration with Collège Boréal as event host. Other regional member organizations of the Planning Committee were:

- Cambrian College
- City of Greater Sudbury
- Gezhtoojig Employment and Training
- Local Immigration Partnership, City of Greater Sudbury
- N'Swakamok Native Friendship Centre
- Skills Ontario/Canada
- Toromont
- Wii-ni n'guch-tood LDM Employment & Training

The planning committee met monthly from August to December 2013, and bi-weekly in January and February 2014. The committee agreed that the Women in Trades Forum model presented a unique opportunity to address two local issues identified in the locally developed logic model plan: employer engagement and participation rates of women in the trades.

Employer engagement:

While some Greater Sudbury employers are opening their doors to women, many are still reluctant to train female apprentices or hire tradeswomen for a variety of reasons: unwillingness to adapt their physical workspace to accommodate women, reluctance to change the “male” culture, and a belief that tradeswomen are not as capable of doing the job as men. While myths are slowly eroding it was well recognized that far more needed to be done to increase employer engagement.

Participation rates of women in trades:

Local reports and data continue to confirm: low participation rates by women in non-traditional trades; low female enrolment in trade, technology and OYAP programs; few gender streamed pre-apprenticeship programs; ongoing apprenticeship challenges such as low literacy skills; female apprentices who drop out or don't complete their apprenticeship; a highly competitive job market; lack of mentors/supports to connect tradeswomen; and the negative impact of shift work on family/childcare creating additional barriers.



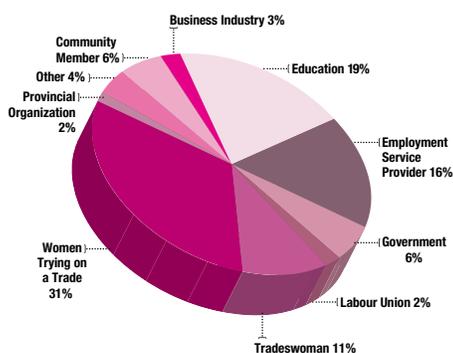
Collège Boréal Trade Shop – Women
Trying on a Trade

Forum Objectives and Activities

To respond to these issues, the Planning Committee proposed the following objectives to guide the development of the forum agenda:

- profile national and local champions of innovative programs engaging women in trades;
- highlight how employers can integrate more tradeswomen into their workforce;
- share information on various apprenticeship pathways for women and highlight how jobs in the trades are changing;
- offer hands-on training, tools and resources to engage women in trades and technology;
- provide networking opportunities for women and leaders from industry, education, business and community services; and
- showcase the trades training offered in the College's trade shops.

Breakdown of Forum Registrants



More than 500 invitations and promotional flyers for the forum were emailed by planning committee members to organizations on their database by the end of January 2014 and media were asked to share the information through Public Service Announcements and information on their message boards.

Note: Forum agendas can be found in Appendix A

Forum Target Audience

The goal of the forum was to bring together key stakeholders to strengthen community leadership in supporting and accelerating the entry of women into the skilled trades. The target audience consisted of:

- Industry, Labour and Business Owners;
- Union Leaders;
- Women 18 years of age and older;
- Tradeswomen;
- Community and Women's Organizations;
- Educators, Career Practitioners and Employment Service Providers; and
- Government Leads in Trades Training and Employment.

Women trying on a trade represented 31% of all forum participants. Strong representation at the forum also came from Education (19%) and Employment Service Providers (16%).



Collège Boréal Trade Shop – Women
Trying on a Trade

THE FORUM

Marketplace

Participants had the opportunity to visit resource and information displays staffed by the following organizations:

- Cambrian College
- Community MicroSkills Development Centre
- Conestoga College
- Covergalls, www.facebook.com/covergallsworkwear
- Employment Options, Collège Boréal
- Influential Women of Northern Ontario Awards, www.influentialwomen.ca
- Moxie Trades, www.moxietrades.com
- N'Swakamok Native Friendship Centre
- Skills Canada-Ontario, www.skillsontario.com
- Workforce Planning for Sudbury & Manitoulin



Tammy Evans, President, Canadian Association of Women in Construction

Keynote Speaker

Keynote speaker, Tammy Evans, President of the Canadian Association of Women in Construction, set a motivating and exciting tone for the day. Tammy shared her story as a latchkey kid in a vulnerable neighbourhood where families struggled with poverty and were surrounded by drugs, the sex trade, and few resources to improve their circumstances. She said in her neighbourhood it was well known that you “stay invisible to stay alive.”

At the age of 14, Tammy asked a neighbourhood construction site manager for a job to get some pocket money. She became the runner for the crew, which led to operating machinery such as a digger, and eventually to fifteen years as a Project Manager in the land development and construction industry. From there she returned to school and completed her law degree. Today, she is a Partner and Member of ACES (Architectural, Construction, Engineering Services) and Real Estate and Leasing Groups at Blaney McMurtry LLP, where her practice focuses on all aspects of land development and construction law.

Tammy’s message was simple – women from any background can do anything they put their mind to and trades are a great career choice for women. “Don’t let anyone tell you that you can’t do a trades job!”

“Don’t let anyone tell you
that you can’t do
a trades job!” – Tammy Evans,
President, Canadian
Association of Women
in Construction

Workshops

Forum attendees had the option of selecting three of seven workshops offered during morning and afternoon sessions, one of which was offered in English and in French:

- How To Integrate Tradeswomen Into Your Workforce
- A Look At Trades In The Future And Prospects In The North
- Becoming An Apprentice/Counselling Students Or Clients / Démarrer En Apprentissage – Conseil Aux Étudiantes/Clientes
- Promising Practices And Gender Specific Initiatives
- Tradeswomen’s Roundtable – My Career In The Trades
- Aboriginal Women In The Trades
- Ontario College Of Trades – Impact On Apprentices, Journeypersons And Employers.



Culinary Arts Presentation

In addition, the forum included guided tours of the Collège Boréal trade shops offering all participants a choice of tours in either English or French.
(for session overviews please see: Appendix B)

Culinary Arts Presentation (Bonus Feature)

The Culinary Arts students at Collège Boréal prepared and served the food and drinks at the nutrition break and a hot buffet luncheon. The luncheon was served in the College restaurant “Au Pied du Rocher” (translation: “at the foot of the rock”) and was made possible through a special partnership between the College and the City of Greater Sudbury.

Proclamation

On behalf of the City of Greater Sudbury and Mayor Marianne Matichuk, Deputy Mayor and Councillor Ron Dupuis presented the city’s Women in Trades Day proclamation to Jane Wilson, Director of Women Services at Community MicroSkills Development Centre and Pierre Riopel, President of Collège Boréal.



From Left: Pierre Riopel, President, Collège Boréal – Jane Wilson, Director of Women’s Services, Community MicroSkills Development Centre – Ron Dupuis, Councillor and Deputy Mayor, City of Greater Sudbury



Marketplace

WOMEN IN TRADES NETWORK Presents “Promising Practices and Gender Specific Initiatives”

At each forum, the Women in Trades Network convenes a panel representing sector partners, women’s services and training organizations that are innovating to help women get skills and qualifications for good jobs in trades and technology. The purpose is to inspire forum participants to think creatively and broadly about how we can work better together to improve job outcomes for women.

This year’s panelists presented three different program models that supported diverse groups of women living in three very different communities. A common thread linking all of the programs was their sponsors’ willingness to depart from the status quo, in order to design training that addresses sector demand and women’s equality.

The panel members and featured programs were:

Irene Casey, Project Manager, Women into Electrical Engineering Technology, Algonquin College,

<http://www3.algonquincollege.com/acce/women-into-electrical-engineeringtechnology/>

Anna Willats, Coordinator – Women Transitioning to Trades and Employment, George Brown College, Toronto

<http://newcomerwomenemployment.weebly.com/4/post/2011/07/womentransitioning-to-trades-program-george-brown-college.html>

<http://ysnwebelong.ca/index.php/2013/04/29/george-brown-colleges-womentransitioning-to-trades-employment-preparation-program-informationssession/>

Ann Batisse, Program Director, Aboriginal Women in Mining, Kirkland Lake, Ontario

www.facebook.com/AboriginalWomenInMining

“When you strengthen women, everyone benefits, including families and communities.

Women need to be equal in society, especially those facing additional barriers.

When equal, women move off inadequate social assistance, have extra money to spend in their communities, and it changes their children’s lives.

Employers who previously would not have, are now starting to give second generations a chance.”

– Anna Willats,
George Brown College



Collège Boréal Trade Shop –
Women Trying on a Trade

Try On A Trade Sessions – For Women 18+

Fifty-eight women participated in this hands-on, experiential portion of the day, some of whom drove almost 200 kilometres from as far as Manitoulin Island (M'Chigeeng First Nation, Mindemoya, Wikwemikong and Manitowaning).

Each trade shop workshop was led by a bilingual instructor from the College and provided a powerful hands-on opportunity for women who wanted to explore and experience a trade. Women who registered for this segment could choose two of the following six trades: carpentry, welding, electrical, heavy equipment technician, automotive service technician, and millwright.

Sessions started with a brief overview of the trade and important information about health & safety requirements, followed by an opportunity to use the tools. Women performed tasks such as welding a line by means of rods and an ARC welder, building wood forms, installing a three way switch, and changing spark plugs.

Outreach and recruitment

A focused outreach and recruitment strategy for this special segment was conducted by planning committee members through their various community networks, in order to reach women in isolated circumstances and encourage their participation. This included customized promotional materials and Public Service Announcements targeted to women looking for new career opportunities.

Special requirements

Women who registered for this segment were informed of the need to dress appropriately and all participants were issued with safety glasses, gloves and special footwear, compliments of Collège Boréal and the City of Greater Sudbury. Workforce Planning for Sudbury & Manitoulin provided women with backpacks to carry all of their items.

The registrations for this segment reflected interest in the following trades: Carpentry 35%; Welding 28%; Electrical 24%, Heavy Equipment Technician 23%; Automotive Service Technician 15% Millwright 9%.

**It is worth noting that a number of women commented that they did not know what a millwright does which may be important for college promotional efforts in future.*



Collège Boréal Trade Shop –
Women Trying on a Trade

EVALUATION RESULTS

Overall, participants indicated a high level of satisfaction with the forum.

An evaluation was completed by 93 of the 150 participants, rating sessions they attended on a scale of one to five with 1 being unsatisfactory and 5 being excellent. The chart below indicates the average rating for each session.



Marketplace

“We are professionals, there is no such thing as a dirty trade.”
– Tradeswoman

Forum Presentations

	Number of Respondents	Average Rating
Keynote Presentation	84	4.6
A look at Trades in the Future and Prospects in the North	63	4.3
Becoming an Apprentice/ Counselling Students/Clients (English)	46	4.2
Démarrer En Apprentissage – Conseil Aux Étudiantes/Clientes	14	4.7
Tour of Trade Shops	67	4.4
Promising Practices and Gender Specific Initiatives	57	4.4
Tradeswomen Roundtable – My Career in the Trades	54	4.6
Aboriginal Women in the Trades	32	4.2
Ontario College of Trades	62	3.6
Marketplace	61	4.1
Lunch	86	4.9

General Impressions

Overall, I was satisfied with this forum	93	4.5
This forum met my expectations	93	4.4
I am likely to attend another event like this	92	4.6
This forum will be useful to me	92	4.4
I would recommend this forum to others	92	4.6

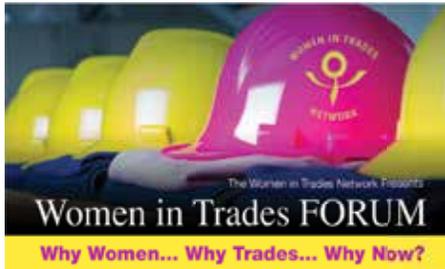
APPENDIX A CONFERENCE AGENDAS



AGENDA General Participant

March 5 2014
8:30 am – 3:00 pm
Collège Boréal, Sudbury

8:30 am	Registration	(Amphitheatre – 3rd Floor)
9:10 am	Welcome	(Amphitheatre – 3rd Floor)
9:20 am	Keynote Speaker HOW TO INTEGRATE WOMEN INTO YOUR WORKFORCE Tammy Evans, President – Canadian Association of Women in Construction	(Amphitheatre – 3rd Floor)
10:00 am	Nutrition Break	(Marketplace – 3rd Floor)
10:15 am	Morning Workshops: 1a) A LOOK AT TRADES IN THE FUTURE – PROSPECTS IN THE NORTH -or- 1b) BECOMING AN APPRENTICE – COUNSELLING STUDENTS/CLIENTS	(Amphitheatre – 3rd Floor) (4th Floor) (Room 4440 – English) (Room 4420 – French)
11:15 am	Trade Shop Tours: English Tour/French Tour	(Marketplace – 3rd Floor)
11:45 am	Lunch	(Restaurant “Au Pied du Roché” – 3rd Floor)
12:30 pm	Panel: PROMISING PRACTICES AND GENDER SPECIFIC INITIATIVES -or- TRADESWOMEN’S ROUNDTABLE – MY CAREER IN THE TRADES	(Amphitheatre – 3rd Floor) (Amphitheatre – 1st Floor)
1:15 pm	Afternoon Workshops: 2a) ABORIGINAL WOMEN IN THE TRADES -or- 2b) ONTARIO COLLEGE OF TRADES – IMPACT ON APPRENTICES, JOURNEYPERSONS AND EMPLOYERS	(Room 4460 – 4th Floor) (Amphitheatre – 1st Floor)
2:15 pm	Trade Shop Tours: English Tour/French Tour	(Marketplace – 3rd Floor)
2:45 pm	Closing Remarks, Prize Draw	(Amphitheatre – 3rd Floor)



AGENDA Women Trying on a Trade

March 5 2014
8:30 am – 3:00 pm
Collège Boréal, Sudbury

8: 30 am	Registration	(Amphitheatre – 3rd Floor)
9:10 am	Welcome	(Amphitheatre – 3rd Floor)
9:20 am	Keynote	
	HOW TO INTEGRATE WOMEN INTO YOUR WORKFORCE	
	Tammy Evans, President – Canadian Association of Women in Construction	(Amphitheatre – 3rd Floor)
10:00 am	Nutrition Break	(Marketplace – 3rd Floor)
10:15 am	Try on a Trade	(Room 3380 – 3rd Floor)
11:45 am	Lunch	(Restaurant “Au Pied du Roché”– 3rd Floor)
12:30 pm	Panel:	
	PROMISING PRACTICES AND GENDER SPECIFIC INITIATIVES	(Amphitheatre – 3rd Floor)
	-or-	
	TRADESWOMEN’S ROUNDTABLE – MY CAREER IN THE TRADES	(Amphitheatre – 1st Floor)
1:15 pm	Try on a Trade	(Room 3380 – 3rd Floor)
2:45 pm	Closing Remarks/Prize Draw	(Amphitheatre- 3rd Floor)

APPENDIX B SESSION OVERVIEWS

“All very informative
and helped me realize
I was interested
in Automotive!” –participant



Trade Shop Tour Group

A LOOK AT TRADES IN THE FUTURE – PROSPECTS IN THE NORTH

In this workshop, participants learned about trends in skilled trades employment; the ways in which union membership plays a role; job mobility requirements and remote camps; and insights into how a skilled trades career can lead to entrepreneurship.

Presenters:

Anthony Iannucci: Training Coordinator, Local 800 Plumbing and Pipefitters Union.

Catherine Langin: Owner, L May Metal Fabricators Ltd.

Marissa McTasney: Creator/builder of Moxie Trades brand.

BECOMING AN APPRENTICE – COUNSELLING STUDENTS/CLIENTS

This workshop provided Educators, Career Counsellors, Employment Service Providers and others with an opportunity to learn about the trades, and how to engage and navigate women/girls through various career pathway options.

Topics Covered:

- Ontario Apprenticeship System;
- Red Seal Program;
- Ontario Ministry of Training, Colleges and Universities;
- Ontario College of Trades;
- Apprenticeship Training;
- Employers/Sponsors;
- OYAP (Ontario Youth Apprenticeship Program);
- Co-op Diploma Apprenticeship Program; and
- Pre-Apprenticeship Training Program.

Presenters:

Wendy Papineau: Apprenticeship Branch, Ministry of Training, Colleges and Universities.

Michel Grandmont: Sudbury Catholic District School Board.

Lesley Yeomans: Cambrian College.

BECOMING AN APPRENTICE – COUNSELLING STUDENTS/CLIENTS DEVENIR APPRENTIE DANS UN MÉTIER SPÉCIALISÉ – BIEN ORIENTER LES ÉTUDIANTS ET VOS CLIENTS

Charlotte Primeau: Chef, programme d'accès, Collège Boréal.

Denis Brouillette: Chef, programme d'apprentissage et métiers, Collège Boréal.

Karine Denis: Intervenante et coordonnatrice du développement communautaire au Centre de la Passerelle pour femmes, Timmins ON.

TRADESWOMEN'S ROUNDTABLE – MY CAREER IN THE TRADES

A panel of tradeswomen spoke about: their jobs, the expertise and knowledge needed for their trade; their experiences and what inspired them to take the career trade pathways. The session included a question and answer portion.

Presenters:

Dawn Graham: Railway Signals & Communications Technician, Power Maintenance Electrician, Stagehand, Live Performance Industry, Adult Educator.

Liza Kokko: Licensed Auto Mechanic, Certificate of Education, Queens University, Peel District School Board (2006-2009); Teacher of Transportation Technology, Rainbow District School Board Occasional Teacher (2010 +) in Construction Technology.

Andrea MacNab: Supervisor, Toromont Industries Ltd., Industrial Maintenance Electrician.

Leah McIntyre: Welder Fitter, International Brotherhood of Boilermakers Union Local 128.

ABORIGINAL WOMEN IN THE TRADES

Presenters:

Each presenter offered a unique look into the work that they do and some of the challenges and opportunities that exist.

Kelly Lamontagne: Life-Skills Coach, Aboriginal Women in Mining, New Liskeard promotes Aboriginal women to partners in mining and mining support industries. Kelly underscored that all trades are essential to run the mines and that opportunities are not limited to underground work.

Gina Simon: Construction Maintenance Electrician, Ontario Hydro and Canadian Union of Skilled Workers discussed work and experiences in the workplace. She noted that women have a lot to offer, and advised participants to take things seriously and to always do your best. Gina also highlighted how formal education is a big part of training in trades but that workplace discrimination towards women is a key challenge that still needs to be addressed.

“We enjoyed the day and hope you’ll ask us back” – Andrea Bennett, Kenjgewin Teg Educational Institute (KTEI)



From Left: Rose Ann Beaudry, Participant in Women Trying on a Trade, winner of the Covergalls giveaway – Andrea Bennett, Kenjgewin Teg Educational Institute (KTEI)



ONTARIO COLLEGE OF TRADES – IMPACT ON APPRENTICES, JOURNEYPERSONS AND EMPLOYERS

Presenters offered an overview of the Ontario College of Trades (OCoT), a regulatory college for the skilled trades, the first in North America. The mandate of OCoT is to protect the public interest by ensuring confidence in the qualifications, modernization and promotion of skilled trades.

Presenters:

Alice Power: Program Coordinator, Ontario College of Trades.

Corina Hicks: Enforcement Officer, Ontario College of Trades.

From Left: Leah McIntyre, Welder-Fitter – Andrea MacNab, Industrial Electrician, Supervisor at Toromont – Liza Kokko, Automotive Technician, Technology Teacher RDSB



From Left: Irene Casey, Project Manager, Women into Electrical Engineering Technology Program, Algonquin College – Anna Willats, Coordinator, Women Transitioning to Trades and Employment, George Brown College – Ann Batisse, Aboriginal Women in Trades and Mining

ACKNOWLEDGEMENTS

“Thank you – it was an eye opener!” –participant

Planning Committee Members

We would like to acknowledge Workforce Planning for Sudbury & Manitoulin and Collège Boréal for their exceptional leadership in forum planning, and all the members of the Planning Committee and their respective organizations for the long hours dedicated to the planning and execution of this dynamic and inclusive event.

- Reggie Caverson – Workforce Planning for Sudbury & Manitoulin
- Alexandra Richardson – Workforce Planning for Sudbury & Manitoulin
- Denis Brouillette – Collège Boréal
- Isabelle Ayotte – Collège Boréal
- Jane Wilson – Community MicroSkills Development Centre
- Vivienne Martin – City of Greater Sudbury
- Lesley Yeomans – Cambrian College
- Louise Turcotte – Cambrian College
- Lorraine Migwans – N’Swakamok Native Friendship Centre
- Ann Marie Sanford – (formerly with)Wii-ni n’guch-tood LDM Employment & Training
- Dawn Graham – Power Maintenance Electrician and Adult Educator
- Scott Fischer – Local Immigration Partnership, City of Greater Sudbury
- Alexi Breton – Skills Ontario/Canada
- Ron Sarazin – Gezhtoojig Employment and Training
- Matt Goodale – Toromont

Forum Host – Collège Boréal

The Committee would like to express its appreciation to Collège Boréal President Pierre Riopel for hosting this event and to Denis Brouillette, Manager, Trades & Apprenticeship. Special thanks to Collège Boréal staff (including trade shop instructors, IT support and volunteers) and the Culinary Arts students and Chefs, all of whom helped to make this forum a beneficial and productive learning experience.



Collège Boréal Trade Shop – Women
Trying on a Trade



Collège Boréal Trade Shop – Women
Trying on a Trade

SPECIAL THANKS

We would like to acknowledge the additional funding, resources and assistance provided by many of the planning committee member organizations for various aspects of the forum – from the creative work prior to the forum, to the forum day (including photographs, equipment, lunch, and transportation) and post forum work.

We would also like to acknowledge the tradeswomen and guest speakers who generously shared their knowledge and expertise.

A special thank you to Event Planner Dana Comacchio and Research and Event Planner Alexandra Richardson for their role in addressing all event logistics.

Our sincere appreciation to the Canadian Women’s Foundation and the Government of Ontario for their financial contribution to this project.

This report was prepared by Workforce Planning for Sudbury & Manitoulin and Community MicroSkills Development Centre in collaboration with writer Dana Comacchio.

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Design by Creative Odyssey Marketing and Design Inc., Sudbury, Ontario

Translation by Jean Charles Cachon, Sudbury, Ontario

The views expressed in the report are the views of forum participants and planners and do not necessarily reflect those of the Ministry.