



WOMEN — IN TRADES —

Q&A ^{with} Sherry Holmes

Mediaplanet sat down with contractor, TV personality, and motivational speaker Sherry Holmes, to discuss why she's passionate about encouraging young women to consider a rewarding career in the professional trades.

Mediaplanet *Why is it so important that young women be encouraged to consider the trades as an industry for a rewarding career?*

Sherry Holmes There is, and will continue to be, a demand for labour in the skilled trades. It's estimated that Canada will be short hundreds of thousands of skilled tradespeople by 2020 as many people in the skilled trades are retiring. This is such a great opportunity for women! A career in the skilled trades can be lucrative, flexible, creative, and rewarding. With the right skills and experience, you can eventually be your own boss and have your own business. Plus, women bring a different perspective to the job. I'm not saying there won't be challenges — there will be — but I also believe there's a lot of support out there. I work with many builders who have put programs together to encourage women to join the trades.

MP *What's the most rewarding part about working in the trades?*

SH Working in the trades offers a lot of variety and every day is different with a new set of challenges. Tackling those challenges and trying new things is really what makes a career in the trades so exciting. It's never boring and I get to learn continuously and perfect my skills. Being a mentor and ambassador for organizations like Skills Canada and Build A Dream is truly inspiring. The more young women I meet, the more encouraged I am that this isn't just a phase — it's a change that's here to stay, and a strong female presence will be part of the next generation of skilled trades.



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Digital Content Manager: **Camille Co** Contributors: **Paul Choi, Zoe Davey, Ken Donohue, Jennifer Green, Ian Howcroft, D.F. McCourt, Jamie McMillan, Anne Pappmehl, Victoria Rose, Melissa Vekil**
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— Kandise Barron, Boilermaker/Welder
Welding Techniques grad, '11

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A MESSAGE FROM SKILLS ONTARIO



Jennifer Green
Manager of Youth
Outreach, Skills Ontario &
Industrial Millwright

Make no mistake — women are equally suited to working in trades as men. Rigid gender-roles were in the way previously, but it's not the barrier anymore! Now, we need to learn about all the options in the trades and hear success stories from female tradespeople, raising awareness for all. There are over 155 trades to choose from in Ontario. Job openings in the trades are growing at a time where overall employment opportunities are scarce, so getting women thinking about themselves in the trades is important for the Canadian economy and for redefining gender roles.

My unique position as an Industrial Millwright provides me with the opportunity to share my experiences, inform, and encourage others. For those pursuing trades, a mentor is a valuable asset for learning trade secrets and learning what life is really like as a tradesperson. Finding my career path has led me to advocate for the trades on a provincial and national level — I want this success for others too!



Ian Howcroft
CEO, Skills Ontario

This year, Skills Ontario will be celebrating 30 years of promoting skilled trade and technology careers to youth. We've made a lot of progress, but there is still much work to do. Businesses continue to advise that their number-one challenge is finding enough skilled workers.

We promote skilled trade opportunities in a variety of ways. Last year, we did almost 2,000 in-school presentations. One of our focus populations is young women. We host Career Exploration Events for young women across the province, and each May, we hold the Skills Ontario Competition,

the largest Skills Competition in the country, which coincides with the largest Young Women's Conference in Canada.

All of our sessions are immersive and provide a wonderful chance for young women to explore opportunities in the trades and to discover fulfilling, secure careers. Young women are significantly underrepresented in the trades, so we are building awareness and making connections to guide a clear way forward. We want to ensure that all girls and young women know about the opportunities in the skilled trades.

HOW HILTI IS BUILDING A BETTER FUTURE FOR WOMEN



Martina McIsaac
President &
General Manager,
Hilti (Canada)
Corporation

The construction industry has come a long way as more women join different areas of the business. With an increasing demand for professionals, positively fostered by more inclusive work environments, it's an especially exciting time for women coming into the workforce or considering a move. Opportunities abound in all functions including sales, finance, project management, operations, engineering, and design.

We want to change the face of the industry and make diversity the norm rather than the exception. That starts with how we support and provide equal opportunities and a rewarding career for all people.

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ENSURING WOMEN IN TECHNOLOGY HAVE A VOICE



Sarah Gauen

Inclusion & Diversity Specialist,
Algonquin College

Research shows that diversity in the classroom benefits all learners. “When you have different perspectives and ideas coming together, students tend to come up with more innovative, well-rounded solutions to the problem-solving challenges they face in the classroom and in the workplace,” says Sarah Gauen, an Inclusion and Diversity Specialist at Algonquin College in Ottawa.

“We Saved You a Seat” building critical mass for women in technology

Intent on addressing low registration and graduation rates of women in tech programs, Algonquin recently established a three-year pilot program to recruit more women into its four key technology programs: Electrical Engineering Technician, Mechanical Engineering Technician, Electro-Mechanical Engineering Technician, and Computer Systems Technician. Through its “We Saved You a Seat” initiative, the school is reserving 30 percent of the enrolment spots in these programs for women in order to increase gender diversity in classrooms and to attract more qualified women to non-traditional careers.

The students will be taught by faculty trained to teach in gender-diverse classrooms and will have opportunities to connect with industry mentors. “Gaining that 30 percent



Students in the Electro-Mechanical Engineering Technician program.

critical mass will ensure women feel they have a place here, and a place working with technology,” says Gauen.

The tech trades offers women access to exciting, high-paying jobs, and the chance to have an impact on society.

“By having a voice, women in tech will not only influence the choices corporations make, but they can also use their unique perspective to help solve societal problems,” says Gauen.

The program also places new focus on support for women once they arrive at the college with the message that, “We’ll welcome you here and help you to succeed.”

If you’re a woman interested in exploring technology through innovative programming, visit algonquincollege.com.

Anne Pappmehl



We Saved You a Seat

We reserved up to 30% of classroom seats for qualified women in select technology programs. Learn more about how to receive program support, including mentoring and financial incentives.

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THE CHANGING FACE OF THE TRADES



Anna Strachan

Coordinator, Precision Manufacturing Programs, School of Skilled Trades and Apprenticeships, Sheridan College

A career in the trades used to be a “guy thing”, but more women are discovering rewarding careers in the trades. Just ask Anna Strachan, who became hooked on the industry after taking a drafting class in Grade 10. With no shop at her high school, she took a course at Sheridan College on precision machining. “I knew then that the trades were something I wanted to pursue,” she says. “My parents, a dentist and lawyer, supported my decision to go to trades school instead of university.”

Opening doors to opportunity

Strachan took her passion for creating things and completed a four-year mould-making apprenticeship, attending school and working at the same time. “The most satisfying thing about a career in the trades is knowing that I have a skill that is transferable to a spectrum of jobs,” she says. “My experience working with plastic and metal parts manufacturing has carried me through the automotive, medical, research and now academic sectors. There are a variety of different career options needing a skilled trades background.”

From that very first course, Strachan has had an affinity for Sheridan’s School of Skilled Trades and Apprenticeship. Today, she’s balancing her Master of Engineering Studies with working at the school as the Coordinator for the Precision Manufacturing Programs.

“Sheridan has a variety of programs and delivery modes at both the post-secondary and apprenticeship levels,” says Strachan.



“Anyone who is interested in the trades can find a program that suits them. And our industry partners help us ensure that we are delivering the kind of programming needed today.”

Value adds

In 2017, Sheridan opened its state-of-the-art Skilled Trades Centre at its Brampton campus — the college’s largest with 12,000 students. Skilled trades are at the heart of the school’s focus, and unlike at other institutions, trade students at Sheridan have the opportunity to mingle and socialize with the broader student population.

The opportunity to learn in small class sizes and within workshops stocked with the latest equipment and tools is also a plus for the students. This kind of integrated, laser-focused education combined with the college’s rich social, athletic, arts, and cultural activities means fe-

male students develop into well-rounded and progressive tradeswomen who can help curb the country’s labour shortage.

“Working in the trades allows young women to not only learn a skill that can turn into a rewarding career, but they can also bring a unique perspective to the job,” says Strachan.

Sheridan is committed to shrinking the skilled trade shortage by providing opportunities for anyone considering this type of career. It’s just one route to making an impact on the world, the way Strachan has. For more information on Sheridan’s programs, visit skilledtrades.sheridancollege.ca.

Ken Donohue

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Getting Parents on the Skilled Trades Train



Denise Stirton

Program Facilitator, Cooperative Education, Ontario Youth Apprenticeship Program, Durham District School Board

Mediaplanet sat down with Denise Stirton to discuss the changing perception of the skilled trades

MP Have you seen the public perception change over the years?

DS Yes, I think that parents and guardians are starting to see that careers in skilled trades can be a viable pathway choice with a promising future for their children. At DDSB, we realize the reality of an aging population, and we strive to prepare our future generation for a changing workforce. Thus, programs such as OYAP ensure that young people are aware of the opportunities that exist in the skilled trades, and sets the platform for students to access these lucrative careers.

MP Why is it important to encourage young girls to consider a career in the trades?

DS Girls need to be able to connect with and see other women in these roles to expand their own idea of what’s possible. This past year we have hosted many events featuring successful women in trades. These events have helped female students to understand a marketable trade skill can offer them a lifetime of income, stability and professional fulfillment. These events were the start of many conversations that we hope to continue with student and families throughout high school.

BUILDING NEW CAREER PATHS

How parents, education, and industry are driving workforce diversification

In careers traditionally dominated by men, diversifying the workforce is not just an opportunity; data shows that it is also good for business. And in some fields, like manufacturing, hiring more women can play a major part in solving the skilled trades gap.

That’s why parents, education, and industry are supporting Build a Dream, a powerful initiative that attracts, encourages, and empowers female students to pursue careers in the skilled trades, the STEM (science, technology, engineering, and mathematics) industry, the emergency response field, and entrepreneurship.

Knowing that gender parity will not be achieved without a strong strategy, Build a Dream holds hands-on learning camps for girls, spotlights female mentors, and offers free interactive career expos for parents and young women. The non-profit organization is also a



catalyst in workforce development, working closely with industry stakeholders to create diverse and inclusive working environments.

The positive impacts that Build a Dream have made in the community are very visible and the organization grows each year due to the strong support from parents, education, and industry. Visit webuildadream.com to find out how you can help build new career paths.

Together we can make an impact. Together #webuildadream.

Victoria Rose,
Director, Marketing & Branding, Build a Dream



HORTICULTURE: A Perfect Combination of Skill and Creativity



The 150 apprenticeship programs available in Ontario offer more opportunities than ever for women to excel in high-paying, creative, and rewarding careers in the skilled trades. Home to many of these programs is the Centre for Trades and Technology at Humber College, which takes students beyond a traditional classroom setting and provides hands-on practice in a simulated work site — be it plumbing, welding, or cabinet making.

A lesser-known apprenticeship program is the Horticultural Technician program. A pre-apprenticeship version of the program was offered in partnership with the YWCA. Open to unemployed women interested in building skills for future employment prospects, the program provided full basic level training, textbooks, and safety equipment training for the field at no cost, in addition to an eight-week placement with a local employer.

Trades clearing a path for women's career development

For recent graduates Jennifer Kliment and Amina Jalili, the program has enabled them to make a quick and successful transition from working at their respective jobs in the business and engineering fields to living their dream careers as horticulturalists with the City of Toronto.

For Kliment, what started as an after-work and weekend micro-gardening venture at one of Toronto's urban plots turned into a passion. She was initially hesitant to leave her

“Women have a chance to make a difference in shaping not only their own future, but that of their communities.”

secure office job to train for a new career in horticulture for fear of getting into debt but when she learned about the free Horticulture Technician program she immediately signed up. “I just took a leap of faith, dove into the program, and haven't looked back since,” she says.

Jalili was a successful industrial engineer in the manufacturing sector and later as an environmental engineer but she was attracted to the program because of her deep love and respect for nature. She found a newspaper ad for Humber's Horticulture Technician program. “It was a sheer accident,

but I'm so grateful to be doing something now that I feel most competent to do,” says Jalili.

Changing communities and the country

Both graduates love their work and see horticulture as a growing and dynamic field, and a great one for women to be involved in. “A lot of students in our class thought it's gender-associated, but the skills and knowledge that women bring to the job actually complement those of the men on the crew,” says Kliment.

By considering careers in the trades like horticulture, women have a chance to make a difference in shaping not only their own future, but that of their communities and Canada. “Horticulture is not just about the immediate effect of finding a job,” says Jalili. “It changes minds, lives, and perspectives. We have to take care of this land and beautify it — and horticulture is a skill that gives you the opportunity to do that,” she says.

To learn more about trade programs, like Humber's Horticulture Technician program, visit humber.ca.

Anne Pappmehl



This project was funded by the Government of Ontario.

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Q&A WITH A LiUNA Sister



Amanda Da Silva
Member & Apprentice,
Construction Craft
Worker, LiUNA

Mediaplanet spoke with proud LiUNA Member and Apprentice, Amanda Da Silva to discuss what it means to be a LiUNA Sister and how she's breaking down barriers in the construction industry.

Mediaplanet *Why did you get into the trades?*

Amanda Da Silva Initially, I got into the trades because I wanted a better life for my kids but I also wanted more opportunities and to learn skills I could take with me.

MP *How has the Laborers' International Union of North America (LiUNA) changed your life?*

ADS With the help from LiUNA, within a year of working in the field, I have established myself in a trade that I can proudly say I am advancing in. I have acquired the skills I was hoping for with lots to learn every day.

MP *What has the LiUNA training program taught you?*

ADS The program that I took at the union was Construction Craft Worker. With this course, I was able to

learn all the basics to get me started. The safety training enabled me to do my job safely and, more importantly, gave me the confidence to do my job well.

MP *What does it mean to be a LiUNA Apprentice and a member of the union?*

ADS Being a part of LiUNA, as a female, makes me very proud. I feel like I belong somewhere, to a family. I feel like I'm paving a pathway for other females that are entering this field.

MP *What are the benefits of being a LiUNA Member?*

ADS The benefits of being a LiUNA member are extensive — not only do we have our paramedical benefits but we have the benefit of having people on our side who have our backs. They ensure we are treated fairly and are always there to ensure we have job security.

MP *How are you breaking down barriers for other women in the construction industry?*

ADS I'd like to think that when other females see me working in this trade, they grow confident in themselves. I advocate on their behalf every time I have a conflict or am not being treated equally. This is how women in the industry can break down barriers for themselves and for others.

MP *How can we continue to eliminate the idea that the construction industry is only for men?*

ADS I feel like we need to continue to encourage other females to enter the industry by making them feel more comfortable with the skills required. We should also share

“
Don't be afraid — stand confident in yourself and your skills, and most importantly, remember that if I can do it, so can you.
”

the reality of being a female in the trades so there are no surprises when they get there. Perhaps we can mentor them or develop programs intended for females only and held by a female with some experience so attendees can relate more easily and not be afraid to ask questions.

MP *What would you tell young girls wanting to join LiUNA?*

ADS Don't be afraid — stand confident in yourself and your skills, and most importantly, remember that if I can do it, so can you.

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EST. 1903



Denise Devlin-Li
Chair, School of
Apprenticeship
& Skilled Trades,
George Brown



Jules Lewis
Professor,
George Brown

SKILLED WOMEN FINDING OPPORTUNITIES IN SKILLED TRADES

In the 21st century, we have seen a steady breaking down of gender barriers in the workforce. Within the skilled trades, however, progress has been slower.

The need to correct that is about more than just equality, it's about community representation and economic necessity. "A lack of women in the trades is a problem," says Denise Devlin-Li, Chair of the School of Apprenticeship and Skilled Trades at George Brown College. "We have this impending shortage of skilled trade workers, and if you're only appealing to half the potential workforce there's just not going to be enough people to do the work."

The opportunities in the trades can be as rich

as in any other field. "There are good salaries in this work," says Devlin-Li. "There are also jobs and opportunity. There are more avenues and pathways for advancement than there ever were before."

Fortunately, that message is beginning to percolate and attitudes are beginning to shift. "The issue of recruiting women into the trades is as much about changing social ideals as it is about providing training opportunities," says George Brown Professor Jules Lewis. "The good news is that the old guard is retiring and the next generation is coming into power with different attitudes."

History has shown that the women who do make the leap into the trades usually thrive. The

big job, however, is showing women that there is indeed a seat at the table for them if they plan for it. "The women who are in our program don't just fall into it," says Lewis. The school offers a variety of support resources to help their female students make the right decision for long-term gain. "They've given it a lot of thought and done a lot of research so by the time they get into the program they're already well-prepared and committed."

For more information on where a career in the trades can take you, visit georgebrown.ca.

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HELPING WOMEN KICK DOWN DOORS TO SUCCESS IN THE TRADES

Let's face it, not everyone wants to be a lawyer, doctor, or white-collar professional. Think about it, everything from the deepest mine to the furthest space station has been designed, built, and maintained by someone who works with their hands. So why have we as a society overlooked the importance of skilled labour? We have created a problematic shortage and we need workers now.

I have been working in construction for 17 years as a female ironworker and though I love my career, I often wonder why more women have not considered a similar pathway. In 2006, I began volunteering as a mentor to raise awareness of the need for women in the trades. In 2014, I founded KickAss Careers, an organization dedicated to engaging, educating and encouraging youth to



Dr. Ron Oberth

President & CEO,

Organization of Canadian Nuclear Industries

In March of 2018, the Organization of Canadian Nuclear Industries (OCNI) received a grant of nearly \$500,000 from the Ontario Ministry of Advanced Education and Skills Development (MAESD)'s Skills Catalyst Fund to undertake a program directed towards promoting education and training in skilled trades to youth, women, and Indigenous peoples. The OCNI-led project, Skilled Trades Employment Pathway to the Clean Energy Sector (STEP), will help to provide a pipeline of skilled tradespeople available to undertake the \$25 billion, 20-year program dedicated to extending the operation of the Darlington and Bruce reactors. OCNI is an association of more than 200 companies, mainly based in Ontario, that supply equipment and services to the 18 operating nuclear plants in the province as well as to those in offshore markets.

The demand for qualified candidates to fill positions in the nuclear industry is expected to grow in the short and long-term as Ontario invests in the continued safe operation of its fleet of 18 nuclear reactors at Darlington, Bruce, and Pickering. The STEP project is helping to address this challenge by meeting with young women in schools and telling them about the exciting and rewarding trades careers that await them at OCNI nuclear equipment suppliers, Ontario Power Generation (OPG), and Bruce Power. Students also receive generic, job-related training to prepare them for interviews and give them a head start on their pre-apprenticeships in the industry.



Photo: KickAss Careers ©

consider pathways in skilled trades and technology.

Apprentices and journeyman-level ambassadors represent the KickAss team. They attend events and exhibits to mentor and share their stories of success in the skilled trades while motivating and inspiring thousands of youth, parents, educators, and employers across North America. Our team is grateful for every opportunity to share the skilled trades' message, especially with young women. Women proved long ago that they have what it takes to succeed in the industry.

In the ongoing effort to recruit and retain a future workforce, it's important that we include women. KickAss Careers is proud to be partnered with the OCNI STEP program and we look forward to future collaborations and partnerships with like-minded organizations. We are stronger together.

Jamie McMillan



For more information, visit kickasscareers.org.



Darryl Spector

Vice Chair, Skills Ontario &
President, Promotion Nuclear

With the first of four of OPG's Darlington Refurbishments currently underway and the refurbishment of Bruce Power's six reactors planned to start in 2020, there will literally be decades of skilled trades work available in the coming future. These two projects are the largest infrastructure initiatives currently underway in our nation, requiring over 20,000 workers.

Accordingly, the opportunity for under-represented demographics — including youth, women, and Indigenous peoples — to begin a career in the skilled trades through these projects is tremendous. Moreover, the nuclear environment and culture have especially matured in their appreciation and engagement of women in the industry, thanks to support from associations like Women in Nuclear (WiN). It truly is an ideal time for young women to begin a skilled trades career in the nuclear industry.

Additionally, our culture places a premium on on-boarding and mentorship of new talent, so enthusiastic and passionate young women entering the workforce will find a supportive and engaging environment in which to begin a lucrative career.



Molly Coughlin

Owner, Express HR &
S.T.E.P. Facilitator



Nicole Andrews

CEO, IRI & S.T.E.P.
Facilitator

The STEP program's unique approach of collaborating with educators, employers, unions, parents, and students in combination with a creatively-inclusive approach to developing trade skills in youth, women and Indigenous groups has not only begun to address the skilled trades shortage but has brought regional economic relationships closer together.

We couldn't be happier to be part of this amazing program which is an all-encompassing service that provides outreach, skill and career development, career mapping, and job placement. We do our best to keep the career lifecycle flowing through our partnership with unions and employers who hire directly from our pool of participants. The employers can receive an \$11/hour wage subsidy to help relieve apprentice training costs in an effort to build a competent, well-trained trades sector for the future.

It's critically important that we ensure that women, young and old, know we believe in their success and that we welcome them into our program with open arms.

WIRED FOR SUCCESS IN THE TRADES

Despite the dated gender stereotypes that exist about the industry, women are increasingly breaking into the skilled trades and proving that they have what it takes to create successful and promising careers. This ever-growing and diverse industry is full of opportunity if you have the drive and natural aptitude for it. Complemented by cutting-edge training and a strong network of support systems within their local unions, women in the trades are thriving. The Sisters of the International Brotherhood of Electrical Workers (IBEW) Local 353 are demonstrating excellence on the job site and within their communities, and are finding personal fulfillment while contributing to Canada's future economy. Here are their stories.



Karen Pullen
Business Representative,
IBEW Local 353

I am a 29-year member of the IBEW. My current role as Business Representative for Local 353 involves making sure our members are treated fairly by their employers and making myself available for advice. This role goes hand in hand with my involvement with Local 353's Women's Committee.

The committee has been around for 15 years and is a safe place for women to gather and talk about job site issues, family issues, and general life in a straightforward and honest way. It's a place to be heard without judgment, and offers a wealth of informa-

tion and experience to draw on.

Retention in the trades is more likely for women if they can find camaraderie. We are friends and family for our sisters. Women have very specific issues and often feel more comfortable discussing them in the safety of the committee.

I hope, in the future, that gender bias won't be what keeps women out of the trades and that all people, regardless of gender, are encouraged to pursue careers in something for which they have a natural aptitude.



Susan Boorman
Director, Education & Training, IBEW Local 353

I have been in the electrical industry for 35 years, with my work being largely focused on apprenticeship, training, and education. The electrical industry is, in my opinion, the fastest-moving trade with respect to advancement and changes in technology. Continuing education opportunities provide journeypersons and apprentices with the tools to stay current within the trade.

I have always said to anyone who wants to get into the electrical trade, "If you want something bad enough, you will get it." You cannot force an individual into a skilled

trade just because of their gender or a greater desire for diversity — they must want it.

Getting certified as an electrician opens so many doors. Whether your goal is to become a business owner, travel, or educate others, the electrical industry has opportunities for everyone.

IBEW is very proud of their sisters and what they have achieved through hard work and determination to be accepted as electricians, and we are dedicated to mentoring the young women who want to follow in their footsteps.



Alisha Kelloway
Second Term Electrical Apprentice

I've always been a hands-on worker and I like being capable of doing things myself. Both my parents are very handy. There were always lots of power tools around the house and I think that rubbed off on me. It was really nice to have that foundation to inspire me to learn more about building and to know that it's not just something a man can do.

I was always interested in health, too, so I applied for a nursing program and a dental hygienist program at my local college. However,

I wasn't 100 percent sure of what I wanted to do so I kept working and kept saving, until finally I knew I wanted to be in the skilled trades. It was a good call because I love what I do!

I'm a tiny person, just over five feet tall, and a lot of other tradespeople on the job site don't expect a lot from me. I've quickly earned their respect by showing them I can carry as much as they can, learn as much as possible, and push myself — they've changed their tune to, "Look at that tough little woman."

WOMEN HAVE CHANGED THE CONSTRUCTION TRADES LANDSCAPE.



IBEW Local 353

EXCELLENCE AT WORK





Lorraine Chipman, centre, instructs other millwrights at the full-scale reactor mock-up.

MEET THE MILLWRIGHT WHO FORGED AN UNEXPECTED CAREER IN NUCLEAR ENERGY

After a layoff from a job as a graphic designer, an aptitude test showed that Lorraine Chipman was mechanically-inclined. It was an accurate assessment.

Now, almost three decades later, Chipman, a millwright, finds herself training other members of her skilled trade on some of the tasks required for Ontario Power Generation (OPG)'s Darlington Nuclear Refurbishment project.

"There's no way I would have thought 26 years ago, when I joined the trades, that I'd be teaching my colleagues to do a job in a nuclear reactor," says Chipman during a break from work at Darlington's state-of-the-art training and mock-up facility. There, rigorous training is completed before workers move to the reactor face. Chipman is readying a crew on calandria tube insert release, a job that uses shock heating of about 1,000 degrees Celsius for approximately two seconds — about the same amount of energy a typical house would use in two weeks — to release a mechanical seal as part of reactor disassembly.

Chipman always had an interest in building and mechanics. In high school during the late 1970s on Cape Breton Island, she looked to take an Industrial Arts course to further her initial dream of becoming an architect. "When I tried to join the program in Grade 11, they told me I couldn't because I was a woman," she recalls. A visit by her father soon resulted in Chipman and another young woman being admitted to the course. "I never really thought about it any more until I moved to Ontario and was laid off from my graphic design job," she says.

A hidden aptitude put to work

A visit to an unemployment office, where aptitude testing was done, led her to her eventual career path. Chipman completed the necessary schooling and

hands-on work required for her apprenticeship and by the mid-1990s, she was an accredited millwright — one of only about a half-dozen women in the job in Ontario at the time.

Working with the Electrical Power Systems Construction Association (EPSCA), OPG has identified a list of trades — including boilermakers, millwrights, pipefitters, electricians, and carpenters — whose demand within the sector is likely to exceed supply within the next five to ten years.

Her first job in the field was on the re-tube project at OPG's Pickering Nuclear. Since then, she's worked in a variety of industries, from automotive to food facilities.

"Millwrights are everywhere — automotive factories, breweries, cement plants, salt mines," Chipman says. "I've put in thousands of miles of conveyor equipment." Of all of them, she says, nuclear is "the most involved — there are so many facets."

She would know, having worked at both the Pickering and Darlington Nuclear Generating Stations, as well as at the Bruce Power nuclear facility at various points in her career. But even though she often finds herself returning to ply her trade in familiar locations, the work is different every day.

"There's nothing mundane about what we do," Chipman says. "It's always a challenge — every day, you're challenging yourself."

Paul Choi

The face of skilled trades is changing.

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WOMEN ARE CRUCIAL TO POWERING INNOVATION IN THE TRADES



The role of women in the workforce has changed significantly in the last several decades, for the better. As countries around the world move towards relying on clean energy, a wealth of opportunities are opening up in a variety of future-focused fields like the energy sector. All doors are open for those looking to sharpen their skills in an electrifying industry that offers continuous learning, innovation, and career advancement.

Over the next decade, the trades sector is expected to lose nearly 250,000 people to retirement. Companies are looking to replenish the workforce with the next generation of skilled workers across industries, with many realizing that attracting and retaining a diverse workforce — including women — needs to be top of mind.

Opportunities at every turn

Bruce Power encourages women to consider opportunities in the trades. Bruce Power is Canada's only private sector nuclear generator, located in Bruce County, ON. With 4,200 permanent workers and hundreds of local contractors, the site has been the largest source of trades work in the province of Ontario in the past decade, and its growing. The company's new Life-Extension Program is expected to employ nearly 2,000 skilled trade workers per year for at least 13 years, injecting billions of dollars into Ontario's economy.

Recently, the company has signed many contracts to provide the province with low-cost, carbon-free electricity until 2064. This growth presents exciting opportunities for women looking to dive into the trade workforce and to build lasting and rewarding careers. With a focus on building community both inside and outside the site and its

favourable location in a small town, the company has become home to a strong core of tradeswomen.

Giving back to the community and the world

Bruce Power is an active member of the Canadian Council for Aboriginal Business (CCAB) and invests in key community, educational, environmental, and youth development initiatives. Unique in the industry, they're also a key supporter of Women in Nuclear (WiN), a global organization dedicated to supporting and empowering women in nuclear and radiation-related sectors.

The organization positively impacts millions of people around the world through its work in the health care sector. Bruce Power supplies the medical isotopes used to sterilize 40 percent of the world's single-use medical devices and equipment, including sutures, syringes and surgical masks that help in the detection and treatment of cancer.

As Bruce Power continues to expand in Canada, it's looking to continue to build and develop a female workforce that will truly impact the nation's future. For young people especially, the organization offers a ripe opportunity for women to leave a lasting impact on their world and the future. To learn more about how you can break stereotypes and join this exciting and evolving industry, visit brucepower.com.

Melissa Vekil

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QUICK FACTS ABOUT BRUCE POWER

With an impressive history in an industry ripe with opportunity, here are five reasons why you should consider starting your nuclear career with Bruce Power.

THE COMPANY:

Invests **\$2 MILLION** a year through its Community Investment and Sponsorship program to organizations, events and projects across Ontario

Holds the **#1** spot on the Top 100 Canada's *Biggest Infrastructure Project* list for its Life-Extension Project

Helps to sterilize **40%** of the world's medical devices and equipment

Received Canada's *Top Employer for Young People* award for the **SEVENTH YEAR** in a row, in 2018

Runs the **LARGEST** operating nuclear facility in the world