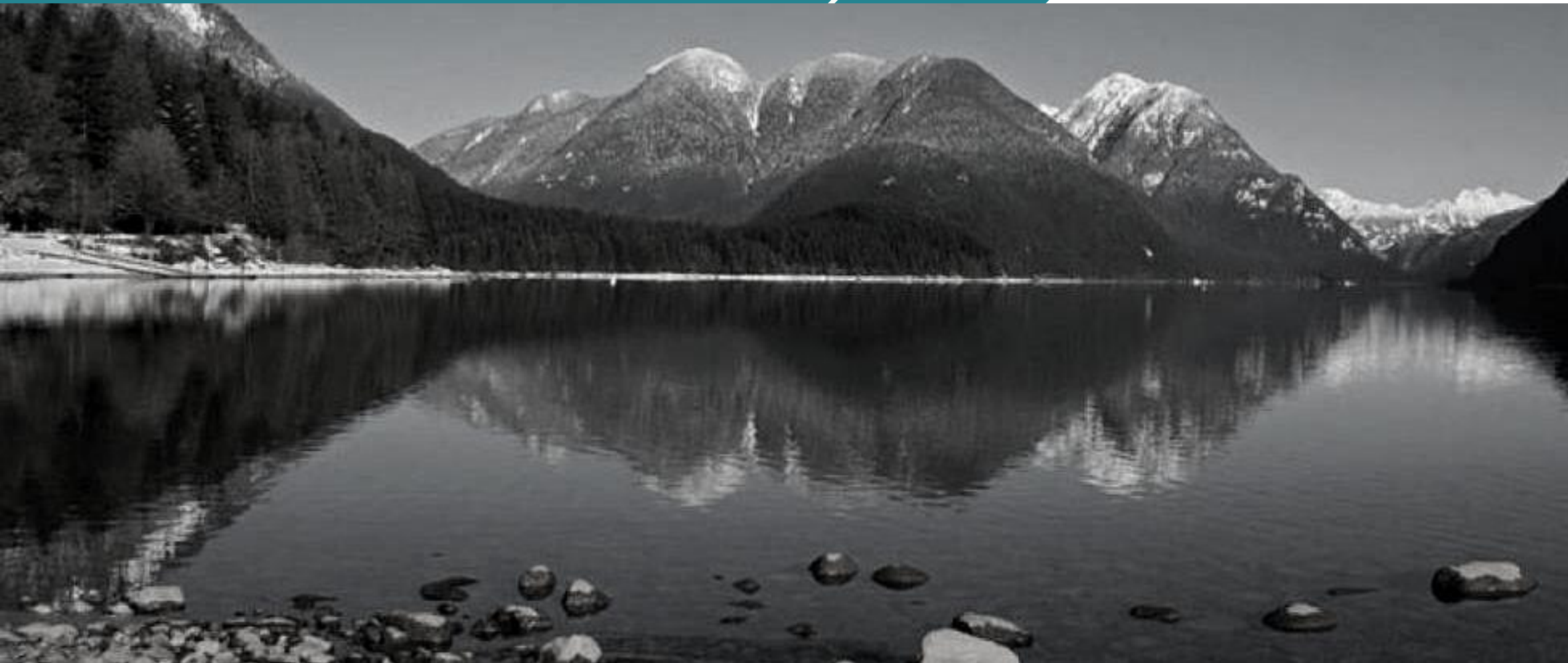


Recruitment in the Skilled Trades



Territory Acknowledgement



I acknowledge that I am presenting today from the unceded territories of the q̓ʷa:n̓łə́n̓ (Kwantlen), q̓íçə́y̓ (Katzie), Máthezwi (Matsqui), and se'mya'me (Semiahmoo) First Nations.

Labour Shortage in the Skilled Trades

13% of the current skilled trades labour force to retire by 2027

Skilled trades shortage

#1 concern of BCCA and VRCA members

85,000 estimated number of job openings in the skilled trades in BC in the next decade

Skilled Trades and the Green Economy

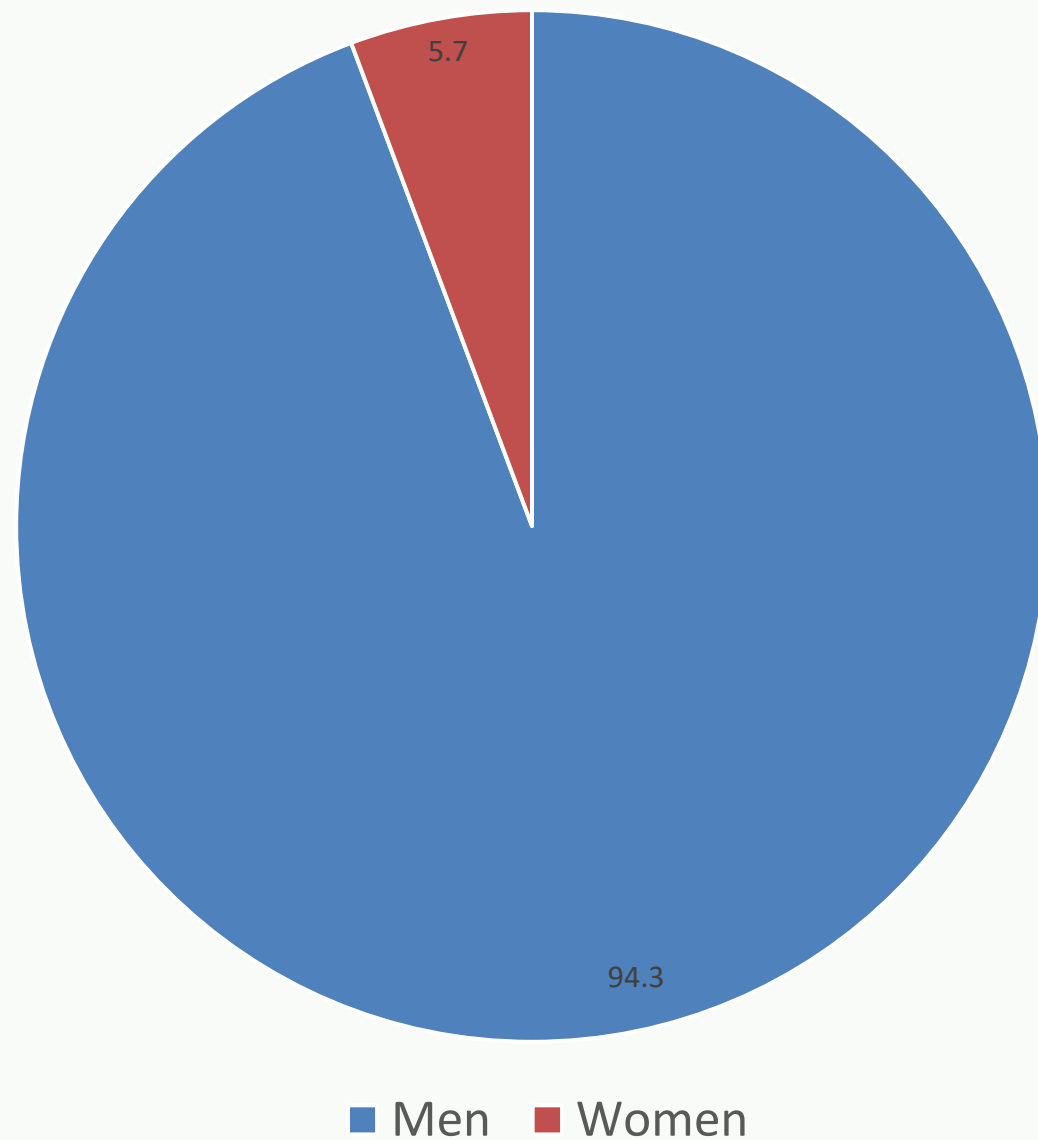
Electricians and **HVAC**

(plumbers, pipefitters, steamfitters, gasfitters, refrigeration and air conditioning mechanics) – highest demand trades for green retrofits



Diversity in the Skilled Trades

Construction Industry Workforce 2022



Enhancing the Retention and Advancement of Women in Trades in British Columbia: Final Report

February 2017



Canada

BRITISH COLUMBIA

BUILD TOGETHER

SRDC

SKILLPLAN

Funding provided through the Canada-British Columbia Labour Market Development Agreement.

Disclaimer: The views and opinions expressed in this report are those of its author(s) and not the official policy or position of the Government of British Columbia.

Workplace
discrimination,
violence, and
harassment are
barriers to
women staying
in the trades.

“
You literally
feel
degraded
daily.”

“
You can't even
take it for a
second, you've
got to be brave
to go to work.”



Best Practices for Recruiting Diverse Workforce

- Use gender neutral terms like journeyperson or tradesperson on job postings
- Demonstrate the diversity of your workforce on your website – representation is important
- Hire apprentices and entry level positions
- Include a description of the job and your business
- Note that you are an equal opportunity employer on your postings and website – and follow through with your hiring practices
- Describe the benefits with the employment – work/life balance, flexible hours, extended benefits, tools and protective equipment supplied
- Detail opportunities for ongoing training and advancement
- Include how these positions are related to the green economy – many people make career decisions based upon their values
- Reach out to organizations like ACCESS, MOSAIC, BCCWITT, and trades training institutions to promote employment opportunities



Who is BCCWITT?



A partnership led by diverse tradespeople, along with industry and labour partners

- Driving the necessary culture shift to increase the proportion of equity priority people entering and advancing careers in skilled trades
- Focused on creating a diverse, equitable and inclusive skilled trades industry, where all feel welcome, healthy and safe
- Provides connection, resources and supports for tradespeople across the province
- Offers programs, tools and resources to individuals and organizations that support the attraction, retention and advancement of equity priority people in skilled trades careers

Recruitment, Retention and Advancement

**Trades
Training &
Employment**
Creating
Opportunities for
Diverse
Tradespeople in
the Skilled Trades

**Be More Than
a Bystander**
Creating Healthy,
Safe, Respectful
and Inclusive
Workplaces

**Regional
Representative
Program**
Building Leaders in
the Skilled Trades

BCCWITT's Trades Training and Employment Program operates as a Workforce Development Agreement (WDA) through the Industry Training Authority (ITA).

Number of Women
BCCWITT has assisted
since 2019 with training
and supports to find
sustainable employment in
the skilled trades

Career Exploration

Childcare

Transportation

PPE

325+

Tools

**Industry
Certificates**

Job Seeking

Workplace Readiness

**Networking
Mentorship**

**Resume Writing
Interview Skills**

Essential Skills

Be More Than a Bystander

Be More Than a Bystander is a training and educational program to support organizational and cultural shifts towards more inclusive, safer, and respectful workplaces. The training equips participants with practical tools and strategies to intervene in bullying, harassment, and violence.



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**Bystander
Spokespeople
Trained**

College of the Rockies

Teamsters

Port of Vancouver

Coast Mountain Bus

IATSE

Vancouver Community College

BCIT

CUPE

Ministry of AEST

FTI BC

COWI

Insulators

BC Infrastructure Benefits

IAMAW

West Fraser

Heroworks

Okanagan College

UBCJA

BC Construction Association

CMAW

Bel Contracting

BCA

Geoscan

IUPAT

Camosun College

Vancouver Island University

ITA

EJTC

EMBERS

IUOE

Skytrain

Skeena Resources

LiUNA

UA Pipefitters

BC Ferries

University of the Fraser Valley

Norland Limited

McRae's Environmental

IBEW

BC Federation of Labour

IUEC

Sheetmetal Workers

CLR BC



Regional Representative Program



The goal of the Regional Representative Program is to increase the number of tradespeople from underrepresented groups (e.g., Indigenous, people of colour, 2SLGBTQIAQ+, immigrants, people with disabilities, and/or women) in leadership positions as both volunteers and staff within the skilled trades sector in British Columbia.



BCCWITT

BC CENTRE FOR WOMEN IN THE TRADES

Let's Connect!

Email: Info@bccwitt.ca

Web: bccwitt.ca

Socials: [@bccwitt](https://www.instagram.com/bccwitt)