

## Tools, resources and ideas for providers to support the participation and success of women in trades where they have historically been under represented

As part of the key changes for the reform of Vocational Education the New Zealand Institute of Skills & Technology (Te Pukenga) has been created. This is a unified, sustainable, public network of regionally accessible vocational education, bringing together the existing 16 ITPs.

**This shifts the role of supporting workplace learning from ITOs to providers.**

The new Institute and other providers will support workplace-based, on-the-job training as well as delivering education and training in provider-based, off-the-job settings, to achieve seamless integration between the settings and to be well connected with the needs of industry.

Source: <https://tec.govt.nz/rove/reform-of-vocational-education/>

The tools, resources and ideas included in this document summarise the contribution of the Industry Training Organisations (ITOs) involved in the women in trades research project(s) **and provide a rich source of information and data about on-the-job subsidised training for women apprentices and their employers, and promotes and supports careers in construction.**

### Personas

When providers are considering the development and marketing of programs, it is helpful to consider the various pathways that learners follow to enter the construction sector and the perspective of employers.

Valuable insights can be gained by viewing the Personas document, available on the Ako Aotearoa website: <https://ako.ac.nz/knowledge-centre/what-are-the-characteristics-of-an-effective-learning-journey-for-women-entering-trades/part-4-personas-of-women-and-employers-in-trade/>

**Gender diversity is good for business. In addition to supporting gender equality from a human rights and diversity inclusion perspective; promoting, attracting, hiring and retaining more women in the construction workforce has major economic benefits for the industry as a whole.**

### The trades are for everyone



A career in the trades is open to anyone – regardless of gender, ethnicity, or any other criteria.

Female participation in the trades remains low, but there is plenty of potential. For example, females make up half of the population, but only 2% of electrical apprentices are female. Across the automotive, construction, engineering and manufacturing industries, the number of women working in trades' jobs is low, ranging from less than 1% to nearly 10%. Only 17% of employers in these sectors employ women.

The trades are an excellent career choice for women. These jobs can be as financially rewarding as getting a university degree, giving women the opportunity to earn as they learn, and offer a fantastic work-life balance. Female school leavers who enter apprenticeships can earn \$145,000 more than their university counterparts by the age of 30.

Companies are actively targeting women to recruit into teams because of the positive benefits gender diversity brings to the teams and company. With more women working in the trades, we can add more skills, perspective, and diversity into the workforce – a win-win for everyone involved.

We have an opportunity to raise awareness among employers about the benefits of hiring women. Through funding provided by Ako Aotearoa and the Ministry of Women, a research project has highlighted a number of opportunities for women and employers.

Several actions that employers can take to attract women are identified. These include:

- Advertising jobs online and showing support for women in trades,
- Offering flexible work arrangements,
- Partnering with schools and providers of work experience placements, and
- Broadening the base of people employers talk to when recruiting.

<https://ako.ac.nz/knowledge-centre/what-are-the-characteristics-of-an-effective-learning-journey-for-women-entering-trades/part-1-research-programme-overview/>

### Flexible working arrangements - how they work

It has been found that women returning to the workforce, and with other care-giving duties, value the opportunity that is provided by flexible working arrangements.

Employment New Zealand has published this comprehensive guide for both employers and employees. It explains how the “right to request” under Part 6AA of the Employment Relations (Flexible Working Arrangements) Amendment Act 2007 works. [Read it now.](#)

### Parental leave

Employment New Zealand has published [everything you need to know about parental leave](#) and employment law, including who is eligible, associated entitlements such as government-funded parental leave payments and how, as an employer, you should respond to a request for parental leave.

### Pre-employment Guide

The Human Rights Commission has compiled this handy [A-Z Guide for pre-employment](#) based on actual questions that both employers and employees have asked. It's got loads of valuable answers for business owners who wonder about what conforms to Human Rights legislation.

### Workforce Development

Read the findings of this significant cross-sector project to increase the number of women in the construction and engineering trades.

[Read the research findings.](#)

### Girls with Hi-Vis

These events give young women the opportunity to gain exposure to the infrastructure sector while at school. They provide a hands-on experience so they can gain a clear understanding about what's involved in the many and varied roles available to them in infrastructure's Civil, Energy, Telco and Water industries.



The objective of Girls with Hi-Vis® initiative, led by [Ultimit: Women in Infrastructure](#), is to raise awareness and increase the number of women working in trade and technical roles in the Infrastructure Industries.

Here is the link: <https://www.connexis.org.nz/girls-with-hi-vis/>

### Ultimit: Women in Infrastructure

Ultimit: Women in Infrastructure is a Connexis initiative, supported by industry partners, to encourage, inspire and support women into trade and technical roles in the infrastructure industry. The Ultimit initiative promotes opportunities for a more diverse workforce, with the overall goal of ensuring a continuous supply of skilled trade and technical people.

### Building Women Facebook page

BCITO - Building Women Facebook page - A group for female BCITO apprentices and qualified professionals to connect, share stories plus experiences and more importantly have peer to peer support with others going through the same journey as they are. (315 members at last count)

<https://www.facebook.com/groups/BCITOBuidingWomen>

### Skills Women in Trades Facebook page

This is the Skills Organisation group for New Zealand-based Women in Trades. Female tradies are out there, breaking stereotypes and working hard - connecting with each other in this group is a great way to get the support, conversation and laughs you need from other women doing the same as you.

Use this group to ask questions, discuss your day, share pics of your work and whatever else crosses your mind.

<https://www.facebook.com/groups/SkillsWomenInTrades/>

### Women in Trades Success Stories



Here is the landing page for Women in Trades information and resources.

<https://bcito.org.nz/resources/women-in-construction/>

All video content about women in construction has been gathered together, so these incredible stories are easy for you to view in the one place.

Hear what Paris says about being a carpentry apprentice and the fact that *'no two days are ever the same'*, Eden on completing her painting apprenticeship and loving learning new skills, helping her mates and earning money while she learns the trade, and Kelly's work life as an apprentice tiler (to name a few).

<https://bcito.org.nz/resources/women-in-construction/real-workplace-stories/>

Here is the Motor Industry Training Organisation's landing page for success stories, which includes several examples of women's success stories. There is also video content about women in trades.

Hear what Yvonne Cadman says about her interest ‘*in the practical, hands-on side of things*’, Shania Smith on completing a New Zealand Certificate in Light Automotive Engineering, and Bobbi Wilkie, with a natural creative flair, becoming an apprentice of the year in Industrial Textile Fabrication (to name just a few). More examples are shown below.





<https://www.mito.org.nz/get-qualified/success-stories/>


Need more inspiration? Read some real stories of real women making waves in the trades. The Women in Trades Case Study covers stories from 12 women employed across five of the Skills Organisation’s industry sectors: <https://skills.org.nz/wp-content/uploads/skills-Women-in-trades-Case-Study-Mag.pdf>.

Every day, Kiwi women across the country pick up their tools to go about their plumbing, electrical, crane operation and roofing jobs. They’re out there, breaking stereotypes and showing the world that if the men can do it, so can the women.

Each of the women within these pages has a story to tell about how they started their journey in the trades. There’s a great mix of backgrounds, but they all share one thing in common – they know they made the right career choice. And if they can do it, so can other women.

### Supporting organisations and website links:

	<p><a href="https://bcito.org.nz/resources/women-in-construction/">https://bcito.org.nz/resources/women-in-construction/</a></p> <p><a href="https://www.facebook.com/BCITO.org.nz/groups/?ref=page_internal">https://www.facebook.com/BCITO.org.nz/groups/?ref=page_internal</a></p> <p>Here is the link to a significant cross-sector project to increase the number of women in construction. <a href="#">Read the research findings.</a></p>
	<p><a href="https://www.connexis.org.nz/ultimit-women-infrastructure/">https://www.connexis.org.nz/ultimit-women-infrastructure/</a></p> <p><a href="https://www.connexis.org.nz/girls-with-hi-vis/">https://www.connexis.org.nz/girls-with-hi-vis/</a></p> <p><a href="https://www.facebook.com/ConnexisITO/">https://www.facebook.com/ConnexisITO/</a></p>
	<p><a href="https://skills.org.nz/community/women-in-trades/">https://skills.org.nz/community/women-in-trades/</a></p> <p><a href="https://www.facebook.com/groups/SkillsWomenInTrades/">https://www.facebook.com/groups/SkillsWomenInTrades/</a></p>
	<p><a href="https://www.mito.org.nz/get-qualified/success-stories/">https://www.mito.org.nz/get-qualified/success-stories/</a></p> <p><a href="https://www.facebook.com/WomeninTradesNZ/posts/our-friends-at-mito-dont-just-do-automotive-apprenticeships-check-out-their-page/630010784160764/">https://www.facebook.com/WomeninTradesNZ/posts/our-friends-at-mito-dont-just-do-automotive-apprenticeships-check-out-their-page/630010784160764/</a></p>



This project was funded through the Ako Aotearoa National Hub Project Fund. More information is available at <https://ako.ac.nz/knowledge-centre/what-are-the-characteristics-of-an-effective-learning-journey-for-women-entering-trades/>

**Published by**

Ako Aotearoa National Centre for Tertiary Teaching Excellence | [www.ako.ac.nz](http://www.ako.ac.nz)

Date: December 2020



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