

# RIGHT STRENGTHS FOR THE TRADES



## Tools, resources and ideas to support your participation and success as a woman in trades

The shortage of women in the trades provides opportunities for women to add a fresh perspective, enhance team performance, work with technology and tools and advance their careers. The construction, infrastructure and motor industries offer an enormous variety of different jobs in different places.

We believe 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. Clearly there is room for improvement in many of our sectors. With more women working in the trades, we can add more skills, perspective, and diversity into the workforce – a win-win for everyone involved.

### Why should women enter the trades?

Across the automotive, construction, engineering, infrastructure 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.

Women are hugely under-represented in the trades, offering a significant opportunity to reduce skill shortages by encouraging more women to enter careers in the trades.

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.

### Women in Construction

We all know the construction sector is facing unprecedented demand and there's a widespread shortage of skilled people. If we're to have any chance of meeting demand, businesses need to look beyond the usual 'go-to' groups when recruiting. There are few women in trades' roles in construction, and the BCITO is encouraging change.



Here is the BCITO landing page for Women in Construction information and resources. They've gathered all their video content about women in construction together, so these incredible stories are easy for you to view in the one place. <https://bcito.org.nz/resources/women-in-construction/>

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 just a few).

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

## BCITO Building Women Facebook page

This is where a group for female BCITO apprentices and qualified professionals connect, share stories plus experiences and more importantly have peer-to-peer support with others going through the same journey as they are. It currently has 315 members. <https://www.facebook.com/groups/BCITOBuidingWomen>

## More resources for you:

### 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 information for job seekers "aimed at ensuring equality and fairness for all job applicants regardless of characteristics such as gender, ethnicity, age, disability and religion".

### Flexible working arrangements - how they work

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 <https://www.employment.govt.nz/assets/Uploads/tools-and-resources/publications/Od0258f22f/flexible-working-arrangement-guide.pdf>

### 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, types of parental leave, how to take parental leave, and employers' and employees' responsibilities.

### 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 you can gain a clear understanding about what's involved in the many and varied roles available to you 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.

### YOU SHOULD TAKE PART If you:

- enjoy working with a great bunch of people
- like a variety of work
- like practical hands on work



- want to meet inspirational people

Companies are actively targeting women to recruit into teams because of the positive benefits gender diversity brings to the teams and company. You will be able to find out what careers there are within our industry, see what our jobs look like, complete fun hands on activities, and listen to inspirational stories that give you an insight of what it is like to be involved in our great industry! <https://www.connexis.org.nz/ultimit-women-infrastructure/>

## Women in Trades success 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. [Success Stories - Industry Training \(mito.org.nz\)](https://www.mito.org.nz)

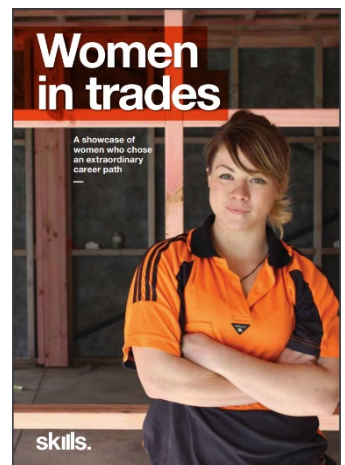
Hear what Yvonne Cadman says about her interest ‘in the practical, hands-on side of things’, Shania Smith on completing a New Zealand Certificate in Light Automotive Engineering, and Bobbi Wilkie, with a natural creative flair, becoming an apprentice of the year in Industrial Textile Fabrication (to 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. Here is a link to case study’s about 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 you.



## Skills Women in Trades Facebook page

This is the Skills Organisation’s 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/>

## 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><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> A Facebook site for both men and women</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>



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