

NATIONAL LEADERSHIP DEVELOPMENT PROGRAM FOR WOMEN IN THE SKILLED TRADES

2022-2023



PROGRAM OVERVIEW

Many women apprentices and journeypersons have limited access to leadership training or development opportunities in areas such as self advocacy, public speaking, conflict resolution and mentoring.

Participants in **The National Leadership Program for Women in the Skilled Trades** will be guided through five modules by subject matter experts, learning effective strategies and gaining practical tips to empower them as leaders in their workplaces and the broader skilled trades community. With improved skills in key areas, participants will gain the confidence to take on leadership roles on the job site and within their unions.

This program will provide women and gender diverse individuals an opportunity to learn these skills in a supportive environment. By gaining effective strategies and practical tips, participants will be empowered to be leaders.

Program graduates may find opportunities to use these new skills as:

- mentors
- supervisors or managers
- union stewards
- entrepreneurs
- skilled trades advocates



PROGRAM HIGHLIGHTS

Subject matter experts will deliver training on topics that support effective leadership. Participants must finish all five modules to be recognized as having completed the National Leadership Program for Women in the Skilled Trades.

Modules will be taped in advance to allow for self-paced online learning. A facilitated two-hour virtual group session will be scheduled at the end of each module to clarify and discuss key issues.

Graduates will have the option of participating in a speaker's bureau to be developed and managed by CAF-FCA.

LEADERSHIP PROGRAM MODULES

MODULE 1: PRINCIPLES OF LEADERSHIP

MODULE 2: COMMUNICATING WITH CONFIDENCE

MODULE 3: TEAMWORK, MENTORING AND CONFLICT RESOLUTION

MODULE 4: MENTAL HEALTH AND WELL-BEING

MODULE 5: SUPERVISORY & MANAGEMENT SKILLS

The full program will take approximately 4 months to complete. Participants who start in September 2022 will be finished Modules 1-5 by December and will then participate in the final group session.



PARTICIPATION CRITERIA

Starting in July 2022, employers, unions, educational institutions and other organizations will be encouraged to apply for participation on behalf of a sponsored participant. Self nominations will also be considered if proper references are provided. The Office to Advance Women Apprentices will review all applications and manage registration and support for participants. **Women or gender diverse individuals in the final year of their apprenticeship or who are journeypersons may apply. We recognize the distinct barriers faced by women and gender-diverse people from multiply-marginalized backgrounds in accessing this type of training. Those from diverse backgrounds (e.g., who are newcomers, identify as 2SLGBTQ+, have a disability, or who are Black, Indigenous, or a person of colour) are especially encouraged to apply.**





PROGRAM TIMELINES

PROGRAM LAUNCH - JUNE 2022

FIRST COHORT APPLICATIONS ACCEPTED - JULY 2022

FIRST COHORT START - SEPT 2022

FIRST COHORT GRADUATION - JANUARY 2023

For the first cohort, one applicant from each province and territory will be accepted for a total of thirteen participants ensuring national representation.

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trades?**

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