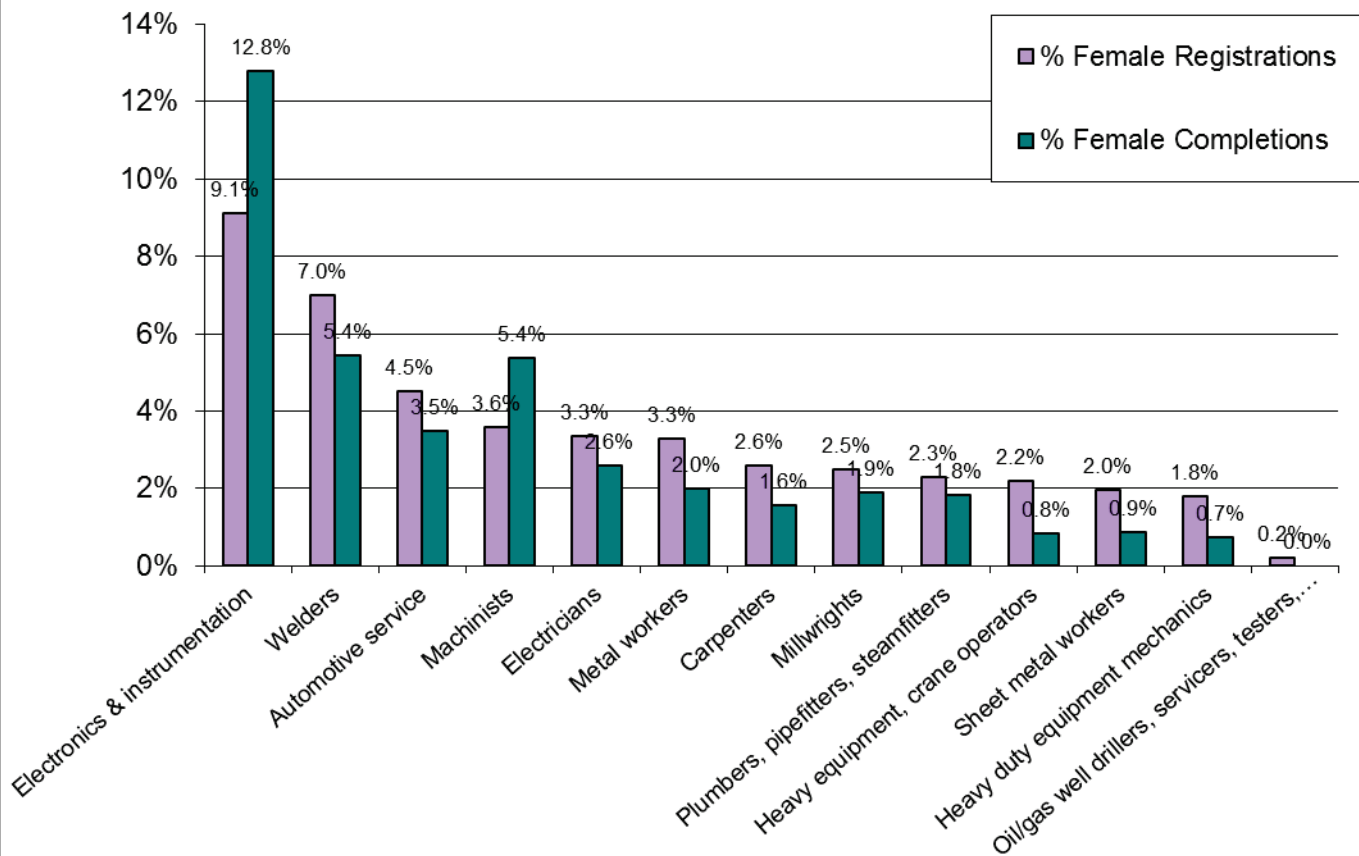




Women in Apprenticeship 2013 **QuickStats #19 Feb 2016**

Female Apprentices in Trades 2013

(Source - Statistics Canada Registered Apprenticeship Training, Tables 477-0053,4)



- Women are 3.4% overall of those registered and 2.6% of those completing apprenticeship training in 2013 in the collection of major categories illustrated above.

QuickStats information below is summarized from *Apprenticeship Analysis: Women and Apprenticeship in Canada*. Canadian Apprenticeship Forum (January 2016), 44 pp.
<http://caf-fca.org/report-category/diversity-in-apprenticeship/>

Barriers for women in pursuing apprenticeships and skilled trades:

- Lack of information about apprenticeship and skilled trades careers
- Lower confidence in math skills
- Limited awareness of, and participation, in existing preparation programs
- Discrimination/difficulty in finding employers
- Unwelcoming workplaces
- Lack of mentors
- Lack of facilities
- Lack of adequate family-friendly policies; family obligations

Solutions include:

- Collaborations between industry, sector associations, women's organizations
- Industry engagement, employer leadership and commitment
- Understanding the factors to facilitate women's entry
- Enhanced preparation programs with hands-on learning, mentoring, coaching, work placements
- Understanding of best practice workplace strategies including creation of inclusive and respectful workplaces
- Encouragement of employers to hire and train female apprentices
- Continued sharing of data on women's participation rates

* Data for women and men in apprenticeship programs by province and territory 2007-12 are available from CAF report cited above and 2013 data by province and territory are available on the Statistics Canada website CANSIM Tables 477-0053 and 0054.