

School District #75 (Mission) Trades Training Advisory Committee Agenda

October 29, 2020, 4:00 pm

In-person: Heritage Park Middle School 33700 Prentis Avenue, Mission, BC or
via video-conference (contact aleksandra.crescenzo@mpsd.ca)

			Pages
1.	CALL TO ORDER		
	<i>The Board Chair will acknowledge that this meeting is being held on Traditional Territory.</i>		
2.	ADOPTION OF AGENDA		
3.	DELEGATIONS/PRESENTATIONS		
4.	UNFINISHED BUSINESS		
5.	NEW BUSINESS		
5.1.	Recommendations for hiring practices for Women in Trades	Information	1 - 3
	5.1.1. Engagement and Exposure to Trades - Survey		4 - 8
5.2.	Total number of students enrolled in Trades Programs at Riverside College	Information	9
5.3.	Gravity Car Competition	Discussion	
6.	MINUTES OF PREVIOUS MEETINGS		
6.1.	Trades and Training Advisory Committee meeting minutes, March 2, 2020		10 - 11
7.	INFORMATION ITEMS		
8.	ADJOURNMENT		

ITEM 5.1 Information

TO: Trades Training Advisory Committee
FROM: T. Phelps, Director of Human Resources
SUBJECT: Recommendations for hiring practices for Women in Trades

1. Summary:

The Human Resources department has reviewed job postings to ensure that gender neutral language is included in the postings. Additional information is summarized in the document attached to the report.

Section 3.4 of the Recruitment and Hiring Policy notes a recruitment process that is unbiased and objective.

2. Background:

The Board approved the below motion at the Public Board meeting October 2019.

School District Hiring Practice for Women in Trades (October 2019 Board Meeting)

MOVED and Seconded that Staff look at School District policies and hiring practices for gender neutral language;

and that Staff provide some recommendations on policies for hiring practices for Women in Trades within the School District.

CARRIED

Staff will review opportunities for practices and policies for hiring Women in Trades. The Superintendent advised that one starting point is to update job postings to include gender neutral language.

3. Options:

4. Analysis and Impact:

- a. Strategic Plan Alignment
- b. Enhancement Agreement
- c. Funding Guidelines, Costing & Budget Impact
- d. Policy, Legislation, Regulation
- e. Organizational Capacity
- f. Risks
 - i. Organizational
 - ii. Reputational
 - iii. Strategic
- g. Benefits
 - i. Organizational

- ii. Reputational
- iii. Strategic

5. Public Participation:

6. Implementation:

7. Attachments:

- a. [5.1 Recruitment and Hiring Policy](#)
- b. Recommendations from HR

Corporate Policy

- 3.4. The Superintendent will establish a recruitment process for all other positions that provides for an unbiased and objective process.
- 3.5. The Superintendent will provide a report to the Board informing of the appointment of the successful candidates for all senior staff, principal, and vice-principal positions, outlining the skills, experience and past performance of the selected candidate.
- 3.6. The Superintendent will advise the Board on all other exempt staff appointments.

Human Resources

- gender neutral language exists in job postings
- always considers where to best attract applicant. For example, we use makeafuture to post positions across Canada. HR works with them to develop ad plans for specialized positions ie. trades to determine if additional sites like BCIT etc. should be accessed. Currently Makeafuture does not specifically attract women applicants
- in process of finalizing an overall statement that is inclusive

DRAFT:

Mission Public Schools is committed to principles of inclusion and equity and invite any applicant in need of specific consideration when applying to bring such need to the attention of Jane Boutilier, Human Resources Manager

Recommendations

Look at the entire picture and consider looking at how to enhance info at student level: schools, middle schools. For example, MSS could add links to trade schools on their career center website as currently do not see any <https://msscarecentre.weebly.com/>. Riverside has a youth in trades page; perhaps add this link <https://www.riversidecollege.ca/ssa-wex>.

Trades Inspired Stories

1. <https://www.okanagan.bc.ca/trades-and-apprenticeship/women-in-trades/women-in-trades-training>
2. <https://www.itabc.ca/success-stories/greater-victoria-school-district-substantially-increases-number-young-women-trades>
3. <https://www.sd42.ca/district-highlight/trades-inspires-students/>

Other

https://archive.news.gov.bc.ca/releases/news_releases_2017-2021/2019AEST0104-002189.htm

ITEM 5.1.1 Discussion

File No. 1020.20

TO: Trades & Training Advisory Committee
FROM: A. Wilson, Superintendent of Schools
SUBJECT: Engagement and Exposure to Trades - Survey

1. Summary:

The purpose of this survey is to collect preliminary information from students to learn about potential barriers with their engagement or exposure to trades training.

2. Background:

The Board of Education has been discussing hiring practices for Women in Trades. This discussion led to a request for the total number of students enrolled in trades programs at Riverside and surveying female students about barriers for entry into trades. Staff are recommending surveying students prior to graduation to learn about their engagement or exposure to trades and establish barriers to entry early on. The target audience for the survey would be for students in grades 8 and above.

3. Options:

Review the draft survey for input and feedback.

4. Analysis and Impact:

- a. Strategic Plan Alignment
- b. Enhancement Agreement
- c. Funding Guidelines, Costing, & Budget Impact
- d. Policy, Legislation, Regulation
- e. Organizational Capacity
- f. Risks
 - i. Organizational
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5. Public Participation:

6. Implementation:

7. Attachments:

- a. Survey (draft)

Mission Public Schools is surveying students in grades 8 and above to learn about their engagement and exposure to the trades industry. Data collected in the survey will assist with determining potential gaps and help establish opportunities for students to learn more about Trades training.

* 1. What school do you attend?

- Ecole Heritage Park Middle School
- Hatzic Middle School
- Fraserview Learning Centre
- Ecole Mission Senior Secondary School
- Summit Learning Centre
- Riverside College

* 2. Provide your gender

- Female
- Male
- Other (please specify)

* 3. Are you considering a career path in Trades?

- Yes
- No

If yes, skip to Q.5. If no, skip to Q.4.

*** 4. What is your reason for not selecting a career path in Trades**

- Lack of awareness and exposure to career options in Trades
- Little exposure to Trades in school or in general (tools, knowledge, skills)
- Attitude or belief that trades are male dominated careers (and not meant for women)
- Other (please specify)

*** 5. What sector do you plan to train in?**

- Construction
- Electrical
- Plumbing
- Professional Cook
- Personal Care Services (i.e. Hair Stylist or other)
- Other (please specify)

6. Is your family supportive of your choice of a career path in Trades?

Yes

No

7. Have school counsellors, administrators, and teachers been informative about career opportunities in Trades?

Yes

No

* 8. Please identify barriers or concerns you have heard in regard to a career path in Trades (check all that apply)

Pay is too low

Family prefers other occupation

Job not appropriate to your gender (sexism)

Training too expensive

Poor future prospects for the Trade

Training too complex or challenging

Closed Meeting of the Board of Education

Click or tap to enter a date.



ITEM 7.1 Information

TO: Trades & Training Advisory Committee
FROM: W.Peary, School Principal
SUBJECT: Summary of Students enrolled in Trades Programs at Riverside

1. Summary:

Information was requested at the Committee of Whole meeting regarding the total of students enrolled in the trades programs at Riverside College.

Trade	Total	Males	Females
Automotive Service Technician	13	12	1
Professional Cooks Training	8	6	2
Construction Electrician	13	11	2
Hairstylist	20	1	19
Plumbing	14	13	1
Community Support Worker / Educational Assistant	23	2	21
Esthetics	12	0	12

2. Background:

3. Options:

4. Analysis and Impact:

- a. Strategic Plan Alignment
- b. Enhancement Agreement
- c. Funding Guidelines, Costing, & Budget Impact
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5. Public Participation:

6. Implementation:

7. Attachments:

**School District #75 (Mission)
Trades Training Advisory Committee**

**March 2, 2020, 3:30 pm
District Education Office, 33046 4th Avenue, Mission, BC**

Members Present: Committee Chair, Randy Cairns
Trustee, Julia Renkema
Superintendent, Angus Wilson (Recorder)
Member at Large, Chris Gruenwald
Principal, Wade Peary

Members Absent: Member at Large, Chad Umlah
Member at Large, Dan Schubert
Member at Large, Michael Jackson
Principal, Jim Pearce

Others Present: Trustee, Rick McKamey

1. CALL TO ORDER

The meeting was called to order at 3:30 pm by the Chairperson. The Chair acknowledged the meeting was being held on Stó:lō Territory. There are four First Nation Bands within the boundaries of the Mission School District: Leq:a'mel, Sq'ewlets, Kwantlen, and Matsqui First Nations.

2. ADOPTION OF AGENDA

The Agenda was adopted as presented.

3. UNFINISHED BUSINESS

3.1 Trades Committee Plan

Chair outlines vision for meeting. Brainstorm of Vision Statement.

- Julia -- Build appreciation of trades/careers/ADST throughout School District inclusive of all students.
- Wade – satisfaction survey issue 'Is school preparing me for a career/university?'
- Preparation for the future/future proofing training (innovations, environmental considerations, etc.)

- Knowledge skills and attitudes to be successful

Final version: Develop appreciation and knowledge of Trades and Careers throughout the School District inclusive of all learners.

4. NEW BUSINESS

4.1 Trades Initiatives/ Events in Schools

General discussion: Find out what we have in place. Discussion of the (limited) awareness we have of activities and programming in Early Years, Primary, Intermediate, and Secondary Levels. Description of CLC/CLE 10-12 courses. External programming that connects to schools with trades, finances, and the like.

Importance of exposure at younger ages, and preparation of Elementary teachers. Resources necessary to make it happen. Resource boxes, training needs. Outdoor education expansion beyond rural sites. ADST Kits – contributions?

Goals and Reporting: What do we have in place; Contacts for Educators; ADST Boxes for Elementary; Financial and Resource support database

5. MINUTES OF PREVIOUS MEETINGS

That the meeting minutes from the Trades Training Advisory Committee meeting on January 28, 2020, be approved.

6. INFORMATION ITEMS

7. ADJOURNMENT

MOVED and Seconded that the Board adjourn the meeting.

CARRIED

The meeting adjourned at 4:51 pm.