



ONTARIO PUBLIC
SCHOOL BOARDS'
ASSOCIATION

Leading Education's Advocates

EFFECTIVE PRACTICES FOR SKILLED TRADES AND APPRENTICESHIPS

The program/strategy/initiative must have been in operation for a minimum of one year

School Board: District School Board Ontario North East

Contact Person and Email Address: Jo-Anne Plaunt

Name of Program/Initiative/Strategy: Young Women in Skilled Trades

Description of Program/Initiative/Strategy

The focus is on practices that excite, engage and increase student confidence, achievement and well-being. Programs that have increased attendance and pathway decision-making are of interest. In the brief description please provide answers to the following questions: Where the program/initiative/strategy is delivered (school/board locations)? Who is responsible for delivering and monitoring the program/initiative/strategy? Who is the target audience? Are there any community partnerships involved? Are there any staffing or budget implications? Are there any special resources required? What are your indicators of success, etc.?

Young Women in Skilled Trades

Target Audience: Female students in grades 9-12

Location: All secondary schools

Delivery/Monitoring of Strategy: Superintendent of Education and Student Success Administrator responsible for Student Success, OYAP, SHSM, K-12 Experiential Learning, eLearning

Description

The strategy focused on removing barriers and providing solutions to increasing young women participation in the skilled trades. The solutions involve multi-pronged strategies including a focus on supporting individual student pathways through career planning sessions and changing the perspective and attitudes of youth towards the skilled trades.

The career planning sessions were offered to all Grade 10 Career Studies students from across the board. The sessions were facilitated by a registered psychologist who practices as a Career Counsellor. The focus of the sessions was to help students gain an understanding of current employment trends and changes in careers and career development. As well, students were provided with additional information about the career planning process. This was an excellent opportunity for students to better understand themselves and apply that knowledge to decisions they make about their futures.

One of the barriers for young women entering the skilled trades is perception regarding work conditions of skilled trades. By deepening their knowledge of the skilled trades through varied learning experiences, young women can make informed career choices on the basis of having of good understanding regarding working conditions, salary, opportunities, and job satisfaction. Some of the learning experiences involved participating in the following: Young Women's - Career Exploration Event; Tech and Trades (Indigenous Focus); Skills Ontario Young Women's Conference and Indigenous-focus Student Conference; Ontario Skills Competitions and Summer Manufacturing Camps. In addition, students were supported in gaining industry certifications, participating in work based learning opportunities and experiential learning opportunities aligned with apprenticeship opportunities. Our strategy aims to support students in the target group with appropriate learning experiences and programming to consider the skilled trades as a career option. When possible, personalized and differentiated learning experiences are provided.

What has been the impact on Student Learning Student Retention and Pathway Decision Making? (max 200 words)

In order to closely monitor students participating in the strategy, the Student Success Administrator, Student Success teachers and Pathways coach have monitored the impact on student learning, student retention and pathway decision making.

The data tools/measurement include:

- Student voice from students participating in the strategy
 - Student Success data including credit accumulation
 - Ontario Youth Apprenticeship Program participation rates and registrants
 - Course selections and participation in programs such as SHSM/SCWI/OYAP
 - Relevant changes and completion of the Individual Pathway Plans (IPPs)
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- ✓ Increased number of student participants and registrants in the Ontario Youth Apprenticeship Program.
 - ✓ Increased female students enrolled in Specialist High Skills Major with a skilled trade focus.
 - ✓ Qualitative data based on student voice indicates student attitudes and perception regarding skilled trades is positive.
 - ✓ Increased female student engagement measured by student voice.
 - ✓ Increased female student participation in dual credits.
 - ✓ Significant increase in activity completion of Individual Pathway Plans (IPPs)