

# The WinSETT Centre



**Canada has a shortage of skilled labour** estimated to reach over one million workers by 2025. At the same time, women, while 47 % of the employed workforce, are only 4% of the construction workforce and 12% of professional engineers. Employers recognize the need to recruit and retain employees from under-represented groups such as women, including aboriginal and immigrant women.

The Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) is providing tools and services to employers to strengthen the recruitment and retention of women in SETT fields, initially in four sectors - oil and gas; construction / trades; post-secondary institutions; and information technology.

**The exciting vision of CCWESTT** is to establish the Canadian Centre for Women in Science, Engineering, Trades and Technology as the catalyst for the sustained employment and advancement of women in SETT fields. The Centre will achieve its mission by developing and disseminating, through collaboration and partnerships, the tools and expertise useful to industry, government, educational institutions and women in SETT organizations.

**Strengthening women's representation in SETT occupations will address critical national imperatives to meet current and future skilled labour needs and build Canada's research and innovation capacity.**

## The WinSETT Centre will

- Collect best practices for the recruitment, retention and promotion of women in SETT
- Prepare tool kits and resources for suitable work environments, recommended policies, and innovative procedures for inclusiveness
- Provide workshops using the kits for human resource personnel and other representatives from industry and post-secondary institutions
- Work with industry and training institutions to develop innovative approaches to improve participation and achievement of women in SETT
- Communicate and promote ways to make workplaces inclusive and welcoming for minority groups
- Gather statistics and track trends
- Monitor the success of its programs

CCWESTT has initiated discussions with stakeholders generating interest in the WinSETT Centre. Currently, the WinSETT project is funded by Status of Women Canada with other partnerships. After a period to consolidate expertise and establish viability, the Centre plans to become increasingly self-supporting from fees for services and the sale of resources. With the combined support from governments, WinSETT has the potential to effect significant change in the composition of the labour force.