



The Regional Representative Program is an initiative of the BC Centre for Women in the Trades (www.bccwitt.ca) and the Industry Training Authority (www.itabc.ca).

The goal of the Regional Representative Program is to increase the number of tradespeople from underrepresented groups (women, 2SLGBTQIA+, IBPOC, persons with disabilities, immigrants) in leadership positions as both volunteers and staff within the skilled trades sector in British Columbia.

This community-based program provides a fun, safe and challenging experience for successful applicants to:

- Build leadership skills.
- Learn about barriers and resources for underrepresented groups in trades.
- Develop a peer mentorship network.
- Make a difference in the future of trades in BC.

Throughout 2021-2023, there will be multiple cohorts of training for tradespeople who are women, Indigenous, people of colour, 2SLGBTQIA+, immigrants, and people with disabilities.

These initial intensive 5-day in-person Core Training sessions will bring together a select group of 14-18 successful applicants from around the province, with all course costs, accommodation, food, and travel fully funded. Scholarships for wage subsidies may be available.

After the 5-day Core Training, RRP participants will be expected to continue to engage with BCCWITT and the ITA, by taking part in volunteer outreach activities, further training sessions, peer mentoring, and consultations as their schedules permit.

To be eligible for the RRP, the applicant must be:

- A full-time resident of British Columbia, **and**
- An apprentice or journey in a trade managed by the ITA, **and**
- A woman in an ITA trade where women less than 25% of apprentices **OR** an Indigenous person, 2SLGBTQIA+ person, immigrant, or person with a disability, or person of colour in any ITA trade, **and**

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- Actively seeking to become more involved in their trades communities within the next 2 years, **and**
- Willing to make a commitment to BCCWITT and ITA to take part in volunteer and outreach initiatives, **and**
- Not already in a substantial leadership role in the skilled trades sector.

There will be 14-18 participants per RRP cohort, with the goal of choosing participants as equally as possible from across the 7 economic regions of British Columbia, depending on COVID safety protocols.

There are limited spaces available and not all applicants will be accepted. Participants will be selected based on an application form (<https://hipaa.jotform.com/BCCWITT/RRPapplication>) and possibly a brief interview.

If you have any questions, please email **outreach@bccwitt.ca** or call/text Lindsay Kearns at 250-661-6818.

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BCCWITT and ITA Regional Representative Program - FAQ

When is the Core Training 5-day Intensive taking place?

There will be multiple cohorts of the 5-day intensive Core Training taking place over the next 2 years; date options will be offered to those accepted into the program.

Where is the Core Training 5-day Intensive taking place?

The training will take place at locations throughout the province; please note that travel costs are covered by the funding for this training.

Is the Core Training 5-day Intensive taking place in person?

Yes. All COVID protocols will be strictly followed, to allow for a safe in-person event.

What is the deadline to apply for the program?

Applications are open and ongoing; however, applying as early as possible will give successful applicants more options to take part in upcoming cohorts.

Who is eligible to participate in the program?

You must be an apprentice or journey in a trade managed by the Industry Training Authority (www.itabc.ca). If you are a woman, you must be in an ITA trade where women make up less than 25% of apprentices in your trade. If you are Indigenous, 2SLGBTQIA+, a person of colour, a person with a disability, or an immigrant, you can be in any ITA trade. As well, you need to be committed to working further with the BCCWITT and ITA in volunteer and outreach initiatives as your schedule allows, and actively seeking to take on a leadership role in the skilled trades in the next 2 years. If you have questions about your eligibility, please contact outreach@bccwitt.ca.

Who will be selected to take part in the program?

We regret that we will not be able to accept all applicants into the program. Preference will be given to eligible applicants who indicated on their application form and/or interview that they are actively seeking to further equity and inclusion in the skilled trades.

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What does it mean when the promotional material says that the training is fully funded, but also that there are scholarships?

The costs of the training, travel, accommodation, and food are all covered. For those who will be missing time from paid work and require a contribution to assist with covering their missed wages, there is additional funding available. Also, arrangements can be made to help with other extra costs some participants may have, such as childcare.

What will be covered in the Core Training 5-day Intensive?

This training will include small written assignments, collaborative group work, and structured interactions involving learning, coaching and feedback. Topics include history of trades and exclusion/inclusion of certain social groups; how our provincial organizations and institutions for trades are connected; accessing resources available to support trades careers; understanding and addressing personal and systemic biases; public speaking and social media; developing local community through informal peer mentorship; understanding policy; and more!

Do you need to be at a certain point in your career to apply for this training?

No. We welcome participants who have been in the trades for decades as well as those who are at the start of their careers.

What is expected from program participants after the Core Training 5-day Intensive?

Participants in the program will be expected to participate as much as their schedules allow in regular virtual meetups with other RRP participants and meetups with tradespeople in their regions. They also will be expected to engage with BCCWITT and the ITA as a volunteer for outreach and feedback. There will be ongoing opportunities for additional professional skills training through optional workshops offered to the RRP participants, such as mental health first aid certification, occupational health and safety, etc.

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