



Diversity in the Trades



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Diversity in the Trades

Labour Force Survey: June 2023

The number of women in construction increased by 25,000. The male labour force increased by 15,500.

Watch for more info in our July 2023 Labour Market Corner blog.

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Diversity in the Trades

Dangers of a workforce lacking diversity

- Lack of innovation
- Difficult environment for those who are diverse
- Difficult time attracting and retaining diverse applicants
- Entrenches traditional prejudices
- Weakens whole industries
- Limits the personal and professional development of workers

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Diversity in the Trades

Areas of growth for trades careers

- Women
- People with Disabilities
- Mature Workers
- New Canadians
- Youth
- LGBTQ2S+
- Indigenous Canadians

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Diversity in the Trades

Upside for Trades Sectors and Trade Employers

- **Women** (Different competencies)
- **People with Disabilities** (Answers to challenges)
- **Mature Workers** (Experience and transferable skills)
- **New Canadians** (International understanding of trades)
- **Youth** (Mentorship, foundational skills and future WFD)
- **LGBTQ2S+** (Stronger reflection of society)
- **Indigenous Canadians** (Products and services which reflect cultural understanding)

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Creating Accommodations

- Modified schedules
- Subsidized childcare
- Transportation supports
- Hybrid employment
- Professional development support
- Workplace modifications
- English / French language support
- Responsive extended health benefits
- Expanded personal days / sick leave
- Flex Days

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