



NEWSLETTER

www.wamt.org
email: info@wamt.org

Spring 2003

Women
&
Manual
Trades

**Engineer
Your
Career**

**British Gas
Wants You!**

If you are

- Interested in install/maintaining domestic central heating appliances and systems
- Aged 17-23
- Enthusiastic and self-reliant
Call the recruitment hotline on **0800 801161** and ask about Modern Apprenticeships. You could become a British Gas Engineer and be earning £24K by 2005.
- If you over 23 and qualified you can ring the Hotline for their current vacancies

Women Winning Awards



Reproduced with the permission of Lambeth College

Helga Benes with Jacquie Henderson, London Central LSC

Helga Benes, tradeswoman & WAMT member, was awarded the prestigious title of 'Student of the Year' at Lambeth College's School of Construction awards ceremony in July. The 'Student of the Year Award' is presented by the School of Building Association, the committee of which selects the winning student from students nominated by tutors within the School.

Helga's tutors believe that over the last 2½ years she has proved an exceptional student. Her skills have rapidly developed and she has developed a strong interest in restoration and conservation. Helga last year completed NVQ Level 3 in carpentry and this year is studying for both Level 3 in wood-machining and the Level 4 mastercrafts diploma.

On December 4, Andrea Cowling, then of WAMT's Management Committee attended the Lewisham Community Refurbishment Scheme Awards to present the Trainee of the Year award. The winner was Dawn Cavalli, a painter and decorator, currently in her second year of NVQ Level 2. Dawn works on-site 4 days a week and attends college on a fifth day. She received this award for her excellent commitment to her training. "It was an excellent event," said Andrea Cowling, "it was good to see Dawn getting public recognition for her efforts. When is she joining WAMT?" The award is not her only reward though. Dawn's current placement has offered her a job at the end of her training.



Andrea and Dawn

© David Allen / Creative Circle



Jenni Wood with Alan Carlyle, IOP President

Jennifer Wood, plumbing tutor at Canterbury College and WAMT member, was presented with a Master Plumber Certificate at the Institute of Plumbing's Conference 2002, at Brighton last June. Jennifer is the first woman in the Institute to receive the prestigious Certificate, which shows she has reached excellence in the art, craft, science and practice of plumbing. The Certificate is awarded jointly by the Institute of Plumbing, the Worshipful Company of Plumbers and the City and Guilds of London Institute, with full backing from the Engineering Council and valuable input from the National Association of Plumbing Teachers.

Increasing Recruitment and Retention of Women in Further Education

JIVE is an innovative three-year project, which aims to mainstream new holistic approaches throughout the employment cycle. In other words, to change the attitudes and practices that stops women from considering or continuing to work in the engineering, construction and allied industries. As you will be aware, the skills shortage that these employers are increasingly experiencing could be met in the long-term by recruiting from a wider labour pool. For women and girls to be successfully recruited in these areas they have to be supported, coached and encouraged.

Let's Twist, which was developed in partnership by Bradford College and Sheffield Hallam University, has been delivering staff development training to promote recruitment and retention of women students to these areas since 1999. JIVE now has the opportunity to

continue the successful delivery of this training nationwide.

Regional hubs are being established by Women's Education in Building, Cardiff Women's Workshop and Oxford Women's Training Scheme. Bradford College and Sheffield Hallam University will continue to work in the Yorkshire and Humberside areas. They intend to work with local partners, as well as the national partners, who include CITB, Property Services national Training Organisation, Open University and the EOC.

JIVE partners will be working with careers advisors, guidance workers, education and training providers, employers and employees. We will all be working together to change the world in which women work and train. An initial training event was held on 13

February at the new WEB centre in Stratford. Lecturers for Construction, Engineering and Technology took part and reviewed the learning environment within their own departments. More events enabling lecturers to draw on the experience of JIVE and to shape good practice methods and strategies for recruiting and retaining women are planned.

For more information please contact your regional hub or contact Anna Walters-Kotter, Building Work for Women, The Building Centre, 26 Store Street, London WC1E 7BT
Tel.: 020 7637 8265, Fax. 020 7637 8266, Mobile: 07866 761168
E-mail: anna@bww.org.uk



Learning+Skills Council



Useful Telephone Numbers and Web Addresses: Scotland



Here are some contact points.

For information about courses and apprenticeships available:

Scottish Electrical Charitable Training Trust SECTT
Bush House, Bush Estate, Midlothian EH26 0SB
Tel 0 131 445 5659
<http://www.sectt.org.uk/>

Reid Kerr College
Renfrew Rd, Paisley PA3 4DR
Tel: 0800 581 2204
www.reidkerr.ac.uk

Edinburgh's Telford College
Crewe Toll, Edinburgh EH4 2NZ
Tel: 0131 332 2491
www.ed-coll.ac.uk

Carndonald College
690 Mossbank Drive, Glasgow G52 3AY
Tel: 0141 272 3333
www.carndonald.ac.uk

Aberdeen College
Gallowgate Centre, Aberdeen AB25 1BN
Tel: 01224 612330 www.abcol.ac.uk

CITB Scotland are keen to encourage more women to enter the trades. If you need more information about training and working in Scotland please contact them directly, and let us know what assistance you were given.

CITB helpline 0800 328 5949

Alison MacLean
Women in Construction – Scotland
CITB
4 Edison St
Hillington
Glasgow
G52 4XN
Tel: 0141 810 3044
alison.maclean@citb.co.uk

Also at CITB
Hugh McCafferty
Area Manager
Hugh.McCafferty@citb.co.uk

Pearl O’Keeffe

Out of her Shell

Welcome to *Spotlight*, where a tradeswomen tells us about their experience both in the trade, and in training, how they got started and what they have planned for the future.



Pearl – teacher, student, painter and decorator.

Photographs by EM Fitzgerald Photography

I live in London with my two children and work as part-time tutor at Lambeth College teaching Specialist Decorating Techniques to mature students. I also teach Painting & Decorating to year 10 and 11 students, as part of a school link project.

In addition to this teaching, I also work for the International Fine Arts and Conservation Studios on their London based projects. This work entails reinstating original colour schemes and styles of decoration in listed buildings, usually working in conjunction with English Heritage. Some of the projects that I have worked on include the Queen’s Chapel of Savoy, and Leighton House Museum. Another project involved the Duke of Westminster’s properties, reinstating original colour schemes throughout the building, including repairing original Adams’ ceilings. Since then I have worked on Our Lady of Lourdes church in Acton and St Dominic’s Priory in Chalk Farm.

When not working for IFACS’, I work as a sole trader, occasionally employing another woman on larger projects. At present I am working on the design of a refurbishment to a flat in Chelsea for a private client. It has not been easy getting to where I am now. There have been a lot of early starts and hard work but the sense of achievement I feel is sometimes overwhelming.

It all started in 1997 when I was living on income support, and not really going anywhere. I’d always enjoyed decorating and, being creative; I’d help friends and family to decorate their homes. I was lucky to have a supportive family and group of friends who encouraged me to go to college and study Specialist Decorative Techniques. I remember being terrified before the interviews at Lambeth College, my confidence at an all time low.

I enrolled in Specialist Decorative Techniques, a one day per week, 2 Year course. In my second year I was approached by IFACS to come and work for them. My tutor had told them about me.

I achieved a City and Guilds qualification (level 1 and 2), and went onto study Gilding at Lambeth College, gaining a further C&G qualification. I definitely had the bug and enrolled in the women’s NVQ Level 2 Painting and Decorating course, which I have found to be invaluable. I also completed my C&G teaching certificate during this time.

Eighteen months ago, I was asked to work at Lambeth College. I jumped at the chance and find it very rewarding. Looking back, I’d never have thought that I’d be where I am now. I’m about to start my Certificate of Education training – which I can’t wait to do, who’d have thought it?

At last I am financially independent and have bought a house in Surrey. The hard work is finally paying off, and I can give my children a better quality of life. They’ve had to suffer me snapping when I’m worn out but the biggest compliment was when they told me how proud they are when telling other people what I do.

Written by Pearl O’Keeffe

Please contact Caroline Armstrong if you would like to be featured in *Spotlight*.

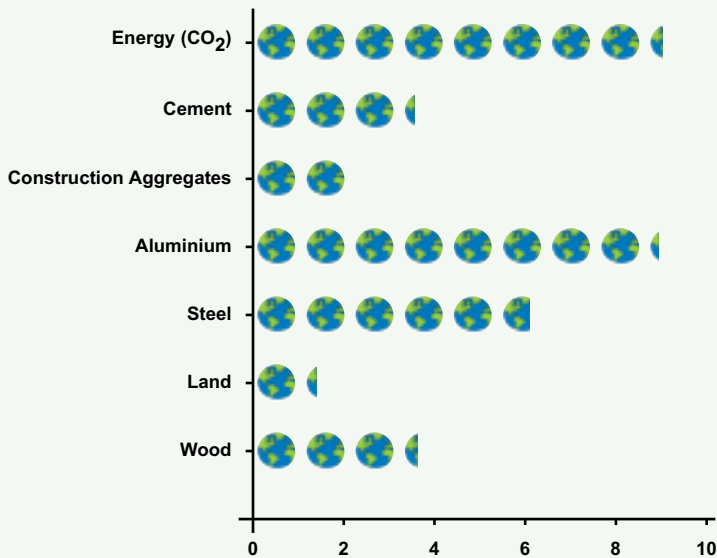


Lambeth College students learning the tricks of their trade

Photographs by EM Fitzgerald Photography

Time to Trade up to Green?

Sustained Targets for Key Resources



Number of planets needed to sustain current global consumption in 2050 if all countries consumed as Britain does now

WHY BUILD GREEN ??

Virtually every activity we undertake has an effect on the environment and building is no exception. For example: 50 % of the UK's nations total energy bill goes into servicing buildings. (Lighting, heating etc.) 5% of national energy consumption is used in the manufacture of construction materials and a further 5% is used to transport them to site.

Did you know?

The construction industry produces 100 million tonnes of construction and demolition waste each year. Only 4% of that is recycled. The rest goes into landfill. In Denmark recycling rates of 80% of all construction waste is achieved!

Did you know?

The production process for 1 litre of gloss paint is so intense that it will produce 30 litres of solid waste!

Did you know?

The UK consumes 50 million cubic metres of timber each year. That is double the amount India consumes annually. Friends of the Earth estimates if global consumption was the same as the UK, the timber industry would have to produce 4.5 million cubic metres per year.

Our present capacity is 2.3.billion cubic metres worldwide.

BUT, before we get too depressed:

We can make choices - as individual consumers through to what building materials we choose and we can influence our clients to choose more environmentally friendly products.

One good assessment method is the so-called cradle to grave method (*Life Cycle Analysis*).

This looks at what impact the material has, starting with its extraction, through the manufacturing process, to its use and disposal.

Can it be reused or recycled???

There are also issues for our own health, as tradeswomen working with potentially hazardous building materials: formaldehyde in MDF, solvents in paints.....

Holland has just banned the use of any non-water based paints on any internal surfaces!

The issues are not always straight forward so perhaps there could be a series of more in depth investigation for each trade in coming newsletters.

What are the issues?

What can we do and where can we get hold of more environmental products?

Being a carpenter, I could start with timber & carpentry issues.

Are there any other tradeswomen interested to write about their own specific trade?

Please contact WAMT or contact me; Rossi Stohr rossi_stohr@onetel.net.uk

There are better options available to us. WE can make green choices.

- Natural paints and finishes are available. Production involves only a few simple steps, which means that unwanted waste remains easily biodegraded, and energy use is low.
- Ultra-efficient toilets, flow regulating taps and rainwater collectors can all be used in domestic setups to conserve water.

Ask questions of your suppliers. Let your clients know the facts about the products that you are using and that they will be living with.

This is the first of a continuing series on environmental issues and products that may be of concern to tradeswomen.

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Business Matters for the Self-Employed

To All Established Tradeswomen Based in London – The Consortium is Back

- *Are you an established tradeswoman working in London?*
- *Do you think you could benefit from good quality, relevant training?*
- *Do you want to expand your business but are not sure exactly how to go about it?*
- *If so, then the Tradeswomen's Consortium could be for you. Read on*



A Health and Safety course day, run by Lisa Ridley

This project is aimed at those tradeswomen out there who work day to day and never have the time to look at their businesses from a different perspective or find out about funding or about training. In fact by the time you've finished preparing for the day ahead – bought your materials, loaded up your tools, worked a day on a site, driven around London, come home and returned all your calls, written or typed up new estimates..oh yes and had something to eat before collapsing into a heap on the sofa (and if you have children, add on another 2 hours of activity onto that).. then there must be something really worth while going on at WAMT to get you to attend an evening meeting and think about work! Well apart from the food that is provided, the other incentive is the other tradeswomen who will be there. The joy of finding other people in the same boat as you is great. Sad but true.

Other peoples' enthusiasm is also very uplifting.

Some of you may remember the Consortium from last year when a number of tradeswomen who were already set up in business, regularly met up to network and benefit from relevant and useful training.

Last year, Consortium members had free training in First Aid as well as training in the many areas of Health and Safety as they affect sole traders or partnerships. Computer training was also made available for those of us lacking in that area. In addition there was training in obtaining a CSCS card, becoming a qualified Assessor, Personal Safety and Lone Working.

The agenda was set by the group and training was set up accordingly. We hope to do the same this year. In

addition, we hope to promote and, if possible, assist in the business growth of some of our well established tradeswomen.

The idea is to build on the enthusiasm and commitment shown by members last year and to encourage new members to join and add to the positive ideas that emerged then.

Ideas for this year include; a Manual Handling course, Self Defence classes, Multi-trade training, Business Development and a financial information network; In addition, talks by Invited speakers, advice surgeries, a residential course and Visits to places of interest are also planned.

Do come and join if you feel you could benefit. There is no obligation to attend every meeting and no 'joining fee'. Travel and childcare expenses can be paid and all of the training will be free. If you can't make the meetings- just attend the training.

If you would like to find out more about the Consortium, call Andrea Cowling on **0207 251 9192** or send an e-mail to info@wamt.org

The next Consortium meeting will be on Wednesday 5th March at 6pm. The venue is the meeting room, ground floor at 52-54 Featherstone Street, EC1Y 8RT in the meeting room. Free refreshments and food provided.

I look forward to seeing you all very soon.

Andrea Cowling

Willow Park Plugs the Skills Gap



Group photo: (left to right) Lorna Reid, Julia Crosbie, Colette Kilgallon, (Councillor Basil Curley - Board Member and Guy Darby, Chair of the Board), Francine Burney, Ellie Smith, Jackie Hagan.

Photo below: Julie Crosbie soldering on

Photo Left: Hard hat on: Francine Burney



In April 1999, Willow Park Housing Trust was set up to receive a transfer of around 6,500 properties from Manchester City Council. The Willow Park Housing Trust is a charitable Housing Association situated in South Manchester, a mile north of Manchester International Airport. Willow Park is run by a board consisting of tenants, City Council representatives and a number of independent directors.

Initially the repair & maintenance service continued to be provided by Manchester City Council's Works Department. In October 2000 the Trust set up it's own Building Services Division and the repairs function was brought in-house with 'DLO' employees transferred in accordance with TUPE regulations.

In the centre of the Willow Park area is Benchill - a ward ranked as the most deprived in the country using the government's index of multiple deprivation. One of the many

regeneration initiatives developed by the Trust and its partners was a training centre to try and increase the employment prospects of local people.

The Construction Centre was built by MANCAT (Manchester College of Arts & Technology) on land provided by the Trust. This centre is being used to train the Willow Park Apprentices in Plumbing to NVQ level 2.

The Apprentices started their training in September and spend a day a week at the centre, with the rest of the week spent shadowing and learning on the job. Five of the six women live locally and three of them have children so local training and local employment has been really important. The training is going well - the first formal assessment will take place in February. It is intended that, after completing their NVQ in plumbing, they will work towards domestic heating & gas appliances NVQ Level 3 for a further two years. The Apprentices are part funded by the European Social Fund.

The decision to train them all together was deliberate - the

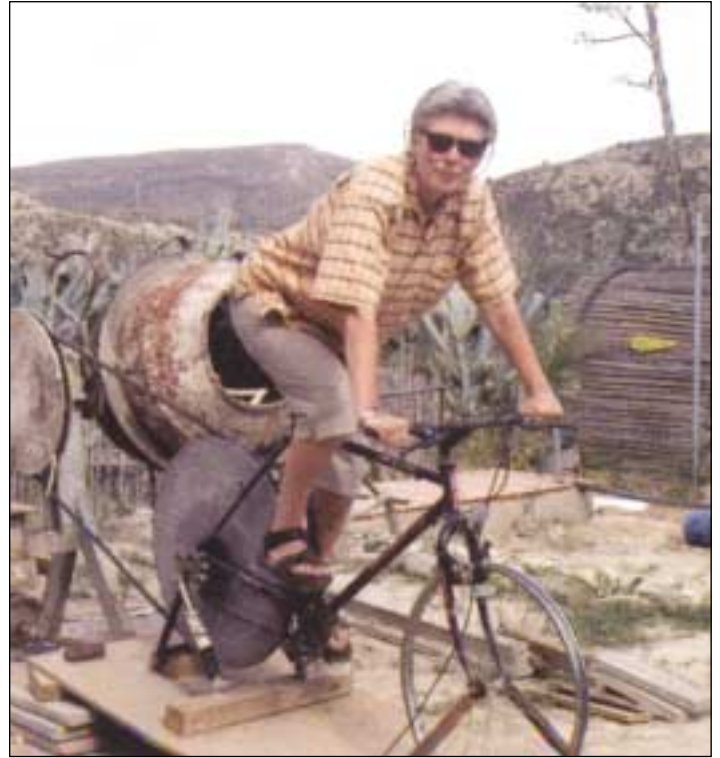
recruitment process was long to ensure everyone was well informed and had realistic expectations. The Apprentices got to know each other well during this period and were mutually supportive.

Training together is one of the ways in which they can maintain this relationship, this is particularly important as they are joining a previously all male workforce. Their first six months have gone well - they are enjoying the training, making good progress and have settled into the organisation well.

If you would like any more information about the Apprentice Scheme please contact Sheila Doran, Director of Building Services, Willow Park Housing Trust on **0161 946 9540**.



Building Up in Almería, Olé



From project managing in London to managing an environmental project in sunny south east Spain - Carol Biggs (ex of WAMT) is now working and living happily in Almería Province at Sunseed Desert Technology (SDT).

The project runs as a sustainable community looking at low impact, low tech solutions to living in a semi arid environment. There is a core staff of 9 and paying guests help with the day to day work which includes organic gardening, appropriate technology, maintenance work and helping to find ways to reclaim dry land that has become desert like through overuse in the past and subsequent soil erosion. Ideas and solutions are shared with other organisations and communities living in similar conditions.

SDT is set in an oasis of a valley with the only river that has water running through it all the year round- hence the name- Rio del Agua (River of Water). After a few hours hard work, visitors to the project can swim and the surrounding hills provide a fascinating moon-like landscape to walk in and explore the local wild life. Visitors stay from two weeks to a year and costs vary depending on time of year and length of stay etc. It would be great to see some more tradeswomen!

If you are interested in finding out more visit our website www.sunseed.org.uk, email us sunseedspain@arrakis.es or phone 0034 950 525 770.

CURRENT VACANCY

Builder wanted to spend a year working in Spain . . .

At Sunseed Desert Technology there are 8 voluntary co-ordinators who work on the project in exchange for food, accommodation and 20Euros expenses per week. We have a vacancy for someone to run the Construction and Maintenance Department. Along with maintaining the site and initiating new ecobuilding projects, the post involves supervising visitors and taking a share in the day-to-day community activities such as cooking and cleaning. A minimum of a year's commitment is desired and in return most people who come find they have a great time and learn lots of new skills. We need someone for an immediate start. If you are interested, look at the website www.sunseed.org.uk then email Carol Biggs at sunseedspain@arrakis.es or phone 0034 525 770 or send your details to Sunseed Desert Technology, Apdo 9, 04270 Sorbas, Almería, Spain.

Hasta Luego!

Interested in working in Spain when the weather fines up? Frances Hanlon is creating a women's centre for the arts. She needs women from all trades as there are two houses in need of renovation. Food and accommodation, as well as the occasional trip to Malaga and Granada for sight seeing and clubbing, are on offer.

To find out more call Frances on 00 34 958644124 or email her: cybarsol@hotmail.com

Notice Board

Management Committee News

A brief note from the Chair

Since the last newsletter, WAMT has become even busier as we continue with restructure: we have recruited more great new staff and the Tradeswomen's Consortium is back by popular demand. Having a Director in post has allowed the MC to focus on the long-term aims and strategies of WAMT. If anyone has anything that they want to feed in about the direction you would like WAMT to take, please feel free to call me. Telephone number available from office. Regards, Rachel Epsom

Committee Members

Rachel Epsom Epsom Electrical, Chair
Annabel Hands Plumblime, Vice Chair
Shanaaz Kazi Lawyer, Allen & Overy
Alison Medley Painting & Decorating Lecturer at Lambeth College
Helen Welch Carpenter, Treasurer

Current Staff

Karen Proctor Director
Caroline Armstrong Information/Resource Worker
Andrea Cowling Training Consortium Coordinator
Debbie Mace Financial Management Accountant

From all staff and MC members, Congratulations to Rachel and her partner Lisa, on the birth of their new baby daughter Naomi.

Gain Experience Building a Wooden House

I am building my own home as a result of being very badly let down by my male builder. (surprise, surprise). Need help - would you like to gain experience working on a timber frame, timber clad house on the Gower Peninsula in South Wales. 15mins walk from the beautiful beach of Three Cliffs. Jobs - cladding; double-glazing; Frame for extension; install windows; some internal stud-work. Sorry, very small budget, can offer - accommodation in comfortable caravan, all veggie meals, and £20 per day towards expenses.

Interested? - call Darlene for more details 01792-371680 (I know, it would be much more appealing if it were the middle of summer... but deserted beaches in the winter can be wonderful ... tempted???)

Women Working for Women

We are a new business, WWW for short.

After a lot of research talking to ladies in their homes it became clear that with the question, if you had a choice of a skilled male or female tradesperson to do work in and around your home who would you prefer? The answer was an astounding 99% went for the female.

After hearing some of the horror stories that the male workers get up to in their homes I'm not surprised.

That is why I have set up this business, you can now have a skilled lady to work in your home with peace of mind that they are not going to con you or have a nose in your drawers when your not looking.

Because of the demand from customers we are interested to hear from any skilled ladies that would like to go on our books EG: Plumbers, Electricians, Decorators, locksmiths, gardeners and many more.

FOR MORE INFORMATION CONTACT US ON:

01372 809632 OR 07950 315458
www.info@btopenworld.com

Work available

Small, friendly, woman run, fitted furniture making business seeks cabinet maker/joiner/carpenter for part-time work in workshop and on site. Most work based in Hackney and Haringey areas.

We need someone with experience and confidence although help and training is available. Most importantly you would need to be keen and enthusiastic and able to work on your own initiative.

Pay is between £50 and £100 a day depending on experience, tools, transport etc. Initial telephone chat would be followed by visit to workshop, then trial days in workshop.

Please call Rachel Urbach on **020 8806 1824**

"Do you have enough work on? Could you use an extra pair of hands? "

Previously trained in carpentry (Work based learning for Adults) wanting to move into painting and decorating. Keen, willing and able, but needing more experience. Can you help? "

Please contact fellow WAMT member
Peta Raye Darling: **07941 617 147** pdr@amserve.com

