



women and manual trades

the national organisation for tradeswomen
and women training in the trades

August 2004

The Equal Opportunities Commission is encouraging women to consider a career in the skilled trades and wider construction industry. Members of Women and Manual Trades took part in focus groups earlier this year, as part of a wide consultation about women's experiences of career advice and employment. The feedback gained was very valuable and if you would like to contribute please email choices@eoc.org.uk. More information can be found at www.eoc.org.uk or by calling 0845 601 5901.



The Know Your Place campaign debunks the stereotypes that lead men and women into choosing career options based on what is 'appropriate' for their gender. For more information about careers in the skilled trades visit www.knowyourplace.org.uk

If you can help the Equal Opportunities Commission get materials such as the poster shown here to women who may be thinking of their future careers please call 0845 601 5901. Materials are available free of charge.

Women and Manual Trades has held two enormously successful Trade Fairs in 2004.

The first of the year was held on March 27 with word spreading as far as Sussex in time for the most recent fair on July 1. In total we have had over 37 stalls exhibiting at the two events with stands offering advice, support, information and employment opportunities for women who are looking for work, training or working in the trades. A great time was had by all with over 200 people attending over the two events and we'd like to say a big thank you to all the stallholders and visitors who came along.



Successful Fairs Attract Women To the Trades

The Trade Fairs have always been well supported by our members and partner agencies and, as ever, it's always great to hear back from visitors:
'Thanks for an enjoyable day and a look into my future.'
'Continue with the Trade Fairs – great for networking – very informative'
'Excellent day again for Ambition Energy, lots of good contacts with potential trainees and employers.'
'All stallholders very approachable, very informative.'
'The level of commitment of the clients achieving their goals was

inspiring'.

'Many thanks for a stimulating and busy event'

The July event was the final Trades Fair planned under the current 'Building Links' project but we are bidding to gain funding for the project to run again in 2005. We plan to build on the success and feedback that we have had from tradeswomen, visitors, stallholders and our own staff team. Women and Manual Trades believe that our Trade Fairs will be a great addition to future calendars of all of us in the construction sector.

INSIDE: Women Building Links Into Employment
Plumbing the Depths Beyond the Classroom
Safety and Ladders Changing Rooms Update

At the 2004 AGM we outlined our plans to redesign our website www.wamt.org and introduce online advertising for members. Since then we have been sending out an

along with links so that, if interested, you can read the entire article. We also list other women's organisations in the UK and keep an eye on tradeswomen around

'Many thanks for the WAMT update; it's very accessible for techno-idiots like me!'

weekly 'e-update' to all of our members with access to email.

The response to our bulletin of jobs, news, events and other information of interest

to tradeswomen has been completely positive. Last week someone emailed me to sign up using a friend's email, having seen it via someone at her college.

'Like the updates keep them coming' The e-update covers local, regional and national events. Members have found jobs, training opportunities, and access to other avenues of advice and support. Employers find it very useful to have frequent opportunities to make contact with our members – and their prospective employees.

'I think the e-update is very good. Lots of relevant, interesting pieces.'

We include approaches from the press so that members around the country can promote their businesses and encourage other women to take up a trade. Press reports about or featuring tradeswomen are listed each week,

the world.

Upgrade to E-update

A popular section is the 'Member Questions' which have helped people source workwear for women,

insurance providers and tips for their computers. WAMT members supply the answers to questions posed by other tradeswomen and trainees. This sharing of experiences and advice is an excellent example of how we can use the internet and email as a tool to communicate with each other.

We are always seeking to improve the services that we provide to our members. Please call me

'Really find all the stuff you are sending out useful.'

if you'd like to receive future editions of the e-update. Also if anyone can help with this query, please call or email:

'Thank you so much for all the WAMT info..... I'm ever hopeful of an advert specifically asking for old, slow, honest, communicative joiners working towards NVQ Level 2'.

The WAMT e-update is circulated every Wednesday afternoon. Please contact Caroline Armstrong if you have anything to include.

Women and Manual Trades

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WAMT receives funding from the Association of London Government and the European Social Fund.

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Chris Wall
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Carpenter, **Treasurer**
Painter & Decorator, **Secretary**
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Current Staff

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Information & Membership Facilitator
Project Manager
Outreach Worker
Finance & Administration Officer (p/t)
Financial Management Accountant (p/t)



Women and Manual Trades would like to thank Hilary Flinders for her hard work and positive contributions as Interim Director. We wish her the best in all future endeavours.

Karen Procter is back in post after maternity leave.

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After a 13-week placement in 2003, Pauline Brown is now working for affordable housebuilder Lovell while completing her NVQ Level 3 qualification in plumbing.

Plumber Enjoying Site Work

Pauline, pictured left, is currently featuring in the Equal Opportunities Commission's campaign. She believes that 'as long as you've got the right attitude, whether you're male or female, people will accept you'.

Lovell strategy director Mary Lynch says: "Lovell strongly believes in providing training opportunities in the communities where we work and to promoting construction as a career. There are far too few women working in construction, particularly in craft roles. We are committed to redressing the balance by providing more opportunities for women to gain experience on site through initiatives such as our recent work placement schemes in London."

'Women Builders continues to go from strength to strength. After WAMT member Janet Shelley secured funding for the Milton Keynes based business and training organisation she began recruiting trainees and her workforce. To date 12 women have been involved as trainees or offered employment.

Recruiting as they Grow

The predominately women operatives are currently renovating a 7500 sq ft building offered to them by Milton Keynes Council.

As a result of this expansion Women Builders are looking to recruit a General Builder/Supervisor, tutors and trainees.

If you would like to find out more, call Women Builders on 01908 374455.

Opening New Horizons through Changing Rooms

Feedback continues to be positive from women taking part in the 'trade taster' programme being run by Women and Manual Trades with Horizon Housing Group. Sessions of plumbing, electrics, tiling and painting have a high attendance rate.



The trainers are experienced tradeswomen who are enjoying the enthusiasm of the participants.

"It is great to work with such keen learners. They seem to find the courses an empowering opportunity", says painter and decorator Karen Yarnell.

The Southwark property where training is held has been transformed many times. Participants then move on to basic maintenance in their own homes and, in some cases, further training.

The UK Resource Centre for Women in Science, Engineering & Technology (SET) has announced that it is to launch officially on 16 September 2004. The launch will be marked by a one-day conference at The Royal Armouries, Leeds.



The September launch will officially mark the arrival of the new Centre by bringing together employers, academics, Government representatives, policy makers, and other key members of the SET community at a conference to discuss equality issues.

On Friday 17th September the first Jive Talking conference will be held. The aim of this day is to look back over a year of Jive activity, to share the success and continue with the commitment to create change for women and girls in engineering, construction and technology (ECT).



This is a great opportunity for women who have been involved with Jive to reconnect. Anyone interested in working with others to break down barriers to training and employment will find the presentations from the Jive regional hubs informative and inspirational.

Women at the July launch of www.setwomenresource.org.uk, held at the Institute of Electrical Engineers.

For further details about either of the conferences in September please contact UK Resource Centre for Women in Science, Engineering and Technology, Bradford College. Tel: 01274 436485

Nubian Construction

Nubian Construction is seeking expressions of interest from newly qualified and experienced tradeswomen who would like to register for work in London.

Diane Edwards – a qualified carpenter with a background in law and advice - is aiming to deliver quality building services to the domestic market.

All interested electricians, plumbers, carpenters, painters and decorators should contact Diane on 07968645720 for more information.

Summit SKILLS

CAREERS ADVICE LINE

0800 0688 336

Advice and information about careers in plumbing and the building services engineering sector

Are you interested in starting a career in the construction industry?

Do you already have skills and experience in construction?

We need more women to be represented in the sector!!!!!!

If you live or work in Waltham Forest we can offer a wide range of advice and information, financial support, training qualifications and job matching if you are interested or already work in the construction industry. **Our FREE training includes:**

- Plumbing
- Bricklaying
- Painting and Decorating
- Carpentry
- Site Based First Aid
- Specialist Health and Safety
- Forklift
- Plastering
- Dumper
- Drylining
- On-Site Assessor
- On Site Recorder
- Site Management

Training can be flexible to fit around individual needs and can be combined with basic skills support in Reading, Writing and English. O-Regen works in partnership and supplies labour to a number of construction companies completing building works within Waltham Forest.

For further information contact Julia at O-Regen on 020 8988 8811

The Women in Plumbing Group offers trainee and qualified plumbers the opportunity to meet up with other women, and to present their views to policy makers. After an entertaining and informative visit to the House of Lords, WAMT members were among the group who considered themselves lucky enough to take part in a tour of the sewers.

As part of Sewer Week, Thames Water offered an opportunity for ten women from the WPG to take part. After viewing a presentation on drainage in the London area since medieval times, the group set off on a tour of the Abbey Mills Pumping Station. This is a Grade II building in East London.

Plumbing the Depths



Members of the Women in Plumbing Group prepare to go underground during Sewer Week 2004

Next stop, Wick Lane. The women prepared for their descent into the sewers by changing into disposable overalls, waders, hard hats and thick rubber gloves. Everyone was attached to a safety line before climbing down the ladder. It was a fascinating experience. After resurfacing the group welcomed the chance to have a good scrub before a wonderful buffet and receiving a certificate to say they had walked through the Wick Lane sewer.

Building product manufacturer Geberit has invited the Women in Plumbing Group (WPG) to their training centre at Aylesford, Kent to see the Hydraulic Tower in action on Wednesday 15th September at 9.30am finishing at approximately 3.00pm. This should prove to be a very interesting day. If you would like to book a place for this visit, please either email carolc@iphe.org.uk or ring Carol Cannavan of Women in Plumbing on 01708 463114.

Project Update:

Women Building Links into Employment

Summer's here and it's been really great to be out and about with the Building Links team seeing and hearing about the successes of our members. Graduating with honours, moving into employment, starting their own businesses, taking up further training, even news of a baby birth have all come our way over the last 5 months. It's been a very busy time in the office too and last week we welcomed our 176th member to the project!

Funding update:

well we've grown longer...!

With the support of our funders the ALG / ESF, the Building Links project has been granted a 3 month extension and will now continue to provide services for trainees and unemployed tradeswomen until the end of November 2004.

It is great news for the project and will allow us to stay fully functional over the summer break and better support project members in the traditional summer transition period as they move between college courses and into work.

Building Links Training.

Since January 2004, the Building Links project has delivered over 45 training and network events covering topics such as Personal Safety, Excel Essentials, Self Employment and First Aid and Confidence and Assertiveness. Although we are winding down our core training for the current project we are still delivering our highly successful monthly Talking Trades events, offering 1:1 assessment and guidance appointments and of

What's Your Destination?

Over the summer we will be sending out a form to everyone registered on the Women Building Links project.

As part of our monitoring we are required to collect information on the 'destinations' of people who have taken part in the project.

We would be grateful if you could answer the questions, sign the form and return it to us.

Your reply is very important to us and will help to make sure that we can provide improved services on future projects.

course members are booking the Tradeswomen's Resource Area for further assistance with job searching and skills development. *Check out the feature on the back page for more details.*

There are also places available on our forthcoming Inland Revenue workshop, Confidence and Assertiveness training and spreadsheets taster, contact us at the office for more details. We hope to be successful in our fundraising and deliver more training and network opportunities in the New Year so watch this space!

Talking Trades.

Feedback to the monthly Talking Trades initiative is buzzing and we are gaining quite a reputation! Delivered by our Tradeswomen members, the information and networking talks, are giving our members the opportunity to meet, research, pick up tips and ask questions about all aspects of work in the trades. We will be posting out information about the next dates and speakers in the next few weeks.

Training Review.

Have you ever wondered what happens to those evaluation forms you are asked to fill in and return at the end of a long days training? Do you have ideas on how to make things better or do you have a gap in understanding that we can get filled?

The Building Links project has carried out a full review of all training and network events that we have delivered so far. We have gathered information from 242 completed evaluation forms, taking on board your comments and looking at ways to improve.

The review looked at 4 specific areas – Evaluation – Trainers - Course structures and Teaching materials. If you would like to see a full copy of the document please email Jane Yeomans, Building Links Project Manager on buildinglinks@wamt.org

While we take these comments on board and make changes, we will continue to evaluate and develop our services. If you have ideas and comments please take the time to feedback, we may not get it right all of the time but we're working on it!

If you would like to know more about the project, would like to arrange an outreach visit to a group of tradeswomen you are working with or are interested in getting involved please contact Jane Yeomans (Project Manager), Jenny Jones (Outreach) or Caroline Armstrong (Network Facilitator).





The Timber Frame Co Ltd
www.thetimberframe.co.uk

Calling all time served Carpenters!

We are looking for the right people to join our dynamic friendly team. We design and build prestigious post and beam houses in Green Oak and Douglas Fir, as featured on C4 *Grand Designs*.

We are looking for people who are:

- Experienced carpenters / joiners
- Highly motivated
- Good team players
- Willing to work away on occasion
- Strong and fit
- Able to work at height
- Able to commit to a minimum 2 year placement

We can offer:

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- Good Rates of Pay
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Please send your CV to:

J Stubbs, Operations Manager, The Timber Frame Co Ltd,
7 Broadway, Charlton Adam, Somerton, Somerset. TA11 7BB

Falls from height account for
in the construction industry

Falls from ladders account for

Don't Fall For

Carrying the ladder

Short ladders :

can be carried comfortably by holding them vertically against the shoulder, one hand holding a lower rung, the other hand holding the stile.

Long ladders :

should be carried horizontally by two people, taking great care when negotiating corners and obstacles.

energy&utilityskills

Energy & Utility Skills is the Sector Skills Council for electricity, gas, waste management and water. Energy & Utility Skills have responsibility for the skills agenda of the electricity and waste management industries, in addition to the gas and water industries.

Tel: 0845 077 9922

Fax: 0845 077 9933

Email: enquiries@euskills.co.uk

Tradeswomen wanted

Painters, Decorators, Plumbers, Electricians.

FemCare Maintenance Limited

is a women run organisation who provide a service for women who would prefer to have females only working on their premises.

We are in the process of securing contracts with Councils, Housing Associations, Women Refuge Shelters.

To be a part of this exciting new venture
please contact

Deborah Stewart on Tel: 020 8938 4661

or e-mail dstewart@creativecomms.net

Protecting the public

- avoid positioning a ladder on the public highway where it could be struck by a passing vehicle
- avoid positioning a ladder on the public footpath where there is a risk that a member of the public could be struck by falling tools or materials, a falling contractor, or the collapse of the ladder itself
- avoid positioning ladders in front of doorways or windows which could open without warning
- when using ladders near doorways and windows is unavoidable, make sure doors and windows are either securely locked or firmly wedged open

Where necessary :

- establish an exclusion zone at the base of the ladder
- place warning signage at either side of the base of the ladder to safely direct the public away from the work area

This is the second of a series on Health & Safety. Part One available from Women and Manual Trades.

account for almost 50% of all reported major injuries and fatalities in the construction industry, amounting to around 80 deaths per year. It causes twice as many injuries as those from scaffolding and mobile towers.

Don't Die for It!! Safe Work at Height

Positioning the ladder

- place ladders on firm, level ground
- always stand the ladder on its stiles
- never suspend a ladder by the rungs
- never stand a ladder on an object to gain extra height
- never try to stabilise a ladder by packing the base with loose timber, masonry or other material
- position access ladders at the correct angle : **1 out : 4 up** or **75 degrees**
- access ladders should extend at least 1 metre (*5 rungs*) above any stepping-off point
- access ladders for scaffolding must be provided with a landing every 9 metres
- position stepladders at right angles to the work area
- stepladders should be fully opened to engage safety catches on retaining hinges or ensure retaining cords are fully taut
- never prop a stepladder against a wall in the closed position to try to use it as an access ladder (*select alternative access equipment e.g. podium steps*)
- never lash, tie or splice two short ladders together to make a longer ladder or to create a makeshift extension ladder (*select alternative access equipment e.g. longer ladder, mobile tower*)

Securing the ladder

- make sure the ladder is securely tied, and standing on a firm, level surface
- if ladder is taller than 3 metres, always ensure ladder is 'footed' by a second person
- ladders up to 5 metres may be 'footed' but no higher (*select alternative access equipment e.g. mobile tower*)
- access ladders over 6 metres high must be lashed at mid-point

Ascending or descending the ladder

- only one person at a time should ascend or descend a ladder
- face the ladder when ascending or descending
- do not turn around on the ladder when ascending or descending
- Keep both hands free to ascend or descend a ladder
- maintain 3 points of contact with the ladder at all times (*2 feet, 1 hand*)
- never carry heavy tools up a ladder (*use a gin wheel or hoist*)
- carry small tools in a bag slung over the shoulder or firmly secured in a tool belt
- never descend from a working platform onto an unsecured ladder

Using the ladder

- avoid using a ladder as a workplace (select alternative access equipment)
- use stepladders only for work of short duration (30 minutes maximum)
- never use a ladder which is too short (*select a longer ladder*)
- never stand on any of the top 3 rungs of a ladder when working (*knees or waist below top platform or rung*)
- never over-reach from a ladder (*get down and move the ladder nearer to the work*)
- never stand with one foot on the ladder and the other foot on something else (*select alternative access equipment with a level and stable platform*)
- do not undertake strenuous jobs involving force from a ladder (*select alternative access equipment with a level and stable platform*)

Advice provided by Liza Ridley, a qualified Construction Health & Safety Advisor.

'Surviving the financial quicksand' has been as much a part of my life over the past two years as attending my plumbing classes. This is of course a common experience, both for students at college and those newly qualified and seeking experience. I have realised however that there is a lot of free and low-cost extras available to us, if only we continue to follow up on the leads that may be on offer.

Where to start? Free trade journals are available from builder's

merchants. I now send away for anything related to my trade.

This year I have received information about courses offered by building product firms eager to promote their products. These have proved to be a great way to gain extra-curricular experience in aspects not covered by my college training.

I suggest joining as many trade-related organizations. I have found Women and Manual Trades to be a great place to meet other tradeswomen. The lovely WAMT

There were offers of help, an invitation to visit the premises of the manufacturers and more importantly, the possibility of work. Each training day yields another valuable lead.

More female attendance at these functions would raise our profiles. The men will come to realise that we are an up and coming force and that we are serious about professional development. Most of us would prefer to give a job to someone we know and I believe that I have begun to build valuable networks.



Sue Leong is retraining as a plumber at the College of North West London. She is a frequent user of the Resource Area.

Beyond the Classroom

Tips for Trainees

team are ultra professional, efficient and accomodating.

This year I decided to extend my networks and at the end of March I attended my first Institute of Plumbing seminar.

Although talking to groups of strangers was a norm for me, a few nerves surfaced (albeit briefly) as I walked into the room, the only woman among some 30-40 predominately white men.

What a wonderful experience!

Job fairs are useful as they allow you to evaluate what is available and meet potential employers.

A key component of maximising resources and networking is people skills. As a student of human behaviour I cannot emphasis strongly enough the importance of this. If you see a familiar face, talk to them. Remember and use people's names (write it down) and of course basic courtesy goes a long way. Good luck!!

New Resource Area Praised by Users

Furnished with funky, new computers with fast internet access, our Resource Area is proving increasingly popular with members of the Building Links into Employment project.

One-on-one sessions with Jenny Jones or Caroline Armstrong provide opportunities to produce business cards and flyers. Their advice and development sessions are a great way to produce or update CV's.

Feedback from those who used the Area has been very positive.

'Very useful...I now have an impressive CV to send to future employers. Thank you very much'.

The computers are also available for those who wish to set-up an email account or develop their computer skills. We have a wide range of programmes available, and the 'library list' of useful internet links continues to expand. Categories include job searching, construction companies, 'going green', business start-up and trade associations.

Staff also appreciate getting to spend time with project members, and find it useful to keep up to date with the changing issues that trainees and those seeking to set up as self-employed face.

In addition to comfy chairs where you can read materials on health and safety or financing possibilities, there is a scanner, photocopier and binding machine available for use.

If you are a part of the Building Links project contact us to book a session. Other WAMT members should call Caroline on 020 7251 9192 for assistance.

'Excellent provision - glad that you do this service'

'Thank you so much, staff have been very helpful and using WAMT resources was very useful'.

'As always thank you for your help and support'

'Appreciated the assistance. Excellent facilities'