



Women and Manual Trades

the national organisation for tradeswomen
and women training in the trades

May 2005

Email: Info@wamt.org

Website: www.wamt.org

News in Brief

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Site visit for new staff



Clare Welburn, Helen Welch and Helen Kerridge

New staff Clare Welburn and Helen Kerridge joined WAMT in April, and had their induction on site visiting Helen Welch, WAMT, member in North London. Helen has been completely renovating the property including building an extension and fitting all the plumbing. Helen Welch commented 'WAMT has had a difficult time being very short staffed and members will welcome the presence of

staff within the office again' she also wished the project staff luck with the new project. The new staff really enjoyed having the opportunity to get on site and see what was happening.

The two new staff have been funded by the Association of London Government and the European Social Fund to work on a two-year project called Upskill. They will shortly be joined by an administrator working part time on the project. Clare Welburn Upskill Project Manager said 'I was thrilled to be offered this opportunity to work for WAMT and its great to be able to come down to a site and see women actively involved in the industry'. Helen and Clare carried out a number of visits to tradeswomen and projects such as Lambeth Women's Workshop to gain an insight into the industry and meet some of the women and organisations that have previously been involved with WAMT. The new staff are currently setting up the project and you will hear more about the project activities in the next newsletter.

What is Upskill?

Upskill is a two year project providing training and support to women wishing to become self employed in the manual trades.

Who is Upskill for?

Upskill is for London women who are training in the manual trades, are unemployed or working less than 16 hours a week.

What will Upskill involve?

In addition to one to one support from the outreach worker Upskill participants will have access to a self employment course covering marketing, pricing and estimating, writing a business plan, financial procedures, tax returns and legal and employment issues. They will also have access to a number of one off courses that might include using your computer for business purposes, personal safety, confidence and assertiveness training, first aid and health and safety. This is still to be confirmed, as we will try to tailor this programme to the needs of participants.

We also intend to run two trade fairs throughout the life of the project that will showcase employers, training providers and colleges and encourage participants to network. These will be open to those not usually eligible for the Upskill main programme.

If you are eligible for the course we can also provide assistance in covering childcare costs (registered childminders only) and travel expenses.

If you are interested in the programme call either Clare Welburn or Helen Kerridge at WAMT on 020 7251 9192 to find out more.



Upskill giving you the tools to build your career

E update

As many of you are hopefully aware we are running our e update service again. We have recently sent out two, to clear the backlog, but if your announcement / event / job vacancy was not included and you wish for it to be advertised in the next e-update please send your submissions to info@wamt.org Remember submissions are free to current members except job advertisements.

The next deadline for submission of all your information is Friday 20th May 2005. We hope to put the e-update out on the last Friday of the month.

We still need to recruit a Membership Officer so please let us know of anything that you see that might be useful to the rest of the membership. We are relying on your eyes and ears!

Membership and Information Services.

As we still do not have funding for this post the staff team are currently covering this aspect of WAMT's services. We hope to produce two more newsletters before the end of the year. The next deadline for submissions will be 29th July for publication in mid August.

Tradeswomen's Network Events

We are hoping to run four events for members throughout the year. The first to be held on 28th June. They will be based on the talking trades events held in previous years with a speaker and then an opportunity for tradeswomen to network with others. If you would be interested in talking at one of these events or have something you would like to learn more about please let us know.

By popular demand Cath Hassell has been asked back to talk about her career development from plumber to energy consultant, other tradeswomen will join her to add their own stories of their career development choices.

This event will be of particular interest to WAMT members who are interested in exploring options 'off the tools'.

Please let us know in advance if you wish to attend this event to assist with catering. Phone 020 7251 9192 or email: info@wamt.org

The event will be held at the WAMT offices, from 6.30pm on Tuesday 28th June.

Speakers will start at 7.00pm.

Contact Details

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Info@wamt.org www.wamt.org

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

Management Committee members

Fiona Duckworth	CBD Ltd (Carpenter), Chair
Helen Welch	Carpenter, Treasurer
MichelleMcLean	Painter & Decorator, Secretary
Sarah Tanburn	Management Consultant
Tina Boyden	Personal and Professional Development Consultant

Current Staff

Karen Procter	Director
Clare Welburn	Upskill Project Manager
Helen Kerridge	Upskill Outreach Worker
Awaiting appointment	Upskill administrator (Part - time)
Debbie Mace	Financial Management Accountant (Part - time)



Vocational education and training system failing girls



Last week the EOC published *Free to Choose*, the final report from its groundbreaking investigation into sex segregation in training and work. The EOC has given evidence, based on its investigation findings, to the Trade and Industry Committee.

The EOC's *Free to Choose* report revealed that young people – particularly girls from lower socio-economic groups – are not being given the access to careers advice, work-experience placements and training opportunities that would give them true freedom to fulfill their ambitions and potential and gain higher pay. Instead, too many are being channelled into jobs traditional to their sex. The EOC found that:

- Only a sixth (15%) of young people received any advice or information on work experience in a sector with a workforce currently dominated by the opposite sex;
- Some young people reported being actively discouraged to pursue a career outside the norm for their sex. One female trainee plumber said: "schools careers – it would have been good if they had just not discouraged us."

Although boys are also affected by restricted choices, the situation has a particularly damaging effect on girls because jobs with a mostly female workforce offer much lower rates of pay than those where the workforce is mostly male: salaries for those employed in childcare are half or less than in areas such as engineering and plumbing. The investigation also found a clear correlation between skills shortages and those sectors with few women.

Research undertaken for the EOC investigation found real evidence of support for change among young people: 80% of girls and 55% of boys said that they would or might be interested in learning to do a non-traditional job.

There was also support among employers who want to take on a more diverse range of recruits: 7 in 10 (70%) employers surveyed by the EOC thought atypical recruits could bring positive benefits to their business; 8 in 10 said a better gender mix would create a better range of skills and talents.



Free to Choose report called for:

Careers advice available to every child, including information on non-traditional work and its pay

Every child to have the chance of two work experience placements, one non-traditional;

Apprenticeships that open doors to more non-traditional trainees;

Action to tackle sex segregation to be put at the heart of broader strategies to raise skills and productivity.

Spotlight: Nottingham Apprentice wins award



Becky Hart, 32, from Nottingham recently won the Association for Public Service Excellence (APSE) apprentice of the year award. In this month's spotlight she talks about how she got into her apprenticeship, winning her award and her plans for the future

I had always had dead end jobs where the pay was poor and the hours long with little or no employment benefits. I needed a job that enabled me to spend more time with my child, and to work for an organisation that would provide on the job training so I could gain life-long skills. I knew that if I could complete an electrical apprenticeship I could do something useful that I found physically and mentally challenging and that involved working with people as well as was something that I really enjoyed.

I saw apprenticeships for Nottingham city homes advertised in the local paper and applied. My application was accepted but the recruitment process was hard and I spent a lot of time preparing for the tests and interview. I found out that 1700 other people had applied for the same post and there were only two positions available, so to get picked for the post was such a relief.

I am thoroughly enjoying my apprenticeship and I'm really lucky to have worked with some fantastic people who are so committed to providing good quality training as well as being encouraging and showing me so much support. Customers generally welcome me and I find it easy to strike up a rapport with them as I grew up on some of the estates I work on. Working in a male dominated environment

is challenging and I'm not as physically strong as a man however I find I am judged on my capability rather than my gender.

I really didn't expect to win the APSE apprentice of the year award. Over 40 local authorities applied this year, of which 6 were short listed to the final. We all had to submit our apprentice portfolios and were interviewed by a panel. It was a lot tougher than I imagined, and my authority had won the year before so winning came as a real shock but I'm very proud as it demonstrates to other women, that they can succeed in the industry.

In the future I want to spend a few years on the tools so I can be confident and competent to tackle any electrical task, but from there onwards I'd like a job that enabled me to encourage women into industry, after all with only 1 out of 600 apprentices being female we NEED more of us!

My advice to other women entering the trades is be strong, determined and focussed. If you get an apprenticeship then make the most of it by telling your employer your training needs - nobody knows them more than you. It's tough at times and everybody has their bad days but if I can do it then so can you!



SURE START CONINGHAM, Hammersmith and Fulham – CHILDREN'S BUILDING FOR HEALTH AND WELL-BEING

The government programme for children under 4 includes funding new buildings for childcare. Anne Thorne Architects Partnership are taking a sustainable approach to building to Sure Start - and finding an enthusiastic response. Architect Zana Dean reports on their latest project, a new nursery and children's centre in London.

The blue and yellow timber clad building uses non-toxic materials to create a light, healthy and low energy environment. Local parents, Sure Start board members and workers, took part in consultation, developing the concepts of their new building. They were interested in environmental issues, and how these affect the children, and were keen to incorporate these ideas into the building fabric. The result is a building, which prioritises children's health and well-being.

At Hammersmith a green sedum roof adds to the 'green chain' of the local park, enhancing biodiversity through providing new habitats for birds and insects and helping to reduce air pollution.

The use patterns of the building, which evolved through the consultation process, influenced the choice of heavy and light construction. Ground floor construction is cavity masonry with a concrete floor, giving high thermal mass and slower take up of temperature changes. The first floor is light weight timber frame with enhanced vapour transfer (EVT commonly known as "breathing wall") construction.

Both types of construction have 200mm insulation to walls achieving u-values close to 0.2 W/m²K, but with lower embodied energy to first floor timber frame, with recycled cellulose insulation. 300mm pressed web beams are used for the roof structure. These use small section timbers and a fibreboard fin which minimises use of old growth timber and maximises thermal performance.

Low Toxic Building for Small Children

The constraints of public funded building have lead ATAP to adopt a strategy of concentrating on key sustainability targets such as high insulation levels, low water-use fittings recycled cellulose insulation and recycled entrance matting. We focussed on toxicity, which emerged as a key concern for the nursery.

We aimed to minimise formaldehyde in the building- so no MDF (which the contractor kept suggesting for various boxings). This also protects health of installers and manufacturers from the damaging fine particles of MDF. Under floor heating is used to reduce airborne dust particles, which are a particular irritant to childhood asthma.

We minimised the use of petroleum-based products, which have many toxic by-products and harmful

processing effects, and release toxic emissions into the building environment. One obvious way was to only use organic paints and finishes. We have specified wool carpets with hessian backing, and linoleum flooring made from natural products - linseed oil (flax), rosin from pine trees, wood flour, limestone and jute yarn.

More difficult to eliminate are PVC (Poly vinyl Chloride) and CCA (Copper Chrome Arsenic), which is the most commonly used 'tanalised' timber treatment. These are eventually to be phased out of construction due to their high toxicity. However, few alternatives are currently available, making it difficult for architects and builders who want to avoid using them.

Eliminating CCA; We looked for mainstream suppliers of non-tanalised timber who could source FSC certified timber. We eventually found a company named Soar Valley Timber in Leicester who can supply boron treated timber which is FSC certified and to vac-vac standard and process. They use Tim-bor industrial wood preservative using Borax to boron standard. Other companies can apply a surface treatment or dip components, but due to the scale of the project we felt this too unreliable.

The durable Larch external cladding came from sustainably managed forests in Shropshire and was untreated. It has been stained with Auro wood stain for visual reasons.

By working closely with our technical consultants we have managed to achieve a design which will save about one third on normal energy use – a huge saving both in terms of the nursery's bills and the cost to the environment.





**British
Antarctic Survey**

NATURAL ENVIRONMENT RESEARCH COUNCIL

You've proved your point, now take it 12,000 miles further

All the way to the last undiscovered frontier on earth, in fact.

Totally uninhabited apart from native wildlife and visiting scientists, the Antarctic provides a unique record of the planet's climatic changes. Here at the British Antarctic Survey, we conduct in-depth research to chart these changes and predict the future of global warming, while working in an environment like no other.

We already have a high proportion of female scientists, but few female tradespeople or engineers – to date. That's where you come in. Enjoying the experience of a lifetime, you'll make a vital contribution to our work, build lasting friendships and generate incredible memories.

We need experienced, capable engineering and technical professionals, carpenters, electricians, plumbers, plant technicians, steel erectors and chefs – women who've already proved what they can do, and are now ready to do it in the most amazing location on earth. As a bonus, you'll be working with the most fascinating equipment around and benefiting from in-depth, expert training. What's more, with your accommodation all found, you'll have your full salary to spend on your return to the UK.

To find out more, please visit www.antarctica.ac.uk/employment
Alternatively, contact the Personnel Section on 01223 221508.



DIVERSITY IN PEOPLE

We welcome applications from all sections of the community. People from ethnic minorities are currently under-represented and their applications are particularly welcome. You will need to be physically capable and medically fit to work in Antarctic conditions.



ANTARCTICA Wider perspectives. Bigger challenges.

Events, News and Jobs

Association of Environmentally Conscience Builders

Conference 15th & 16th July 2005

Open to all members of the association to share and understand the solutions to sustainable construction. The conference is held in Taunton.

More details and a booking form are available on www.aecb.net/latestnews.php

Tradeswomen's Network Event 'Career choices coming off the Tools'

28 June, from 6.30pm Featherstone Street, EC1

By popular demand Cath Hassell has been asked back to talk about her career development from plumber to energy consultant, other tradeswomen will join her to add their own stories of their career development choices.

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Please let us know in advance if you wish to attend this event to assist with catering. Phone 020 7251 9192 or email info@wamt.org

The event will be held at the WAMT offices, from 6.30pm on Tuesday 28 June.

Speakers will start at 7.00pm.

Management Committee Members Wanted

WAMT is currently looking for skilled people to join their Management Committee. You will need to be able to commit to monthly management meetings in London.

If you are interested please call WAMT's office on 020 7251 9192.

Management Training

The Women's Resource Centre are running an exciting new project, Elevate, to help women in management positions or who are self employed. The course will cover all aspects of Management from financial management to dealing with staff. To see if you are eligible for this course or to find out more information call the WRC on 0845 458 5218 or check out their website www.wrc.org.uk

European Construction Institute

The ECI are running a free one day workshop covering: supply chain relationships, skills shortages and competence issues, construction productivity improvement and new technology in construction. The event will be held in Loughborough. For more information look online at www.eci-online.org or email eci@lboro.ac.uk

Upskill

Upskill provides support for trainee and unemployed tradeswomen who want to get in to self employment and or further training.

The programme is available to trainee or unemployed tradeswomen in the London area who have not previously accessed the Women Building Links into Employment Project.

If you are interested in finding out more about the support offered by Upskill please call the Outreach Worker Helen Kerridge on 020 7251 9192.

Millennium Award

UnLtd are offering a number of small grants to people who are making a positive change in their community through their business activities They call these people 'Social Entrepreneurs'. If you think your activities may be what they are looking for call them on: 0845 850 1122 website: www.unltd.org.uk

List of useful contacts

Careers advice

CITB (Construction Industry Training Board)

www.bconstructive.co.uk or phone 01485 577 577

Summit Skills (for careers in building services and engineering sector e.g. plumbing) 0800 0688 336

Other Contacts

Equal Opportunities Commission

Tel: 0845 601 5901 or www.eoc.org.uk

Rights of Women Free Legal Advice Line

020 7251 6577 (tel) or 020 7490 2562 (textphone)
Open Tues, Wed and Thurs 2-4pm and 7-9pm. Friday, 12-2pm.

Women's Health Enquiry Helpline

0845 125 5254 (local rate) minicom: 020 7490 5489
Monday-Friday: 9.30am - 1.30pm

If you have an advert for a course or job vacancy please email us at info@wamt.org to find out more details of how to advertise.

Business Support

Business Link

If you are running your own business, or thinking about starting one, getting the right business advice at the right time can give you a real edge. Business Link for London helped over 90,000 customers last year.

Find out how we can help you www.businesslink4london.com or www.businesslink.gov.uk

www.enterprisingwoman.co.uk

New website for women who are running or thinking about starting their own business. www.enterprisingwoman.co.uk This website provides advice information and an opportunity for women to share their experiences of running their businesses.

Business Advice

London based Tradeswomen; Training provider the Innovatory are offering 35 hours worth of free business Advice with an experienced advisor. It can cover grants and funding advice, legal advice and finding business accommodation amongst other things.

To access this service call The Innovatory on 020 7553 4470 or visit their website www.theinnovatory.com

Buildup

Exciting new London based project offering:

Part time Craft Training
(Conservation, restoration and repair)
Support with Business skills for SMEs
Consortium for sole traders and small companies

For more information call Hilary on 020 7704 0016 or visit the website at www.i.e.a.org.uk

IT top tips

Some top ICT tips courtesy of the Women's Resource Centre www.wrc.org.uk

1. NEVER open emails with attachments unless you're sure you know what the attachment is. Even if you know the person sending the email, if the attachment isn't expected, ring them and ask what it is.
2. Make the subject of your email explicit.
3. If you use Outlook or Outlook express, turn off the preview pane. Previewing email opens it and can trigger viruses.
4. Make sure your virus checker is up to date at least once a month, preferably more often.
5. If you get spam and open it, never take the unsubscribe option. All that does is tell the spammers your email address is a real one.
6. Beware of virus hoaxes. Never act on a warning from someone telling you they've infected you with a virus and that you need to delete a file on your computer. If you are not sure, search for the virus and you'll soon find out whether it's real or not.

Dedicated Business Support & Training for Women & BME Businesses

Women into ICT & Creative Entrepreneurship are offering FREE training on a variety of IT packages. They are London based and specialise in IT courses for Women and black minority ethnic group businesses.

For more information call 020 7791 3355 or have a look at the website www.womenenterprise.co.uk

Women Friendly Business Support

Do you have a business idea but don't know where to start. Prowess is the UK wide association of organisations who support women to start and grow their businesses. It has over 180 members across the UK who are committed to delivering women friendly business support and development services.

Log on to their website to find business support events in your area. www.prowess.org.uk

Regional Development Agencies

Regional Development agencies were set up in nine regions from 1998. Their roles are:

- To further economic development and regeneration
- To promote business efficiency and competitiveness
- To promote employment
- To enhance development and application of skill relevant to employment
- To contribute to sustainable development

So what does this mean to me running a small business?

RDAs provide and can direct you to services that can help you run your business such as your local business support agencies and national support agencies. Each RDA is slightly different offering different services specific to the economic development needs of their area. Some can also provide finance for specific businesses to help them grow.

For more information have a look at their websites:

- Advantage West Midlands www.advantagewm.co.uk
- East of England Development Agency www.eeda.co.uk
- East Midlands Development Agency www.emda.org.uk
- London Development Agency www.lida.gov.uk
- NorthWest Development Agency www.nwda.co.uk
- One NorthEast www.onenortheast.co.uk
- South East of England Development Agency www.seeda.co.uk
- South West of England Regional Development Agency www.southwestrda.org.uk
- Yorkshire Forward www.yorkshire-forward.com