Women in Manufacturing

A plan to improve female representation in the manufacturing workforce

STEM: Science, Technology/Trades, Engineering, and Math

Leadership makes the difference
Women in Manufacturing Panelists

Rhonda Barnet – President and COO, Steelworks Design Inc. & Chair of the Board, CME

Cyndy Palleske – Director of Operations - Safran Electronics

Diane Richard – President and Founder - Diatom Consulting

Moderator: Tom Sayer – Chair of KMA
The Need for Increased Female Participation in Manufacturing
A skilled labour Shortage that men alone cannot fill

Solution:
Women can fill the void.
Women: An Untapped Resource

Labour Shortages: Today and the next 5 years

<table>
<thead>
<tr>
<th>Field</th>
<th>Today</th>
<th>5 years from now</th>
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<tbody>
<tr>
<td>Skilled production workers (welders, machinists, etc.)</td>
<td>63%</td>
<td>75%</td>
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<tr>
<td>Management</td>
<td>25%</td>
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<tr>
<td>Administration and office functions (accounting, human resources, health services, etc.)</td>
<td>18%</td>
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<td>Scientists, engineers, researchers, etc.</td>
<td>24%</td>
<td>31%</td>
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<td>Production support (IT, maintenance, etc.)</td>
<td>45%</td>
<td>38%</td>
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<tr>
<td>General labour</td>
<td>23%</td>
<td>25%</td>
</tr>
<tr>
<td>Sales, marketing and customer services</td>
<td>26%</td>
<td>21%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
<td>4%</td>
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</tbody>
</table>
MANUFACTURING IS CHANGING
THE LABOUR FORCE SHOULD
AS WELL
Attracting more women is critical to helping manufacturing companies grow

Engage and Inspire – introduce young girls to education in science, technology, engineering and mathematics (STEM) fields, as well as the skilled trades

Attract and Retain – increase the number of women entering and staying in the manufacturing workforce

Empower, Support and Accelerate – Help women achieve success in the workplace by breaking down barriers to their personal and professional growth.
Women in Manufacturing Today

Female share of the Canadian workforce (in %)

Women are under-represented in key manufacturing occupations:

- 4.4% of jobs in industrial, electrical and construction trades
- 4.5% of jobs in maintenance and equipment operation trades
- 8.3% of jobs in transportation and heavy equipment operation
- 15.7% of jobs in machine operation
Decline in Young Women & Youth in Manufacturing

Each year fewer young women and youth enter the manufacturing sector
Female manufacturing jobs are likely to continue to decline if nothing is done.
Wage Gap

Do you believe that men and women are treated fairly and equally in your workplace?
(% of respondents)

Yes

Female respondents: 53.4%
Male respondents: 81.7%

No, it seems like women must work harder to prove themselves
Female respondents: 46.2%
Male respondents: 7.8%

No, it seems like men must work harder to prove themselves
Female respondents: 0.3%
Male respondents: 10.5%

Who sees a wage gap in manufacturing?

- 38% of women in office jobs
- 28% of women in production-related jobs
- 4% of men
Key Survey Findings

- Women are happy in their STEM Careers
- Women would recommend a Career in a STEM field
- 80% would stay in a STEM Field if they were/had to restart their career
Pillars of Work

- Role Models
- Image Issues
- Pipeline: how to keep bring women in STEM careers
- Business Culture
Visit CME’s Women in Manufacturing site to learn more!

Key Questions:

1. **Engage & Inspire:** How do we introduce young women to manufacturing careers?

2. **Attract & Retain:** How can we match more young women with STEM Manufacturing career opportunities?

3. **Empower, Support and Accelerate:** How do we support and encourage women to grow and succeed in the manufacturing sector?
Share with us!
Question or comments?