

CAREER GUIDE 20/21



#HERPOWER

2020/2021

TIPS TO SPARK CAREER
INTEREST & PLAN FOR
THE FUTURE

WE  BUILD A
DREAM

WIN  WORKFORCE
INITIATIVE
NETWORK

ACKNOWLEDGMENTS

Build a Dream would like to extend their gratitude to all those who contributed their time, ideas, and resources in assembling this guide, with special thanks to:

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Your contributions are central to the fundamental objective of this project to provide parents and guardians with meaningful tools to initiate thoughtful discussions that empower young women in navigating new and exciting career opportunities.

Did we miss anything? What else would help you on this journey?
Feedback welcome!

WEBUILDADREAM.COM | INFO@WEBUILDADREAM.COM | (519) 800-1222

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WE DREAM OF A WORLD
WHERE WE ALL WIN.

Research shows that female students often overlook male-dominated careers due to lack of mentoring and career development opportunities.¹ Such gaps contribute to insufficient information when planning for their future. Seeking to arm young women with information and opportunity, Build a Dream spotlights employment opportunities by facilitating programs designed to highlight career paths that foreground women's skill, capacity, and leadership. In doing so, Build a Dream assists employers to diversify their workforce and create genderbalanced policies. The organization has significantly contributed to building awareness about nontraditional careers, promoting female mentors, providing support and encouragement, and giving girls the opportunity—and confidence—to try new skills.

Prioritizing the economic and social advancement of young women, the organization hosts numerous innovative career events—career learning camps, events featuring women industry leaders and mentors as keynotes, as well as building interactive annual career expos. With a solidly established mission informed by current employment and broader social trends, Build a Dream reaches thousands of students and their parents, along with hundreds of industry partners. As such, the organization serves as a powerful catalyst in

workforce development by promoting diversity and inclusion within industry.

WE FACILITATE ACTION THROUGH:

- Specialized program delivery for young women in grades 7-12
- Research and evaluation
- Consultation, knowledge dissemination, and sharing best practices with education institutions
- Advice and consultation with industry
- Workshop and development opportunities for women and community leaders

Specifically, Build a Dream delivers specialized programs across Canada focused on advancing women in society by attracting, encouraging, and empowering female students to pursue careers in:

- Skilled Trades
- STEM (Science, Technology, Engineering, Mathematics)
- Emergency Response
- Entrepreneurship
- Leadership

Catalyst (2020 February 5). Quick Take: Women in Male-Dominated Industries and Occupations. Retrieved from <https://www.catalyst.org/research/women-in-male-dominated-industries-and-occupations/>; Campuzano M. V. (2019). Force and Inertia: A systematic review of women's leadership in male-dominated organizational cultures in the United States. Human Resource Development Review, 18(4), 437-469. <https://doi.org/10.1177/1534484319861169>

DEAR YOUNG WOMEN

WE LIVE IN A WORLD WHERE YOU CAN BE AND DO ANYTHING YOU WANT TO. YOU ARE CONFIDENT, YOU WILL BE BRAVE IN THE FACE OF ADVERSITY. YOU WILL BE A LEADER

IN THE CLASSROOM, ON THE SOCCER FIELD, THE SHOP FLOOR, AND IN THE BOARDROOM. WE ARE WATCHING AND WILL CHEER YOU ON BECAUSE YOU ARE

INTELLIGENT AND WILL SOLVE SOME OF THE WORLD'S GREATEST CHALLENGES. YOU HAVE TENACITY AND YOU GET AT THE TRUTH. YOU ARE DEDICATED AND YOU ARE CONFIDENT. YOU WILL HELP BREAK BARRIERS. AS A SPIRITED AND PASSIONATE WOMAN, YOU CAN

SMASH GLASS CEILINGS. DON'T LIMIT YOURSELF. YOU DON'T HAVE TO BE THE LABEL THAT PEOPLE PUT ON YOU. YOU CAN AND YOU WILL CHANGE THE WORLD.

A MESSAGE FROM THE FOUNDER

Growing up, I learned the value of hard work and determination through watching my mother build an autoparts business in a male-dominated industry. Her presence challenged the status quo and she had to work exceptionally hard for acceptance.

Today, while gender bias still exists, there are additional factors that prevent students from entering industries under represented by women.

In 2014, Build a Dream identified a need to provide young women with the tools required to explore all career opportunities available to them.

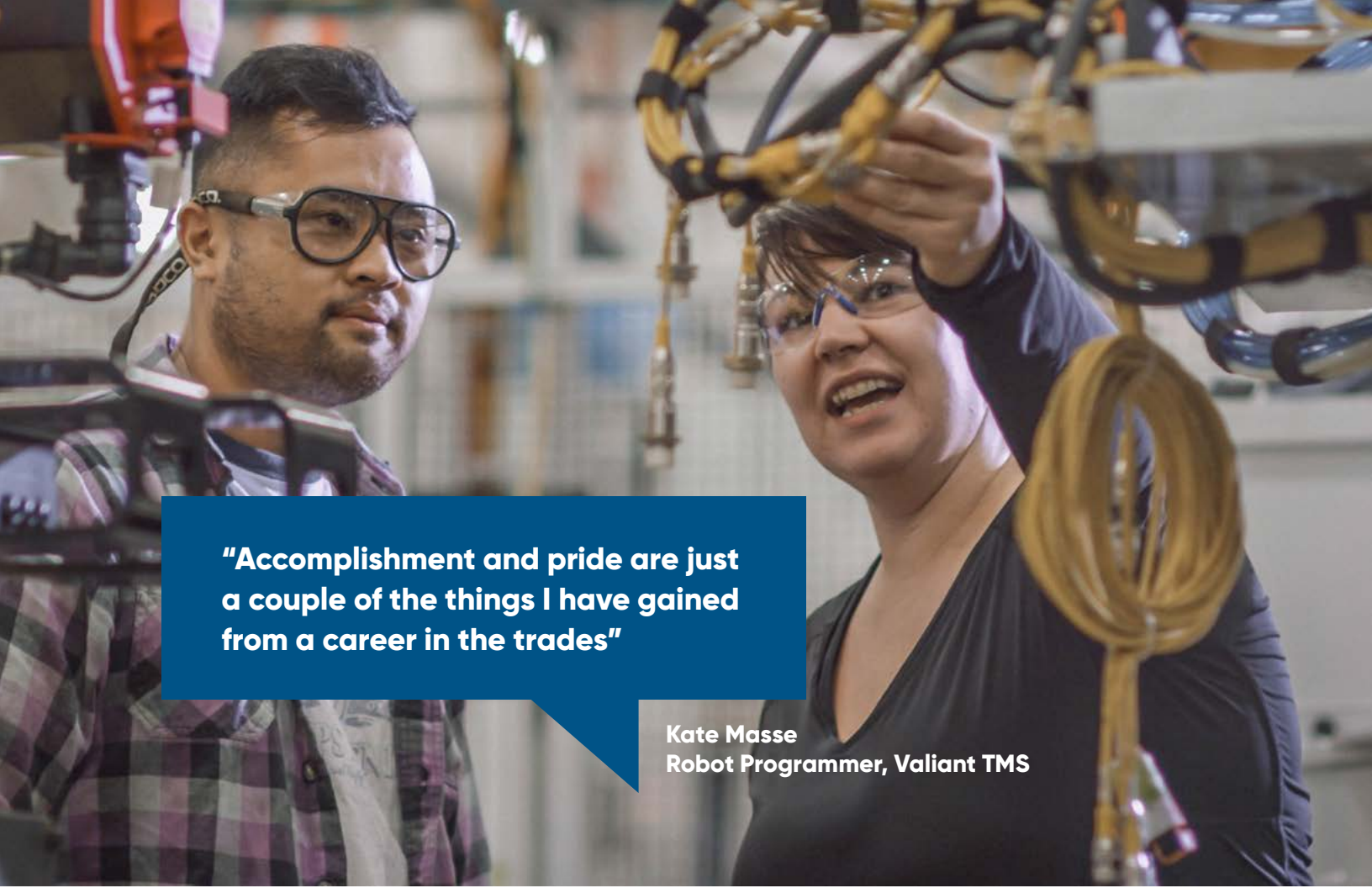
Our organization brings industry, education, government, and parents together for important discussions about the future. These conversations are integral parts of the organization's mission to empower young women to pursue careers in skilled trades, STEM (Science, Technology, Engineering and Mathematics), emergency response, entrepreneurship, politics and leadership.

I hope this guide helps you continue the career path discussion and explore opportunities that challenge the status quo.

NOUR HACHEM-FAWAZ

Founder/President, Build a Dream





"Accomplishment and pride are just a couple of the things I have gained from a career in the trades"

Kate Masse
Robot Programmer, Valiant TMS

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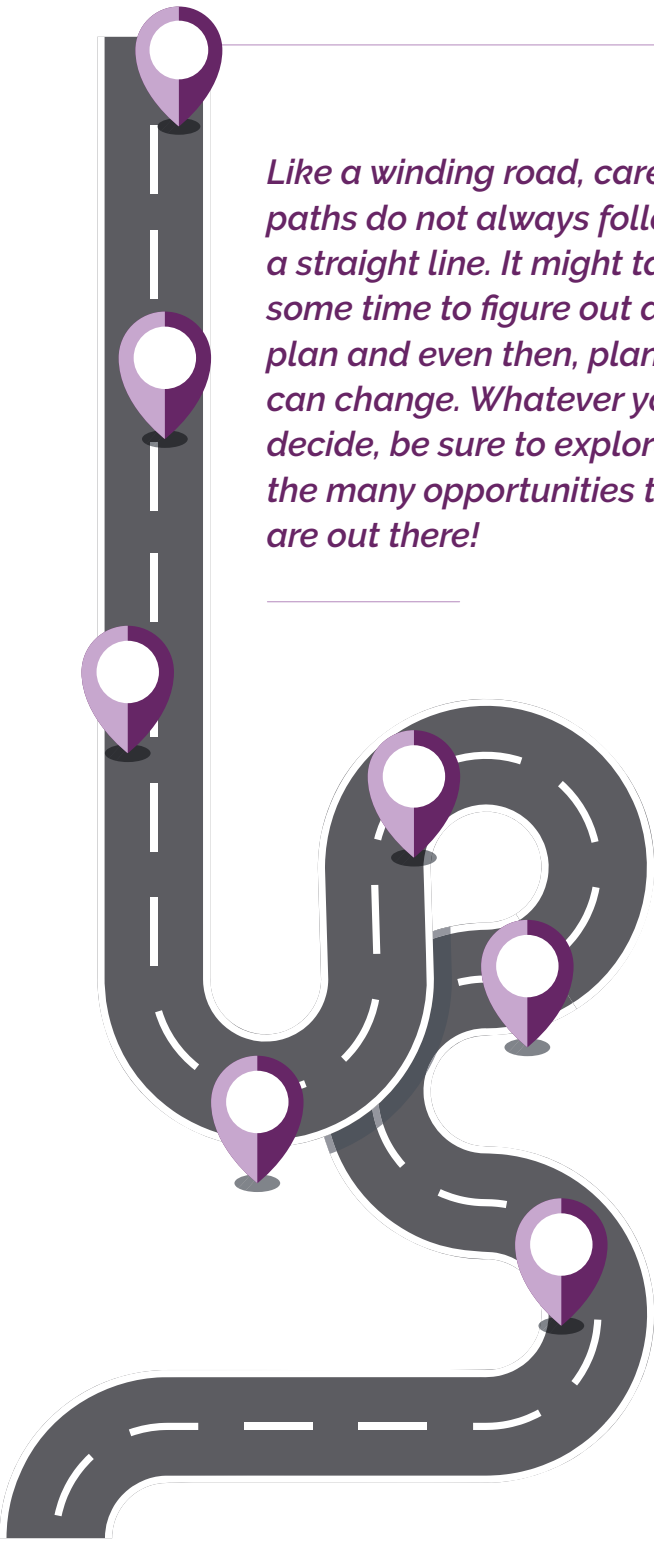
WHAT'S INSIDE:



Look for this icon for quick tips and advice



Look for this icon for things you can discuss as a family.



Like a winding road, career paths do not always follow a straight line. It might take some time to figure out a plan and even then, plans can change. Whatever you decide, be sure to explore the many opportunities that are out there!

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This program is partially funded by the Government of Ontario's Skills Catalyst Fund

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DID YOU KNOW?

- The average person in this generation changes career pathways 5-7 times during their working life. According to a Canadian survey conducted by Censuswide on behalf of Indeed, over a third of respondents (38%) report making a career change at some point during working life.² Therefore, it is not uncommon for working adults to make multiple career changes during their time in the workforce.³
- On average we spend nearly 2,000 hours per year at work.⁴

PURPOSE OF THIS GUIDE

Build a Dream recognizes the challenges and stress involved in helping navigate all available career options. Our aim is to simplify this process. We are equally mindful of the pressure students face in sketching the desired trajectory of their working lives. Considerate of these perspectives, this guide acknowledges that career planning can often be a daunting task. Faced with many considerations in choosing the most suitable career, students and parents are overwhelmed by the prospect of mapping out a career path. This guide assists parents and students in making informed and deliberate career plans.



The cost of investing in the wrong pathway is high!



NOTE:

Build a Dream wants to be inclusive of diversity across family makeup. Therefore, when we refer to 'parents' in this guide we are also referring to guardians that come in all forms (including stepparents, grandparents, foster parents, and other legal guardians).

In addition, while Build a Dream often refers to 'young women', our events are open to all individuals and our materials are intended for all students, including women and gender-variant people.

Research suggests starting to discuss career opportunities with children as young as 10 years.⁵

[2] Indeed Blog. (2019 November 21). Report: Why are workers choosing to switch careers? Retrieved from http://blog.indeed.ca/2019/11/21/report-why-workers-switch-careers/?utm_source-halifaxtoday.ca&utm_campaign-halifaxtoday.ca&utm_medium-referral

[3] Reuters New York (2013 July 1). Poll finds 80 percent of workers in their 20s want to change careers. Retrieved from https://www.huffpost.com/entry/workers-change-careers_n_3530346

[4] Organization for Economic Co-operation and Development (OECD) (2020). Hours worked indicator. Retrieved from <https://data.oecd.org/emp/hours-worked.htm>

[5] Archer, L., Osbourne, J., DeWitt, J., Dillon, J. and Wong, B. (2013). ASPIRES: Young People's science and career aspirations, age 10-14. London: King's College



PARENTS: THE INFLUENCERS

DREAM IT. BE IT. DO IT.

We build more than buildings. We help build dreams, by empowering women to break down barriers, advance their careers, and change the status quo. Because women in STEM become leaders who change the world.

As a construction sponsor of Build a Dream, EllisDon is proud to support girls and women who are creating their futures in STEM.

ellisdon.com/careers



PARENTS: THE INFLUENCERS

The young women in our life look up to us as role models. What we say and how we act has a huge influence on how they see the world, including how they formulate opinions about occupations.

We all have biases... pre-conceived ideas and stereotypes about the kind of work women and men should do. But how do we become more mindful of the opinions we have towards certain careers?

Research suggests that gender bias actually begins very early in a child's development. A 2017 study suggests, "girls as young as 6 can be led to believe men are inherently smarter and more talented than women, making girls less motivated to pursue novel activities or ambitious careers."¹

How can we empower young women to discover, explore and test out careers that reflect their skills, abilities, likes, and interests?

START EARLY – THE ELEMENTARY YEARS

Childhood dreams are about admiration for adults and role models in our lives. They are not about the realistic implementation of specific skills.² Young children develop aspirations and ideas way before they join the labour force by:

- Playing games
- Role-playing
- Reading books and stories that relate to careers
- Watching TV and social media influencers
- Watching what their parents and surrounding circle of family and friends do for a living

It is therefore not surprising that students often select the traditional career pathways they observe every day: teacher, doctor, lawyer.

In order to change built-in biases and provide your daughter with the opportunity to be her best self as she matures and develops her own identity, here are some tips you can start to include in her early stages of development:

- Be conscious of your language around gender identification and vocations. Think of a firefighter...who do you see?
- Expand her horizons and expose her to female role models.
- Help her explore and grasp concepts like occupations, education and career.
- Experiment with different activities like FIRST LEGO League, different clubs, and community groups offering career exploration camps.
- Explore different interests by expanding the toys, crafts and games to which she is exposed. Toys like Magna Tiles, LEGO, and plain old cardboard boxes provide hours of building, creating and designing fun.

To further stimulate thought about careers in elementary school you can:

1. Begin talking about careers by showing gratitude and respect for people in all occupations. Specifically, showing her that all careers are valuable, have dignity, and deserve our utmost respect.
2. Set a great example by doing a career you love. Remind your daughter that doing a job she loves may be a long process of self-discovery and experimenting, but it is attainable.
3. Allow your daughter opportunities to try new activities. Expose her to nature, the arts, building, cooking, science, museums, animals, travel, people...there are so many opportunities to enjoy together.
4. Start informal conversations about what she enjoys doing: is it building things, being outdoors or selling things? Ask how comfortable she is with public speaking, working alone or following a routine.

THINGS TO AVOID

- Be careful not to enforce your opinion or ideas on your daughter.
- Allow her to freely discuss her idea of money, security, self-development and career ideals.
- Ask questions to clarify her responses to various concepts and ideas.
- Do not discourage her with your words, such as 'This career is not for you.' Instead, allow her to discover what is the right choice for her.
- Children are constantly learning new things, growing and exploring their interests, routine dialogue is crucial in making the next step more clear and focused.
- If your daughter is unresponsive, she may not be ready for the conversation or needs some time to think for herself.
- Give her space to explore your questions and come back with an answer when she is ready.

CONVERSATION STARTERS ►

As a parent, how often have you set aside time to talk with your daughter about her day at school, or about an activity they took part in, only to be met with ... silence. Or worse, "I don't know."

A great strategy that can help start the conversation is the art of asking open-ended questions. Timing is often important too; it is amazing what comes out over the dinner table, or right before bedtime!

SAMPLE OPEN-ENDED QUESTIONS

Looking for positive outcomes:

- What made you feel good today about science class?
- What did you accomplish today that made you feel proud?
- What did you love most about that game you played?

The bump in the road:

- I'd like to help you discover why this subject is boring or overwhelming for you. Tell me what happens in that class.
- What was the most challenging part of your class today?
- What frustrated you about that?

Humour is often the best medicine:

- What happened today that made you laugh?
- What is the funniest joke you have ever heard?

Getting to know her friends:

- Who is the best listener among your friends?
- Who is your most supportive friend?
- What do her parents do?
- I heard Asha joined gymnastics. Did she show you some new moves?
- What is your favourite game you like to play with Kim?

Feelings:

- I have bad days sometimes too. Do you want to know how I deal with it?
- How did you feel when...?
- How did your friend make you feel when she said that? I am happy to talk about it.
- Its okay to feel sad/frustrated about...

Empowering them:

- Can you show me how you did that?
- I could really use help doing ...
- Would you like to help me build a ...?

¹ "Little girls doubt that women can be brilliant, study shows," 26 Jan. 2017, <https://apnews.com/69f5c20adc544ddfa4fa8146ac6052ec/Little-girls-doubt-that-women-can-be-brilliant.-study-shows>. Accessed 15 May. 2020.

² "The 2017 Imagination Report: What Kids Want to Be ... - Fatherly," 22 Dec. 2017, <https://www.fatherly.com/love-money/work-money/the-2017-imagination-report-what-kids-want-to-be-when-they-grow-up/>. Accessed 14 Jun. 2020.



THE HIGH SCHOOL YEARS

The teenage years of secondary school can be a rollercoaster. There will be times where you may not know a lot about what is going on in your daughter's life or how she is feeling. It is frustrating not just for parents, but also for the child as they try to navigate increasing challenges.

How do we bridge those formative years to the teen years and help young women navigate not only the fluctuations and emotional changes they are going through, but to help her also discover who she is, and who she wants to become?

Attributes like self esteem, confidence and independence will help her determine her own pathway, with guidance and support from you, of course!

#1 The path forward is not a straight line

It is not unusual for post-secondary students to return to school for multiple certificates, diplomas, and degrees before they finally discover their calling. Lifelong learning is just that. Whether it is in a classroom or as part of a team developing the next big tech idea, learning about oneself and what journey is the most satisfying can be continuous!

#2 Identify interests and passions

If your daughter is passionate about music, encourage her to think of ways she could turn it into a career (i.e. Recording Engineer or A&R Representative). Never tell her that music is not a career. Instead, encourage her to explore different career paths and make her own determination.

#3 Brainstorm ideas together

Asking questions about her interests and identifying her strengths can help her develop some ideas to research. Tools for exploration can include working on a mind map (see our worksheet in the *Appendix*), getting assistance from a guidance counsellor, and utilizing powerful planning tools that your school might subscribe to (i.e. MyBlueprint.ca or Xello).

#4 Help her develop independent thought

Doing your daughter's assignments and projects will not foster a sense of independence. Give her space to do her own planning and question-asking. If you raise her to be independent and self-motivated, she will figure many things out on her own.

#5 Foster a sense of "self"

Ask your daughter about experiences that she feels define her at this point. Who does she feel she is? What does she want to work on? Then explore activities and ways to celebrate who she is and plan how to meet goals. Those can then also lead to conversations about vocations that will utilize her abilities.

#6 The bump in the road

If your daughter struggles with a subject, encourage her to stick with it. Along with school assistance in person and online, private tutors (including students who excel in that subject) can help. There are also lot of other free resources available on the Internet, as well as third party businesses who offer support.

#7 Self-esteem and mental health

The incidence of teen anxiety is the highest it has ever been with studies citing that one in four teens between the ages of 12 and 19 will experience some form of mental health issue. With the significant changes in how we are living our lives as a result of the COVID-19 pandemic, that number could very well be on the rise.

How do we help our teens cope? Look for signs:

- Withdrawn
- Trouble sleeping or concentrating
- Headaches or stomach aches
- Grades may fluctuate

Mental Health Supports:

Along with resources that your school offers, there should be many free services available in your community. Online resources are plentiful and can direct you to books, tools, and resources that you can access.

ConnexOntario (24/7): 1-866-531-2600 connexontario.ca
Crisis Services Canada: 1-833-456-4566 crisiservicescanada.ca
Kids Help Phone: 1-800-668-6868 kidshelpphone.ca
See the Resources page for more information.

#8 Getting to know her career aspirations

Help your daughter investigate clubs and activities at school (or outside of school) that might interest her. Look for camps and events that allow her to try something new to see if she enjoys it. If your child has already narrowed down a list of careers, this is also a good way to eliminate some of those choices.

Parents should also take time to understand the multitude of resources available at school for experiential learning. Please visit *What to do in High School (p.48)* for more information on how your daughter can explore careers while earning credits (or possibly even getting paid!).

#9 Learning through participation

The opportunity to learn by doing or getting involved not only expands knowledge and skills, but can also connect your daughter with adults who can share valuable knowledge about the workforce and careers. Encourage her to intern, volunteer, or set up job shadowing opportunities. Groups like the Rotary Club provide excellent opportunities for youth engagement and even international educational experiences.

#10 Discussing skills and careers with teenagers can be hard

We do know the common questions to ask:

- Why do you think this is something you want to do?
- What do you plan to do after school?
- What subjects do you enjoy in school and why?
- What is your dream job and what subjects do you need to pursue your dream?

We also know that getting direct answer can be hard at this time, especially if your daughter does not have answers. When you can, work in related questions to general conversation and see where it leads. Begin to explore her answers and help them try to link their ideas with career goals. A general rule to follow is the 80/20 rule. Allow your daughter to lead the conversation and be the one talking 80% of the time. You propose the questions and give insight 20% of the time.

3 *1 in 6 first-year university students won't make the grade | The ... 20 Sep. 2009. https://www.thestar.com/news/canada/2009/09/20/1_in_6_firstyear_university_students_wont_make_the_grade.html Accessed 15 May, 2020.

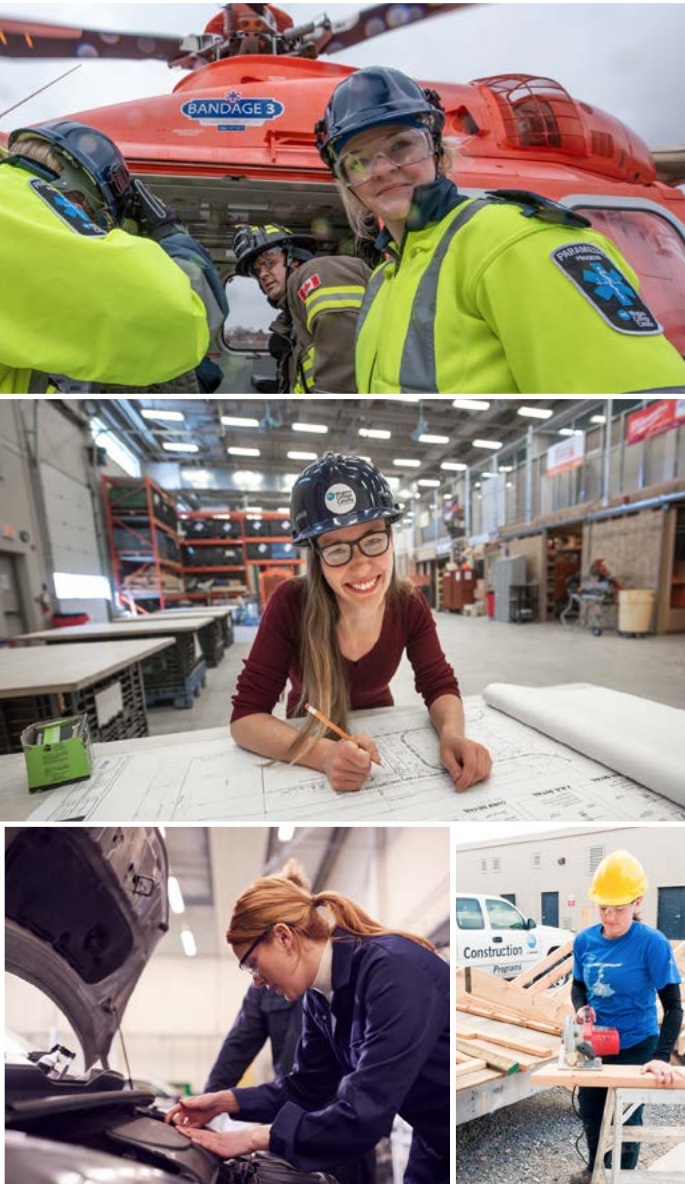
Focus on "What do you want to DO when you grow up?" versus "What you want to BE when you grow up?"

The average person changes careers 6-7 in their lifetime. If we focus on the jobs we want to do we can create a plan and adjust it as our experiences help us develop new skills.

SKILLS YOU WILL NEED

1. **Patience:** If you feel like your daughter does not have a clear idea or is unsure, allow her time to explore.
2. **Listen:** Your daughter may just be thinking out loud. Take the time to listen and avoid rushing to find the solution.
3. **Guide:** Make suggestions by providing sound advice without forcing her or pushing her away.
4. **Question:** Ask questions to help clarify her ideas and provoke thought about her interests and academic future. This will allow her to think more creatively.
5. **Linking Ideas:** Make suggestions that lead her to link her hobbies and interests with her academics and future career goals.
6. **Encourage:** Always be a source of encouragement and confidence so she knows that she can discuss her career goals with you.
7. **Keep options open:** Each stage of education is a transition to the next stage of learning. Keep all options open between elementary to high school to post-secondary (especially in math and science).

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BENEFITS TO YOUR DAUGHTER

Some people would argue that self-exploration is a good thing and that in today's world it is difficult for the majority of young people to determine who they want to be by the age of 20. However, given the cost of today's post-secondary education, that can be a difficult scenario to imagine.

Is there value in choosing the right career path the first time around? From a budget standpoint, the answer is a definite yes. About 14% of Canadian university students drop out after their first year, and that number increases in year two.³ Education is never wasted, and some of those students would have transferred to another schooling option like college or apprenticeship, but those numbers do demonstrate that it is more cost-effective to invest time in exploring careers now and then selecting the best education or training path to get that job.

ADVICE

#1 Keep an open mind.

University, college, apprenticeship, co-op exploration...they all present pathways to fulfilling careers.

#2 Plan. Plan. Plan.

Build a career plan together so that job satisfaction will be a part of your daughter's future. Ensure that critical subjects like math and sciences are maintained to keep doors open to all opportunities.

#3 Support.

Positive encouragement will help build self-esteem allowing your daughter to make decisions that are right for her personal growth and achievement.



My family didn't support what I was doing other than my dad. His trust in my abilities that I can expand and grow and make a career in the trades was a huge influence on what I am doing now.

CRYSTAL ROY

Owner, Meadowbrook Renovations



My father was a structural engineer and he was very supportive of my choices.

CAROLINE SCHAAL

Structural Engineer, Educator,
 Co-founder at Lift Lessons





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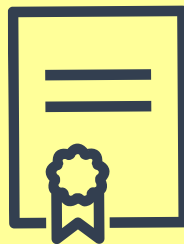
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www.nextdimensioninc.com/certify

Next Dimension is a CIO Strategist firm, we provide managed IT services that align the server room and the boardroom by providing a framework to fill gaps in reliability, security, and resourcing. We are proud to support Build a Dream, and their movement to expose young women to careers in Science, Technology, Engineering, and Math.

next dimension

THE PERSPECTIVE ON FINDING PASSION

Build a Dream *does* believe in the power of pursuing your passion but we also know that sometimes you might not know what that passion is, or you may be afraid of trying something new that could lead to that discovery.

**STUDENTS OFTEN ASK,
"HOW DO I FIND MY PASSION?"**

**THE SIMPLE ANSWER?
EXPERIENCE.**

The more extensive answer is that it takes work, commitment, and dedication to seek out answers and find new opportunities, but by asking questions, testing pathways, and exploring new skills, you could find enthusiasm for a new subject and eventually discover a career.

**Start with some questions but know that
discovering what drives you might require
participation, and not just thought:**

- What makes you happy? What do you love? What do you read?
- What are you good at? Do you have natural abilities?
- What types of skills or tasks are you seen as the go-to person for?
- What are you knowledgeable about?
- Who are some people that you admire? Who inspires you?
- Do you have interests that you could turn into a career?
- What are your values and beliefs?
- What are you most proud of accomplishing?
- What talents or skills do you already have in place? What ones do you want to build?

- **Talk to a teacher.** It may be a teacher who can identify what you have an aptitude for. If you get that feedback, take it seriously, and look for programs where you can explore it further.
- **Seek guidance.** Visit your guidance office to see what tools and resources are available.
- **Identify community initiatives.** Programs like FIRST Robotics can help you explore and discover. Free library programs might provide insight into what intrigues you.
- **Locate camps.** March Break and summer camps — like Camp Ignite and Camp FFIT for future female firefighters — are great avenues for building skills and testing a career out in a low pressure environment.

Discovering passion can be a long journey and it is a path that you should take together with your parent/guardian.

Finding passion requires exploration, discovery, and making mistakes so answering these questions may take some time. Work with a parent/guardian to think about different things that you can put into motion together to work towards exploration.

*Try using the **MIND MAP WORKSHEET** to help you explore this further. ▶ see page 60.*



I WANT TO MAKE A DIFFERENCE

When considering a career, many young women will say that they want to make an impact with the work they do.⁴ It is motivators like this -- along with traditional gender roles and lack of female role models -- that lead many women to believe that they only have a place in healthcare, administration, and education positions.

Generation Z wants to make a difference and many list climate change as a top concern.⁵ If this includes you, when you begin to explore careers, start to make connections between different jobs and the impact that they can have on climate change. This is one way to take an interest and connect it to your future career.

Using climate change as the example, you could explore careers that go into creating and installing wind turbines, like meteorologist, environmental engineer, electrical engineer, industrial electrician. Or investigate careers like conservation scientist, urban planner, agricultural engineer, and sustainable architects who may work on reducing pollution. Thinking about impact in a comprehensive and 'out of the box' manner allows you to consider many different career opportunities.

With the COVID-19 pandemic in 2020, supportive careers were in the spotlight, including nurses. The media also caught on that there are an endless list of jobs that actually provide aid in a time of need and as viewers, young women were finally exposed to just how interconnected careers can be.

Here's a list of just a few careers that can be tied to healthcare that were put in the spotlight during the pandemic:

Careers where females are under-represented also make a difference!

Be sure to explore all of the opportunities available to you!

- *Research Scientists* – Countless scientists and students around the globe researched, studied and tested every aspect of the pandemic; virologists in particular were frequent contributors to media interviews.
- *Data Analysts* – Analysts collected, processed, and analyzed mountains of data that allowed organizations to produce easy-to-read charts on what was happening, but their work also made predictions on where numbers were going so that better decisions could be made.
- *Engineers* – Engineers designed medical equipment, planned changes for updating manufacturing (like switching from automotive production to ventilators), and created layouts and new processes for hospitals and other medical facilities.
- *Respiratory Therapists* – These specialized practitioners are trained in pulmonary medicine (related to lungs) and were caring for hospitalized patients.
- *Millwrights* – These craftspersons modified machines to produce medical-related items, conducted repairs, and ensured production ran smoothly.
- *Machinists* – For plastics and other medical parts, a mold is usually required; machinists were programming and running CNC machines to create the mold.
- *Medical Specialists* – Surgeons, anesthetists, and cardiologists were working diligently to care for the increasing number of patients contracting the virus (only 39% of specialists are women!).
- *Skilled Trades* – Carpenters, electricians, plumbers and other tradespeople were working hard to finish medical facilities, housing, and retrofit existing spaces to accommodate more patients.



The military responds to almost every major hurricane down south, flooding throughout Canada, and even recently, working in long term care homes in Ontario and Quebec during the COVID19 pandemic. I have also been lucky enough to deploy to West Africa and visit schools and orphanages to help out, share our stories and spend time with the children. The military's need in Canada and throughout the world is always changing but it will always include helping in any way we can and trying to make a difference.

MICHAELA ALEXANDER
Master Seamen, Marine Technician,
Royal Canadian Navy

”

⁴ "Women in Tech Time to close the gender gap - PwC UK." <https://www.pwc.co.uk/women-in-technology/women-in-tech-report.pdf>. Accessed 14 May, 2020.

⁵ "What's on the Minds of Gen Z -web.pdf - Google Drive." <https://drive.google.com/file/d/11sA333bB406n0Grw4W7Mc6jGrErnOsm/view>. Accessed 14 May, 2020.

MATH OPENS DOORS TO CAREERS

If you are struggling with math, you may be looking to adults for advice or permission to move into a lower stream, or drop courses that are not prerequisites for graduation, but professionals who are always giving advice for young women say, **"Stick with math!"**.

More than half of Canadian youth will not complete grade 11 and 12 STEM courses⁶ which may limit their career paths and advancement significantly.

While you might not see the value in completing math courses now, keep in mind that math is utilized in many aspects of everyday life, and will be a valuable skill for most jobs.



Math is such an essential skill to keep with you.

- Rebecca Chenier, Red Seal Machinist, Centreline

WHY STICK WITH MATH?

- Courses like Math for Work and Everyday Life (Grade 11 & 12) prepare students for dealing with mortgages/rent, working with a budget, and filing income tax returns.
- Ensuring the correct courses now will reduce the need for you to return to high school after graduation to take or upgrade math courses required for post-secondary programs.
- If you end your math courses early, you may not be prepared for similar classes that are a (sometimes unexpected) requirement to your post-secondary program.
- Many future careers will require math, not just in careers where it is expected (like information technology), but in other industries as well.⁷
- Careers that require math are also among some of the highest paying!
- Having additional skills like math will provide more opportunities to alter your career path in the future.

PREREQUISITE CHART FOR MATHEMATICS

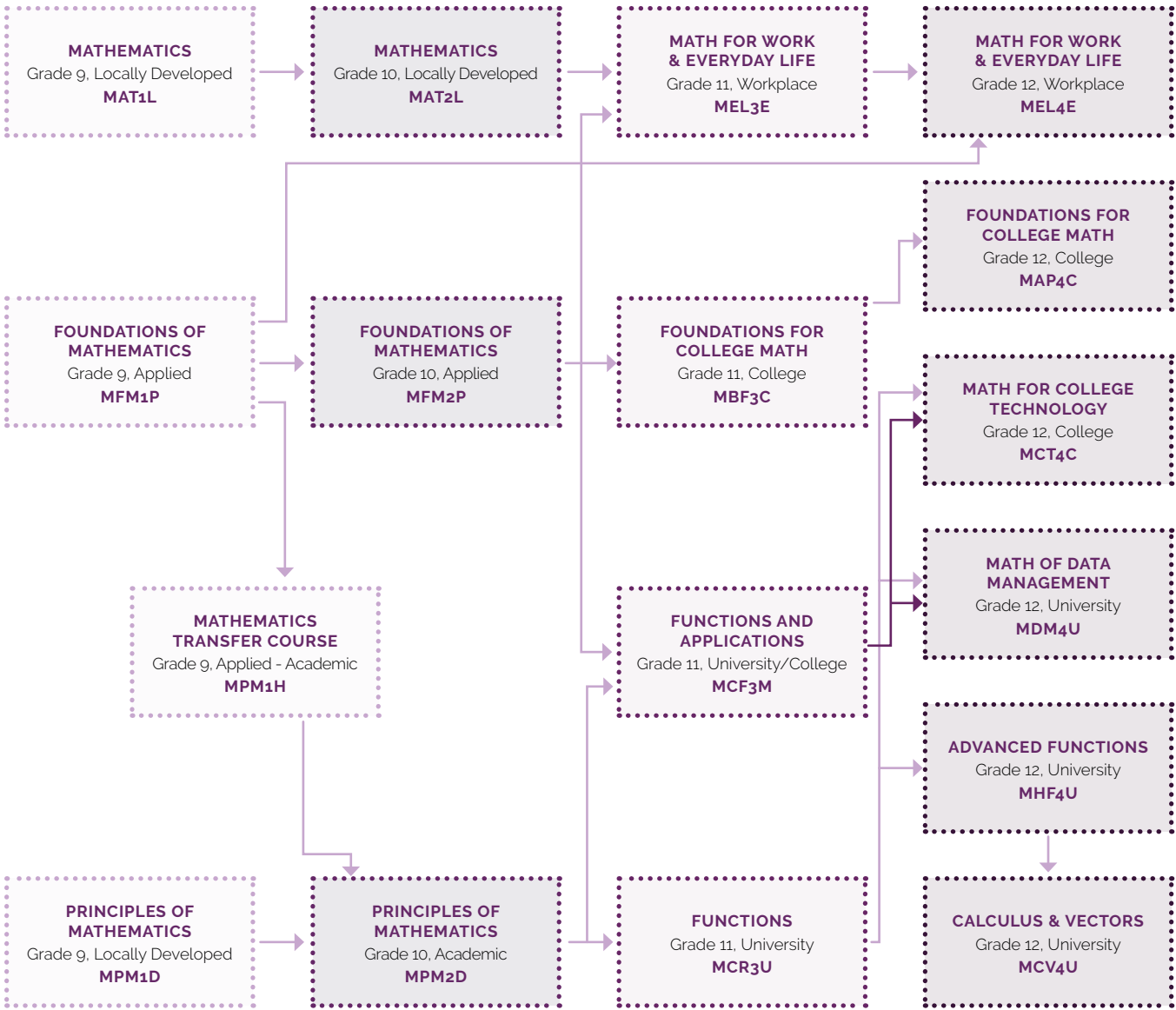


Fig. 1. Prerequisite Chart for Mathematics, Grades 9–12, "The Ontario Curriculum Grades 11 and 12 - Mathematics", Ministry of Education, Province of Ontario, 2007, p. 10. © Queen's Printer for Ontario, 2017.

This is an excerpt from the official document which can be found at www.edu.gov.on.ca

NOTE: Not all provinces and not all schools may offer the same courses, and may have developed their own open course for math based on student interest.

6 "The High Cost of Dropping Science and Math - Let's Talk ...". https://letstalkscience.ca/sites/default/files/2019-08/2013%20LTS_High%20Cost%20of%20Dropping%20STEM%20EN_0.pdf. Accessed 14 May, 2020.

7 "Future-proof: Preparing young Canadians for the future ... - RBC". http://www.rbc.com/community-sustainability/_assets-custom/pdf/FINAL-FP-report-Online.pdf. Accessed 14 May, 2020.

CONFIDENCE IS KEY



While boys may see a drop in their confidence as they enter high school, girls' confidence will plummet by 30%.⁸ Data further shows that despite having high marks in STEM subjects, girls do not enter these fields; boys will still make that career choice, even if they do not perform well in those subjects.⁹



Confidence (or lack thereof) can be a key factor in avoiding risks and not having faith in your own abilities. This may lead you to choose a career path that you consider easier instead of one that really interests you but you fear may be a challenge.¹⁰

To explore careers fully and discover what appeals to you the most, it is important that you also work on building your confidence and be willing to try new things.



It's a fact that men have more upper body strength. But no one ever said the job was all about strength. I learned techniques that helped me do the job, techniques I have shared with my male colleagues.



- Captain Stacey Hemstock, Kitchener Fire Services

WHAT CAN PARENTS DO?

- Believe she can!
- Point out role models when you see them in life and in the media.
- Encourage your child to not drop activities that bring them joy and build life skills (music, sports, etc.).
- Help them find new activities that may be of interest to them.
- Show them new things and new skills; get them involved with what you are doing around the house.
- Find a mentor or role model willing to speak to your daughter about their own path and career experience.
- Show patience to work them through some different projects.
- Encourage participation in things like FIRST Robotics – you don't have to be a STEM expert to join!
- Let your daughter know that they don't have to have everything in their life figured out today...or tomorrow...or even this year.

Like most of the work in this guide, this will take time. When a young woman loses confidence, it is not just something that we can help them regain in a short time. It will take a significant effort from parents, teachers, and mentors for your child to believe what you already know about her.

Parents can also demonstrate that is normal by showing your own vulnerability and sharing what things make you feel confident.

IF YOU DO NOT HAVE A LOT OF CONFIDENCE IN YOURSELF, KNOW THAT YOU ARE NOT ALONE! ▶



WHAT CAN YOU DO?

- Ignore self-doubt and people who say you can't.
- Be kind to yourself.
- Never stop learning.
- Know that career paths are not often straight.
- You don't have to be the best, you just have to challenge yourself!

At school, educators should encourage young women to participate in team environments and let them try new things. This can also be reinforced at home.

People discount girls too often and don't involve them. Let them try.

- Chuck Stoffle, Makerspace & STEM Certified Educator



"I had really low self esteem growing up. You have to be easy on yourself. You have to make an effort to try new things. Put yourself out there."

- Nour Hachem-Fawaz,
President & Founder, Build a Dream



Don't allow self-doubt to creep into conversations. If we keep letting young women say, 'That's too hard,' or 'It's scary,' or 'I'm not good at it,' or 'I'm not good enough,' then we are limiting their opportunities, and students are limiting themselves from giving it an honest try.

"How do you know if you don't get out there and explore it yourself?"

- Brandy Coulsey
Marketing & Vendor Relations Manager
Next Dimension Inc.

Brandy's tips for finding the confidence to explore a new career path:

- Find a person...a support system...1,2, or 3 people to help teach and motivate you.
- Look it up! Find what it is that you like. Find a way to learn more about it.
- Invest in yourself - look for courses and certifications online (many are free)!
- Give yourself time and permission to explore things that you enjoy.
- Ask questions.



⁸ "The Confidence Gap for Girls: 5 Tips for Parents of Tween and ...," 1 Oct. 2018, <https://www.nytimes.com/2018/10/01/well/family/confidence-gap-teen-girls-tips-parents.html>. Accessed 15 May. 2020.

⁹ "Women and Education: Qualifications, Skills and Technology," 6 Jul. 2016, <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14640-eng.htm>. Accessed 15 May. 2020.

¹⁰ Jane Margolis & Allan Fisher. Unlocking the Clubhouse: Women in Computing, The MIT Press, 2015, p. 106



Photo credit: See It Be It STEM It | seeitbeitstemit.com

"This is not the time to be afraid"

- Sabrina Gomez Vila, Aircraft Economics Analyst, Bombardier



"I made mistakes every day... I would call people and ask them for help. You have to remember that the mistake is not forever, it's a moment in time."

- Natasha E. Feghali, Founder, Feghali Group Inc

Natasha's now owns 10 units and 3 garages.

Natasha's tips for building confidence and continuous learning:

- Use free resources like YouTube
- Ask people you know for help
- Create a network of experts



EXPLORING CAREERS

After you have chosen a few career options it is important to research the specifics of those choices.

- **Research it.** There are endless resources online to see what a typical day is like in many fields. Don't just research a common job, search for what pathways are related and look for careers you may have never heard of (i.e. you may know what a meteorologist is, but have you heard of a metrologist?).
- **Find out ways to try.** Look for ways you can learn about a career through hands-on activities. High school offers a variety of options to explore these jobs.
- **Talk to a teacher or guidance counsellor.** Ask an educator at school for help finding information or connections to some of the careers you may have identified. Community organizations provide great hands-on workshops and exploratory camps.
- **Find a mentor and interview them.** Ask friends and family if they know someone who works in a field that interests you and if they would be willing to have a phone call with you to answer questions. Ask about a typical day, the high and lows, what schooling they took, etc.
- **Is money the driver?** If you have a financial goal in mind, don't automatically eliminate careers that pay less. Look at the long-term pay patterns of the job, along with career progression opportunities. For example, an apprentice eventually moves on to be a journeyperson, and then can continue on to become a leader, a supervisor, a manager or even an owner. Careers and learning only stop after certification if you choose to stop.
- **Attend camps.** Look for camps that relate to different careers for valuable insight and access to mentors. For example, many cities offer firefighter camps for girls in grade 11 and 12 that let you try gear and tools, and learn about the fitness requirements.
- **Visit open houses.** Many post-secondary institutions, union halls, army recruitment offices, and other organizations will hold regular free events throughout the year that offer a lot of information and put you face-to-face with potential mentors.
- **Visit WeBuildADream.com.** Build a Dream offers Dream Maker profiles, resources, and event information year-round that can help you explore the endless opportunities that are out there.

CONNECT INTERESTS TO CAREERS
Make connections between careers. For example, sports can be a great way for you to learn teamwork, work ethic, competition and more. If you have an interest in a sports-related career, discuss this with your family; use the opportunity as a jumping point to determine what careers are based on sports-related elements like teamwork, physical fitness, the outdoors, or biology.




SPORTS

- POLICE OFFICER
- FIREFIGHTER
- PARK WARDEN
- PARAMEDIC
- DOCTOR

On the other hand, if you are fascinated by how things work and like to take things apart you may be interested in careers that include deconstruction, repairs, rebuilding, and providing solutions.

HOW THINGS WORK —



- ELECTRICIAN
- ENGINEER
- DIE MAKER
- HEAVY EQUIPMENT OPERATOR

When you have a lot of the information compiled, you can also look to your local workforce board or economic development organization to determine what jobs are available now and what jobs will be in demand in the future.



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CURRENT APPRENTICESHIPS AND PREREQUISITES	Gr. 12 English or French and Gr. 12 Mathematics	Gr. 11 Physics (or higher)	1 Senior Science (Gr. 11 or higher) *	2 year Instrumentation and Control Technician Diploma
Powerline Technician (434A)	✓			
Sheet Metal Worker (308A)	✓	✓		
Plumber (306A)	✓	✓		
Carpenter (403A)	✓	✓	✓	
Electrician (309A)	✓	✓	✓	
Iron Worker (420A)	✓	✓	✓	
Millright (433A)	✓	✓	✓	
Steamfitter (307A)	✓	✓	✓	
I&C Technician (447A)	✓	✓	✓	✓

* Ex. Chemistry, Biology, Electrical Shop, Manufacturing or Transportation Technology

HAVE QUESTIONS?

email: apprenticeship@cusw.ca

READY TO APPLY?

visit: cusw.ca/apprenticeship



6 REASONS WHY WE CHOSE THESE CAREERS

Build a Dream focuses on skilled trades, STEM, emergency response, entrepreneurship, and leadership, as we found that the low representation of females in these fields was due to some common barriers, one of the key factors being lack of awareness.

We also found that many of these careers shared tremendous benefits that create independence for women.

1. RESPECT

Each of these careers play an important role in our daily lives whether that be designing the roads we drive on, building the house we live in, or keeping us safe in the community. Canada is dependent on the work that these industries do.

2. JOB SECURITY

There are so many career options to choose from and endless opportunities available. The careers we highlight are in demand and for many (i.e. manufacturing) there are often skills shortages which means higher pay and greater opportunities for growth.

3. FINANCIAL INDEPENDENCE

Due to the nature of the work and the high demand, these careers are tied to high financial incentives. By utilizing programs for students, some even provide wages and valuable work experience while in high school.

4. INDUSTRY GROWTH

As new technologies continue to develop, certain industries will grow. For example, 59% of manufacturers anticipate greater labour shortages within the next 5 years.¹¹ These industries are advancing at an exponential speed without the necessary workforce in place to sustain this growth.

5. TRANSFERABLE SKILLS

Not only do you gain valuable technical skills when you are working on a job, you also get to further develop your soft skills. If there is a chance for advancement or a different job, employers don't look at grades, they look for experience and a balance of skills (including teamwork, organizational skills, communication skills).

6. DO WHAT YOU LOVE

Why discount a career because you have not seen a female do it yet? If something interests you and makes you happy, look for ways to pursue it as a career. Job satisfaction is extremely important for a job, it will help keep you motivated and build your confidence throughout your career.

¹¹ "Untapped Potential: Attracting and engaging women in Canadian manufacturing" <https://cme-mec.ca/wp-content/uploads/2018/11/CME-WIM-Summary-Report.pdf>. Accessed 17 May, 2020.



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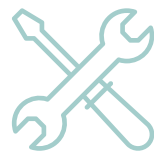
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CAREERS



SKILLED TRADES



There are over 300 careers in the skilled trade industry, across 4 main sectors: Construction, Industrial, Motive Power, and Service. The career opportunities range widely across these sectors. Skilled trades are learned through a combination of education and on-the-job learning through apprenticeship. Apprenticeship is a great way to learn the skills and competencies necessary to perform tasks to an industry standard and to work towards earning the trade certificate and a rewarding career.

Women represent 48% of the workforce but make up only 13% of the construction industry's labour force, with only 3.9% actually working onsite.¹²

EARNINGS

Skilled trades have a wide range of salaries across many industries and levels of apprenticeship and certification. The amounts below are median wages¹³ but income levels will vary depending on status of certification, years of experience and specialized skill set.

- Contractors and supervisors, maintenance trades and heavy equipment and transport operators: \$69,056
- Crane operators, drillers and blasters: \$68,478
- Plumbers, pipefitters and gas fitters: \$54,322
- Electrical trades and electrical power line and telecommunications workers: \$61,683
- Mine service workers and operators in oil and gas drilling: \$79,127
- Central control and process operators in processing and manufacturing: \$98,356
- Mechanical, electrical and electronics assemblers: \$41,770
- Train crew operating occupations: \$92,147

*Is skilled trades the pathway for you?
These careers often require:*

- Hands-on skills and physical activity
- Working with materials
- Working outdoors in different weather or in areas with loud noises
- Operating machinery
- Learning about how things are constructed
- Enjoying design and creating new things
- Being well-organized
- Accuracy and attention to detail
- Controlling or adjusting technical equipment
- Understanding technical diagrams
- Using mathematical skills to solve problems
- Repairing and building things
- Working with vehicles and/or electronics

¹² "Skilled trades wanted | The Star." 4 Mar. 2019. https://www.thestar.com/sponsored_sections/2019/03/04/skilled-trades-wanted.html. Accessed 18 May. 2020.

¹³ "Data tables, 2016 Census - Statistics Canada." 17 Jun. 2019. <https://www12.statcan.gc.ca/census-recensement/2016/geo/geosearch-georecherche/ips/index.cfm?q=98-400-X2016304&l=en&g=2016A000011124>. Accessed 18 May. 2020.

¹⁴ "Frequently Asked Questions - Nova Scotia Apprenticeship." <https://www.nsapprenticeship.ca/sites/default/files/docs/pubs/COVID-19-faq.pdf>. Accessed 18 May. 2020.



CONSTRUCTION

HIGHLIGHTED CAREERS

- Brick and Stone Mason
- Carpenter
- Heavy Equipment Operator
- Drywall Finisher and Plasterer
- Electrician
- Heat and Frost Insulator
- Iron Worker
- Painter and Decorator
- Plumber
- Powerline Technician
- Roofer



INDUSTRIAL

HIGHLIGHTED CAREERS

- Draftsperson
- Electric Motor System Technician
- Facilities Technician
- Industrial Electrician
- Sheet Metal Worker
- Mould Designer or Maker
- General Machinist
- Millwright
- Welder
- Locksmith
- Railway Car Technician



MOTIVE POWER

HIGHLIGHTED CAREERS

- Aircraft Mechanic and Maintenance
- Alignment and Brakes Technician
- Auto Body and Collision Damage Repairer
- Automotive Painter
- Fuel and Electrical Systems Technician
- Heavy Duty Equipment Technician
- Marine Engine Technician
- Power Lift Truck Technician
- Truck-Trailer Service Technician
- Turf Equipment Technician



SERVICE

HIGHLIGHTED CAREERS

- Appliance Service Technician
- Agricultural Equipment Technician
- Arborist
- Electronic Service Technician
- IT Contact Centre Service Agent
- IT Network Technician
- Horticulture Technician





”

“Many people doubted me including a boy I was dating at the time; he would always tell me that perhaps I should just do a girl job. Despite that, I kept my tunnel vision and was determined to see my goal all the way through.”

CHRISTEL NELSON

Licensed
Automotive Service Technician



“Everything you see, everything that’s built, that’s a carpenter. On any given job site we are there from the hole in the ground to when the final locks are getting put on the doors. We cover everything from start to finish on a project.”

I can’t emphasize the benefits of the apprenticeship pathway enough. I had a good-paying career right out of high school. That’s definitely an attractive feature that I think not a lot of people know about.”

”

Delaney was set on going to university to become a journalist as she loved researching, gathering information, and dealing with people. But when she started to picture what her every day would be, she realized that sitting behind a desk was not for her. That changed her focus in grades 11 and 12 to explore skilled trades more; she eventually connected with representatives from the Carpenters Union at a Build a Dream event and started her apprenticeship after graduation.

DELANEY KRIEGER

Apprentice,
Carpenters and Joiners Local 494



SKILLED TRADES CAREER PATH

There are different steps in the skilled trades journey and the time required to complete the training depends on the field chosen.

- **Pre-Apprenticeship** (optional). If you can, access pre-apprenticeship programs in high school that cover Year 1 of apprenticeship while you work towards your diploma. This gives students an edge when seeking a sponsor.
- **Apprenticeship** (2-5 years). Find an employer to sponsor the apprenticeship and sign a training agreement. The company must have a certified journeyperson who can oversee the training. Along with training hours, you will need to enroll in relevant technical classes (usually completed in night school, or taken in a block during a voluntary layoff).
- **Journeyperson**. With training hours signed off and the successful completion of technical classes, schedule and pass the provincial exam to receive certification that is recognized within your province.
- **Red Seal** (optional). As an additional step, a journeyperson may challenge the Interprovincial Standards Red Seal Examination to have their qualifications recognized across Canada. There are 50 Red Seal trades including cabinetmaker, automotive service technician, tool & die maker, and industrial electrician.¹⁴



Need help? Guidance counsellors, college career centres, local employment offices, union halls, trade associations (like the Carpenters' District Council of Ontario or the Canadian Union of Skilled Workers), and people in your network should all be able to help connect a student to a potential sponsor.

STEM

SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS



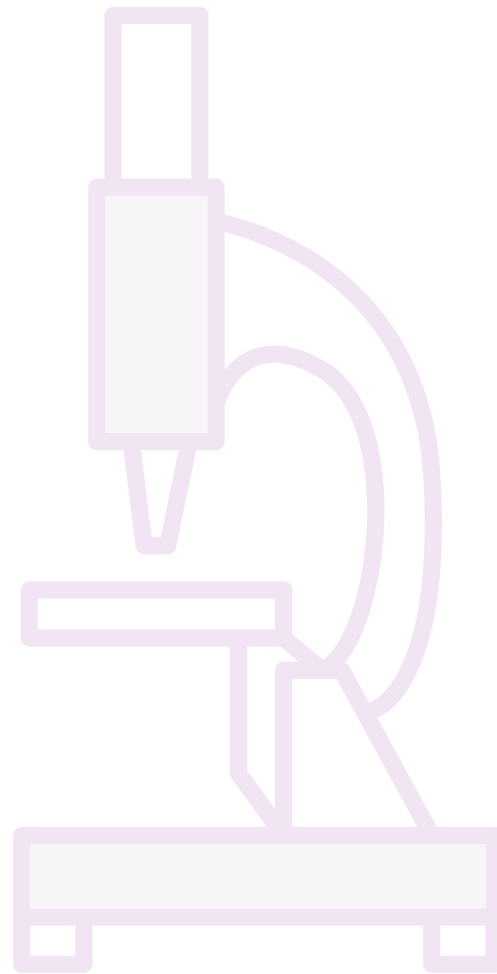
Often regarded as critical to the national economy, STEM careers play an important part of our society and culture today. By encouraging and empowering young women to pursue these careers, we can maximize the innovation, creativity and competitiveness of our society.

EARNINGS

STEM has a wide range of salaries across many industries. The amounts below are median wages^{15,16,17} but income levels will vary depending on education, years of experience and specialized skill set.

- Aerospace Engineer \$87,568
- Civil Engineer \$80,766
- Computer and Information Systems \$71,437
- Computer Engineer \$96,200
- Developer \$100,000
- Life Science (i.e. Ecologist, Toxicologist) \$62,213
- Mathematicians, Statisticians and Actuaries \$76,922
- Mechanical Engineer \$81,494
- Network Administrator \$75,000
- Petroleum Engineer \$113,942
- Physical Science (i.e. Chemist, Physicist) \$73,151
- Research Scientist \$106,300
- UX Designer \$58,670

As the specialized skills required to perform the job increase, so does the salary for such a position. For example, a starting wage in science could start at \$35,000 but eventually exceed \$200,000.



The average Research Scientist salary in Canada is \$106,300 per year.¹⁸

¹⁵ "Salary in Canada - Average salary - Neuvoo." <https://neuvoo.ca/salary/>. Accessed 18 May, 2020.

¹⁶ "Data tables, 2016 Census - Statistics Canada." 17 Jun. 2019, <https://www12.statcan.gc.ca/census-recensement/2016/geo/geosearch-georecherche/ips/index.cfm?q=98-400-X2016304&l=en&g=2016A00011124>. Accessed 18 May, 2020.

¹⁷ "Educational Counsellors - Niagara College Career Coach." <https://niagaracollege.emsicc.com/careers/educational-counsellor?region=St.%20Catharines%20-%20Niagara&radius=>. Accessed 18 May, 2020.

¹⁸ "Research Scientist salary - Average salary - Neuvoo." <https://neuvoo.ca/salary/?job=Research%20Scientist>. Accessed 18 May, 2020.



SCIENCE

HIGHLIGHTED CAREERS

- Medical Doctor
- Chemist
- Physicist
- Forensic Scientist
- Archaeologist
- Research Scientist
- Environmental Science and Protection Technician
- Biochemist
- Epidemiologist/ Medical Scientist
- Anthropologist
- Forensic Science Technician

SUGGESTED ELECTIVE HIGH SCHOOL COURSES:

- Calculus
- Algebra & Geometry
- Probability & Statistics
- Biology
- Chemistry
- Physics
- Computers
- Other science courses offered:

Science is applied across many industries from medicine to the environment to history to psychology. Scientists study the physical and natural world through observation and experimentation, creating solutions that improve the way things are done. The field of science is quite diverse in educational offerings and career opportunities, and offers a broad spectrum of opportunities.

Is science the pathway for you?

These careers often require:

- Being interested in finding solutions
- Providing a service to members of the public
- Providing advice
- Working under pressure
- Being organized
- Learning hands-on skills
- Deciding the efficient use of resources
- Working with accuracy and attention to detail
- Solving problems
- Studies and research



"Beauty comes in many forms, it can be expressed through science, cosmetics, or whatever you deem as such. Beauty is Universal, Beauty is Her."

Alyssa graduated from Michigan State University with a Bachelors of Science in Chemistry. After 2 years, Alyssa decided to leave her job as a Quality Assurance Chemist, to launch her own business. When she's not creating her vegan, cruelty-free beauty products for retail, Alyssa works to keep students interested in STEM through initiatives like MySpace Laboratories and Chemistry in Cosmetics.

ALYSSA SPACE

Founder & CEO,
FortHerCosmetics



TECHNOLOGY

HIGHLIGHTED CAREERS

- Computer and Information Scientist
- Computer Network Architect
- Computer Support Specialist
- Computer Systems Analyst
- Database Administrator
- Information Security Analyst
- Network and Computer Systems Administrator
- Software Developer
- Web Developer
- IT Manager

SUGGESTED ELECTIVE HIGH SCHOOL COURSES:

- Business Management
- Marketing
- Computers
- Electronics and Communications Technology
- Information Technology
- Science
- Mathematics
- Applied technology or other technology courses offered

Technology is one of the fastest growing STEM industries in our society today as we all use technology to work, learn, communicate and relax. There are many career opportunities in this constantly growing field.

Is technology the pathway for you?

These careers often require:

- Understanding or interest in programming
- Curiosity for how things work
- Problem solving through seeking new ideas & approaches
- Interest in learning about applications of computers
- Technical skills
- Accuracy and attention to detail



You can achieve whatever you want in IT. You can go into whatever specialty you want: creative, coding, business. Whatever your specialty is, you just have to think outside of the box that everyone draws for you.

AISLING DOUGLAS

Digital Project Manager,
Slice Digital



We need the perspective from women...women look forward, have a vision, and often have the foresight to predict what is beyond the issues that we are tackling today.

DR. IKJOT SAINI

Assistant Professor,
School of Computer Science,
University of Windsor



ENGINEERING

HIGHLIGHTED CAREERS

- Aerospace Engineer
- Agricultural Engineer
- Automotive Engineer
- Biomedical Engineer
- Chemical Engineer
- Civil Engineer
- Drafting and Design Engineer
- Electrical Engineer
- Environmental Engineer
- Geological Engineer
- Marine Engineer
- Mechanical Engineer
- Petroleum Engineer
- Software Engineer
- Industrial and Manufacturing Engineer
- Engineering Technologist / Technician

SUGGESTED ELECTIVE HIGH SCHOOL COURSES:

- Technology
- Drafting and Design
- Manufacturing
- Calculus
- Algebra and Geometry
- Probability and Statistics
- Chemistry
- Physics
- Computers
- Business Management

There are many types of engineering in our world, making improvements and developing new ways of doing things everyday. Engineering is all about using specialized bases of knowledge to solve a problem, and in some cases manage the study, development and implementation of solutions.

Is engineering the pathway for you?

These careers often require:

- Understanding and applying different science concepts
- Using mathematics to solve technical or scientific questions
- Learning about structures and building things
- Controlling/adjusting equipment
- Organizing or supervising others
- Understanding technical drawings
- Problem solving by seeking new ideas & approaches
- Learning about computer applications
- Interest in 3D Design
- Program and project management
- Analytical and logical thinking
- Attention to Detail



Photo credit: See It Be It STEM It | seeitbeitstemit.com

I have a lot of cool experiences at my job. Something I never take for granted...I still get excited walking through the hangar and seeing the aircraft getting built from parts to a final product. That's always exciting to see.

SABRINA'S ADVICE:

- Join school groups related to your field
- Attend networking events
- Speak to professionals in the field and get used to asking them questions

In high school Sabrina joined extracurricular activities to build skills and volunteer in the community. In university she joined clubs and attended networking events that related to her career. She joined the race car team and said that gave her project experience that was a good representation of real-world work. She also took advantage of a 4-month co-op placement at Bombardier and after finishing her degree, she was able to apply to that company with experience.

SABRINA GOMEZ VILA

Aircraft Economics Analyst,
Bombardier



MATHEMATICS

HIGHLIGHTED CAREERS

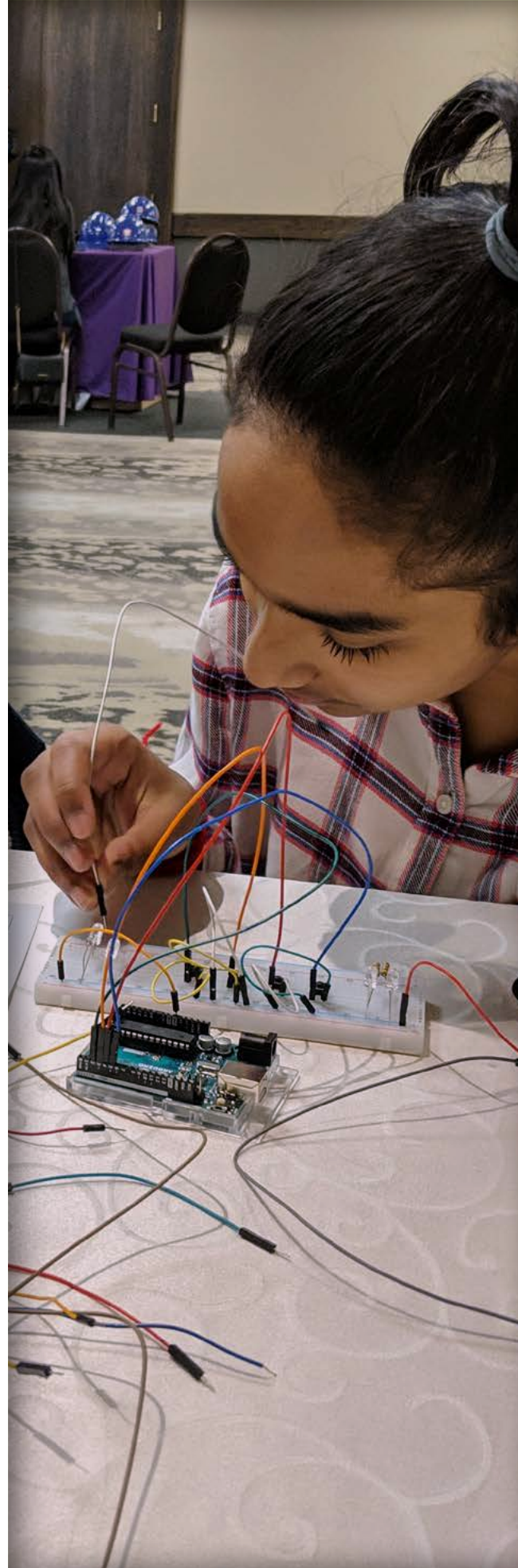
- Cryptographer
- Mathematician
- Economist
- Actuary
- Financial Planner
- Investment Analyst
- Statistician
- Accountant
- Teacher/Professor
- Data Analyst

SUGGESTED ELECTIVE HIGH SCHOOL COURSES:

- Algebra and Geometry
- Probability and Statistics
- Calculus
- Biology/Chemistry
- Physics
- Economics
- Computers
- Other math courses offered

Is mathematics the pathway for you? These careers often require:

- Using mathematics to solve technical or scientific problems
- Using statistical methods to obtain, interpret and present the combination
- Seeking and analyzing information
- Problem solving by seeking new ideas and approaches
- Accuracy and attention to detail
- Training or teaching
- Making calculations based on financials and managing money
- Explaining ideas and concepts



STEM CAREER PATH

Careers in STEM are constantly evolving and the requirements for each job will vary greatly by geography and industry. The technical and soft skills for each field, however, will have a consistent base and are easily transferable as the career evolves.

- **Aptitude.** Most of these careers have specializations and are a natural fit for students who show aptitude in those areas and find the subject very intriguing.
- **Base Knowledge.** To enter a post-secondary program there will be course (and grade) prerequisites. Check with schools to find out what courses you should be taking or upgrading.
- **Experience and High School Co-op Placements** (optional). Students who take advantage of ways to upskill and gain experience in high school will have an edge as they enter post-secondary program and seek internships. Look for co-op placements and extra curriculars that focus on related skills (i.e. FIRST Robotics).
- **Diploma or Degree** (3-4 years). While technology related programs are available at both college and university, the majority of STEM careers will require an undergraduate degree from a university. Many schools also offer co-op or internship programs.
- **Master's** (optional, +1-2 years). A master's is a graduate degree that demonstrates a mastery of the field of study. It requires heavy coursework that leads to a thesis.
- **Doctorate** (optional, +1-2 years). A doctorate is a research degree that means the bearer is a practitioner and is able to teach or work in a specific field. It includes coursework that leads to a comprehensive exam and completion of a dissertation.
- **Standard Certifications.** Depending on the career selected, a standard certification may be required for that individual to "practice" their career (i.e. Doctor, Civil Engineer, Quality Certification, etc.). Where this is required, there is often an annual process to maintain or renew the certification to maintain a standard of quality.
- **Additional Certifications** (optional). There are many certifications available to enhance a career and as a person advances through a career, certain jobs may require additional specialized training.



EMERGENCY RESPONSE



Imagine waking up every day not knowing what the day will bring. As a police officer, firefighter or paramedic, the job is never routine. However, what is always present is the opportunity to improve communities and save lives. This career pathway is ultimately about compassion, dedication, and service to others.

EARNINGS

In the emergency response field, salaries have the potential to increase with training, education, experience and geographic location. For some positions -- like RCMP -- the wage is determined by years of service. The amounts below are median wages²² for some common roles

- Firefighter \$71,284
- Paramedic \$67,080
- Police Officer \$75,382
- Royal Canadian Mounted Police (RCMP) \$53,144 at entry (\$86,110 by 3rd year)



In Canada, 22% of police officers, 4.4% of firefighters, and 33% of paramedics are women.^{19, 20, 21}

¹⁹ "Police resources in Canada, 2018 - Statistics Canada." 3 Oct. 2019, <https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00015-eng.htm>. Accessed 18 May. 2020.

²⁰ "Female Firefighters - P-SEC Research Group." <https://p-sec.org/our-research/female-fire-fighters/>. Accessed 18 May. 2020.

²¹ "Women in Canadian paramedicine: by the numbers - LinkedIn." 6 May. 2019, <https://www.linkedin.com/pulse/women-canadian-paramedicine-numbers-charlene-vacon-ph-d-pcp>. Accessed 18 May. 2020.

²² "Police Officer Salaries in Canada | Indeed.com." 22 Apr. 2020, <https://ca.indeed.com/salaries/police-officer-salaries>. Accessed 18 May. 2020.



"There are a lot of opportunities for young women to explore careers these days. If you're interested in policing or first response, there are many events held that you can go to and interact with individuals in these fields."



Tammy is passionate about using positions of leadership to empower others to create positive change in their own environments, thereby creating future leaders. Don't hesitate to reach out to her (or others in law enforcement) for advice.

TAMMY FRYER

Inspector, Special Projects, Windsor Police Service



"I wanted to be a marine biologist, but I had to stay close to home as I was helping work the family dairy farm. I thought, 'How else can I enjoy something I want to do?' I loved biology so I went through school to become a paramedic. In my job I ended up working with some paramedics who were also volunteer firefighters so I decided to join them; after a year I decided that I wanted to become a firefighter full time."



CAPTAIN STACEY HEMSTOCK,
Kitchener Fire Department



EMERGENCY RESPONSE

HIGHLIGHTED CAREERS

- Police Officer & Special Constables
- Paramedic
- Firefighter
- Emergency Response Coordinator / Officer
- Marine Search and Rescue

SUGGESTED ELECTIVE HIGH SCHOOL COURSES:

- Community Protection
- Criminal Justice Assisting
- Criminology
- Law/Legal System
- Physical Education
- Psychology
- Sociology
- Computers

Is emergency response the pathway for you?

These careers often require:

- Providing medical care and treatment to people
- Driving various vehicles
- Caring for health and wellbeing of others
- Providing a service to members of the public
- Following strict rules and procedures
- Working outdoors & long hours
- Working under pressure
- Enforcing laws and regulations
- Facing dangerous situations
- Helping in times of crisis
- Quick-thinking
- Strong communication skills
- Empathy and compassion
- Continuously learning new hands-on skills
- Being active and physically fit
- Teamwork and cooperation



All pertinent information for these careers is found online and you will need to determine the expectations of the organization in order to be fully prepared; this is where reaching out and finding a mentor or other reliable source for support/information will come in handy.

EMERGENCY RESPONSE CAREER PATH

Careers in emergency response combine physical fitness with mental agility and specialized training. Each field will have its own set of stages that must be passed to enter the career.

- ***Experience*** (optional). Students who take advantage of ways to upskill and gain experience in high school will have an edge as they enter post-secondary programs and seek a career. Look for co-op placements and extracurriculars that focus on related skills (i.e. first aid certification, attending firefighter camp).
- ***Physical Fitness***. Careers in emergency response require a dedication to physical health. A high level of fitness will need to be maintained during the career.
- ***Diploma or Degree*** (2 years). While it is recommended that your diploma or degree match the career you want to pursue (i.e. Police Foundations to join policing), most recruiters will need to see that you have completed some type of post-secondary program.
- ***Application***. You will need to apply for the position and if you are shortlisted, you will be asked to do a written, psychological, and physical exam. Applicants who pass will be asked to attend a lengthy training program.
- ***Graduate***. Individuals who complete all of the initial training will be placed into service alongside senior staff who will act as mentors.

Once you have identified the actual career that you are going to take, you will need to research the exact hiring process which you will be participating in. Many emergency services organizations conduct their own internal hiring process, however many agencies outsource the initial testing and only once you have successfully obtained that certification can you then apply directly to the service.



ENTREPRENEURSHIP & LEADERSHIP

Entrepreneurs and leaders have the ability to make an impact on the world and lives of others through their creativity, inventions, companies, and leadership of others. Entrepreneurs show discipline and focus as they come up with new solutions to everyday problems and integrate them into a business.

EARNINGS

- Entrepreneur \$38,308 - It is hard to gauge an entrepreneur's wage accurately as many may not pay themselves and/or may write off expenses in lieu of paying themselves more. The opportunities for entrepreneurs are great and the earning potential is wide open.
- Member of Parliament \$178,900²⁴
- Middle Management Occupations (trades, transportation, production and utilities) \$82,056
- Management Occupations \$86,923
- Senior Management Occupations \$109,990²⁵

Leaders have the opportunity to make a direct impact on the lives of those they manage and guide. Through a wide array of industries, leaders are responsible for guiding others in the organization to greatness and success through detailed knowledge of the company and great leadership skills.



Less than 20% of leadership roles are held by women. That rate drops in construction, distributive trade, energy and manufacturing industries.²³



Achieving the ultimate career takes time. It's not something that happens over night or even in a few years. It's taken me almost 8 years to be in the professional athlete career. I had finished my post-secondary schooling, deferred masters programs, all in my quest for a goal of reaching the Olympic Games. You need to be committed to what your goals are. Believe in yourself. And find what you love. The beauty in hard work is the result at the end, it makes it all worth it.

MELISSA BISHOP
Olympic Athlete,
Team Canada

Melissa is a 2x Olympian in the 800m. She owns multiple medals internationally, and is the only woman in Canadian history to go below the 1:58sec mark in the 800m with a time of 1:57.01. She finished just off the podium at the 2016 Rio Olympic games coming in 4th.



ENTREPRENEUR & LEADERSHIP

HIGHLIGHTED CAREERS

There are various types of entrepreneurship paths and growth opportunities:

- Small business
- Scalable start-up
- Large company
- Social enterprise

These businesses may provide products or services for different industries including:

- Manufacturing
- Retail
- Service
- Wholesale
- Agricultural
- Extraction

SUGGESTED ELECTIVE HIGH SCHOOL COURSES:

- Business Management
- Probability and Statistics
- Calculus
- Economics
- Computers
- Accounting
- Marketing

Is entrepreneurship the pathway for you?

These careers often require:

- Networking and making connections
- Managing finances
- Managing people (customer & staff)
- Curiosity and creativity
- Big picture thinking
- Problem solving
- Time management and efficiency
- Strategic thinking and planning
- Resilience and ability to 'get back up'
- Great communication skills

ENTREPRENEURSHIP AND LEADERSHIP CAREER PATH

- **Experience** (optional). Students who want to create their own business should take advantage of ways to upskill and gain experience in high school through co-op placements and extra curricular activities.
- **Diploma or Degree** (2-4 years). While there are no requirements for starting your own business, students who complete a diploma or degree in finance or business may benefit from setting a strong foundation of knowledge for creating and executing their business plan and ideas. For leadership positions, a degree or diploma is usually required.
- **Funding** (optional). There is no pre-set amount required for starting your own business and start-up costs will vary depending on the business. Students should spend time researching grants and loans for small businesses, and begin to calculate the minimum amount of funds required to begin their plan.



"You smash the glass ceiling with perseverance. Surround yourself with people who support you."

Yvonne worked for her dad in a family-run auto body business before spending 7 years in mining and 6 years in tech. She is the first woman in her family to earn a B.A. from UBC before getting her Global Executive MBA from ie Business School. She now runs her HR tech company Retainify to help organizations improve workplace culture.

YVONNE LAU

Founder,
Retainify

²³ "Corporations Returns Act - Statistics Canada." <https://www150.statcan.gc.ca/n1/en/catalogue/61-220-X>. Accessed 18 May. 2020.

²⁴ "Indemnities, Salaries and Allowances - Library of Parliament." https://lop.parl.ca/sites/ParlInfo/default/en_CA/People/Salaries. Accessed 18 May. 2020.

²⁵ "Employee wages by occupation, annual, inactive." <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410030701>. Accessed 18 May. 2020.

ONTARIO YOUTH APPRENTICESHIP PROGRAM

Mary Marshall took Transportation Technologies classes in Grade 10 and loved what she was learning. This was the catalyst for her to research the Ontario Youth Apprenticeship Program (OYAP). She registered for the OYAP program in Grade 11 and had to realign some of her classes so she could ensure she would complete her mandatory courses (English and Math) before she graduated.

Mary completed her co-op placement during the summer between grades 11 and 12, and achieved her Level I Automotive Apprenticeship by the time she graduated from grade 12. She got hired

by the company she did her co-op with and after a year, she achieved her Level II apprenticeship. Mary joined Parkway Ford shortly afterward where she completed her Level III and wrote her Certificate of Qualification (you must achieve at least 70% on the exam) to become a Journeyman as an Automotive Service Technician.



During highschool I had a strong desire to go into a hands-on vocation, and ended up loving the automotive field. The technology teacher at the time mentioned OYAP could fast track me into my career and get me into the field with more knowledge and experience. This program is one that I would highly recommend for anyone who is looking to get into a trade offered with OYAP. The support from the college and the high school staff had given me all the tools and resources to get me where I am today...a licensed Automotive Service Technician.

MARY MARSHALL
Automotive Service Technician
Parkway Ford

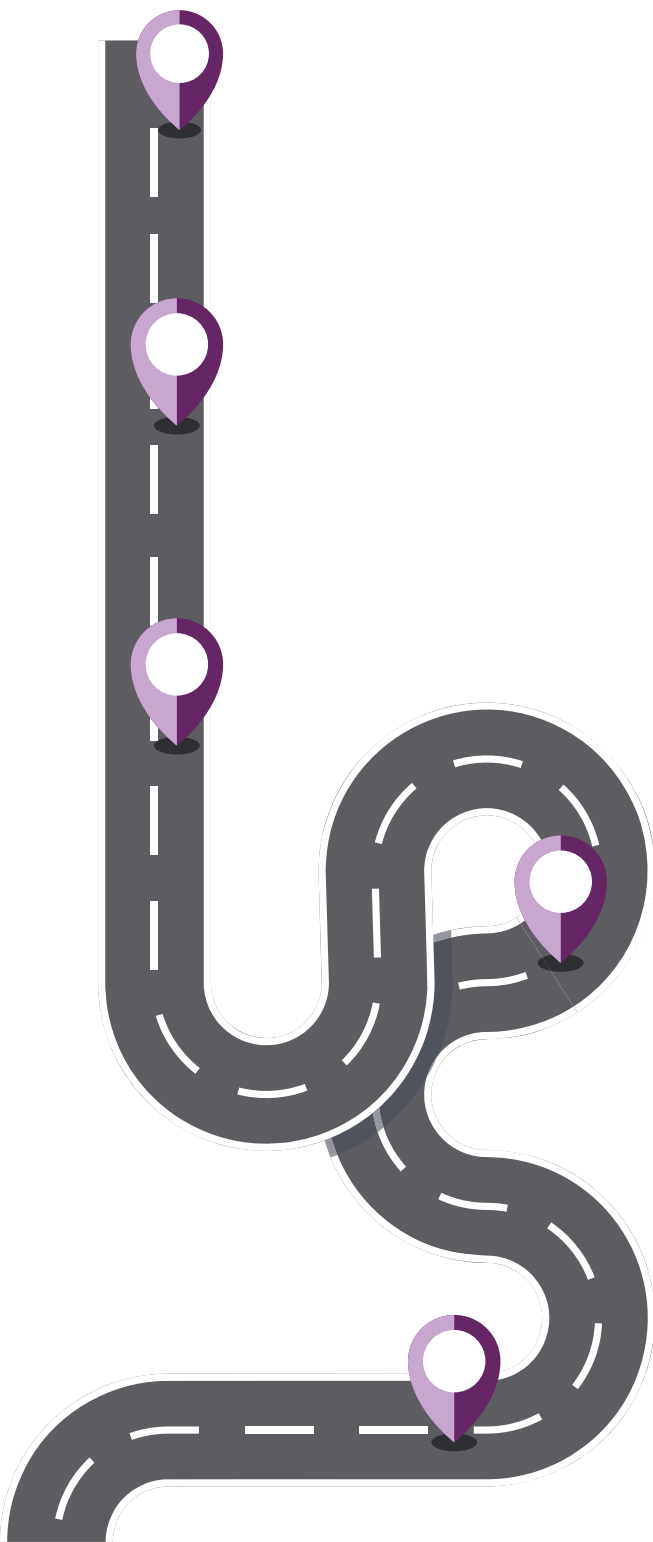
HOW TO APPLY

1. *Research different trades or talk to educators and others about options available. Visit oyap.com or use the resources at the end of this guide to discover the many opportunities.*
2. *Speak to educators at your school. A guidance counsellor, co-op teacher, or technical studies teacher will be able to go through the steps and help you find a program.*
3. *You must have a minimum of 16 credits and then set up a co-op placement in your preferred trade.*
4. *Once you have a chosen trade and want to pursue it, complete the OYAP application form to enroll with the Ministry of Advanced Education and Skills Development.*



EDUCATION PATHS

Programs will vary in length and each will have their own prerequisites.



APPRENTICESHIP

*Paid, hands-on learning with a qualified journey person.
Journey person 2-5 years
Red Seal*

COLLEGE

*Mainly smaller classes, practical/applied learning, career-specific.
Certificate 1-2 years
Diploma 2- years
Advanced Diploma 3 years
Applied Degrees 4 years*

UNIVERSITY

*Mainly larger classes, independent learning, programs may be industry-specific but not necessarily career-specific.
Undergraduate (Bachelor) 3-4 years
Graduate (Masters) +1 year
Doctoral +1-2 years*

MILITARY

*Options for college, university or post-graduate programs.
Incentives may include tuition, books, academic equipment, health benefits, paying you to learn, and a guaranteed job upon completion.*

DIRECT-TO-WORK

Workplace

GAP YEARS

While you may be considering a gap year before continuing on, once you start earning it can be difficult for you to then transition back to a post-secondary program. If your friends have already started school, it also means that some of the ties that might keep you engaged in your classes are gone. A gap year should be taken with purpose to ensure that post-secondary education is continued after the break.

Here are some tips on taking a break that won't hurt your education and training path:

- Make it a specific amount of time - Pull out a calendar and make a plan with your family.
- Set goals for what should be accomplished - Is this time being used to work, upskill, or look for scholarships?
- Remain engaged - Keep in touch with classmates, mentors, and your program of interest.
- Stay on track - Stay up to date on application dates and requirements for post-secondary education.



I did a Marine Engineering Diploma program through the Marine Institute of Memorial University. There's a huge variety of paid schooling options in the military. I became connected with them through my school's guidance counselor but your local recruiting centre will more than help anyone interested. From my experience, the people who choose and apply for a paid schooling option never regret it!



Michaela Alexander, Master Seamen, Marine Technician, Royal Canadian Navy

Where possible, the conversation about what happens after graduation should happen as early as grade 9 to allow the student to take full advantage of what courses and options can help develop/influence this post-secondary plan.

MAKING THE RIGHT CHOICE FOR YOU

Students have a variety of options to choose from and as a family you should consider how you learn best and what avenue offers the best way to deliver that education. Since financing post-secondary school is also a significant factor, create options and determine what happens at each stage.



For more information on how to develop your career in high school, visit What to Do in High School on page 48.

FINANCING A CAREER

How much will post-secondary education and training cost? That will be determined by the career path that your child decides on.

UNIVERSITY: \$25,852

- The average Canadian undergraduate tuition for a 4-year program is \$25,852²⁶ (with a low of \$18,496 for a Bachelor of Education, and a high of \$86,868 for Dentistry).

COLLEGE: \$11,559

- Colleges offer a wide range of programs by industry and length of study, but a 3-year diploma in Ontario will average \$11,559 (with mandatory fees).²⁷

APPRENTICESHIP: \$3,496

- The cost of an apprenticeship varies by province, but students can expect to spend approximately \$3,496 for tuition and books related to a 4-year apprenticeship.²⁸ While not required to do so, the employer may opt to cover costs associated with schooling. *Note: this pathway is earn-while-you-learn, meaning the apprenticeship is completed with the apprentice working 90% of the time and going to school for 10%.*

MILITARY: \$0

- Varying branches of the Canadian military offer incentives for tuition, including paying you to learn. For example, qualified applicants in the Canadian Armed Forces will have 100% of tuition, books and academic equipment covered.

DIRECT TO WORK \$0*

- After graduation, students may choose to go directly into the workforce. This is also an opportunity for entrepreneurial-minded students to look for grants and incentives to help build their business idea; the investment required at this time will vary based on the student's idea(s).

Every path can lead to a variety of opportunities, but one thing to keep in mind is the job opportunity and the demand in the industry. Ultimately you want your educational investment to lead to a rewarding and secure position.



Now more than ever it is crucial for families and students to plan early for their education savings strategy. It's never too early to start. You can start with as little as \$25!

Kavaughn Boismier, CFP, PFP, FCSI

Financial Planner & Founder of the
Women of Windsor
Mentorship Collaborative



26 "Tuition fees for degree programs: Interactive tool" 4 Sep. 2019. <https://www150.statcan.gc.ca/n1/pub/71-607-x/71-607-x2019011-eng.htm>. Accessed 13 May. 2020.

27 "Paying for College - College Tuition | ontariocolleges.ca" <https://www.ontariocolleges.ca/en/colleges/paying-for-college>. Accessed 13 May. 2020.

28 "Apprentices Enrolled at Private Training Providers in Canada." <https://caf-fca.org/wp-content/uploads/2017/07/Apprentices-Enrolled-in-Classroom-Training-at-Private-Training-Providers.pdf>. Accessed 13 May. 2020.

29 "Five ways to save for your child's education - other than RESPs." 27 Mar. 2013. <https://www.theglobeandmail.com/globe-investor/personal-finance/household-finances/five-ways-to-save-for-your-childs-education-other-than-resps/article10375194/>. Accessed 23 May. 2020.

30 "Career Decision-making Patterns of Canadian Youth and ..." <https://www150.statcan.gc.ca/n1/pub/81-599-x/81-599-x2015010-eng.htm>. Accessed 13 May. 2020.

Next you will have to create a plan for how to finance the chosen career plan.

SCHOLARSHIPS & BURSARIES

- From \$50 awards that help pay for a textbook to \$1,000 and \$1,500 awards at the community or school level, every little bit can add up and make life easier. Ask a guidance counsellor for leads, check with local service groups, research industry-specific associations, and contact the school(s) you plan to attend as many awards are specific to region and/or program.

PERSONAL SAVINGS

- Set a savings goal with your family and determine how much each of you will contribute. If you plan to work part-time or have a summer job, this is a good time to discuss the options for building up a Tax Free Savings Account (TFSA).

REGISTERED EDUCATION SAVINGS PLAN (RESP)

- RESPs allow for tax-sheltered earnings on contributions and include additional government contributions through the Canada Education Savings Grant, the Additional Canada Education Savings Grant and the Canada Learning Bond.

CANADA STUDENT GRANTS & LOANS

- These are needs-based and the amount is determined by factors like your province, income, and the fees you are asking to cover.

PERSONAL FINANCES

- Families may use personal loans, lines of credit, stock options, and work bonuses to pay-as-you-go.

ADDITIONAL OPTIONS

- Other options -- which would require professional advice -- could include setting up a general investment account, creating a trust (from parents or grandparents), or paying out corporate dividends from a family business.²⁹

MANY GIFTS OF MONEY GO UNCLAIMED!

Use our Scholarship Tracking Sheet found in the Appendix to research and track what you find.



Education is never wasted but the cost of investing in the wrong career path could be high! By the age of 25, 13% of youth were undecided about their career and 38% had decided on a new career.³⁰

Since a child's career path may evolve or even change well into adulthood, consider post-secondary programs that offer the most flexibility and transferable skills.

WHAT TO DO IN HIGH SCHOOL

EXPERIENTIAL LEARNING TIED TO A DIPLOMA



Today's high schools offer a variety of ways to prepare for the future. From career-specific programs to earn-while-you-learn placements, the opportunities are there.

GENERAL CREDIT

- Look for technological education and/or career-specific courses that offer the ability to build skills and work on real-life projects.

DUAL CREDIT

- Students who take a college-level course during secondary school can graduate with both a high school and post-secondary school credit.

SPECIALIST HIGH SKILLS MAJOR (SHSM)

- You can bundle field-specific courses and workshops together to graduate with a special seal on your diploma. Specializing may help you find and refine (or even change) your career goals.

YOUTH APPRENTICESHIP PROGRAM

- Find a trades-based program that combines school training with job placement that allows you to graduate with the first year of your apprenticeship complete. Some of these employers even pay students during the placement.

CO-OP PLACEMENT

- Co-op allows students to earn credits through the completion of work placement (may be unpaid or paid depending on high school / university level and placement) and is an excellent way for you to learn new skills and gain valuable experience.

EXTERNAL SKILL BUILDING & EXPERIENCES

FIRST ROBOTICS

- This amazing, multi-discipline team experience encompasses mechanical, business, communication, and fundraising skills in a competition environment.

SKILLS CANADA

- With a focus on skilled trades and technology, Skills Canada holds a national competition with winners from their provincial and territorial organizations.

VOLUNTEERING

- Whether your school requires community service hours to graduate or not, volunteering is an excellent opportunity to build a network, explore careers and gain valuable experience.

EXTRACURRICULARS

- Challenge yourself to get out of your comfort zone and get involved. Whether it is through playing sports, joining a service organization, or participating in a school club, spend time with inspiring peers and build essential soft skills like communication and teamwork.

ONLINE COURSES

- Look for free webinars and courses online that may pique your interest in a certain career or skill. For example, Coursera offers a staggering list of free university courses for individuals 13 years and older.

COMPANY TOURS

- While you may discuss different career options and job duties, being able to experience a day exploring a job is invaluable: explore what it looks and feels like, speak to employees, and possibly try a few tasks.

CAMPS

- Search local event listings for day camps, summer camps and March Break activities that provide opportunities to learn new skills and explore careers.

SPECIAL EVENTS

- Attend job fairs and other events like Build a Dream's unique career discovery expos to meet professionals, hear from women in exciting careers, discover what jobs are available in your region, and try hands-on activities.

PART-TIME WORK

- Throughout the school year and in the summer, you can look for a job that will allow you to gain real-world experience. For example, jobs in retail reinforce numeracy and communication skills.

SEEK ADVICE & GUIDANCE

ADULTS

- Speak to individuals who spend time with you like teachers or coaches. They may offer valuable insight and observations of your abilities and strengths.

CAREER COUNSELLOR

- Guidance/Career counsellors have access to tools and processes that may help narrow your job search so take advantage of these free career-planning tools (i.e. online subscriptions, aptitude testing, career assessments, etc.).

MENTOR

- Ask your parents to help connect you with role models, professionals who would be willing to mentor you in your career journey. Look for positive, encouraging people who have experience in a particular field, or who are able to provide guidance on a chosen path.

High school is the ideal time to take advantage of free and low-cost options that offer experiential learning. You can utilize these years to explore a variety of career basics that will allow you to build transferable skills and provide the ability to make more informed career decisions in the future.



IN-DEMAND & EMERGING CAREERS

When exploring careers, unless you are willing to relocate, it is important to consider what careers are in demand for your region. For example, a degree in archaeology would be suitable for someone who lives in an area of historical significance, or a city with many museums.

Of the 15 most in-demand jobs in Canada for 2020, 9 fall under the careers represented in this guide (indicated below in **bold** letters). Those 9 also have the highest salaries on the list (with the exception of nursing).³¹

1. SALES ASSOCIATE
2. **DRIVER**
3. RECEPTIONIST
4. **WELDER**
5. **DEVELOPER**
6. **BUSINESS DEVELOPMENT MANAGER**
7. GENERAL LABOURER
8. **PROJECT MANAGER**
9. **HEAVY DUTY MECHANIC**
10. MERCHANDISER
11. **ELECTRICAL ENGINEER**
12. **ACCOUNTANT**
13. HR MANAGER
14. **FINANCIAL ADVISOR**
15. REGISTERED NURSE

WHERE TO FIND IN-DEMAND JOBS

There are several ways to obtain labour market information so you gain experience that matches the demands of your regional -- or the Canadian -- market.

- Government websites including the Government of Canada's Job Bank
- Local workforce boards
- Economic development organizations

A growing economy with a need for increased housing provides opportunities for one million skilled tradespeople over the next 10 years.³²

According to the Canadian Occupational Projection System (COPS) the outlook for 2019-2028 includes a shortage of jobs in the following careers³³:

CAREERS IN DEMAND:

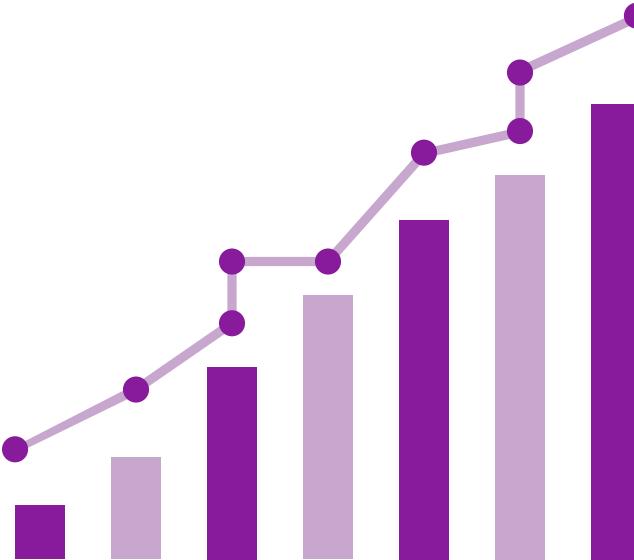
- Mechanical engineers
- Aerospace engineers & Other professional engineers
- Computer engineers
- Mathematicians, statisticians and actuaries
- Information systems analysts and consultants
- Database analysts and data administrators
- Software engineers and designers
- Computer programmers and interactive media developers
- Mechanical engineering technologists and technicians
- Transportation officers and controllers
- Nursing co-ordinators and supervisors
- Registered nurses and registered psychiatric nurses
- Specialist physicians
- General practitioners and family physicians
- Dentists
- Optometrists, chiropractors and other health diagnosing and treating professionals
- Audiologists and speech-language pathologists
- Physiotherapists
- Occupational therapists & Other professional occupations in therapy and assessment
- Medical laboratory technologists & Medical laboratory technicians and pathologists' assistants
- Respiratory therapists, clinical perfusionists and cardiopulmonary technologists; Medical radiation technologists & Medical sonographers
- Cardiology technologists and electrophysiological diagnostic technologists, & Other medical technologists and technicians (except dental health)
- Opticians
- Practitioners of natural healing; Massage therapists & Other technical occupations in therapy and assessment
- Licensed practical nurses
- Nurse aides, orderlies and patient service associates & Other assisting occupations in support of health services
- Psychologists
- Professional occupations in religion
- Graphic designers and illustrators
- Interior designers and interior decorators
- Welders and related Machine operators
- Construction millwrights and industrial mechanics
- Heavy-duty equipment mechanics
- Transport truck drivers
- Industrial butchers and meat cutters, poultry preparers and related workers
- Fish and seafood plant workers

The job market is always evolving and recent trends indicate that careers related to technology will continue to grow with technical skills like data literacy and soft skills like communication topping the list of prerequisites.

Using internal data, LinkedIn created a list of the top 15 jobs that have emerged over the last 5 years.³⁴

EMERGING JOBS

- Artificial Intelligence Specialist
- Site Reliability Engineer
- Data Engineer
- Data Scientist
- Cyber Security Specialist
- Big Data Developer
- Dev Ops Engineer
- Full Stack Engineer
- Experience Designer
- Robotics Engineer
- Customer Success Specialist
- Javascript Developer
- Product Owner
- Data Consultant
- Cloud Engineer



³¹ "Top 15 Jobs in Canada in 2020 | Randstad Canada." <https://www.randstad.ca/best-jobs/top-15-jobs/>. Accessed 17 May. 2020.

³² "Skilled trades wanted | The Star." 4 Mar. 2019, https://www.thestar.com/sponsored_sections/2019/03/04/skilled-trades-wanted.html. Accessed 18 May. 2020.

³³ Canadian Occupational Projection System (COPS) - ESDC." <http://occupations.esdc.gc.ca/sppc-cops/content.jsp?cid=29>. Accessed 17 May. 2020.

³⁴ "IFINALI 2020 Canada Emerging Jobs Report - LinkedIn ..." https://business.linkedin.com/content/dam/me/business/en-us/talent-solutions/emerging-jobs-report/Emerging-Jobs-Report-Canada_2019.pdf. Accessed 18 May. 2020.

DECISION-MAKING RECAP

Choosing a career will be one of the most important decisions in your life. Making an informed decision about your career choice now will help you in the long-term.

1. Know yourself

Knowing who you are is so critical when choosing a career. It is important to think about your lifestyle and what you can already do. Chances are, you already have an aptitude for something, you just need the proper training to solidify the necessary skills.

2. Seek It Out

Exploring occupations is a critical piece of the career planning puzzle. Yes, you have to know yourself, but you also need to know the types of jobs available for your skillset.

3. Make a Decision

Use the worksheet and resources in this guide to help compare and narrow down your options. These tools can help you form a better idea of what you need to do to achieve your goals.

4. Take Action

Now that you have a career in mind, dig a little deeper. Find resources, check out education/ training options, gain work experience, shadow at a company and find a mentor that resonates with you. All of this will help set out a plan that will assist you in the future.



DON'T UNDERESTIMATE SOFT SKILLS

Unlike hard skills that have specific training and education attached to them, soft skills are not taught; they are part of a person's character or personality and are learned or developed through experiences.

Soft skills are very desirable for employers as they are a good indication of how a person responds to different situations and environments, and helps identify future leaders. For 2020, LinkedIn lists the most desirable soft skills as creativity, persuasion, collaboration, adaptability, and emotional intelligence. And while teamwork was replaced with emotional intelligence in this year's list, the other 4 skills have remained on top for years, indicating that they continue to be desirable traits.³⁵

WHAT ARE YOUR SOFT SKILLS?

- | | |
|--|--|
| <input type="checkbox"/> CREATIVITY | <input type="checkbox"/> PERSUASION |
| <input type="checkbox"/> PROBLEM SOLVING | <input type="checkbox"/> NEGOTIATION |
| <input type="checkbox"/> COLLABORATION | <input type="checkbox"/> CONFLICT RESOLUTION |
| <input type="checkbox"/> TEAMWORK | <input type="checkbox"/> ADAPTABILITY |
| <input type="checkbox"/> COMMUNICATION | <input type="checkbox"/> FLEXIBILITY |
| <input type="checkbox"/> ATTENTION TO DETAIL | <input type="checkbox"/> OPEN-MINDEDNESS |
| <input type="checkbox"/> CRITICAL THINKING | <input type="checkbox"/> POSITIVE ATTITUDE |
| <input type="checkbox"/> TIME MANAGEMENT | <input type="checkbox"/> EMPATHY |
| <input type="checkbox"/> ORGANIZATION | <input type="checkbox"/> LEADERSHIP |
| <input type="checkbox"/> ACTIVE LISTENING | <input type="checkbox"/> DEPENDABILITY & INTEGRITY |
| <input type="checkbox"/> EMOTIONAL & SOCIAL INTELLIGENCE | <input type="checkbox"/> RISK TAKING |

DEVELOPING SOFT SKILLS

Soft skills can be developed or learned through experiences. Placing yourself in situations where you must try new things, work on interpersonal skills, or problem solve on your own, will allow you to develop life skills that are invaluable for your future.

Some Things You Can Try

- Try a new hobby or join a new group
- Participate in extracurricular activities - sports are particularly effective at developing communication, leadership, and teamwork skills
- Plan an activity or trip and execute the plan alone
- Organize a fundraising event

Many of the ideas listed in *What to do in High School* (p. 48) provide the opportunity to build hard and soft skills at the same time. A balance of these will always be in demand and an ongoing focus for improving one's professional skills is the key to career success.

³⁵ "The Skills Companies Need Most in 2020—And How to Learn ..." 13 Jan. 2020, <https://learning.linkedin.com/blog/top-skills/the-skills-companies-need-most-in-2020and-how-to-learn-them>. Accessed 16 May, 2020.

CAREER DISCOVERY EXP

OUR UPCOMING CAREER
EXPO CONFERENCES

WINTER 2021

JANUARY 12
GREY BRUCE HURON PERTH DSB

FEBRUARY 9
DURHAM DSB

FEBRUARY 17
EASTERN ONTARIO CATHOLIC DSB

FEBRUARY 24
GREATER VICTORIA

MARCH 30
HALIFAX DSB

APRIL 22
PEEL DSB

MAY 13
YORK CATHOLIC DSB

#HERPOWERTOOLS



8 TIPS

How can you work on things that will give your career a boost, even though you might be years away from being in the workforce? We asked our network of Dream Makers to provide advice and found a lot of common things that helped them.



1. LOOK FOR MENTORS

You can have more than one mentor so if someone has limited time, look for people (women and men) who can guide you. For example, maybe you can find someone in your chosen field to help guide you in education, but have a second mentor who helps you with financial goals.

2. LEARN FROM EVERYONE AROUND YOU

A lot of people are willing to share their knowledge but you may have to initiate the conversation. You can learn soft skills and hard skills from nearly every person in your life so reach out!

3. START TO BUILD A NETWORK

While you might not enjoy going to an actual networking event, people that you meet in your everyday life can become part of your personal network. These people become valuable resources in the future.

4. VOLUNTEER

Not only will you gain valuable experience and help build your network by meeting new people, keep in mind that these positions can get you the reference letters you need to apply for scholarships.

5. KNOW YOURSELF

Be confident in your abilities and be conscious of what you want and what things you value (i.e. in your own worth, in the community, in a career). You have valuable skills and abilities that are unique to you and the world needs you!

6. CHALLENGE YOURSELF

Take risks and try new things. You will build new skills and might discover what you love (or what you definitely do not want to do). You will feel empowered!

7. ASK

Do not be afraid to ask questions, and definitely ask for help where you need it. The answer could be no, but there will be so many yeses!

8. SET GOALS

With a clear plan in place, it is easier to know where you want to go and identify to a potential employer all that you have accomplished (including taking advantage of everything you can access while in high school).



If you take the time to build on some of these tips, you will be able to enter an interview with knowledge and experience that other candidates might not possess, giving you an edge.

RESUME TIPS

- **Proofread.** If the job calls for attention to detail and your resume has errors, that is not great. Have a second person review your resume before submitting so they can catch anything you may have overlooked, and provide a different perspective.
- **Customize your cover letter.** A cover letter allows you to share more about you and your soft skills, and highlight major accomplishments. Use this opportunity to provide a sample of how you solved a problem in the past directly relating to the open position (HINT: it doesn't have to be in the same field).
- **Be prepared.** If you are dropping off your resume in person, be prepared for an interview! Some organizations might take you right in for a chat if the right person is available.

INTERVIEW TIPS

Treat interviews for volunteer positions, co-op/ internship placements or part-time jobs with a great deal of seriousness and respect. Not only will this be good practice for the future, many of these positions could become full time jobs in the future or connections to other career areas.

- **Have a firm handshake** (or an alternative). If you are going to shake hands, make sure it's done with enthusiasm and confidence. Practice with someone who can give you feedback. If you prefer to not shake hands, have a reason and a respectful way to address it (there are lots of ideas online).
- **Silence your phone.** Leave your phone at home or turn off the sound before you enter the waiting room for your interview. Definitely do not answer or look at your phone during the interview.
- **Be confident.** It's natural to be nervous but have confidence in the abilities and skills that you know you have worked hard to achieve.
- **Practice.** It might feel silly, but sit down in front of a mirror (or with someone you trust) and run through some sample questions.
- **Dress appropriately.** Despite what you'll be doing on the job, dress for the interview. When in doubt, ask a parent or teacher, call the job ad's receptionist for advice, or go with business casual.

BE PREPARED

- **Read the job description** and be prepared to answer how your skills address some of those requirements.
- **Prepare examples** of accomplishments and skills you have used in real life occurrences or projects (i.e. behavioral questions).
- **Read about the company** and prepare questions to ask.
- Interviewers often ask about **strengths and weaknesses**. If you describe a weakness, be ready to also put a positive spin on it by describing how you are working on it.

After the interview, seriously consider sending a thank you note to the person who interviewed you. If you have additional information to relay (i.e. if they asked you to provide references), include these details.



SETTING A GOAL

If you have figured out what you want to do, it is time to set a goal and start to determine the time and actions required to reach that goal. Setting a clear goal will help you break down all of the stages with your family and identify where to concentrate your efforts.

1. **Write it out.** Use a journal, an online tool, or our Setting Goals worksheet (p. 61).
2. **Identify the goal.** What career path has been chosen?
3. **What steps are needed to get into that career?** Consider experience, skills, and education that are relevant. Break bigger steps into smaller, attainable tasks.
4. **Set realistic goals for each stage.** What will you do? Use action words.
5. **Prioritize each step.** What tasks need to be done first to move forward?
6. **How long will it take to complete your task?** Use a calendar to set specific timelines.
7. **What do you need to get there?** Is it research, books, specific people?
8. **What is holding you back?** What barriers are in your way and how will you tackle them (including physical, mental, or skill-based barriers)?
9. **How will you determine success?**
10. **Begin!**

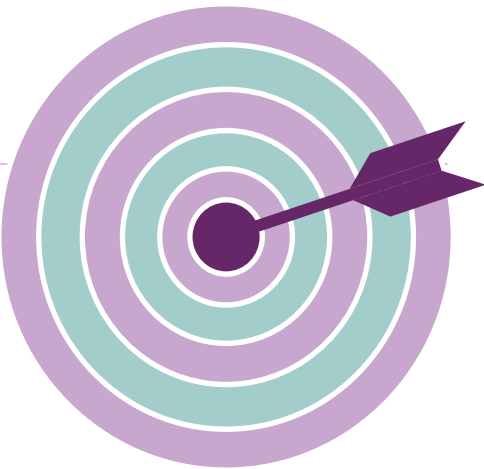
TIPS TO KEEP IN MIND

- Believe in yourself!
- Give yourself time. Big goals take time.
- Celebrate your achievements.
- Look for mentors who can motivate you, support you, and keep you accountable at each stage.
- Be prepared for failure - you might not be able to reach all of your goals the first time and that's okay.
- Update and reassess your plan regularly. Know that your plans may evolve over time.

Working towards a goal is not just important for a career plan, completing each stage builds responsibility, improves confidence, and can create a great sense of accomplishment.

See page 61 for this worksheet.

SETTING GOALS											
GOAL											
Join the police force!											
Year 1			Year 2			Year 3			Year 4		
Annual Goal: To be prepared for the police fitness test by 03/01/2021			Annual Goal:			Annual Goal:			Annual Goal:		
Action	Date	✓	Action	Date	✓	Action	Date	✓	Action	Date	✓



LET'S GO!

We hope that this guide has served as a useful starting point to create a career outline that will suit you and your family. We want you to feel empowered to explore the many options that are available to you and perhaps become engaged in a field you had not previously considered.

EXPLORATION CAN START ANY TIME

1. Start to build career discussion into everyday conversation and demonstrate that you are open to supporting different career choices.
2. Utilize the worksheets in this guide to brainstorm ideas and explore different options.
3. Research all ideas that pique your daughter's interest and connect them to job opportunities.
4. Look for ways to start saving for post-secondary education and training.
5. Formulate a plan and decide how you will track progress and goals (i.e. in a journal, utilizing an online service, etc.).
6. Begin to narrow down career choices or, if your daughter is still unsure, look at courses that offer transferable skills.

Remember...determining your future is a long-lasting (and ever evolving) journey. Research, explore, and plan together, and allow yourself time to consider each stage.

13 of the 20 highest paying jobs in Canada are in skilled trades and STEM³⁶ but young women have a hard time picturing themselves in STEM roles.

27% of RCMP officers are female

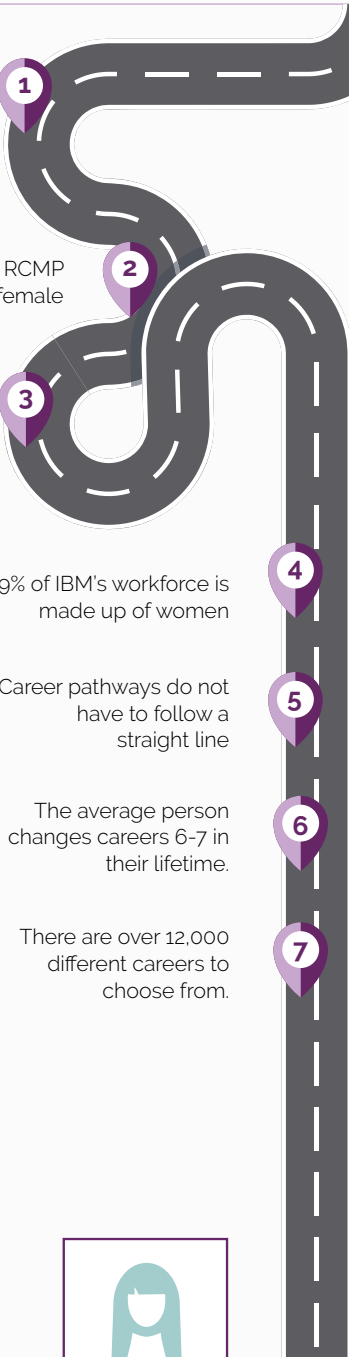
Adolescent girls show an increased interest in politics when high-profile female politicians are more visible in news coverage.³⁷

29% of IBM's workforce is made up of women

Career pathways do not have to follow a straight line

The average person changes careers 6-7 in their lifetime.

There are over 12,000 different careers to choose from.

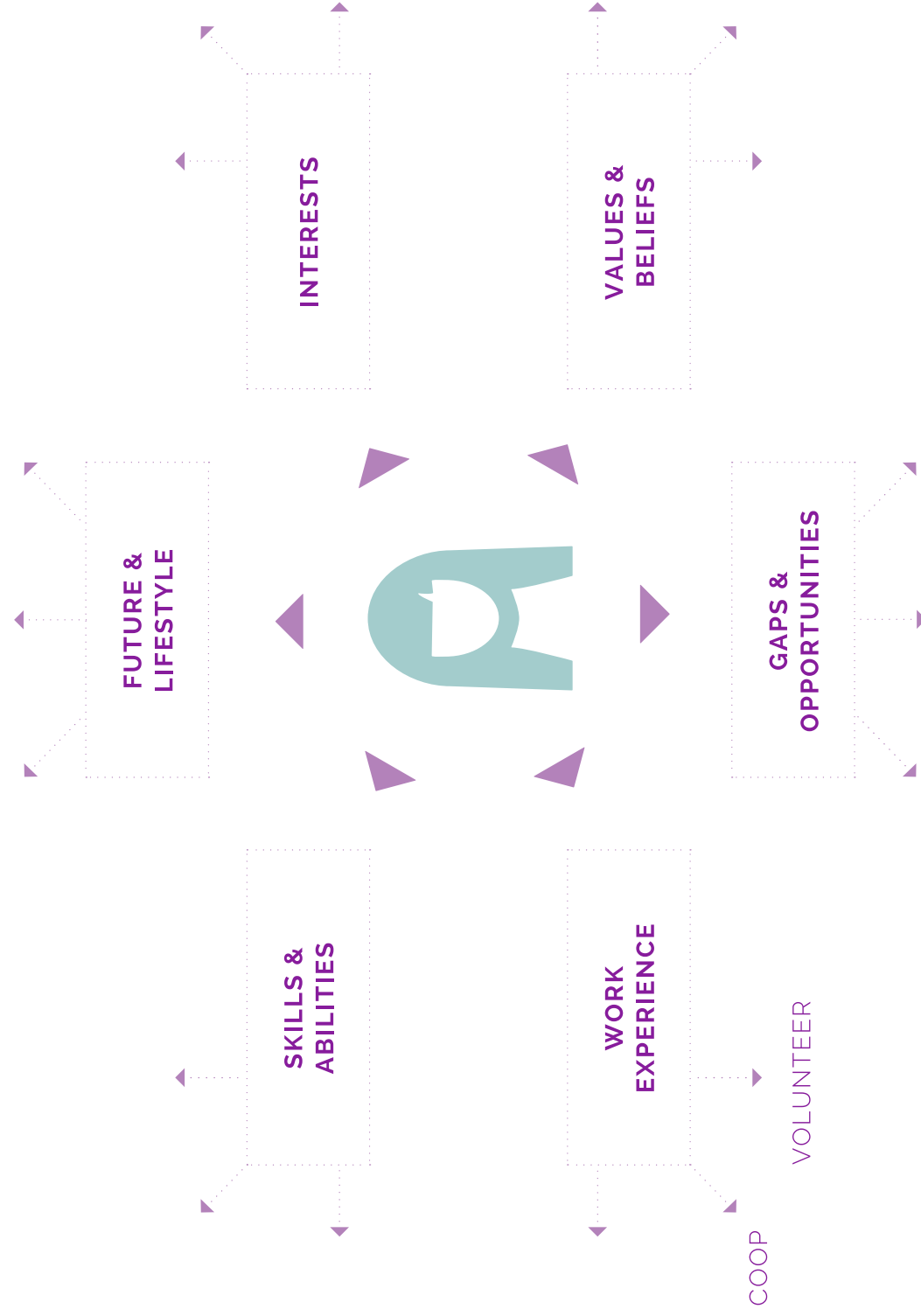


Seek help at every stage from the many free options available to you!

36 "The 20 Highest Paying In-Demand Jobs in Canada for 2019 ..." 11 Jan. 2019, <https://www.slice.ca/money/photos/highest-paying-in-demand-jobs-in-canada-2019/>. Accessed 14 May. 2020.

37 "See Jane Run: Women Politicians as Role Models for ..." <https://www.journals.uchicago.edu/doi/full/10.1111/j.1468-2508.2006.00402.x?mobileUi=0>. Accessed 14 May. 2020.

CAREER PLANNING MIND MAP



SETTING GOALS

[illegible]

Discover the opportunities.



WINDSOR
PROUD



University
of Windsor

uwindsor.ca



WFS LTD.COM



OUR PURPOSE

As a member of the Grainger family of businesses our purpose is to keep our customers working. We strive to be the "go to" partner for those who run safe, sustainable and productive operations, by providing products, solutions and services to meet their everyday needs.

COMPANY HISTORY

WFS Ltd. was founded in 1955 under the simple concept: There has to be a better way. A better way to service customers and a better way to engage with team members, suppliers and our communities. In 2014, WFS Ltd. was acquired by Grainger, the global leader in MRO (Maintenance, Repair & Operations) products and services.

OUR CUSTOMERS

WFS Ltd. has gained a strong reputation as a leader in servicing the following industries: Automotive OEM and Parts Manufacturing, Plumbing & Construction, Greenhouse Agriculture, General Manufacturing, Metalworking & Cutting Tools, Petrochemical, Healthcare, Education, Gaming, and more!

OUR LOCATIONS

We service Southwestern Ontario from six locations in Windsor, Leamington, Sarnia, London, Woodstock and Mississauga.

RESOURCES

MENTAL HEALTH

Canadian Mental Health Assoc
cmha.ca/find-your-cmha

Connex Ontario
www.connexontario.ca 1-866-531-2600

Crisis Services Canada
www.crisisservicescanada.ca 1-833-456-4566

Kids Help Phone
kidshelpphone.ca 1-800-668-6868

Light Up The Dark
lightupthedark.ca

EXPERIENTIAL LEARNING

Experiential and career courses differ by province, school board, and even school. Contact your local school board to inquire about what options are available in your area.

Ontario Youth Apprenticeship Program
oyap.com

Specialist High Skills Major
www.ontario.ca/page/specialist-high-skills-major

Youth Apprenticeship Programs in Canada
careersintrades.ca/whats-an-apprenticeship/youth-apprenticeship-programs

EXTRACURRICULAR SKILL BUILDING

Canada Learning Code
www.canadalearningcode.ca

Cyber Awareness Certification
(provided by Next Dimension)
resources.nextdimensioninc.com/student-cyber-awareness-certification

DECA (Emerging Leaders & Entrepreneurs)
deca.ca

FIRST Robotics
www.firstroboticscanada.org

Free Online Courses:
Coursera www.coursera.org
Udemy www.udemy.com/
courses/free

Lift Lessons (Science)
liftlessons.co

Science Rendezvous
www.sciencerendezvous.ca

Skills Canada
www.skillscompetencescanada.com

Volunteer Canada
volunteer.ca

CAREER EXPLORATION

Canada Startups
www.canadastartups.org

Canadian Apprenticeship Forum
caf-fca.org

Career Coach (Niagara College)
niagaracollege.emsicc.com

Job Bank
www.jobbank.gc.ca/career-planning

Job Talks
www.jobtalks.org

Ministry of Labour, Training and Skills Development
www.ontario.ca/page/ministry-labour-training-skills-development

Real Talk Careers
www.realtalk.careers

Tools of the Trade Podcasts
www.toolspodcast.com

FINANCING

Registered Education Savings Plans (RESP)
www.canada.ca/en/services/benefits/education/education-savings/resp.html

Scholarships Canada
www.scholarshipscanada.com

Student Award\$
studentawards.com

Tax Free Savings Account (TFSA)
www.canada.ca/en/revenue-agency/services/tax/individuals/topics/tax-free-savings-account.html

Scholarship and bursaries are offered through Ontario Colleges and Universities (research the opportunities based on the institution you are going to attend)

JOB OPPORTUNITIES

Eluta
www.eluta.ca

Indeed
ca.indeed.com

Job Bank
www.jobbank.gc.ca

Workforce Planning Board
Search for 'workforce planning board [your town]'

Economic Development
Search for 'economic development [your town]'

WEBUILDADREAM.COM

