

HOW TO MAINSTREAM GENDER EQUALITY AND DIVERSITY IN NATIONAL TRAINING ORGANISATIONS

The JIVE DP in the UK is emphasising the advantages to be gained by national training organisations when committing themselves to gender equality and diversity.

The Engineering Construction Industry Training Board (ECITB) seeks to integrate gender equality and diversity into its largest training programme, the National Apprenticeship Scheme for



Engineering Construction (NASEC). It belongs to the Advanced Modern Apprenticeship Programme (which is a priority on the UK Government's agenda for vocational training) and leads young people to specialise in either a craft or upstream technician specialisation with a National/Scottish Vocational Qualification level 3. JIVE is supporting the ECITB's endeavour to attract and recruit more young women and ethnic minorities to the sector. The relevant sub-project is auditing recruitment processes and training environments as well as companies that offer placements for the women apprentices. Case study research on the impact of JIVE initiatives with the sector is being carried out. This has involved a

review of their recruitment procedures by interviewing female applicants, some of whom were successfully recruited, others not. Interviews with NASEC apprentices to determine their training experiences are currently being undertaken. Documentation from this is informing the content of training materials for all the ECITB recruitment field staff, administration teams and management.

In addition, JIVE is working the Property Services National Training Organisation (PSNTO) to develop and test cultural audits with a number of organisations across the four regions where the DP operates. The audits provide an opportunity to employers to review their working practices and to look at areas where they can develop policies and practices to make them more women friendly. In order to focus follow up actions, a range of JIVE tools are being developed with which employer liaison consultants can work with companies to develop good practice. These include developing company mentoring schemes; staff training to employers and employees; flexible/work life balance training; promoting equal pay reviews. Specific issues are being considered and eventually introduced to benefit women returners. It is hoped that these strategies will result not only in attracting more women to the profession, but also in improving retention rates.

JIVE (JOINT INTERVENTIONS) PARTNERS

Annette Williams
Department of Engineering & Construction, Bradford College
Great Horton Road
Bradford
GB - West Yorkshire BD7 1 AY
E-mail: a.williams@bilk.ac.uk
<http://www.bilk.ac.uk/>