

Breaking barriers: empowering women to excel in construction

Presenter

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Building & Construction Industry Training Organisation



We are building people

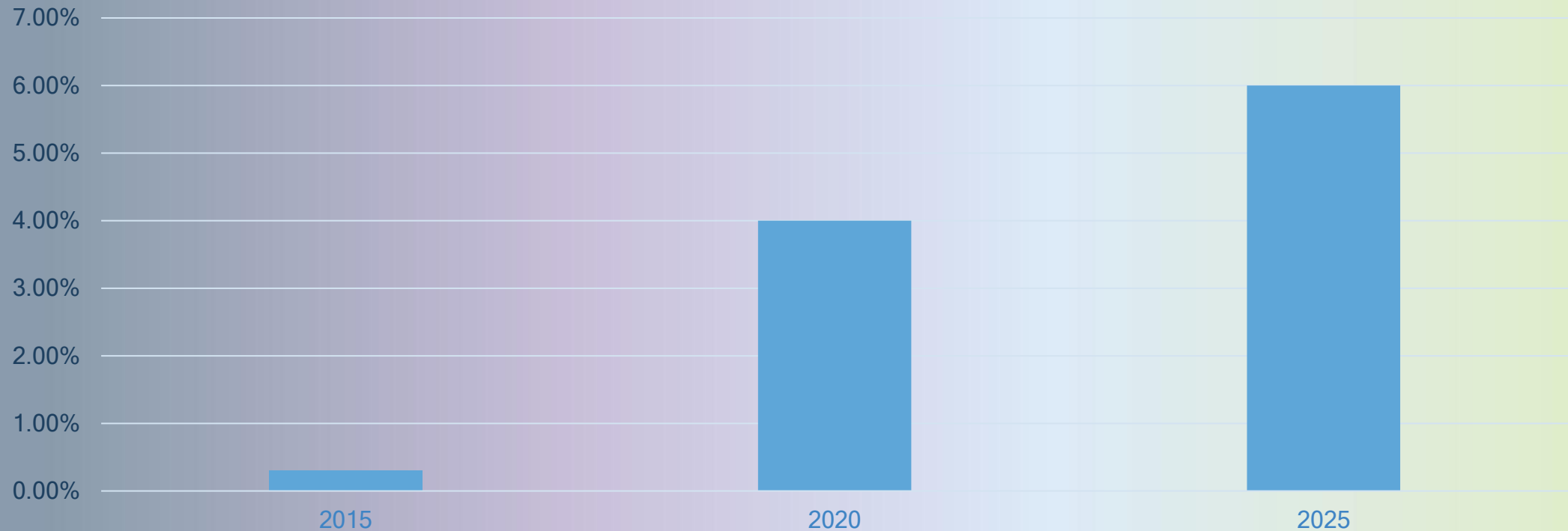
Trade training is vital for economic growth

- Empowering people through work-based education
- Cultivating future leadership practices
- Creating positive change about diversity across the industry
- Changing the narrative to establish the 'right to belong'



Purpose and Progress

BCITO Goal: 10% by 2025 & Sector Goal: 30% by 2040





Our Approach

- People-centred, research-driven, employer-partnered
- Built on 40 years of International & NZ research
- Building Women's Framework (2020) – targeted support
- Te Rautaki Mana Wāhine Strategy (2022) – systemic change

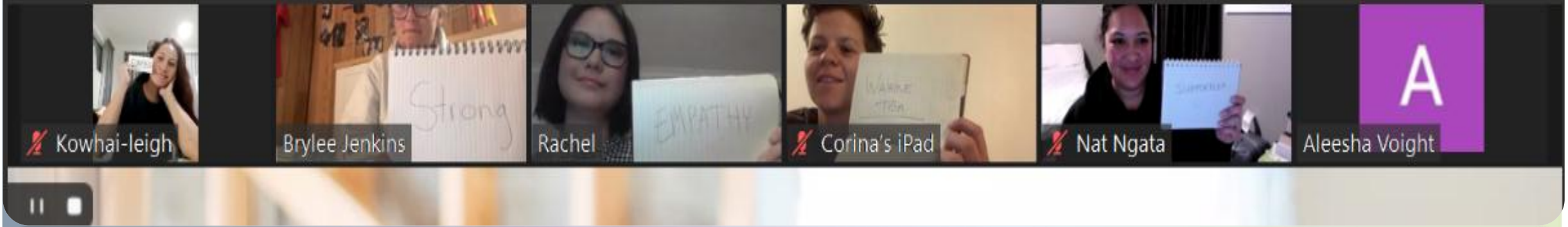


Women in Trades Hub

- A central repository of learning
- Providing capability building and support resources
- Sharing cultural, social, and emotional layers of learning
- Extending resources to our entire community

Long-term vision: To develop 'response activities' to further advance connectivity





Building Women Capability Workshops

- Creating a safe and inclusive environment
- Topic specialists delivering tailored content
- Creating regular connections and involvement
- Delivering high-level pastoral care
- Sharing the knowledge and common messages across our community

Long-term vision: To share key topics nationally and internationally



Equitable Workplaces for Women in Trades

- Designing and delivering tailored injury prevention programmes
- Advancing period equity by dispersing free products and education across our community
- Collaborating with workwear suppliers to support correct health and safety standards
- Supporting employers and women to maintain high-standard sanitation facilities

Long-term vision: Further collaboration to integrate DEI into policy and programs





National Engagement Campaign

- Connecting people and strengthening relationships across our community
- Delivering consistent messaging, information, and resources
- Increasing visibility and profiles of our people
- Driving systemic change through collective partnership and responsibility

Long-term vision: Continue to raise the profile – ‘if you can see it, you can be it’





BUILDING LEADING THE WAY IN THE TRADES **WOMEN**



buildingwomen.nz

BCITO
He Hunga Hanga Mātou
building people

Building the future together

- Mentoring and leadership – ‘Be what you can see’
- What gets measured gets managed
- Strengthening international collaboration

SKILLS
GROUP **SS**
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Vocational
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