Category 1: Women Choosing a Career in Technology

Purpose of this category: To determine what type of encouragement and support exists for females to pursue a technology career.

1. Which subjects did you most enjoy in school (select all that apply)?
   Of the 191 respondents, the “Sciences” was most often selected (by 72%)
   Followed by:
   Math – 62%
   Social Studies, Fine Arts, Physical Education – 26 to 31%
   Language Arts, Tech Ed – 21%
   IT, Business, Home Economics, Other – 10 to 14%

2. At what age did you decide to follow a technology career path (select only one)?
   The majority of respondents (53%) were 18 years and older before making the decision to pursue a career in technology. In a subsequent question, these respondents agree that it is important to capture the interest at a much earlier age.

3. What was your primary reason for entering the technology field (select only one)?
   The most significant responses were:
   42.9% to establish a long-term career
   25.1% to pursue an interest in technology

4. Did the K–12 school system encourage a career in technology/science?
   36.1% Yes
   63.9% No
   If yes, where did encouragement come from (select all that apply)?
   The majority of encouragement (65%) came from Teachers
5. Who was your primary mentor in making your career choices (select only one)?
   Most significant was “Parents/family” at 36%

6. At what age do you believe it is most important to capture a girl’s interest in technology/science (select only one)?
   39% selected ages 9-12 years
   41% selected ages 13-17 years

7. How best do you think this might be accomplished (select all that apply)?
   The top 3 choices in order of priority are:
   - School provided activities – 81%
   - Job Shadowing, Take a Student to Work Days, Career Days – 65%
   - Media portrayals of people in tech/science roles – 60%

8. Do you think that girls receive enough information in the K-12 school system to enable them to choose a career in technology/science?
   23.6% Yes
   76.4% No

9. What are your suggestions for improvement (select all that apply)?
   The top 3 choices in order of priority are:
   - Additional applied science technology courses available at secondary schools – 81%
   - More hands-on science/technology activities in elementary schools – 73%
   - Career counseling for females interested in math and science – 68%

10. How do you think the community at large can encourage girls to choose careers in science and technology (select all that apply)?
    The top 3 choices in order of priority are:
    - Media presenting women in tech/science roles – 71%
    - Career fairs or expos that spotlight young people in exciting tech/science enterprises – 66%
    - Summer science/technology camps – 56%
Category 2: Women Entering the Work Force in a Technology Career

Purpose of this category: To determine the challenges women face as they prepare to enter the workforce in a technology career.

1. When did you enter the work force in your technology career?
   Of the 191 survey respondents, 46% entered their technology career within the last 8 years.

2. Did your post secondary institution prepare you for the job application and interview process?
   66.5% Yes
   33.5% No

3. Were any of the following a challenge as you prepared for the interview and selection phase of your job search (select all that apply)?
   The top challenge was:
   - Networking – 53%
   Next significant challenges in order of priority were:
   - Preparing for behavioral based interviews – 33%
   - Practicing your interview skills – 32%
   - Building your resume – 30%

4. Which of the following seminars would have been helpful (select all that apply)?
   All of them would be helpful. In order of priority:
   - Networking
   - Preparing for behavioral based interviews and practicing your interview skills
   - Researching companies
   - Knowing your job search criteria
   - Obtaining information interviews
   - Building your resume
5. Did your post secondary institution assist you in finding job opportunities? (i.e. Co-op Program or other)
   - 61.3% Yes
   - 38.7% No

6. Did you enter your career through any of the following programs (select only one)?
   - The majority of students entered through either a Co-operative work placement or Corporate recruitment program

7. Did you have any difficulties getting a job in your field of study?
   - 33.0% Yes
   - 67.0% No
   - If yes, why (select only one)?
     - 46% - no jobs available at the time
     - 25% - more qualified candidates available
     - 22% - did not meet job requirements
     - 7% - felt they were disqualified as a result of their gender

8. Were there a variety of jobs available for you to choose from as you were entering the workforce?
   - 52.4% Yes
   - 47.6% No

9. Did you get your “first choice” of jobs for which you applied?
   - 59.2% Yes
   - 40.8% No

10. Was your first job (select only one):
    - A short-term contract (less than 6 months)
    - A long-term contract (more than 6 months)
    - Full-time
    - Part-time
    - Of “first” jobs, 60.2%, were full-time positions

11. Using your experience, what guidance would you give to female technology students as they prepare to apply for jobs in the Technology Industry (select all that apply)?
    - Top 3 in order of priority:
      - Research companies in your field of study and learn all you can about an employer before applying for a job – 74%
      - Attend networking events – 65%
      - Practice your interview skills – 65%
Category 3: Women Developing their Career in Technology

Purpose of this category: To determine the challenges women face as they are developing in their career and pursuing their long-term career goals.

1. What is your ultimate career goal (select one)?
   The majority of respondents (53%) are choosing to stay hands-on in the technical field and many of these individuals wish to experience a variety of technical positions. 35% of respondents wish to pursue a senior management position, some of whom plan to own their own firm. The remaining “other” respondents (12%) identified a variety of goals – middle management, different industry or career field, furthering their education, etc.

![Ultimate career goal chart]

2. Do you have the training required to attain your career goal?
   69.1% Yes
   30.9% No

3. Do you have access to the training required to attain your career goal?
   81.2% Yes
   18.8% No
   If no, what is needed to provide you with access (select all that apply)?
   Equal weight was given to all of the following:
   - Courses at local colleges or universities
   - Online courses
   - Evening/weekend seminars
   - On the job training
   - Self directed learning opportunities and recognition of such

4. How would you rate the support from your Company to attain your career goal (select only one)?
   80% have between good to excellent support
5. Have any of the following situations impacted your ability to progress on your career path (select all that apply)?

The most significant challenge, at 35%, was “being a female in a male dominated environment”

17% did not experience any challenges

Equal weight of approx. 11% was given to the next 3 challenges:
- Time off to raise a family
- Requirement for a flexible work schedule
- Limited career scope in your firm

The remainder experienced a combination of all of these challenges, limited ability to travel, lack of experience or the need to further their education.

6. What other significant challenges have you experienced in the workplace?

There were several comments received on this question. Many respondents took this as an opportunity to expand on the issues they face as a female in a male dominated role. The 4 most significant “other” challenges were:
- Work/Life balance (identified by 7% of respondents)
- Limited opportunities for advancement/growth (identified by 7% of respondents)
- Age and experience (identified by 7% of respondents)
- Financial compensation/equality (identified by 5% of respondents)

7. In addition to the career support tools already available through ASTTBC, are there any other specific tools that ASTTBC can provide for you to aid in your career goal achievement (select all that apply)?

Top 4 in order of priority:
- Dedicated career web page with link access to other relevant sites (46%)
- Mentorship program (34%)
- Career Information – i.e. job search strategies, interview techniques (29%)
- Membership chat service for individuals seeking employment (29%)
General Demographic Information

Age group: 53% of the respondents are between the ages of 18 and 40. This representation is a close match to the age group of the total ASTTBC membership, where 51% of members are 45 and under.

Status (select all that apply):

67% of the respondents are married/with Partner. The majority of these individuals are in a two-income family and 48% of this group has children. Of the 33% of respondents who are single, 13% have children.
Education (select all that apply):

73% of respondents have their Technology Diploma, which is comparable to the overall ASTTBC membership at 75%. 14% have their Technology Certificate and 8% have a Trade School Certificate. 25% of all respondents have elected to pursue further education to obtain a University Degree and of the “Other” category, these 12% of respondents are pursuing (or have completed) College and University courses, Masters Degrees, Leadership or other Career Programs.
Discipline Technologists & Technicians:

The majority discipline of the respondents is “Civil” at 28%. This is quite comparable to the total membership of ASTTBC, where 29% of members are in the Civil discipline. The next largest group of respondents, Building 18%, varies slightly from the total ASTTBC membership, where 12% of members are in the Building discipline. Of the total ASTTBC membership, the second largest discipline is Electronics at 19% followed, in third place, by Mechanical at 16%. The third largest group of survey respondents, Environmental at 16%, varies significantly in percentage to the total membership at 2%.
Discipline Technical Specialists:

Of the Technical Specialist respondents, the top 3 disciplines they represent are: Building Design at 47%, Onsite Wastewater at 21% and Public Works Inspection at 14%. From an overall ASTTBC membership perspective, the top 3 disciplines are: Fire Protection at 37%, Onsite Wastewater at 28% and tied for 3rd place are Construction Safety and Timber Cruisers. Of the ranking, the percentage of Onsite Wastewater members is comparable between the survey respondents and the overall ASTTBC membership.

Location:

The regional demographics of the respondents are fairly comparable to the total ASTTBC membership with the exception of South West (total membership - 41%) and Island South (total membership - 7%).

Number of years of continuous employment in the technology field:

71.7% of respondents have between 0 - 15 years of continuous employment in the technical field.