



**YWCA**  
SASKATOON

Employment &  
Learning Centre



**EMPLOYER PACKAGE**

# Women Shifting Gears Program

Women Shifting Gears is an exciting program designed to empower women and develop their skills to enter the transportation industry. This program was created in 2019 in partnership with the Saskatchewan Trucking Association, along with our dedicated employers and SGI to offer women an opportunity to begin a meaningful career. The program has been well received in the community and continues to grow each year.

This program provides essential skills and the appropriate experiential education needed to enter the industry. Women that are interested in working in a non-traditional role as a professional driver can apply for our program and kick start their driving career.

## Program Eligibility:

- Unemployed/Underemployed
- 18 years of age, or older
- Possess an infraction-free driver's abstract (defined by industry)
- Negative Drug and Alcohol test



## Program Content:

There are two segments of the Women Shifting Gears program that are required to be completed over a period of 15 weeks.

### Segment One:

- 12 weeks of in-class training
- Confidence building, coaching, job readiness skills
- Safety, health and wellness
- Work place tours & guest speakers
- Simulator training with Custom Courier
- Hands on "in yard" training on semi to promote safety precautions and understanding of the vehicle, pre-trip inspection, coupling and uncoupling, gauges etc.
- Professional Driver Improvement Certificate
- Work place certifications, First Aid/AED/CPR, SCOT, WHMIS
- Resume work shop & interviewing classes
- Personal Protection Equipment provided for participants
- SGI Exams completed; Signs, Basic, Class 1, 2, 3, 4, Airbrakes and MELT Final
- SGI Mandatory Entry Level training (MELT) course in order to challenge the written exam for the 1A learners license. (<https://www.sgi.sk.ca/class-1-melt>)



## Segment Two:

- 3-week job shadow with a local employer to continue to learn about the industry and gain hands on experience
- Upon completion of the 15-week program, participants are ready to secure employment and independently work towards the final phase of their in-vehicle training to obtain their 1A driver's license.

## How Employers Like You Can Help

### **Employer Presentation (Virtual or in Person):**

Employers are given the opportunity to present in front of the students during the 12 weeks in class segment. Presentations can be an introduction to your company (mission/vision/values), upcoming job postings, why work for your organization, company culture, commodities you haul, etc.

### **Employer Workplace Tour:**

Employers provide a workplace tour to small groups of students from the program during segment one. Tour consists of warehouse walk-arounds, equipment demonstration (i.e., coupling/uncoupling trailer), yard walk-around, etc. This is a good opportunity for employers to highlight their workplace, encourage students to consider you, and help expose students to the work-environment.

### **Hosting a Job Shadow Experience:**

Employers can offer to host a three-week job shadow experience with one or more students. Create a connection with women looking to enter the trucking industry. Provide a job-shadow opportunity and hands-on experiential education for the participant(s). Participants in the Women Shifting Gears Program are covered by WCB insurance by the Ministry of Training during this time. There is no obligation to hire the student, but you might find your next great employee!

## **Important Program Information:**

The Women Shifting Gears Program accepts 10 participants per year. This will be delivered in a fall class and a spring class. There will be 5 people in each class.

**Fall Program Start Date: October 28, 2024**

**Fall Program Job Shadow Date: February 3, 2025 - February 21, 2025**

Reach out today for more information and to discuss how you would like to be involved in this program.

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