



The Benefits of Working With Young Girls

If you want your Women's Committee to grow and become stronger for generations to come, **get involved and stay involved** with organizations that help young girls. Why? Because young girls *will* become young women who *can* become tradeswomen. All this can happen if young girls see females working in construction.

This document contains several ways to help the Sisters in your women's committees engage in the kind of volunteer activities to make that happen. This document also answers several "What's In It For Me"? (WIIFM) questions to help you identify the benefits of volunteering.

Benefits to UBC Sisters

1. **Sisters can enhance their resume.** Sisters who volunteer to help young girls will have something valuable to add to their list of skills and accomplishments that could not have been gained by working on traditional construction jobs. *For example*, volunteer activities might give Sisters a chance to lead teams, develop action plans, or design itineraries. Also, do not forget about the chance to have additional references.
2. **Sisters can directly impact the future make-up of the trades.** People who join companies, look for people who look like them. So if young girls see females working in the trades, they will see people who look like them. The more females young girls see, the greater the likelihood is that young girls will consider construction work as a viable career option. Therefore, Sisters who become involved with young girls can make a difference in recruitment now and for future generations of young women desiring to join in various aspects of the trade.
3. **Sisters will interact with people who have various connections.** Many times the leaders and paid staff of organizations have access to influential people. Volunteers at organizations may also hold different positions in the profit, non-profit, and corporate world. Sisters will have an opportunity to engage with these people and make connections that might have benefits personally and professionally.
4. **Sisters can develop new skills.** There are many things involved with the inner workings of an organization. There are also many ways to successfully work with young girls. All these things can equal new skills for Sisters. And these skills can benefit Sisters at work and away from work.
5. **Sisters can enhance existing knowledge.** Any Sister who becomes involved with young girls will already know certain things. But these Sisters will also be able to learn certain things that come from working with people of different generations, with people who have different interests, and with people from different career paths. This exposure offers Sisters opportunities that might not exist in their everyday work life.
6. **Sisters can gain a positive image in their community.** When Sisters volunteer in their communities, their efforts will get noticed. Community members will ask questions about the women volunteering. Additionally, their involvement will spark interest and appreciation. The word-of-mouth communications can be positive and beneficial in various ways, perhaps even leading to job opportunities.
7. **Sisters can pursue a personal interest.** Some Sisters may have always wanted to do something to help young girls but did not know how. The women's committee can provide the guidance and structure to help Sisters fulfill that desire.
8. **Sisters can gain new information that could help others.** Sisters who become involved will learn something new about the young girls and the organization. Sisters can use this information to help girls they know personally, outside of work.

9. **Sisters will develop personal pride and satisfaction.** Whether helping young girls on a short-term building project or in a long-term mentoring role, Sisters will be able to see the positive results of their contributions. These results can range from seeing a young girl smile after completing a building project to having a young girl ask for more information about working for the UBC. Sisters who contributed to these results *can just feel good* about their role in some young girl's transformation and sense of accomplishment.

Benefits to Young Girls

1. **Young girls may seriously consider construction as a career option.** Construction is still very much considered a "man's job." As young girls are exposed to more women who work in the construction industry, they will see that construction can also be a "woman's job."
2. **Young girls and women will have an increased number of mentors.** As more young girls make construction their career choice, there will be more women to serve as mentors. Bottom line, the support will continue to grow as new Sisters join the trades.
3. **Young girls will see role models in action.** Young girls often have not experienced working with tools. So they will see Sisters demonstrate different strengths and capabilities. Young girls will also have an opportunity to work along side Sisters who are using these tools. This volunteer working relationship will promote potential that has not been explored, creating an atmosphere of self-confidence and pride for the girls involved.
4. **Young girls will receive encouragement and support to achieve goals.** Young girls often have self-esteem problems. And even though they desire to achieve goals, they need direction on how to achieve those goals. These goals might be personal or professional.
5. **Young girls will develop new and different perspectives about the construction industry.** By working with Sisters, young girls will see that the trades has a diverse workforce. Young girls will also see women with skills comparable to men. So Sisters will have an opportunity to communicate, through show-and-tell, that skill in the construction industry is achieved through training, not through gender.
6. **Young girls will develop technical skills to help them succeed.** By helping young girls with construction projects, Sisters will have a chance to help them overcome fear and intimidation related to construction work. Sisters will also help eliminate any mystery involved in working with tools, as well as eliminate the perception that construction work is only for men.
7. **Young girls will develop relationship skills to help them succeed.** Teamwork is one critical skill in the construction industry. Sisters will have an opportunity to show young girls the value of teamwork and ways to work effectively as a team member. These are relationship skills that young girls can apply to several areas of their personal, school, and professional lives.
8. **Young girls will develop knowledge about the construction industry.** In addition to skills, young girls will learn about things like the culture of the industry, the positive aspects about working in a trade where women are paid the same as men, the challenges of working in a trade dominated by men, and ways to succeed in the industry. These are realistic issues that will help young girls make informed decisions about where to work.

(more)

Ways Sisters can Work with Young Girls:

1. Collect clothing/hygiene supplies for families
2. Have a canned food drive
3. Write letters to the Troops
4. Collect toys, art or school supplies for children
5. Make sack lunches for the homeless
6. Put together holiday meal packages
7. Decorate a nursing home for the holidays
8. Plant a garden where there isn't one
9. Help cook food and/or serve food at a homeless shelter
10. Adopt a family- gifts/meals for holidays, anonymous help or just be friends
11. Plant, water, weed or take care of part of a community park
12. Put together birthday boxes for children in group homes
13. Organize a game night for nursing home or hospital
14. Write letters to sick children
15. Organize a stuffed animal drive
16. Collect books for a library or hospital
17. Wrap presents or fill stockings for the holidays
18. Help collect supplies for an animal shelter

Organizations where Sisters can Help Young Girls:

1. **MAGIC Camp:** Mentoring a Girl in Construction (MAGIC Camp) introduces high school girls to women role models who have achieved success in all areas of construction. Sponsored by NAWIC (National Association of Women in Construction). www.nawic.org
2. **Girl Scouts:** The world's preeminent organization dedicated solely to girls. The Girl Scouts is an accepting and nurturing environment that helps girls build character and skills for success in the real world. Girls also learn to be confident, resourceful, and courageous. They are encouraged to make a difference in the world. Girl Scouts of the USA: www.girlscouts.org or Girl Guides of Canada: www.girlguides.ca
3. **Girls Incorporated (USA & Canada):** This is a non-profit youth organization dedicated to inspiring all girls to be strong, smart, and bold. With roots dating to 1864, Girls Inc has provided vital educational programs to millions of girls; particularly those in high-risk, underserved areas. Girls Inc. inspires all girls to be strong, smart, and bold through life-changing programs and experiences that help girls navigate gender, economic, and social barriers. www.girlsinc.org
4. **About-Face:** Promotes positive self-esteem in girls and women of all ages, sizes, races and backgrounds. About Face does this by using a spirited approach to media education, outreach, and activism. Girls and women gain the voice, ability, and problem-solving capacity to realize their full potential. www>About-Face.org
5. **Girl Start:** This is a non-profit organization created to empower girls to excel in math, science, and technology. www.girlstart.org
6. **Girls for a Change:** Provides the tools, resources, partnerships, and support girls need. They focus efforts on girls who live in low-income communities. www.girlsforachange.org
7. **Ace Mentor Programs of America:** Their mission is to engage, excite, and enlighten high school students to pursue careers in architecture, engineering, and construction. They do this through mentoring and by supporting their continued advancement in the industry. www.acementor.org