

## Aecon Women in Trades (AWIT)

# FREQUENTLY ASKED QUESTIONS

### 1. What is the Aecon Women in Trades (AWIT) program?

At Aecon, we're committed to creating opportunities for more women to develop thriving, successful careers in the trades through our Aecon Women in Trades (AWIT) program. AWIT offers fully paid training to equip you with everything you need to know on the job.

### 2. Why should I consider joining AWIT?

When you choose to join AWIT, you'll get:

- Fully paid, comprehensive training (*no prior trades experience needed!*)
- Flexible, recurring training (*choose from multiple training start dates!*)
- Competitive industry wages and benefits
- The opportunity to gain hands-on training and in-demand skill set
- Ongoing mentorship and career development
- Meaningful work you can take pride in

### 3. What positions are you hiring for? Where are they located?

We're recruiting for a range of trades roles across our Utilities and Nuclear sectors, including Damage Prevention Technician, Directional Driller, Fibre Optic Splicer, Locator, Utility/General Labourer, Welder Apprentice, Boilermaker, Insulators, and more.

Locations vary from the Greater Toronto Area to Southwestern and Northern Ontario, depending on the role and our upcoming work opportunities.

### 4. How do I apply? What are the requirements?

Applying to AWIT is easy! Send your resume to [AWIT@aecon.com](mailto:AWIT@aecon.com) or apply **HERE** on our website. While no prior trades experience is needed, we are looking for:

- A safety-conscious attitude
- A team player
- Physical strength and stamina
- Manual dexterity

- Ability to use stairs, ladders, and climb over rough terrain
- Ability to work long hours, sometimes in rough weather conditions
- A valid driver's licence (G Class)
- A high school diploma, GED or equivalent
- Eligibility to work in Canada

Note: there may be additional requirements depending on the trade you are interested in, which would be discussed during the screening process.

*Worried you may not meet all the requirements listed above? We encourage you to apply anyway!*

## **5. What happens after I apply?**

After you apply, your application will be reviewed by our Talent Acquisition (TA) team. If selected, you'll be invited to a short pre-screen interview and then a follow up interview. Finally, you'll be asked to join one of our upcoming, fully paid training sessions.

## **6. When do you offer training?**

The AWIT program is flexible. We offer multiple start dates for training sessions throughout the year.

## **7. Is training paid?**

Although training in our industry is typically unpaid, Aecon will be paying minimum wage for all the hours of training you complete.

## **8. What will I be paid after training?**

The respective union you will join will determine the competitive industry wage and benefits package you will receive.

## **9. How long is training?**

Training length varies depending on the role you join.

**10. What happens after training?**

After training you return to your placement location where you will be paired with a mentor and begin working on the job.

**11. Is the AWIT program only offered in Ontario?**

While at the moment AWIT is only offered in Ontario, our program is always evolving. If you live outside of the province, we encourage you to apply at any time so we can keep your application on file for future opportunities.

**12. I can't commit to applying to AWIT right now. Can I be notified of future opportunities?**

Yes! Email your resume and/or contact information to [AWIT@aecon.com](mailto:AWIT@aecon.com) and we'll keep it on file for future reference and opportunities.

**13. Where can I get more information?**

Email us anytime at [AWIT@aecon.com](mailto:AWIT@aecon.com) with any questions you may have, and a member of our TA team will get back to you.