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Editors Notes

This newsletter contains an interesting article on Job/Career seeking by Emilie Ouellet E.I.T., the best job searcher I know, about what she has learned about an effective job search program (see pg 3). Also below you will find an advertisement for the the upcoming Salary Seminar and Reception.

Additionally this newsletter contains a DAWEG executive update and the CCWEST corner.

Highlights of Upcoming Events:

- Salary Seminar - January 25, 2005

Newsletter Edited By:

Cynthia Oldham, E.I.T.
Emilie Ouellet, E.I.T.

As there seems to be interest in the issues effecting women in Engineering and Geoscience (or more broadly, the issues effecting Women in Science, Engineering Technology and Trades) the next newsletter will focus on this. If you have any ideas, data on this subject, or would like to contribute an article please let me know. I can be reached at:

cynthia_oldham@telus.net

Hope you have a happy and prosperous New Year.
Cynthia Oldham, E.I.T.

Are you uncertain about the salary you should ask for when you look for a job?

Do you want to learn efficient techniques to market yourself?

Are you ready to start building your industry contacts?

If so, DAWEG and APEGBC invite you to a:

Salary Seminar & Reception

When: Tuesday, January 25, 2004 at 5:30 pm-8:30 pm

Where: UBC Liu Centre

Who: UBC, SFU, and BCIT engineering & geoscience students, DAWEG/SCWIST members, Lower Mainland engineers & geoscientists

Agenda:

* **APEGBC's MAPS (Membership Advantage Program for Students)**

Shelley Bruins, APEGBC Student Program Coordinator

* **How much are you worth?**

Dr. Elizabeth Croft, P.Eng., Associate Professor of Mechanical Engineering, UBC

* **Marketing yourself**

Diana Cheng, Profit Consultant

* **Reception**

Meet prospective employers and senior engineers - Network

Engineers & Geoscience professionals can contact Shelley Bruins (sbruins@apeg.bc.ca) at the APEG office to sign up to attend.

More information to come!

Update from the Executive Committee

By Maggie Wojtarowicz, E.I.T., DAWEG Chair

On October 30, DAWEG Executive Committee held a Strategic Planning Retreat at the YWCA, downtown Vancouver. The objective of the Retreat was to reconfirm the Vision, Mission, Core Values, and Strategic Goals, to decide on the objectives for the year, and to give an opportunity to the Executive Members through a yoga class and potluck lunch to get to know one another better. To get everyone thinking about what the Executive will accomplish over the coming months, our facilitator, Moreen Singh, took us through a SWOTs exercise (SWOTs = Strengths, Weaknesses, Opportunities, and Threats). Keeping in mind the SWOTs, the Executive decided to start with five objectives for the year, building on the work started by last year's Executive.

The five objectives for the year are:

- to continue with Strategic Planning for DAWEG;
- to identify the issues DAWEG should be addressing which are impacting on women in Engineering and Geoscience;
- to create a publicity and advertising Sub-Committee for internal and external communications;
- to set up a professional accounting system and a formal budget for 2004/2005; and
- to create a fundraising Sub-Committee that will identify sources of funding for DAWEG.

As part of the objectives for the year, DAWEG will continue to host a number of events, such as the Christmas Social on Dec. 17, and after 3 successful years, will team up with APEGBC to host the Salary Seminar and Industry Night for senior university students early in

the New Year. DAWEG is also continuing with the Monthly Coffee Talks initiative, and is piloting a Professional Working Parents Network (PWPN) – for more information on the PWPN or to host a Coffee Talk near you, contact Phyllis MacIntyre, P.Eng., pmacintyre@telus.net.

The Executive decided not to hold the annual Fun Run this year, and instead, will be looking to enter a DAWEG team into the Sun Run as one of this year's fundraising activities. To participate in these and other DAWEG events, watch for announcements on daweg-general email list, or email the Events Co-ordinator, Megan Leslie, E.I.T., mleslie@jacqueswhitford.com.

We are pleased to welcome Monica Feng, E.I.T., to the Executive, taking over the position of Administrative Co-ordinator. Monica will be also overlooking DAWEG Membership List, and may be reached at monicafeng@yahoo.com.

And we are delighted to announce the granting of Professional Engineer status to Mitra Salimi, P.Eng., DAWEG's very enthusiastic and driven Outreach Co-ordinator. Congratulations, Mitra!

In this Festive Season, a big thanks to the Executive Members for their dedication and hard work, and all the volunteers working behind the scenes to bring DAWEG Members numerous events, announcements and mutual support. Merry Christmas everyone, and many happy moments in the New Year!

Scholarships Available to Women Studying Engineering

CCWESTT and Dow Chemical have announced the continuation of the Women in Chemistry and Chemical Engineering Scholarships. With the support of the Canadian Engineering Memorial Foundation (CEMF), two scholarships of \$1500 will be awarded to women in the second or third year of undergrad studies in chemistry or chemical engineering. The CEMF also awards a number of Undergraduate and Graduate Engineering scholarships for women. The submission deadline is January 21, 2005 for all the CEMF scholarships. For full details and an application form, as well as access to database information on all scholarships for women studying engineering in Canada go to www.cemf.ca/index.htm

Notice complements of Cathy Marr, P.Eng



Job Search

By Emilie Ouellet, E.I.T.

I know that looking for a job isn't the most enthusiastic experience and in my case, it lasted a while longer than expected. But I succeeded and I am now gratefully enjoying my new job. Here are a few things to consider along the path and hopefully it will help you move towards getting your foot in the door at the company of your dreams (or somewhere else on the way there).

Standard Techniques

Of course it doesn't hurt to do the basics:

- Establish what you want: Anything? In what field? Doing what kind of work? With what type of persons? Where? That can be too big to define precisely at first, but get an idea of where to head for. The book "What Color Is Your Parachute?" can provide some good clues.
- Put together good resume and cover letter templates that you will *of course* adapt each time you send them.
- Look up job search websites and company websites for advertised positions. That will give you ideas about what are some possibilities. There are a number of job centers where you can access computers, workshops and other useful services (like making yourself a business card before getting a real one ☺).
- The next obvious steps are applying for positions and doing a proper follow up to ensure your name isn't forgotten.

But please, don't stop there!

Network, network, network

Connecting with actual human beings, as opposed to your computer only, is the key. You need to reach out for the "real world". As many people will tell you, a huge percentage of positions are not advertised. But then, how to get in the know?

Go through your current contact list and start building a true network of people evolving in and around your field of interest. Or if short of personal references, start cold calling potential employers. When contacting the persons on your list, rather than seeing them as direct employers (and thus putting unwanted pressure on them), consider the pool of information that you can access. Your objective is to know what is going on in your field, what are the roles of the different players, how your skills could fit in and what are the opportunities to get hired doing something that interests you. Try your best to meet in person instead of chatting on the phone. That allows you to get supplemental information about the other person and the work environment. And it also helps making clearer who you are and what you can offer, thus

strengthening the link between you and your contact. At the end of the meeting/call, ask the person for new contacts to expand your network.

There are also different groups that you can get involved with (or at least participate in their activities) in order to expand your network and share some common interests and challenges... like DAWEG! Support groups at job search centers are also a valuable tool.

Overcome your fear

Do you have any aversion for phone calls? Sure you don't mind calling for countless queries, but when it comes to "selling yourself" or even asking for what seem like favors, it's much more difficult. One key to overcome this is practice. If you set yourself to call ten persons in a row, regardless of the outcomes, the tenth call will be a lot (and I mean a lot) easier than the first ones. Write down a script that you feel comfortable saying and that will carry your message efficiently. Then start with the least stressful person on your list. With the results that are to be expected, you will be glad you made the effort.

Make it more attractive (and less costly) to hire you

Some programs offering internships and salary subsidies exist to help people entering the job market or corresponding to certain target categories. Do your research and mention these options to potential employers. You can also ask for this type of information during information meetings with your contacts.

Take some time off

From time to time, it seems it's not worth it anymore. The motivation runs out, the obstacles appear bigger, you're tired, your spirit gets caught in the negative thinking "snowball effect"... It's time to take a break. And that's ok too. You need to feel good and energized for it to propel your actions.

I found that one of the hardest things about looking for a job is that you don't get the satisfaction and recognition (even if minimal) that we can take for granted when working or even studying. A series of mini-failures can challenge your self-esteem much more easily. So treat yourself, you deserve it! Take some time to get your mind out of the job search process and do something that you truly enjoy and makes you feel good.

Keep up the faith

Be patient. Enjoy the moment (when you can). Have faith that life will be what's best for you. At the same time, stay focused and active towards your goal. This is the tricky concept of detached involvement...

And become aware of how the process is enriching your life, be it improving your communication skills, giving

you time to breathe and wake up a little later, meeting new people, increasing your knowledge of what's going on in your field of interest or reconnecting to your dreams.

I wish you a fulfilling new year and may you find what you are looking for (as soon as possible!).

CCWESTT Corner

by Cathy Marr, P.Eng --DAWEG Representative on CCWESTT Board

Did you know that DAWEG is a member of the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT)? CCWESTT is a national coalition of groups that promotes women in science, engineering, mathematics, technology and trades, celebrates their contributions, and applies new vision to these fields. DAWEG is one of the 24 member organizations from across Canada. The trades sector was added to CCWESTT in June 2004; hence the new additional "T" in the acronym. More information on CCWESTT is available on their website at www.cctest.org

The objectives of CCWESTT are:

- To develop and maintain a resource and support network to facilitate the exchange of information amongst member organizations,
- To promote the full participation of women in science, technology, engineering, mathematics, and trades to government, business, and industry, and educational institutions, and
- To research, measure, evaluate, and disseminate the information on the integration of women in science, engineering, technology, trades and mathematics at all levels.

One of the most significant CCWESTT projects over the past year and a half has been the WINSETT initiative: "Women in Science, Engineering, Trades and Technology – Building Communities". This initiative was launched to engage organizations and to strengthen CCWESTT's advocacy role in partnering with government and other sectors to increase women's participation, retention, contributions and leadership in science, engineering, trades and technology throughout Canada. Hiromi Matsui, an APEGBC Councilor, is one of the co-chairs for the project.

Three regional consultations were held in the winter of 2003/04, including one in Vancouver, attended by representatives from industry, government, small and medium sized enterprises, universities, colleges, the labour movement, and non-governmental organizations. A number of DAWEG members attended the Vancouver consultation. Key information from the regional consultations was then brought to a national forum and a leaders meeting in Ottawa in April 2004. This first phase of the WINSETT initiative culminated in a number of recommendations to the Federal Government:

- That the Federal Government commit funds to support a national Women in SETT Council of inclusive stakeholder representatives,
- That the Federal Government undertake and support actions to increase women's access to SETT training, education and occupations,
- That the Federal Government undertake initiatives to increase women's participation and contributions to scientific research and innovation,
- That the Federal Government act on Canada's commitments to women's equality in Canadian life by increasing the capacity of non-governmental feminist organizations and government agencies to advance the status of women in Canada's labour market.

The findings of the consultations and the detailed recommendations are summarized in the Final Report, which can be found on the CCWESTT website at www.cctest.org. A series of "domain papers" with specific recommendations for particular audiences will be derived from this Final Report. The first of these papers, also available on the CCWESTT website, is the Briefing Paper released at the national forum in April: "Spotlight on Canada: 4th Roundtable on Women in Science, Technology and Trades".