



Sustaining the Environmental Services workforce

Heather Louden
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Lessons from the WINS Project



women into non-traditional sectors



What?

- Training & Mentoring
- Work Placements
- Research/ policy/ partnership

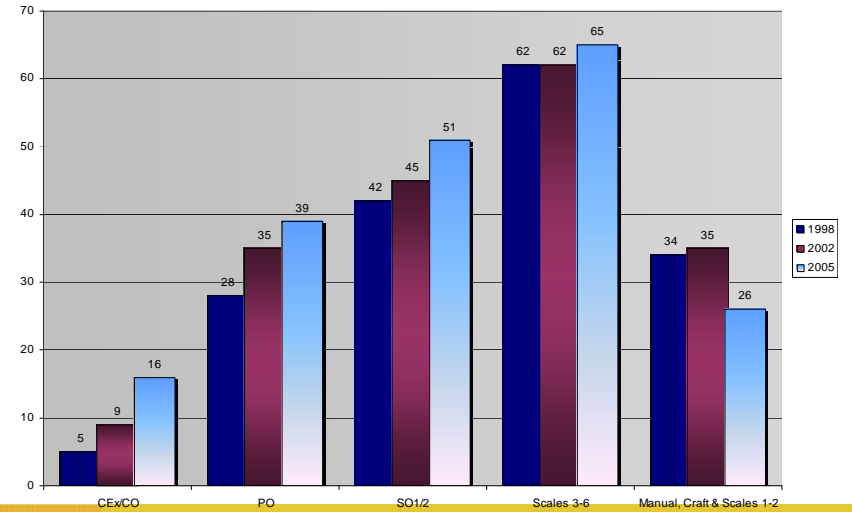


Why?

- Under-representation of women
- Economic inactivity in Belfast
- Benefits for Employers & Participants

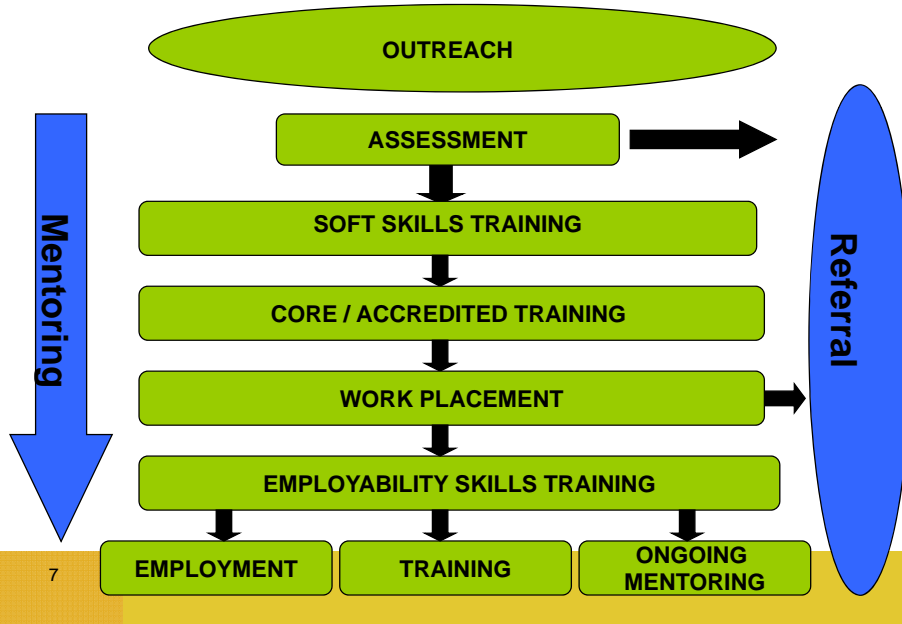
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Percentage of women in District Council workforce by grade 1998-2005



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The WINS Model



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Feature Presentation

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Work Placements

- Cleansing
- Parks
- Waste Management
- Leisure Centres
- Grounds
- Wardens
- Oil Burner Maintenance
- Driving School

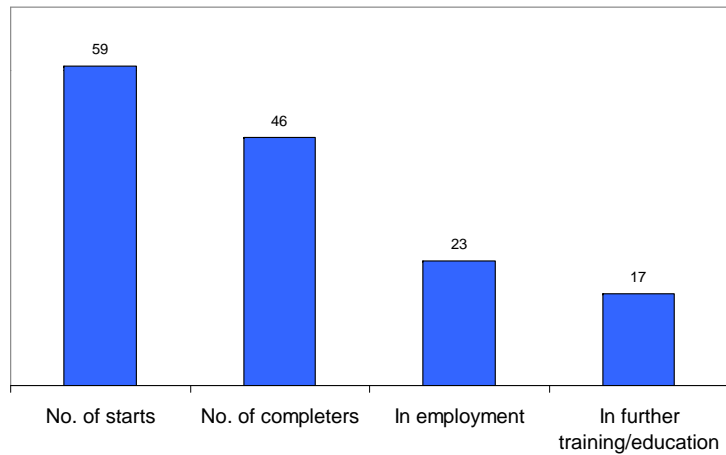
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Results



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Results

- Increased employability.
- Improved self confidence.
- Improved perceptions.

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Participants

- Perceptions of Non traditional work
- Importance of childcare, transport
- Training & Mentoring Support
- Working environment

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Local Govt TV report on the WINS Project

- www.localgovernmentchannel.com

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Mainstreaming

Crucial importance

Significant learning outcomes

Internal & External focus

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www.belfastcity.gov.uk/wins

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Conclusions

- Objectives achieved
- Targets exceeded
- Value for Money
- Learning/impact
- External recognition

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Questions?

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