





















### New for 2006-2007

- )) New Work Force Integration prize awarded by Emploi-Québec
- )) New Construction Entrepreneurship prize awarded by the CCQ



- )) Centrale des syndicats du Québec (CSQ)
- )) Commission de la construction du Québec (CCQ)
- )) Commission de la santé et de la sécurité du travail (CSST)
- )) Confédération des syndicats nationaux (CSN)
- )) Emploi-Québec (E-Q)
- )) Fédération des cégeps
- )) Fédération des commissions scolaires du Québec (FCSQ)
- )) Fédération des travailleurs et travailleuses du Québec (FTQ)
- )) INEO Montréal Education Fair and Montréal Training Career Fair
- )) Ministère de l'Agriculture, des Pêcheries et de l'Alimentation (MAPAQ)
- )) Ministère de la Culture et des Communications (MCC)
- )) Ministère des Ressources naturelles et de la Faune (MRNF)
- )) Ministère des Transports (MTQ)
- )) Ministère du Développement durable, de l'Environnement et des Parcs (MDDEP)
- )) Ministère du Développement économique, de l'Innovation et de l'Exportation (MDEIE)
- )) Office franco-québécois pour la jeunesse (OFQJ)

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Photos: François Nadeau, Photomédia Graphic Design: Lepire Design he Ministère de l'Éducation, du Loisir et du Sport (MELS) is inviting young women enrolled in vocational and technical training programs leading to traditionally male-dominated trades and occupations to enter the *Hats Off to You!* competition. This competition is aimed at familiarizing women with the many career options open to them and at providing support for those training for male-dominated trades and occupations until they can earn their diploma.

Under the direction of the regional offices of the MELS (see the list at the end of this brochure), the *Hats Off to You!* competition is held in every region of Québec, in public and private educational institutions at the secondary and college levels. Regional winners are selected by committees made up of partners from the fields of education, employment and business.

At the provincial level, the competition is coordinated by the Direction de la formation continue et du soutien (DFCS), Secteur de la formation professionnelle et technique et de la formation continue, of the Ministère de l'Éducation, du Loisir et du Sport. Provincial winners are selected by committees made up of sponsors and partners from the fields of education, employment and business.





# For the 11th year in a row

The Hats Off to You! competition rewards young women who dare to depart from the beaten track





"It was easy to fit in with the 15 guys in my group. I would encourage young women to defy tradition and follow their dreams."

Annie Paré, winner, MELS 2005-2006, Machining Techniques, Centre de formation professionnelle de Neufchâtel

## How to participate

There are two ways to participate in this competition: at the regional level and at the provincial level. At the regional level, candidates participate by preparing a letter of introduction (see Section 3). At the provincial level, in addition to the letter of introduction, candidates write a short essay answering questions related to the targeted categories. Generally speaking, only regional winners may be recommended by their regional committee to participate in the provincial competition.

#### **Awards ceremony**

Cash prizes of \$500 to \$1000 will be awarded in every region of Québec thanks to the financial support of the participating businesses, government ministries and agencies, and unions. These same partners also offer provincial prizes of \$1000 to \$5000 for some of the finalists recommended by the regional committees.

The regional prizes will be awarded at an official ceremony to be held in each region of Quebec in the spring of 2007.

The provincial gala on May 7, 2007, will mark the grand finale of the competition.

"What the competition promotes is not young women as such . . . but a situation that is far from common enough." [Translation]

From the research report entitled Sortir des sentiers battus

# Three good reasons for holding the competition

- To increase the number of women in programs leading to traditionally male-dominated trades and occupations. The proportion of women enrolled in vocational training programs is currently 11%; it is slightly less than 20% in technical training. The objective is to attain and, ideally, to exceed a rate of 33 1/3% of women in traditionally male-dominated trades and occupations.
- To improve women's financial self-sufficiency. The latest statistics reveal that, in general, the average salary for women is less than three quarters that for men, except when they practise a traditionally made-dominated trade or occupation.
- To provide successful role models. To encourage women to broaden their career choices and go beyond sexual stereotypes, the *Hats Off to You!* competition rewards hundreds of women every year—more than 7000 of them in the past ten years!

# Three good reasons for participating

- To earn recognition for women's efforts. By rewarding women who choose a different path, the *Hats Off to You!* competition recognizes that they have a place in traditionally male-dominated training programs.
- To open doors and win cash prizes. Previous winners recognize that their participation in the competition had a positive impact on their plans and their jobs, not to mention their wallets!
- To create a support and exchange network. The competition provides an opportunity to form ties with other students, previous winners, workers and teachers.

#### **Objectives**

- )) To recognize women who choose traditionally male-dominated trades and occupations
- )) To reward their hard work
- )) To provide successful female role models
- )) To encourage women to opt for nonstereotyped careers
- To help women students overcome specific problems related to their minority status within a predominantly male group

"In addition to providing recognition, the competition favourably affects student perseverance and work placement."

From the research report *Sortir des sentiers battus* [Translation]

#### **Cybermentors for candidates**

Candidates can obtain advice from previous winners on preparing their portfolio by contacting a cybermentor. Visit: <www.mels.gouv.qc.ca/chapeau/cybermentores>

#### Tips for writing the letter of introduction

A mentor can help you prepare your letter of introduction and can provide writing tips. Anyone who is interested in helping a candidate succeed can act as a mentor: a cybermentor, school staff, parents or friends.

Don't hesitate to ask for help!



"At my CEGEP, I am surrounded by guys who think it's cool that I won a prize. This year, I would like to help other young women participate in the competition because it's a wonderful experience."

Cindy Drouin, winner, CSQ 2005-2006, Adventure Tourism, Cégep de la Gaspésie et des Îles



# Eligibility requirements

- )) Candidates must have attended a public or private secondary school or college in Québec in 2006-2007 and have been enrolled full-time in one of the programs listed at the end of this brochure.
- Candidates must be Canadian citizens or permanent residents and have resided in Québec for at least one year.
- There is no age limit for participating in the competition. However, special eligibility requirements may apply to certain categories, in particular Category 4, Career Development Trips to France. Candidates must therefore carefully read over the eligibility requirements described in this brochure.
- )) Previous winners do not qualify for this year's contest.
- Candidates may enter more than one provincial category but cannot claim more than one prize.
- In order to be recommended for the provincial categories, candidates must be regional prize winners. However, for categories 2, 7 and 8, a regional finalist could be recommended if no prize winners meet the specific criteria for these categories.

Important: Special eligibility requirements may be set by the regional committees. Please contact the person in charge of the competition at your educational institution or your regional office of the Ministère de l'Éducation, du Loisir et du Sport (see list) for full details.



# SECTION 2 Portfolio

#### Candidates must submit the following:

- )) a duly completed registration form (included in this brochure)
- a letter of introduction of no more than two pages (see Section 3)
- a one-page essay for candidates who submit their portfolio in a provincial category
- a recommendation from their educational institution (complete the section provided for this purpose in this brochure)
- a copy of their statement of competencies, report card or transcript issued by their educational institution

Apart from the portfolio items, no other item (e.g. object, photograph, special document) will be accepted for the purposes of evaluating portfolios.

# Letter of introduction

#### Presentation requirements:

- )) No more than two pages long
- )) Typed with 1.5-line spacing
- )) Printed on one side of white letter-sized paper
- )) Margins (top, bottom, left, right) of 1.5 cm
- )) Arial font size 11, with the text justified on both sides

# The letter of introduction must include the following information in order to meet the selection criteria (see Section 4):

- Personal history and reasons for choosing a traditionally male-dominated trade or occupation
  - a) What are the highlights of your personal, academic or working life?
  - b) What motivated you to choose your particular training program or occupation?

#### Aptitudes and strategies for remaining in a traditionally male-dominated field

- a) What personal aptitudes do you have that will allow you to achieve personal fulfillment in a training program or occupation where women are a minority?
- b) What strategies do you use (or will you use) that will help you succeed in school or in a trade or occupation traditionally reserved for men?

## 3. Your knowledge of your chosen trade or occupation and career objectives

- a) Describe your chosen trade or occupation, the duties involved and the related working conditions.
- b) What are your goals for the future in your chosen trade or occupation?

#### 4. Personal commitment

- a) Do you think you have influenced (or could one day influence) other women to choose a career or to persevere in a traditionally male-dominated field?
- b) Describe your influence and the means you used (or will use) to succeed.

#### 5. Your reasons for entering the competition

Give your reasons for entering the competition. Why do you believe you should be selected to participate?



# Selection criteria

## Portfolios will be assessed according to the following criteria:

- )) submission of a complete portfolio
- )) quality of the presentation
- )) compliance with presentation requirements
- )) clarity of the documents
- )) authenticity and persuasiveness of the documents
- )) personal or occupational commitment
- )) relevance of reasons for entering the competition
- )) academic achievement
- )) favourable recommendation from the educational institution

# Application process and deadlines

- Candidates prepare their portfolio and submit it to the administration of their educational institution.
- The educational institution forwards the eligible portfolios
  to the MELS regional office before February 9, 2007.
  The regional winners are selected by committees under
  the direction of the MELS regional offices. The regional
  committees also recommend candidates for prizes at
  the provincial level (two candidates for each provincial
  category may be proposed, namely one for vocational
  training and the other for technical training. Accepted
  applications will be sent to the DFCS).
- In March 2007, portfolios in the provincial categories will be assessed by committees consisting of sponsors and partners from the fields of education, employment and business, under the direction of the DFCS.
- Regional prizes will be awarded at the official ceremony to be held in April 2007, while the provincial prizes will be awarded at the Hats Off to You! gala in May 2007.







"The best way to achieve success is to be familiar with new production techniques and to constantly think about how you do things."

Valérie Munger, winner, MAPAQ 2005-2006, Gestion et exploitation d'entreprise agricole, Collège d'Alma

#### For more information about:

MAPAQ and its previous winners, visit the following Web site: <www.mapaq.gouv.qc.ca/chapeau>

# Category 1: Agriculture, Fisheries and Food Services

Two cash prizes of \$2000 will be awarded by the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation (MAPAQ), one to the best candidate enrolled in vocational training and the other, to the best candidate enrolled in technical training.

#### **Requirements**

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on agriculture, fisheries and food services, answering the following questions:

- 1) How will the competencies you acquire during your training prepare you to work in the field of agriculture, fisheries and food services?
- **What is your current involvement in the field?**

Candidates must also be enrolled in one of the following programs:

#### **SECTOR 2:** AGRICULTURE AND FISHERIES

- Aquiculture DVS
- Arboriculture-élagage DVS
- Beef Production DVS
- Dairy Production DVS
- Gestion et exploitation d'entreprise agricole DCS
- Grandes cultures DVS
- Hog Production DVS
- Pêche professionnelle DVS
- Production acéricole DVS
- Techniques d'aquaculture DCS
- Techniques équines DCS
- Technologie de la production horticole et de l'environnement DCS
- Technologie des productions animales DCS
- Technologie du génie agromécanique DCS
- Transformation des produits de la mer DCS

#### SECTOR 3: FOOD SERVICES AND TOURISM

Retail Butchery DVS

#### **SECTOR 10: MOTORIZED EQUIPMENT MAINTENANCE**

- Marine Mechanics DVS
- Mécanique agricole DVS
- Techniques de génie mécanique de marine DCS



"I noticed that my sense of organization and precision set me apart from my male colleagues. A wave of women workers would be greatly appreciated!"

Vickie Handfield, winner, MDDEP 2005-2006, Environnement, hygiène et sécurité au travail, Cégep de Sorel-Tracy

#### For more information about:

)) the MDDEP and its previous winners, visit the following Web site: <www.mddep.qouv.qc.ca/programmes/chapeau>

# Category 2: Environment

A cash prize of \$2000 will be awarded by the Ministère du Développement durable, de l'Environnement et des Parcs (MDDEP) to the best candidate enrolled in vocational training.

A paid practicum worth approximately \$5000 will be offered to the best candidate enrolled in technical training. This 12- to 15-week practicum must be an integral part of the winner's program of study or, following an agreement between the Ministère and the educational institution, allow her to acquire credits toward her diploma. The winner must verify that the educational institution she is attending will recognize the practicum as part of her program. The candidate selected may opt for a cash prize of \$2000 instead of the practicum.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on the protection of the environment, answering the following questions:

- How will the competencies you acquire during your training prepare you to work in the environment field?
- **What is your current involvement in the field?**

Candidates must also be enrolled in one of the following programs:

#### **SECTOR 2:** AGRICULTURE AND FISHERIES

- Beef Production DVS
- Dairy Production DVS
- Hog Production DVS

#### **SECTOR 6: CHEMISTRY AND BIOLOGY**

- Assainissement de l'eau DCS
- Conduite de procédés de traitement de l'eau DVS
- Environnement, hygiène et sécurité au travail DCS
- Techniques de génie chimique DCS
- Techniques de procédés chimiques DCS

#### **SECTOR 7: BUILDINGS AND PUBLIC WORKS**

Civil Engineering Technology DCS

#### **SECTOR 11:** MECHANICAL MANUFACTURING

Technologie du génie industriel DCS

#### SECTOR 15: MINING AND SITE OPERATIONS

Ore Extraction DVS





"Women in traditionally male-dominated fields should give conferences in schools to encourage other young women to follow suit. They could help allay these women's fears."

Véronique Cantin, winner, MRNF 2005-2006, Protection and Development of Wildlife Habitats, École de foresterie et de technologie du bois de Duchesnay

#### For more information about:

)) the MRNF and its previous winners. visit the following Web site: <www.mrnf.gouv.qc.ca/ministere>

#### **Category 3:**

## **Natural Resources** and Wildlife

Two cash prizes of \$2000 will be awarded by the Ministère des Ressources naturelles et de la Faune (MRNF), one to the best candidate enrolled in vocational training and one to the best candidate enrolled in technical training.

#### **Requirements**

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on the theme of natural resources or wildlife, answering the following questions:

- **I)** How will the competencies you acquire during your training prepare you to work in the field of natural resources or wildlife?
- **What is your current involvement in the field?**

Candidates must also be enrolled in one of the following programs:

#### **SECTOR 7: BUILDINGS AND PUBLIC WORKS**

- Arpentage et topographie DVS
- Technologie de la géomatique DCS

#### **SECTOR 8:** LAND USE PLANNING AND THE ENVIRONMENT

- Protection and Development of Wildlife Habitats DVS
- Techniques d'aménagement cynégétique et halieutique DCS
- Techniques d'aménagement et d'urbanisme DCS
- Techniques du milieu naturel DCS

#### SECTOR 12: FORESTRY AND PULP AND PAPER

- Abattage et façonnage des bois DVS
- Abattage manuel de débardage forestier DVS
- Affûtage DVS
- Aménagement de la forêt DVS
- Classement des bois débités DVS
- Forest Technology DCS
- Pâtes et papier Opérations DVS
- Sciage DVS
- Technologie de la transformation des produits forestiers DCS
- Technologies des pâtes et papiers DCS
- Travail sylvicole DVS

#### **SECTOR 15: MINING AND SITE OPERATIONS**

- Diamond Drilling DVS
- Exploitation DCS
- Géologie appliquée DCS
- Machine Operation, Mineral and Metal Processing DVS
- Minéralurgie DCS
- Ore Extraction DVS





"My practicum in France was amazing! The experience contributed immensely to my success in the job market. I hope that those who go this year will be as well received as I was."

Diane Moulin, winner, OFQJ/E-Q 2005-2006, Mechanical Engineering Technology, Cégep de l'Outaouais

#### For more information about:

- )) the OFQJ and its previous winners, visit the following Web site: <www.ofqj.qc.ca>
- )) E-Q and its previous winners, visit the following Web site: <www.emploiquebec.net>

## Category 4: Career Development Trips to France

Two career development trips to France will be awarded jointly by the Office franco-québécois pour la jeunesse (OFQJ) and Bell Helicopter Textron. Two others will be offered jointly by the OFQJ and Emploi-Québec (E-Q). These four prizes will be awarded to the best candidates in secondary vocational training and college technical training.

The two OFQJ/Bell Helicopter Textron prizes and the two OFQJ/Emploi-Québec prizes will include the following (subject to certain conditions):

- a cash prize of \$1000 from Bell Helicopter Textron for two winning candidates
- a cash prize of \$1000 from Emploi-Québec for two winning candidates
- )) round-trip air transportation from Montréal to Paris
- )) a waiver of enrollment fees for the OFQJ program
- a practicum placement and suggestions for finding living accomodation in France
- )) medical and civil liability insurance
- )) reception and the first night's accommodation in Paris upon arrival
- a transportation allowance for those who live far from the departure airport

#### Requirements

Candidates must meet the general eligibility requirements (see Sections 1, 2 and 3) and:

- )) be between 18 and 35 years of age at the time of the career development trip
- )) have graduated (by June 30, 2007) from one of the programs listed at the end of this brochure
- )) be Canadian citizens or permanent residents
- be Québec residents and have lived in the province for at least a year

Candidates must also write a short essay of no more than one page explaining why they wish to take part in a career development trip to France, and answer the following questions:

- What are your goals or reasons for wanting to take part in a career development trip to France?
- **))** What benefits do you expect to reap from the experience abroad, both personally and professionally?
- What, in your mind, will such an experience give you?
- **What makes you the ideal candidate for this career development trip to France?**





"Being a woman in a male-dominated field, you can never forget your identity—your personality. Because there is always someone who doesn't understand women who are different."

Jessica Beauchemin, winner, MDEIE 2005-2006, Ébénisterie artisanale, Cégep du Vieux-Montréal

#### For more information about:

)) the MDEIE and its previous winners, visit the following Web site: <www.mdeie.gouv.qc.ca/chapeau>

## Category 5: Entrepreneurship

The Ministère du Développement économique, de l'Innovation et de l'Exportation (MDEIE) will be awarding two cash prizes of \$2000 for outstanding entrepreneurship. One prize will be awarded to a vocational training student and the other, to a technical training student.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page demonstrating that they have an entrepreneurial spirit by answering the following questions:

- What are your goals and ambitions with respect to starting your own business?
- What personal qualities will help you achieve your goals?



"As a spokesperson [for Hats Off to You!], I encourage all young women to participate in this competition. As I wrote my letter of introduction, I realized that I was happy in my field and that I belonged there!"

Cindy Drouin, winner, CSQ 2005-2006, Adventure Tourism, Cégep de la Gaspésie et des Îles

#### For more information about:

)) the CSQ and its previous winners, visit the following Web site: <www.csq.qc.net>

# Category 6: Perseverance

The Centrale des syndicats du Québec (CSQ) will be awarding two cash prizes of \$2000 for exceptional perseverance in learning a traditionally male-dominated trade or occupation. One prize will be awarded to a vocational training student and the other, to a technical training student.

This award recognizes perseverance in the achievement of career goals. It is not designed to reward those who have overcome physical or social handicaps. Perseverance may be demonstrated in a number of ways, for instance by taking an upgrading course, overcoming special obstacles (e.g. being far from one's family, having a baby, family responsibilities, stereotypes), or making lifestyle choices in order to continue one's education.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page that describes their perseverance in learning their trade or occupation by answering the following questions:

- What obstacles did you encounter and how did you overcome them?
- How did you motivate yourself to persevere in pursuing your career goals? Describe your experience.







"Men need to learn that we, too, are interested in mechanics. The greatest fear is not among women; it is among men who refuse to accept our new roles."

Andrea Caballero, winner, CSN 2005-2006, Mechanical Engineering Technology, Cégep de Sherbrooke

#### For more information about:

the CSN and its previous winners, visit the following Web site: <www.csn.gc.ca/chapeau>

# Cultural or Native Communities

The Confédération des syndicats nationaux (CSN), in collaboration with the Fédération nationale des enseignantes et enseignants du Québec (FNEEQ) and the Fédération des employées et employés de services publics (FEESP), will be awarding two cash prizes of \$1000 to individuals who describe themselves as members of a cultural or Native community and who have chosen to practise a male-dominated trade or occupation. One prize will be awarded to the best candidate enrolled in vocational training and the other, to the best candidate enrolled in technical training.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions outlined in Section 3.

Candidates must also write a short essay of no more than one page in which they answer the following questions about the involvement of women from cultural or Native communities in nontraditional trades and occupations:

- **))** As a member of a cultural or Native community, what obstacles have you had to face?
- Were you encouraged to fulfill your ambition? If so, how?
- What motivated you to choose a nontraditional trade or occupation?





"We must continue to convince people in nontraditional fields that women have a role to play in them, while raising men's awareness of sexist behaviour and sexual harassment."

Katie Duhamel, winner, FTQ 2005-2006, Techniques ambulancières, Collège Ahuntsic

#### For more information about:

)) the FTQ and its previous winners, visit the following Web site: <www.ftq.qc.ca/femmes>

## Category 8: Equity

The Fédération des travailleurs et travailleuses du Québec (FTQ) will be awarding two cash prizes of \$2000 to candidates who left an unstable job (e.g. part-time, on call, on contract, temporary) to train or retrain, voluntarily and after careful consideration, for a traditionally male-dominated trade or occupation. One prize will be awarded to a vocational training student and the other, to a technical training student.

#### **Requirements**

Candidates must meet all the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on their personal experiences with unstable jobs as well as on their past, present and future experiences with union, social or volunteer involvement, answering each of the following questions:

- **What led you to train or retrain for a male-dominated trade or occupation?**
- **))** How will your experience and training help you:
  - enter the work force and stay there?
  - improve your own situation as well as working conditions for all women?





"Physical strength isn't always necessary and, when it is, there are a number of ways of getting around it. The ability to think is much more important."

Karine Saint-Onge Landry, winner, MDEIE 2005-2006, Automated Systems Electromechanics, Centre d'études professionnelles de Saint-Jérôme

#### For more information about:

)) the MDEIE and its previous winners, visit the following Web site: <www.mdeie.gouv.qc.ca/chapeau>

# Category 9: New Technologies

The Ministère du Développement économique, de l'Innovation et de l'Exportation (MDEIE) will be awarding two cash prizes of \$2000, one to a vocational training student and one to a technical training student.

#### **Requirements**

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on new technologies, answering the following questions:

- In your opinion, what factors prevent large numbers of women from going into new technologies?
- What are the best ways to encourage young women to opt for a career in new technologies?

Candidates must also be enrolled in one of the following programs:

## SECTOR 1: ADMINISTRATION, COMMERCE AND COMPLITER TECHNOLOGY

- Computer Science Technology DCS
- Computing Support DVS

#### **SECTOR 9: ELECTROTECHNOLOGY**

- Applied Physics Technology DCS
- Automated Systems Electromechanics DVS
- Avionique DCS
- Computerized Systems Technology DCS
- Electronics Technology DCS
- Industrial Electronics Technology DCS
- Installation and Repair of Telecommunications Equipment DVS

## SECTOR 10: MOTORIZED EQUIPMENT MAINTENANCE

Aircraft Maintenance DCS

#### **SECTOR 11: MECHANICAL MANUFACTURING**

- Aircraft Mechanical Assembly DVS
- Aircraft Structural Assembly DVS
- Cable and Circuit Assembly DVS
- Fabrication de moules ASP
- Industrial Drafting DVS
- Industrial Machinery Operation DVS
- Machining Techniques DVS
- Mechanical Engineering Technology DCS
- Mise en oeuvre de matériaux composites DVS
- Moulding Machine Set-Up and Operation DVS
- Numerical Control Machine Tool Operation ASP
- Precision Sheet Metal Work DVS
- Techniques de construction aéronautique DCS
- Technologie du génie industriel DCS

#### **SECTOR 14: MAINTENANCE MECHANICS**

- Industrial Maintenance Technology DCS
- Mécanique d'entretien en commandes industrielles ASP







"I try to understand how men think. An open mind will help me maintain better relationships with future colleagues."

Anne-Marie Deschênes, winner, CSST 2005-2006, Police Technology, Cégep de Sherbrooke

For more information about:

)) the CSST, visit the

following Web site: <www.csst.qc.ca/jeunes>

# Category 10: Occupational Health and Safety

The Commission de la santé et de la sécurité du travail (CSST) will be awarding two cash prizes of \$2000 each to the candidates who demonstrate the greatest proficiency in implementing preventive measures or using tools designed to prevent work-related injuries. One prize will be awarded to a vocational training student and the other, to a technical training student.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on prevention and safety in the workplace, answering the following questions:

- What contribution have you made to occupational health and safety (e.g. use of certain methods, use of tools, sharing of knowledge) and how has it helped to raise your coworkers' awareness or improve their working conditions?
- **1)** How do you see your chosen occupation in terms of occupational health and safety?
- )) How will the knowledge you acquire during training help eliminate the risk of work-related injuries and prevent occupational diseases?





"This competition helped me improve my self-confidence and opened doors in the job market. I think that it helps make traditionally male-dominated trades and occupations more attractive. The more women, the better!"

Catherine Aubé, winner, CCQ 2005-2006, Plumbing and Heating, Centre de formation professionnelle Samuel-de-Champlain

#### For more information about:

the CCQ and women in the construction industry, visit the following Web site: <www.ccq.orq>

## Category 11: Construction Trades

A cash prize of \$2000 will be awarded by the Commission de la construction du Québec (CCQ) to a vocational training student enrolled in a program of study leading to a trade or occupation in the construction industry and to a student who would like to start her own business in the field of construction.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on the construction trades, answering the following questions:

- **I)** What obstacles have you encountered?
- Were you encouraged to pursue this path? If so, how?

#### **NEW PRIZE**

#### CONSTRUCTION ENTREPRENEURSHIP PRIZE

- What are your goals and ambitions with respect to starting your own business?
- What personal aptitudes will help you achieve your goals?

Candidates must also be enrolled in one of the following programs:

#### **SECTOR 7: BUILDINGS AND PUBLIC WORKS**

- Arpentage et topographie DVS
- Calorifugeage DVS
- Carpentry DVS
- Commercial and Residential Painting DVS
- Masonry: Bricklaying DVS
- Mécanique de protection contre les incendies DVS
- Montage et installation de produits verriers DVS
- Plastering DVS
- Plumbing and Heating DVS
- Pose de revêtements de toiture DVS
- Pose de revêtements souples DVS
- Pose de systèmes intérieurs DVS
- Preparing and Finishing Concrete DVS
- Refrigeration DVS
- Restauration de maçonnerie ASP
- Tiling DVS

#### **SECTOR 9: ELECTROTECHNOLOGY**

- Construction Electricity DVS
- Installation et entretien de systèmes de sécurité DVS
- Montage de lignes électriques DVS

## SECTOR 10: MOTORIZED EQUIPMENT MAINTENANCE

Mécanique d'engins de chantier DVS

#### **SECTOR 14: MAINTENANCE MECHANICS**

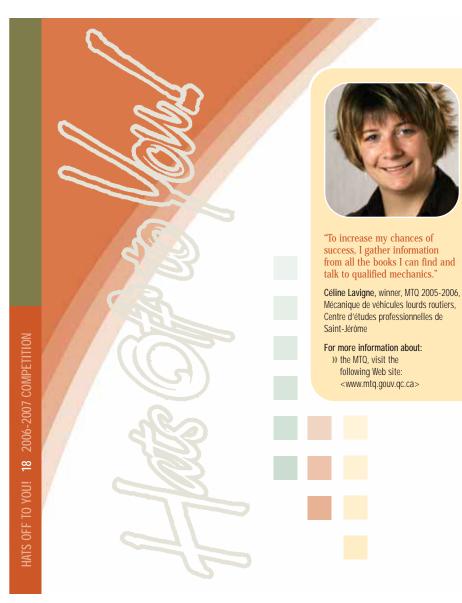
- Elevator Mechanics DVS
- Industrial Construction and Maintenance DVS

#### **SECTOR 15: MINING AND SITE OPERATIONS**

- Conduite d'engins de chantier DVS
- Conduite de grues DVS
- Forage et dynamitage DVS
- Northern Heavy Equipment Operation DVS

#### **SECTOR 16: METALLURGICAL TECHNOLOGY**

- Chaudronnerie DVS
- High-Pressure Welding DVS
- Montage structural et architectural DVS
- Pose d'armature du béton DVS
- Serrurerie de bâtiment DVS
- Sheet Metal Work DVS
- Welding and Fitting DVS



# Category 12: Transportation

The Ministère des Transports (MTQ) will award two cash prizes of \$2000, one to a vocational training student and one to a technical training student.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page on transportation, answering the following questions:

- What, in your opinion, is the main challenge facing the field of transportation today?
- *How has your training prepared you to meet this challenge?*

Candidates must also be enrolled in one of the following programs:

#### **SECTOR 7: BUILDINGS AND PUBLIC WORKS**

- Arpentage et topographie DVS
- Civil Engineering Technology DCS
- Technologie de la géomatique DCS

## SECTOR 8: LAND USE PLANNING AND THE ENVIRONMENT

 Techniques d'aménagement et d'urbanisme DCS

## SECTOR 10: MOTORIZED EQUIPMENT MAINTENANCE

- Mécanique d'engins de chantier DVS
- Mécanique de véhicules légers DVS
- Mécanique de véhicules lourds routiers DVS

## SECTOR 15: MINING AND SITE OPERATIONS

- Conduite d'engins de chantier DVS
- Conduite de grues DVS
- Northern Heavy Equipment Operation DVS

#### **SECTOR 17: TRANSPORTATION**

- Navigation DCS
- Régulation de vol DVS
- Techniques de la logistique du transport DCS
- Techniques de pilotage d'aéronefs DCS
- Trucking DVS



"I am disappointed that so few young women are interested in chemical engineering. The wide variety of tasks and the many jobs available make me want to promote my field, which I discovered at an education fair."

Audrey Julien, winner, MELS 2005-2006, Techniques de génie chimique, Cégep de Lévis-Lauzon

#### For more information about:

- )) the MELS and the competition, visit the following Web site: <www.mels.gouv.qc.ca/chapeau>
- )) INEO, visit the following Web site: <www.saloneducation.com>

## Category 13: Continuity

Two prizes of \$2000 will be awarded by the **Ministère de l'Éducation**, **du Loisir et du Sport (MELS)** to students whose first choice of career was one requiring vocational or technical training. One prize will be awarded to a vocational training student and the other, to a technical training student.

**INEO**, the promoter of the Montréal Education Fair and the Montréal Training Career Fair, will award cash prizes of \$2000 to a vocational training student and a technical training student.

To be eligible for this category, candidates must have been 19 years of age or under at the time they enrolled; the previous year, they must have been enrolled in general education in the youth or adult sector or in a vocational training program, or, two years prior, they must have been enrolled in general education in either the youth or adult sector.

The objective of this category is to provide encouragement to young women who have little experience in the job market by validating their choice of vocational or technical training as a first choice.

#### **Requirements**

Candidates must meet the general eligibility requirements in sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3. Only the letter of introduction is required for this category.

The MELS regional committees will verify the portfolios submitted to ensure that they meet the specific requirement described above.

#### NEW CATEGORY

# Category 14: Work Force Integration

Two cash prizes of \$1000 will be awarded by **Emploi-Québec (E-Q)**. One will be awarded to the best candidate enrolled in vocational training, the other to the best candidate enrolled in technical training.

#### **Requirements**

Candidates must be returning to school in a traditionally maledominated program, most of which offer good job prospects. They must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page that answers the following questions:

- How are you going to go about finding a job once you have earned your diploma?
- **))** What will you do to keep your job?





"At the provincial gala in Montréal last spring, I was impressed to see so many women in such a wide variety of trades and occupations. Montréal was very different from my home in Îles-de-la-Madeleine. It was a great experience!"

Pauline Boudreau, winner, FCSQ 2005-2006, Pêche professionnelle, Centre de formation professionnelle de l'Étang-du Nord, Commission scolaire des Îles

#### For more information about:

)) the FCSQ, visit the following Web site: <www.fcsq.qc.ca>

#### **Category 15:**

## Fédération des commissions scolaires du Québec

Prize to a Student in Vocational Training

A cash prize of \$2000 will be awarded by the Fédération des commissions scolaires du Québec (FCSQ) to a regional winner from a school in a Québec school board who stands out for the excellence of her portfolio.

#### **Requirements**

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page that answers the following questions:

- What steps should be taken to encourage women and help them gain access to traditionally male-dominated trades and occupations?
- What would becoming a winner in the Hats Off to You! competition mean to you? In your opinion, what academic, personal, occupational and social benefits would you receive from this form of recognition?



"There should be a TV show about young women in 'guy' trades. We could also create an association of women enrolled in nontraditional programs."

Marjolaine Gratton, winner, Fédération des cégeps 2005-2006, Pilotage d'aéronefs, Cégep de Chicoutimi

#### For more information about:

i) the Fédération des cégeps, visit the following Web site: <www.fedecegeps.qc.ca/chapeau>

#### **Category 16:**

# Fédération des cégeps

**Prize to a Student** in Technical Training

A cash prize of \$2000 will be awarded by the Fédération des cégeps to a regional winner from a public college-level educational institution who stands out for the excellence of her portfolio.

#### Requirements

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3.

Candidates must also write a short essay of no more than one page that answers the following questions:

- What steps do you think colleges should take to motivate young women to study in nontraditional fields?
- Once young women have obtained their diploma, what do you feel would help them to integrate into male-dominated areas of the work force?

## Grand Prizes of the Ministère de l'Éducation, du Loisir et du Sport

Two cash prizes of \$5000 each will be awarded by the Ministère de l'Éducation, du Loisir et du Sport (MELS), one to a student in vocational training and the other to a student in technical training, for the outstanding quality of their portfolios.

All candidates entered in the 2006-2007 *Hats Off to You!* competition are automatically eligible for the grand prizes. The regional committees will recommend two candidates from among the regional winners.

Candidates must meet the general eligibility requirements in Sections 1 and 2, and submit a letter of introduction according to the instructions in Section 3. Only the letter of introduction is required for this category.

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The excellence of the portfolios will be determined, among other things, on the basis of personal or occupational commitment in promoting traditionally male-dominated careers for women. Commitment is not measured by the number of people contacted but rather by the quality of achievements.



# Programs Eligible for the 2006-2007 *Hats Off to You!* Competition

#### SECTOR 1: ADMINISTRATION, COMMERCE AND COMPUTER TECHNOLOGY

- Computer Science Technology DCS
- Computing Support DVS
- Gestion d'une entreprise spécialisée de la construction AVS

#### SECTOR 2: AGRICULTURE AND FISHERIES

- Aquiculture DVS
- Arboriculture-élagage DVS
- Beef Production DVS
- Dairy Production DVS
- Gestion et exploitation d'entreprise agricole DCS
- Grandes cultures DVS
- Hog Production DVS
- Pêche professionnelle DVS
- Production acéricole DVS
- Techniques d'aquaculture DCS
- Techniques équines DCS
- Technologie de la production horticole et de l'environnement DCS
- Technologie des productions animales DCS
- Technologie du génie agromécanique DCS
- Transformation des produits de la mer DCS

#### SECTOR 3: FOOD SERVICES AND TOURISM

- Adventure Tourism DCS
- Retail Butchery DVS

## SECTOR 4:

- Industrial Design Techniques DCS
- Photographie DCS
- Photographie DVS
- Professional Music and Song Techniques DCS
- Taille de pierre DVS
- Techniques de métiers d'art:
- Ébénisterie artisanale DCS
- Lutherie DCS

#### SECTOR 5: WOODWORKING AND FURNITURE MAKING

- Cabinet Making DVS
- Fabrication en série de meubles et de produits en bois ouvré DVS
- Furniture Finishing DVS
- Modelage DVS
- Rembourrage artisanal DVS
- Rembourrage industriel DVS
- Techniques du meuble et d'ébénisterie DCS

#### SECTOR 6:

- CHEMISTRY AND BIOLOGY

   Assainissement de l'eau DCS
- Conduite de procédés de traitement de l'eau DVS
- Environnement, hygiène et sécurité au travail DCS
- Techniques de génie chimique DCS
- Techniques de procédés chimiques DCS

#### SECTOR 7: BUILDINGS AND PUBLIC WORKS

- Architectural Technology DCS
- Arpentage et topographie DVS
- Building Systems Technology DCS
- Calorifugeage DVS
- Carpentry DVS
- Civil Engineering Technology DCS
- Commercial and Residential Painting DVS
- Découpe et transformation du verre DVS
- Entretien et réparation de caravanes DVS
- Fire Safety Techniques DVS
- General Building Maintenance DVS
- Masonry: Bricklaying DVS
- Mécanique de machines fixes DVS
- Mécanique de protection contre les incendies DVS
- Montage et installation de produits verriers DVS
- Northern Building Maintenance DVS
- Plastering DVS
- Plumbing and Heating DVS
- Pose de revêtements de toiture DVS
- Pose de revêtements souples DVS

- Pose de systèmes intérieurs DVS
- Preparing and Finishing Concrete DVS
- Refrigeration DVS
- Réparation d'appareils au gaz naturel AVS
- Residential and Commercial Drafting DVS
- Restauration de maçonnerie AVS
- Sécurité incendie DCS
- Technologie de l'estimation et de l'évaluation en bâtiment DCS
- Technologie de la géomatique DCS
- Tiling DVS

#### SECTOR 8: LAND USE PLANNING AND THE ENVIRONMENT

- Protection and Development of Wildlife Habitats DVS
- Techniques d'aménagement cynégétique et halieutique DCS
- Techniques d'aménagement et d'urbanisme DCS
- Techniques du milieu naturel DCS

#### SECTOR 9: ELECTROTECHNOLOGY

- Applied Physical Technology DCS
- Automated Systems Electromechanics DVS
- Avionique DCS
- Business Equipment Technical Service DVS
- Computerized Systems Technology DCS
- Construction Electricity DVS
- Electronic Audio-Video Equipment Repair DVS

- Electronics Technology DCS
- Industrial Electronics Technology DCS
- Installation and Repair of Telecommunications Equipment DVS
- Installation et entretien de systèmes de sécurité DVS
- Maintenance Electricity DVS
- Montage de lignes électriques DVS
- Networked Office Equipment AVS
- Réparation d'appareils électroménagers DVS
- Technologie de conception électronique DCS
- VCR and Camcorder Repair AVS

#### SECTOR 10: MOTORIZED EQUIPMENT MAINTENANCE

- Aircraft Maintenance DCS
- Automobile Mechanics DVS
- Automotive Body Repair and Painting DVS
- Marine Mechanics DVS
- Mécanique agricole DVS
- Mécanique d'engins de chantier DVS
- Mécanique de moteurs diesels et de contrôles électroniques AVS
- Mécanique de motocyclettes AVS
- Mécanique de véhicules légers DVS
- Mécanique de véhicules lourds routiers DVS
- Sale of Mechanical Parts and Accessories DVS
- Service-conseil à la clientèle en équipement motorisé DVS
- Techniques de génie mécanique de marine DCS

#### SECTOR 11:

#### MECHANICAL MANUFACTURING

- Aircraft Mechanical Assembly DVS
- Aircraft Structural Assembly DVS
- Cable and Circuit Assembly DVS
- Diemaking AVS
- Fabrication de moules AVS
- Industrial Drafting DVS
- Industrial Machinery Operation DVS
- Machining Techniques DVS
- Mechanical Engineering Technology DCS
- Mise en oeuvre de matériaux composites DVS
- Moulding Machine Set-Up and Operation DVS
- Numerical Control Machine Tool Operation AVS
- Precision Sheet Metal Work DVS
- Techniques d'architecture navale DCS
- Techniques de construction aéronautique DCS
- Techniques de production manufacturière DCS
- Techniques de transformation des matériaux composites DCS
- Techniques de transformation des matières plastiques DCS
- Technologie de génie industriel DCS
- Toolmaking AVS

#### SECTOR 12: FORESTRY AND PULP AND PAPER

- Abattage et façonnage des bois DVS
- Abattage manuel et débardage forestier DVS
- Affûtage DVS
- Classement des bois débités DVS
- Forest Management DVS

- Forest Technology DCS
- Pâtes et papiers Opérations DVS
- Sciage DVS
- Technologie de la transformation des produits forestiers DCS
- Technologies des pâtes et papiers DCS
- Travail sylvicole DVS

#### SECTOR 13: COMMUNICATIONS AND DOCUMENTATION

- Printing DVS
- Techniques de gestion de l'imprimerie DCS
- Techniques de l'impression DCS
- Techniques de production et de postproduction télévisuelle DCS

#### SECTOR 14:

#### MAINTENANCE MECHANICS

- Elevator Mechanics DVS
- Horlogerie-bijouterie DVS
- Horlogerie-rhabillage AVS
- Industrial Construction and Maintenance Mechanics DVS
- Industrial Maintenance Technology DCS
- Mécanique d'entretien en commandes industrielles AVS
- Mécanique de machines à coudre industrielles DVS
- Réparation d'armes à feu DVS
- Serrurerie DVS

#### SECTOR 15: MINING AND SITE OPERATIONS

- Conduite d'engins de chantier DVS
- Conduite de grues DVS
- Conduite de machinerie lourde en voirie forestière DVS

- Diamond Drilling DVS
- Exploitation DCS
- Forage et dynamitage DVS
- Géologie appliquée DCS
- Machine Operation, Mineral and Metal Processing DVS
- Minéralurgie DCS
- Northern Heavy Equipment Operation DVS
- Ore Extraction DVS

#### SECTOR 16:

#### METALLURGICAL TECHNOLOGY

- Assemblage de structures métalliques DVS
- Chaudronnerie DVS
- Fonderie DVS
- High-Pressure Welding AVS
- Montage structural et architectural DVS
- Pose d'armature du béton DVS
- Serrurerie de bâtiment DVS
- Sheet Metal Work DVS
- Technologie du génie métallurgique DCS
- Traitement de surface DVS
- Welding and Fitting DVS

#### SECTOR 17: TRANSPORTATION

- Navigation DCS
- Régulation de vol DVS
- Techniques de la logistique du transport DCS
- Techniques de pilotage d'aéronefs DCS
- Trucking DVS

#### SECTOR 18: FASHION, LEATHER AND TEXTILES

- Cordonnerie DVS
- Technologie de la production textile DCS

#### SECTOR 19: HEALTH SERVICES

- Techniques de denturologie DCS
- Techniques de thanatologie DCS

#### SECTOR 20: SOCIAL, EDUCATIONAL AND LEGAL SERVICES

Police Technology DCS

## COLLEGE-LEVEL PROGRAMS IN OTHER SECTORS

- Plongée professionnelle ACS
- Techniques ambulancières ACS
- Transport ferroviaire Chefs de train ACS

#### LEGEND

- **ACS** Attestation of College Studies
- AVS Attestation of Vocational Specialization
- DCS Diploma of College Studies
- DVS Diploma of Vocational Studies

#### **IMPORTANT**

The list of eligible programs contains new programs recently approved by the Ministère de l'Éducation, du Loisir et du Sport. Nevertheless, students enrolled in programs known by their old names are also eligible.

#### NOTE

The programs in this list were selected on the basis of statistics provided by Emploi-Québec on the ratio of women in related jobs.

A program is eligible if, according to the National Occupational Classification (NOC), women represent less than one third of the work force in the corresponding trade or occupation.

#### FRENCH VERSION

Une version française de cette brochure est disponible sur demande.

For further information on the *Hats Off to You!* competition or on traditionally male-dominated occupations or trades, visit the following Web sites:

- <www.mels.gouv.qc.ca/chapeau> and <www.inforoutefpt.org/chapeau>, or write to
- <chapeaulesfilles@mels.gouv.gc.ca>.

	REGISTRATION FORM To be completed by the candidate  AMILY NAME  GIVEN NAME				
PERMANENT ADDRESS UMBER AND STREET			SOCIAL INSURANCE NUMBER (COMPULSORY)		
PARTMENT			TELEPHONE NUMBER		
ITY OR TOWN		POSTAL CC	DE WITH AREA CODE		
-MAIL ADDRESS			CELLULAR TELEPHONE NUMBER WITH AREA CODE		
DDDECC DUDING CCHOO	L YEAR (if differe	nt)			
ADDRESS DURING SCHOOL  IUMBER AND STREET  PARTMENT					
UMBER AND STREET		POSTAL CO	TELEPHONE NUMBER  WITH AREA CODE		
UMBER AND STREET  PARTMENT		POSTAL CO			

PROGRAM		
SECONDARY	COLLEGE	
NAME OF PROGRAM		START AND END DATES OF PROGRAM
		START:
NAME OF EDUCATIONAL INSTITUTION		
		END:
ADDRESS OF EDUCATIONAL INSTITUTION		
NUMBER AND STREET		
		TELEPHONE NUMBER
CITY OR TOWN	POSTAL CODE	WITH AREA CODE
TO BE COMPLETED BY THE CANDIDATE I WISH TO ENTER THE PROVINCIAL COMPETITION IN  Category 1 Agriculture, Fisheries and Food Services Category 2 Environment Category 3 Natural Resources and Wildlife Category 4 Career Development Trips to France Category 5 Entrepreneurship Category 6 Perseverance	THE FOLLOWING CATEGORY(IES):  Category 7 Cultural or Native Communities  Category 8 Equity  Category 9 New Technologies  Category 10 Occupational Health and Safety  Category 11 Construction Trades  Category 12 Transportation	Category 13 Continuity Category 14 Work Force Integration Category 15 Fédération des commissions scolaires du Québec Category 16 Fédération des cégeps
CANDIDATE'S SIGNATURE  SIGNATURE OF THE PERSON IN CHARGE OF THE COMPETITION A	AT THE EDUCATIONAL INSTITUTION DATE	Right of Access and Rectification  Day  As a participant in the competition, you may, at any time, have the information appearing on the registration form corrected by contacting the person in charge of the competition at your regional office of the Ministère de l'Éducation, du Loisir et du Sport, whose name and telephone number appear on the list in this brochure.
NAME OF THE PERSON IN CHARGE OF THE COMPETITION AT THE EDU	UCATIONAL INSTITUTION (PLEASE PRINT)	We would also like to remind you that you have, at all times, the right to access any information the MELS has about you.

# HATS OFF TO YOU! 26 2006-2007 COMPETITION

# Use of Personal Information

(if you are a winner)

If you consent to having your personal information used as part of a survey for the purpose of evaluating this competition, please check this box ......

Note that refusal to give consent will have no effect on your chances of winning.

SIGNATURE

DATE

# Communication of Personal Information (if you are a winner)

Note that your picture and a summary of your essay will be published on the MELS Web site and elsewhere.

Moreover, your portfolio will be sent to the staff members in charge of awarding prizes for each provincial category.

Finally, note that the people in charge of the MELS competition will contact you beforehand if a journalist or any other person expresses an interest in interviewing you.

#### RECOMMENDATION

TO BE COMPLETED BY A REPRESENTATIVE OF YOUR EDUCATIONAL INSTITUTION (One form per candidate)

# EVALUATION SCALE (check the appropriate box): 1 Acceptable 2 Good 3 Excellent

1.	ACADEMIC COMPETENCIES Grades	1	2 3	3.	SPECIAL COMPETENCIES (indicate the candidate's occupational achievements or personal commitments)
2.	PERSONAL COMPETENCIES				
	Adaptability	1	2 3		
	Creativity	1	2 3	_	
	Team spirit	1	2 3		
	Determination, perseverance	1	2 3		

#### RECOMMENDATION

I have studied the document entered in the *Hats Off to You!* competition and I recommend this candidate.

CANDIDATE'S NAME								
NAME AND POSITION OF PERSON RECCOMMENDING THE CANDIDATE								
CIONATIDE	DATE							
SIGNATURE	DATE Année		Mois	Jour				

#### UNE VERSION FRANCAISE EST DISPONIBLE SUR DEMANDE.

For further information on the *Hats Off to You!* competition or on traditionally male-dominated occupations or trades, visit the following Web sites: <a href="mailto:kww.mels.gouv.qc.ca/chapeau">kww.inforoutefpt.org/chapeau</a> (French only) or write to <a href="mailto:kww.mels.gouv.qc.ca/chapeau">kww.inforoutefpt.org/chapeau</a> (French only) or write to <a href="mailto:kww.mels.gouv.qc.ca/chapeau">kww.mels.gouv.qc.ca/chapeau</a> (French only) or write to <a href="mailto:kww.mels.gouv.qc.ca/cha

# People in Charge of the *Hats Off to You!* Competition at the MELS Regional Offices

#### Francis Bélanger

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Coordonnatrice nationale

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