

Mission Employability 2010

Skilled Trades



**Business Education Forum
Report
November 2010**

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Mission Employability V

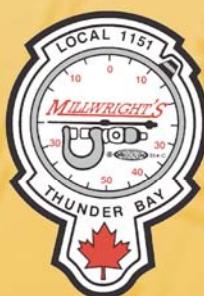
PASSPORT
to prosperity

Skilled Trades

in partnership with:



North Superior
Workforce Planning Board



Northwestern Ontario
Building Trades



Mission Employability V Skilled Trades Forum

Date: Tuesday, November 23, 2010

Time: 5:00pm - 8:30pm

Location: Victoria Inn
Kensington Room

5:00 - 5:30 ~ Dinner

5:30 - 7:00 ~ Panel Presentation
Skills Canada-Ontario

-Karen Throupe, Manager

Ministry of Training, Colleges & Universities

-Deborah Mikoski, Employment & Training Consultant

Ontario Power Generation

-Aaron Del Pino, Human Resources & Support Services Manager

Northstar Drilling Ltd.

-Barb Courte, President

Victoria Inn

-Raymond Nadeau, General Manager

7:00 - 7:10 ~ Health Break

7:10 - 8:00 ~ Roundtable Discussion
Skilled Trades Careers - Building Connections

8:00 - 8:30 ~ Plenary

Skilled Trades Forum

“Mission Employability V”

Executive Summary

Dear Mission Employability V delegates:

On November 23, 2010 a group of dedicated and enthusiastic representatives from local and regional secondary, post-secondary institutions along with students, parents and industry leaders came together in Thunder Bay to participate in a Forum entitled “Mission Employability V – Skilled Trades”. Attendees came prepared to learn about the career opportunities in the Skilled Trades sector and to identify ways and means of encouraging students to pursue a career in the Skilled Trades.

The event was organized by Passport to Prosperity in partnership with the North Superior Workforce Planning Board, Millwright’s Union Local 1151 and the Northwestern Ontario Building Trades.

The Forum featured presentations from Karen Throupe, Manager of Skills Canada-Ontario; Deborah Mikoski, Employment & Training Consultant with the Ministry of Training, Colleges & Universities; Aaron Del Pino, Human Resources & Support Services Manager for Ontario Power Generation; Barb Courte, President of Northstar Drilling and Cobra Drilling and Raymond Nadeau, General Manager (and previous Executive Chef) of the Victoria Inn.



Presenters (L-R): Karen Throupe, Barb Courte, Aaron Del Pino, Deborah Mikoski, Raymond Nadeau

Following the panel presentations, delegates participated in roundtable discussions which included identifying how one identifies a Skilled Trades person and why it is important to promote the pursuit of a career in the Skilled Trades in Northwestern Ontario. Challenges and barriers were identified as well as supportive and innovative measures for students and others to be able to pursue a career within the Skilled Trades.

Delegates agreed that many employment opportunities in the Skilled Trades are available now and on the horizon. The need for Skilled Trades people to replace an aging workforce that will soon be retiring is well documented.

By bringing together employers, educators, students and parents this Forum proved to be an excellent learning opportunity to discover firsthand about the Skilled Trades sector and also helped strengthen communication and partnership between each group. Delegates identified a number of innovative actions that can be taken so that students, parents and teachers are more aware of the opportunities within the Skilled Trades. These actions are included in this report.

The partners provided outstanding support and leadership in undertaking this initiative with Passport to Prosperity. Mission Employability V was a very successful event and generated discussion and solutions on how to collectively better prepare students for the world of work.



www.EmployerRegistry.ca/ThunderBay



North Superior
Workforce Planning Board



Presentation – Skills Canada-Ontario

Karen Throupé

*Manager, Programs Summer
Camps and Young Female
Initiatives*

Skills Canada-Ontario is a not-for-profit organization dedicated to promoting the Skilled Trades and Technologies to Ontario's youth as viable career options. Last year, Skills Canada-Ontario Liaison Officers presented over 4,300 presentations to an audience of over 99,000 students in elementary and secondary school (over 60,000 in Northwestern Ontario). They also provide Resource & Teaching Guides.



Karen informed attendees how, on average, individuals will now go through 5-15 careers within their lifetime.

The Skills Trades were presented as a way for hands-on learners to continue their education as well as pursue career options. During presentations to students, they are urged to look to their own hobbies, many of which are a hands-on type, as cues to the types of careers that may appeal to them.

In helping to promote the Skilled Trades, Skills Canada-Ontario organizes events such as Cardboard Boat Races, Ontario Technical Skills competitions and a variety of networking events, such as "Skills Work for Women" Networking Dinner.

The Ontario Technical Skills Competition is hosted in Waterloo, ON and involves over 30,000 attendees with 1,500 students competing in a variety of events, such as welding, hairstyling and plumbing amongst others.

As the "baby-boomers" are leaving the workforce now (average age of Skilled Trades workers in Ontario was 48 in 2007), Karen advised that by 2020 there could be a shortfall of up to a million Skilled Trade workers.

Karen informed the delegates of the growth of the "Green" sector in the Skilled Trades, showcasing how the growth in the industry has outpaced traditional employment growth by 27%. Highlighted sectors were wind turbines, solar cells, green roofs and the impact on the building standards.

Presentation – Ministry of Training, Colleges & Universities

Deborah Mikoski
Employment & Training Consultant





Your job is out there. We'll help you find it.



Ontario

Employment and Training Division
Ministry of Training, Colleges and Universities

Overview of Apprenticeship

July 2010

In this presentation

- Ontario's Apprenticeship System
- Becoming an Apprentice
- Benefits and Financial Incentives for Apprentices
- Benefits and Financial Incentives for Employers/Sponsors
- The Ministry of Training, Colleges and Universities Steps to Apprenticeship
- Conclusion



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Ontario's Apprenticeship System



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What is a skilled trade?

- A skilled trade is an occupation that requires a specific skill or set of skills (e.g., special events coordinator, early childhood educator, hairstylist, plumber, electrician, brick and stone mason, auto body repairer, etc.).
- Skilled trades people are involved in almost every aspect of Ontario's economy and are in high demand in our rapidly changing workforce.



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What are the four trade sectors?

- Industrial/Manufacturing
- Motive Power
- Service
- Construction

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Industrial/Manufacturing

- Tool and Die Maker
- General Machinist
- Mould Maker
- Industrial Mechanic
Millwright
- Industrial Electrician
- Welder



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Motive Power

- Automotive Service
Technician
- Truck and Coach Technician
- Agricultural Equipment
Technician
- Heavy Duty Equipment
Technician
- Auto Body Repairer
- Motorcycle Technician



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Service

- Cook/Chef
- Baker
- Hairstylist
- Early Childhood Educator
- Educational Assistant
- Developmental Services
Worker
- Pool and Hot Tub and
Spa Installer



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Construction

- Electrician
- General Carpenter
- Hoisting Engineer
- Plumber
- Steamfitter
- Refrigeration and Air Conditioning Systems Mechanic
- Brick and Stone Mason



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What is an apprenticeship?

It is a model of learning in which:

- ninety per cent (90%) is on-the-job training under the direction of a qualified person, and
- ten per cent (10%) is in-school training, that provides the theory to support the practical on-the-job training.

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What is MTCU's role in apprenticeship?

The Ministry of Training, Colleges and Universities (MTCU) controls/administers Ontario's Apprenticeship programs under the legislation of two acts:

- Trades Qualification and Apprenticeship Act, R.S.O. 1990 (TQAA)
- Apprenticeship and Certification Act, 1998 (ACA)

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What are compulsory, voluntary, restricted and unrestricted trades?

- By law, only registered apprentices and certified journeypersons can work in "compulsory" or "restricted" trades.
- Apprenticeship training and certification are available but not required by law in "voluntary" or "non-restricted" trades.

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What role does the Ontario College of Trades play?

- The Ontario College of Trades and Apprenticeship Act, 2009, establishes the Ontario College of Trades.
- By 2012, this new act will replace the TQAA and ACA.
- The Ontario College of Trades will give industry a greater role in governance, certification and training in the trades.

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What is labour mobility?

The Ontario Labour Mobility Act, 2009 (OLMA) supports full labour mobility for certified skilled workers by allowing them to work anywhere in Canada without additional training or assessment.

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Becoming an Apprentice

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Who can become an apprentice?

An individual must:

- be 16 years of age or older
- have an Ontario Grade 12 diploma or equivalent for most trades in the industrial/manufacturing, service and motive power sectors. A Grade 10 education is required for trades in the construction sector, and
- provide proof of the required education.

The individual must meet all three requirements to participate in the program.

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How does someone become an apprentice?

An applicant is required to:

- find an employer/sponsor to hire and train him or her
- contact the local MTCU Apprenticeship office to register, and
- attend a meeting with the employer/sponsor and the employment training consultant (ETC) to review roles and responsibilities.

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What requirements are there for employers?

To train an apprentice, an employer must:

- have the capacity to provide quality training
- provide necessary equipment, materials, processes and facilities to create a learning environment
- have the stipulated ratios for apprentices to journeypersons for the trade or occupation (when required), and
- agree to allow the apprentice time off to attend the in-school training.

Employers must meet all requirements to qualify.

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How can an employer recruit an apprentice?

An employer should take the following steps:

1. Assess business and training needs.
2. Review the apprenticeship training standard.
3. Identify appropriate journeypersons/trainers.
4. Review the entrance requirements for apprentices.
5. Identify an apprentice to recruit.

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What are an apprentice's responsibilities?

An apprentice is responsible for:

- following all lawful instruction
- learning the skills of the trade as outlined in the training standard provided at the time of registration
- attending the approved apprenticeship in-school training requirement
- maintaining a record of competencies (i.e., skill sets) acquired, as outlined in the training standard, and hours worked, and
- notifying the ministry of any changes to the training agreement, contract or personal information.

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What are the employer's/sponsor's responsibilities in an apprenticeship?

An employer is responsible for:

- providing quality training and supervision
- adhering to relevant legislation (i.e., ACA, TQAA)
- maintaining communication with ministry staff, and
- ensuring that the apprentice is aware of his/her responsibilities.

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What is the cost to the apprentice?

The cost to an apprentice includes:

- a registration fee: \$40
- classroom fees: they will vary, but are generally \$50 per week for an eight-week (240 hour) period of instruction
- an examination fee: \$100.

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What certification does an apprentice receive after completing the apprenticeship?

After successfully completing the program requirements for a trade or occupation, an apprentice will receive one or both of the following certificates:

- Certificate of Apprenticeship
- Certificate of Qualification

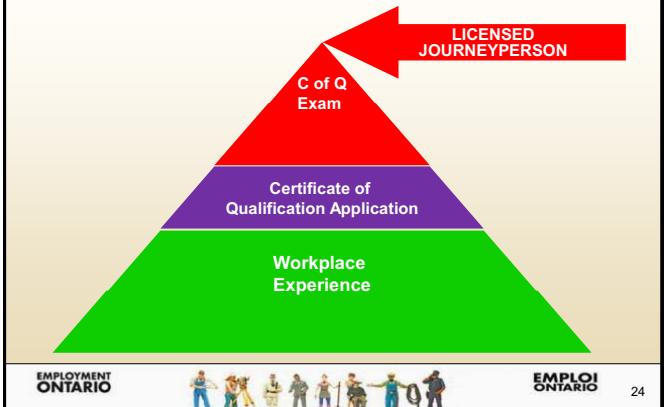
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How is the Certificate of Qualification obtained?



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What is the “Red Seal” Program?

- The Interprovincial Standards Red Seal Program provides an interprovincial standard of excellence for the skilled trades that is recognized by industry.
- In Red Seal trades, workers who successfully challenge a Red Seal trade examination receive a Certificate of Qualification with a distinctive red seal that is recognized across Canada.

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Sample Certificate of Qualification with a Red Seal



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Sample Certificate of Apprenticeship



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Benefits and Financial Incentives for Apprentices

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What are the benefits to an apprentice?

The diagram consists of a central circle with the text "Benefits of an Apprenticeship". Around the circle are six colored segments, each containing a benefit: Entrepreneurial Opportunities (pink), Certification (olive green), Skills You Can Build On (purple), Financial Incentives (dark red), Diverse Job Opportunities (orange), and Earn While You Learn (teal). The background of the slide is light beige.

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What financial incentives are available to apprentices?

Ontario initiatives:

- Loans for Tools
- Classroom Training Subsidies and Supports
- Apprenticeship Scholarship
- Non-Red Seal Trade Benefit

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Financial incentives for apprentices (continued)

Federal initiatives:

- Apprenticeship Incentive Grant (AIG)
- Apprenticeship Completion Grant (ACG)
- Tradesperson's Tools Deduction

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Benefits and Financial Incentives for Employers/Sponsors

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How do apprentices benefit employers/sponsors?

Financial Incentives Train Employees to Industry Standards

Benefits of an Apprenticeship

Sustain Talent in your Business and Industry

High Quality Worker Means High Quality Product

Profitability - A Skilled Worker Is an Asset

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What financial incentives are available to employers/sponsors?

Ontario initiatives:

- Apprenticeship Training Tax Credit (ATTC)
- Employer Signing Bonus
- Employer Bonus



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Financial incentives for employers/sponsors (continued)

Federal initiative:

- Apprenticeship Job Creation Tax Credit

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The Ministry of Training, Colleges and Universities Steps to Apprenticeship



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What are the steps to apprenticeship?

The Ministry of Training, Colleges and Universities (MTCU) offers several programs for individuals interested in apprenticeships:

- Ontario Youth Apprenticeship Program (OYAP)
- Co-op Diploma Program (Co-op)
- Pre-apprenticeship Training Program (Pre-app)

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Ontario Youth Apprenticeship Program

- The Ontario Youth Apprenticeship Program (OYAP) is the school-to-work transition program that offers students the opportunity to become an apprentice while attending high school and earning cooperative education credits.
- To participate in OYAP students must:
 - be enrolled in school full-time
 - be at least 16 years of age, and
 - have completed Grade 10 and the 16 compulsory credits.

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Co-op Diploma Program

- The Co-op Diploma program allows participants, upon graduating from high school, to register as apprentices and obtain a college diploma at the same time.
- It is an efficient, streamlined and flexible way to encourage postsecondary education and trade certification, and allow a broader range of young people to choose a career in the skilled trades.
- It meets the evolving needs of employers and labour market needs.

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Pre-apprenticeship Training Program

The Pre-apprenticeship Training Program helps Ontarians:

- gain trade-related theory and practical experience to become more marketable and have easier access to apprentice training and registration, and
- bridge the gap between the skills they have and the skills employers want.

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Conclusion

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Why is apprenticeship important for Ontario?

- In this time of economic turmoil, industry is having to retool in order to remain viable into the future.
- As part of their strategy, industry is developing new trades and technologies that will require highly educated skilled workers.
- Apprenticeships are a key way for Ontarians to acquire the skills and certification they need to meet the new job market needs.

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Contact Information

To find the nearest Apprenticeship office:

1. Contact the Employment Ontario Hotline
 - Toll-free: 1-800-387-5656
 - TTY: 1-866-768-1157
 - Toronto: 416-326-5656
2. Contact an Employment Ontario office in your area
The list of these offices is available at
www.edu.gov.on.ca/eng/tcu/search.asp?chosen=15
3. Visit the ministry website at
www.edu.gov.on.ca/eng/tcu/employmentontario/training/

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Questions?

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Presentation – Ontario Power Generation

Aaron Del Pino
Human Resources & Support Services Manager



Ontario Power Generation Facilities

Company Profile

Created 1999

Owned by Province of Ontario

Produces approx. two-thirds of Ontario's electricity generation

23,720 MW installed capacity

- Nuclear: 6,426 MW
- Hydro-Electric: 6,994 MW
- Thermal: 6,337 MW
- Other (wind): 2,769 MW

Recruitment Overview

Mission Employability V:
Skilled Trades

GENERATE A FUTURE OF POSSIBILITIES →

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ONTARIO POWER GENERATION



Ontario Power Generation Mission Employability V - Skilled Trades

OPG at a Glance

Ontario Power Generation Facilities

mypowercareer.com

ONTARIO POWER GENERATION

Company Profile

Created 1999
Owned by Province of Ontario
Produces approx. two thirds of Ontario's electricity generation
22,729 MW installed capacity

- Nuclear: 6,606 MW
- Hydro-Electric: 6,944 MW
- Thermal 6,327 MW
- Other (wind): 2 MW

Company Profile (cont'd)

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ONTARIO POWER GENERATION

▪ OPG is an Ontario-based electricity generation company whose principle business is the generation and sale of electricity in Ontario.

▪ OPG's focus is on the efficient production and sale of electricity from its generating assets, while operating in a safe, open, and environmentally responsible manner.

Operating Principles

▪ Performance	▪ Community
▪ Safety	▪ Environment

Nuclear



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- Ontario needs to refurbish and/or replace 10,000 MW of nuclear energy
- New Nuclear Supply Initiatives
 - OPG selected to operate two new nuclear units at its Darlington site.

SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH SAFETY RELIABILITY

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ONTARIO POWER GENERATION

Thermal



6

- Thermal stations will continue to be operated in a safe, reliable, efficient and environmentally responsible manner for as long as they are needed.
- OPG's five thermal-fueled stations provide a flexible source and operate as baseload, intermediate and peaking facilities depending on the characteristics of the particular station.
- Extensive asset maintenance program
20 planned outages were executed at OPG's thermal plants in 2007
- Conducting biomass co-firing test programs at four coal-fired plants

SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH SAFETY RELIABILITY

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Hydro




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- OPG's hydroelectric stations are located throughout the province
- Provide reliable, dependable power
- Clean, renewable resource
- Significant contributor to the generation mix in Ontario
 - Approximately 1/3 of OPG's electricity production
 - Using a clean, renewable resource
- Pursuing new supply opportunities:
 - Niagara Tunnel Project to maximize water utilization on the Niagara River
 - New plants in the Northeast and Northwest
 - Major upgrades to existing plants throughout the province

SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH SAFETY RELIABILITY

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Northwest Plant Group



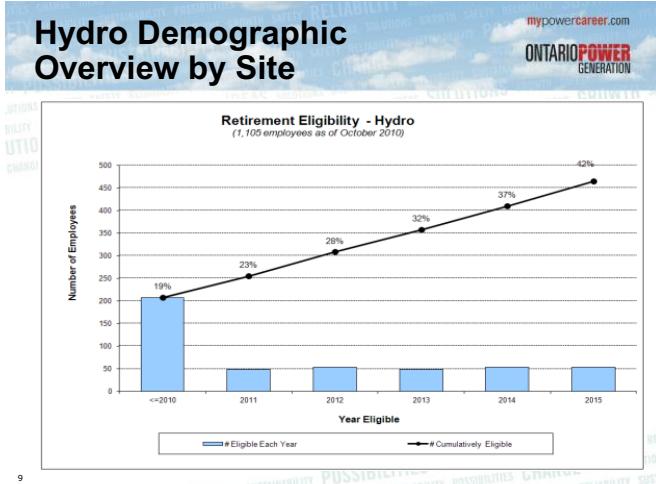


11 hydroelectric stations with 39 generating units and associated water control structures on five river systems

SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH SAFETY RELIABILITY

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Job Opportunities

Hydro, Thermal or Nuclear Operator

- Work is rewarding
- Spend their days within a designated area monitoring equipment and systems to ensure everything is safe
- Troubleshoot if there is a problem

Mechanical Technician

- Play an essential role in the equipment surveillance and maintenance program to ensure safe and reliable plant operation
- Provide feedback to technical staff on condition of equipment

Electrical & Control Technician

- Spend a large portion of their day inspecting, maintaining and repairing instrumentation, electronics or electrical equipment
- Perform diagnostic and maintenance routines

Co-op & Apprenticeship Placements

Placement Opportunities:

Electrical & Control Technician

Consists of:

- ✓ Instrumentation & Control
- ✓ Electrical

Mechanical Technician

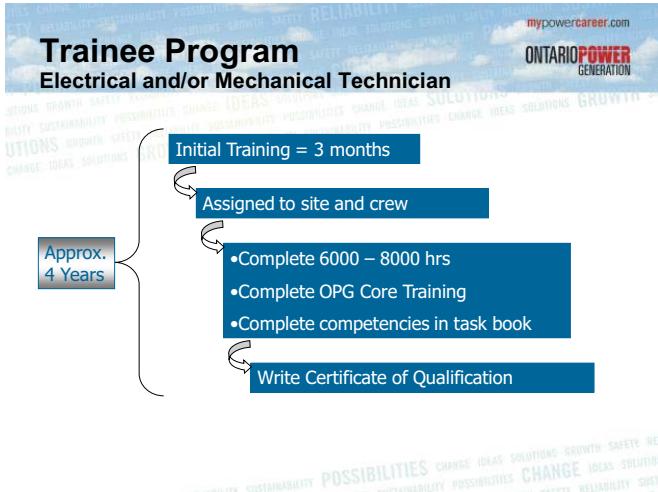
Consists of:

- ✓ Industrial Mechanic
- ✓ Millwright
- ✓ Mechanical Technician

What do I need?

	High School	Community College
Hydro, Thermal or Nuclear Operator	Grade 12 (U) Diploma • English • Mathematics • Physics or Chemistry	And/or 2 or 3 year Technician/Technologist Diploma ➤ Related program
Mechanical Technician Apprenticeships in Millwright	Grade 12 Diploma • English • Mathematics • Physics or Chemistry (both recommended)	+ 2 or 3 year Technician/Technologist Diploma • Industrial Mechanic Millwright
Electrical & Control Technician Apprenticeships in Electrical & Instrumentation	Grade 12 Diploma • English • Mathematics • Physics or Chemistry (both recommended)	+ 2 or 3 year Technician/Technologist Diploma Electrical or Instrumentation

*Confirm program requirements with Guidance Counsellor



New Development and Major Projects



Building Trade Unions across Northwestern Ontario utilized.

Stationary Alignment Caribou Falls Generating Station



Turbine Maintenance and Replacement of Runner



Hydro & Thermal Control Rooms

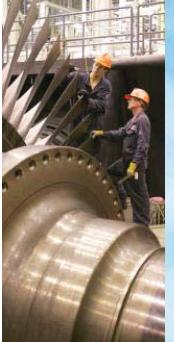


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RELIABILITY SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH

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Electricity is a Dynamic Sector



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- The Electricity Sector is a Dynamic Sector
- Join OPG and an industry where there is a lot of change and opportunity ahead.
- www.mypowercareer.com

RELIABILITY SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH

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RELIABILITY SUSTAINABILITY POSSIBILITIES CHANGE IDEAS SOLUTIONS GROWTH

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Questions??

Presentation – NorthStar Drilling / Cobra Drilling

Barb Courte
President







Drilling core samples



Cobra Drilling - Locally owned and Operated

Requirements for all new employees:

1. 5 Common Core Modules
2. Emergency First Aid Course
3. WHIMIS training
4. Propane Handling
5. Fall / Arrest Training and Information

Drillers must be helpers first – on the job training...



Cobra Drilling - Locally owned and Operated

Strength Required



- *physical lifting
- *mechanical ability
- *able to adjust to displacement
- *must be able to get along with crew



Cobra Drilling

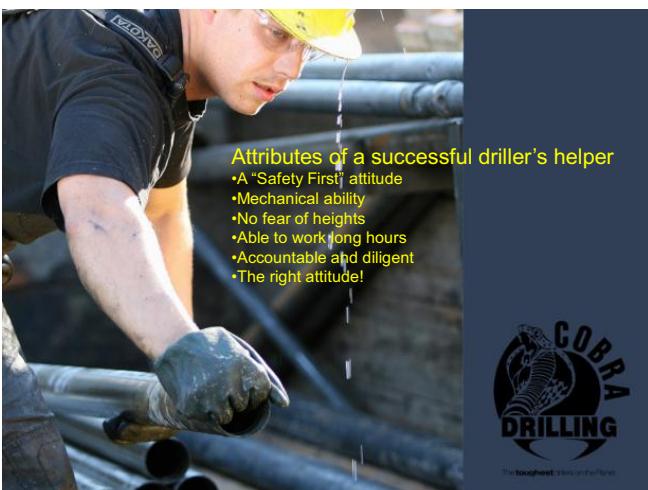
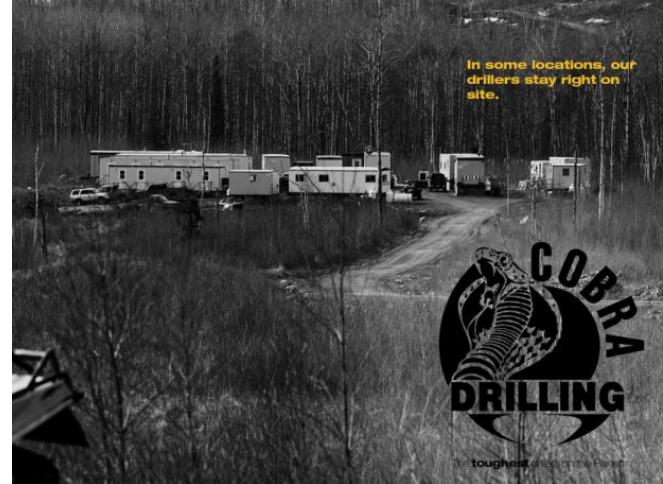
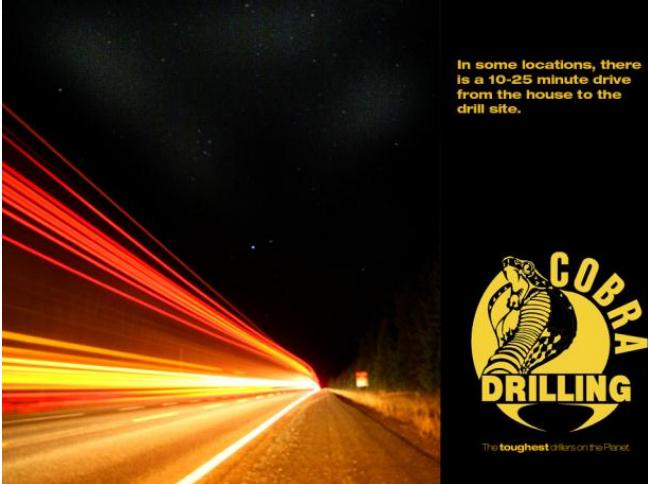
Drug Policy

Cobra Drilling's policy is 0 tolerance for drugs or alcohol while on-site. Dismissal occurs immediately.

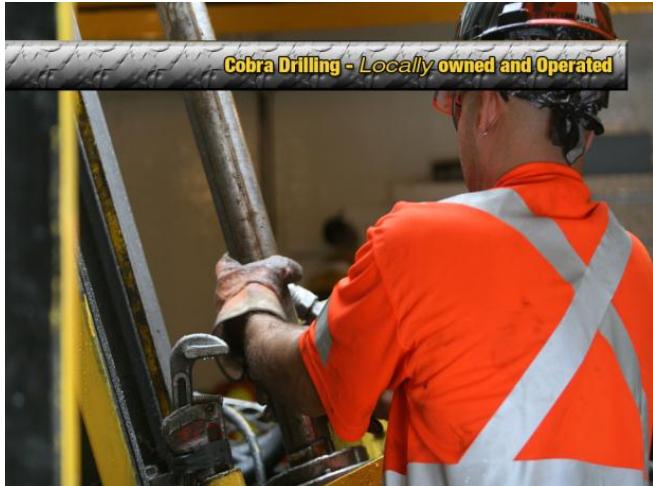




Drilling station at night



Moving a drilling station



extracting the core sample



2 man drilling team on the drill

A collage of three images. The top image shows a worker in an orange safety vest at a control panel. The middle image shows a stack of long, cylindrical core samples. The bottom image is a close-up of a worker wearing a hard hat and safety glasses. The collage is framed by a decorative border with the text "Cobra Drilling - Locally owned and Operated".

The Toughest
807.577.5399
705.498.9066
www.cobrldrilling.ca

North Superior
Equipment for the Job

Thank You - Barb Courte

Presentation – Victoria Inn Hotel and Convention Centre

Raymond Nadeau *General Manager*



Raymond Nadeau, General Manager of the Victoria Inn Hotel and Convention Centre, shared his very interesting career path within the hotel industry and insights into how he got to where he is today.

Raymond acknowledged the challenges he faced within the traditional teaching/learning school system. The Apprenticeship Program allowed him an opportunity to excel with hands-on learning and on-the-job training while earning an income at the same time. Raymond has worked in many different positions within the hotel industry which provided him the skills and knowledge he now possesses in his new role as General Manager.

Apprenticeship training provided Raymond with opportunities that he might not have had otherwise. Raymond learned the value of training new workers, team work; and because of his personal experience he puts great value on investing back into the program so that he can, in turn, provide learning opportunities for others.

Mission Employability V



Skilled Trades

in partnership with:



North Superior
Workforce Planning Board



Discussion Questions

1. What does a Skilled Trades person look like to you?
2. Why is it important to promote the pursuit of careers in Skilled Trades in Northwestern Ontario?
3. What do you think are some of the major human resource challenges companies face in providing apprenticeship opportunities?
4. What innovative things can be done so that students, parents and teachers are more aware of the opportunities for a career in Skilled Trades?

Discussion Questions

These questions were presented to the tables for discussion. Each table had a mix of employers, educators and students; each providing their personal point of view on the questions posed.

The following pages are a synopsis of the points during this discussion.



Question 1

What does a Skilled Trades person look like to you?

- ❖ Anyone - male or female, young or old.
- ❖ A hands-on worker / learner.
- ❖ Someone who earns a good living.
- ❖ Thorough in what they do, with attention to detail.
- ❖ Someone who is prepared physically and mentally.
- ❖ Someone who does not mind the elements (e.g. the environment).
- ❖ Good attitude - takes pride in their work, willing to learn, enthusiastic, motivated and confident.
- ❖ Down to earth and has common sense.
- ❖ Good work ethic - takes responsibility for their actions, respect for co-workers, attentive, works safe, dependable, time management.
- ❖ Technologically savvy.
- ❖ Attains the appropriate certifications.
- ❖ Realistic perspective (lots to learn) with a willingness to learn.
- ❖ Career minded/focused
- ❖ Acquired the appropriate transferrable skills: math, communication and problem solving.



Question 2

Why is it important to promote the pursuit of careers in Skilled Trades in Northwestern Ontario?

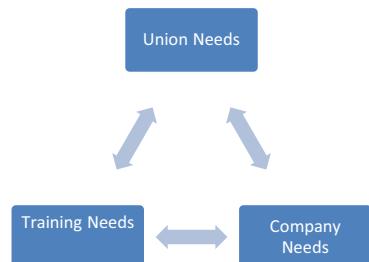
- ❖ Backbone of our society and economic growth (effects other community infrastructures)
- ❖ Lack of skilled workers because of retirement and not enough replacements and is a growing industry
- ❖ Need to attract and retain youth
- ❖ Employers need to be open and willing to take youth into trades and rescue them from high school
- ❖ Traditional jobs being lost while new jobs are being created
- ❖ To combat the stigma of skilled trades re: professional careers; blue collar vs. white collar
- ❖ Promote the fact that they are good paying jobs
- ❖ In turbulent economic times, many skills are transferrable and they will always be in demand
- ❖ Years are needed to pass on knowledge / skills
- ❖ Succession planning (someone is needed to fill shoes)
- ❖ Changing industry - diversified industries (result of diverse trades)
- ❖ Gives youth who are "good with hands" opportunities
- ❖ Mining and power generation will be predominantly trades-based
- ❖ High paying - low education jobs are gone
- ❖ Owners of businesses will also retire soon - options are available
- ❖ Economy is on upswing
- ❖ Resource superpower in NWO
- ❖ Expansion of economy in the north (i.e. mining, value added industry)
- ❖ Need trained workforce to attract industry (co-actively research)
- ❖ Give displaced or older worker retraining opportunities
- ❖ Improve / provide better quality of life



Question 3

What do you think are some of the major human resource challenges companies face in providing apprenticeship opportunities?

- ❖ Youth are sometimes viewed as not having matured or to have the life skills necessary (punctual, reliable, attentive, etc...)
- ❖ Cost and time to an employer and the fear that, once trained, they could leave or be 'poached' by a larger employer
- ❖ Stigma of the trades (dirty work)
- ❖ Lack of education about the trades - the importance of the trades
- ❖ Lots of good mechanical & trades people, but do not have the level of education to receive a certificate
- ❖ "Two eyes and no wisdom/vision" by management - all entered on the bottom line
- ❖ Lack of supervision available (high ratios of journeyperson to apprentice required)
- ❖ Amount of time necessary before truly proficient (up to 8 years)
- ❖ Operational (easier on employer to hire someone who's already fully trained)
- ❖ Some gaps in basic skills (math) - too strong a dependence on tools like calculators
- ❖ Need to be able to think on their feet
- ❖ Perception that it's better elsewhere (NWO is an awesome place to live)
- ❖ Need to conform to baby boomer's world
- ❖ Labour / management - hard to get placement in unionized environments
- ❖ Loyalty on behalf of employers breeds loyalty of employee and vice versa
- ❖ Stigma of: "not university = not as good" (peer influenced)
- ❖ Few spaces available for high numbers of applicants
- ❖ Expecting higher level of skill - can't afford to spend money on training when it has to be done earlier (e.g. WHMIS)
- ❖ Generation gap - first time that 4 generations will be in workplace at once
- ❖ Convince larger employers of the benefits
- ❖ "Service - service - service" has got to be the mantra
- ❖ Cycle: union's needs ⇔ company needs ⇔ training needs ⇔ union needs ...



Question 4

What innovative things can be done so that students, parents and teachers are more aware of the opportunities for a career in the Skilled Trades?

- ❖ More students to attend career fairs
- ❖ Presentations to schools by role models sharing their success stories
- ❖ Bring information on specific needs of sector to Guidance Counsellors, having their involvement would be critical to finding the pathways for the right students
- ❖ Engage mothers - most influential in the family
- ❖ Educate parents - flyers to go home about school programs (co-op, OYAP) and career opportunities
- ❖ Introduce Co-op options to students earlier in high school
- ❖ Very well paying jobs after apprenticeships (but also highlight the non-wage incentives: benefits, vacation, cost of living)
- ❖ Emphasis on ALL pathways available in high school (not just university)
- ❖ Generating interests and abilities to School College Work Initiative (SCWI) opportunities and OYAP programs
- ❖ Hands on experiences for women
- ❖ Skilled trades fair (similar to University Information Program)
- ❖ Encourage employers to send skilled workers who are women to attend skills work! For women networking and mentoring events
- ❖ Better job promoting existing school programs such as School College Work Initiative, Ontario Youth Apprenticeship Program and Specialist High Skills Major to not only students and parents, but other educators
- ❖ Marketing via TV, websites and social media campaign (Facebook, twitter) as often those that enter the trades are only due to a family connection, those outside aren't aware
- ❖ Efforts to break down barriers for women who wish to enter non-traditional trades
- ❖ Utilizing existing programs like Passport to Prosperity
- ❖ Language change about "blue" collar - it is acceptable as a career (perceptions)
- ❖ Tech education introduced earlier with more 'hands-on' learning
- ❖ A specifically designated tech school (like the Gron Morgan school)
- ❖ More academic (precision) blended in tech education (lots of knowledge is needed)
- ❖ Open Houses in schools; Employer in the Hall; Job Shadowing;
- ❖ Take Our Kids to Work (day program)
- ❖ OPG online profile building = GREAT IDEA





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...and



North Superior
Workforce Planning Board



Millwrights Union
Local 1151



Northwestern
Ontario Building
Trades

Mission Employability *Skilled Trades*



Thank you to all our partners, presenters and participants in our business-education-student forum on the Skilled Trades!

Skills Canada-Ontario
Ministry of Training Colleges and Universities
Ontario Power Generation
Northstar Drilling
Victoria Inn

Celebrating the Co-op Experience *Thinking Beyond the Classroom*



MINISTRY OF EDUCATION



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The Passport to Prosperity program increases the awareness of hands-on work related experiences, which in turn increases the involvement of employers and student interest.

Passport to Prosperity is an initiative operating out of the North Superior Workforce Planning Board/Commission de planification de la main-d'œuvre du Nord Supérieur that helps to provide real-world work experience to high school students. It is our mission to have Business and Education working together for the good of the community by assisting with the education of our students. Local businesses and industry are recruited to provide opportunities such as job shadowing, cooperative education placements, apprenticeships and other work experiences for students. Other ways for businesses to participate include guest-speaking at schools, mentoring or offering workplace tours.

To become involved contact:

Ryan Moore
107B Johnson Ave.
Thunder Bay, ON P7B 2V9

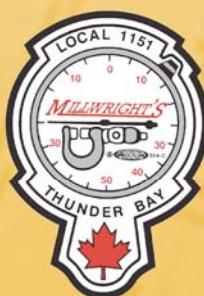
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PASSPORT to prosperity

in partnership with:



North Superior
Workforce Planning Board



Northwestern Ontario
Building Trades



For more information please contact the North Superior Workforce Planning Board at:

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