



Skills Training: Pre-Apprenticeship at Georgian College

➤ Agenda

- Introduction – Nha Clark
- Pre-Apprentice Program Overview – Nha Clark
- Bruce Power Overview – Chris Wasyliw
- CUSW Overview and work placement – Nathan DeGagne
- VPI Overview – Tina Wark
- YMCA Overview – Nicole Gouin
- Program Details – Nha Clark
- Q&A

➤ Pre-Apprentice Program Overview

- Level 1 Construction & Maintenance Electrician Pre-apprentice Program focuses on skills required to become an apprentice, with a secondary trade of Welding
- Program involves in-class/shop training held at Georgian College and paid work placement arranged through Canadian Union of Skilled Workers (CUSW)
- In-class portion of program runs May to September and the paid work placement runs from October to December
- Includes upgrading—particularly MATH--and job retention training



➤ Program Objectives

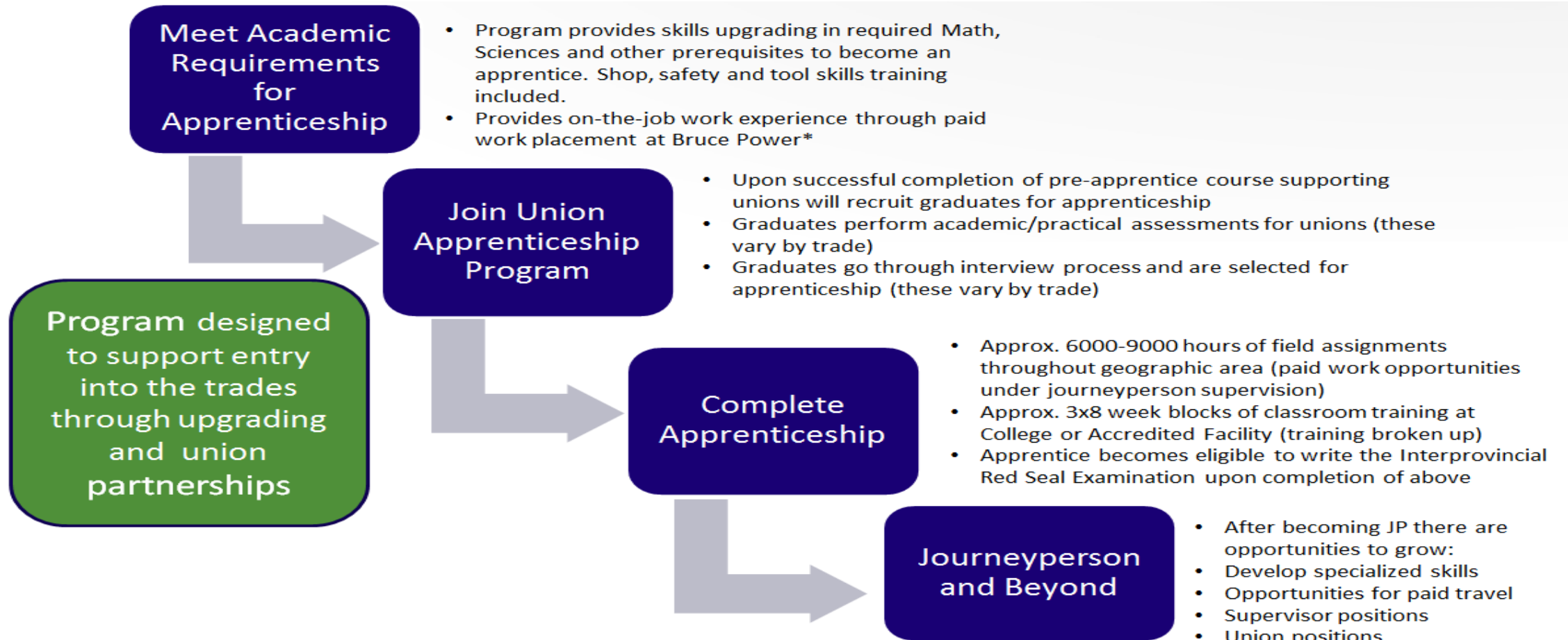
- Partnership with Bruce Power, Georgian College, BP Suppliers and CUSW to increase number of Electrical apprentices in Grey Bruce.
 - Provide a clear and direct pipeline to apprenticeship
 - Provide local training opportunities for local citizens
 - Upskill local residents to allow them to meet requirements to enter apprenticeship programs
 - Promote apprenticeship and trades as excellent career opportunities
 - Ultimately increase numbers of skilled journey-people in region
 - Provide well-trained pool of employees for unions, suppliers and Bruce Power

➤ Paid Workplace

- Paid work placement to be provided through CUSW. Majority will be at Bruce Power site through suppliers, provided Bruce Power security clearance is successful
- Students will work in Electrical trade for the duration of the placement
- 12 weeks duration
- Upon successful completion of the program and work placement, participants will be considered for apprenticeship by CUSW



Career Pathway to the Trades from Pre-apprentice Program



Bruce Power Overview

➤ Bruce Power Overview

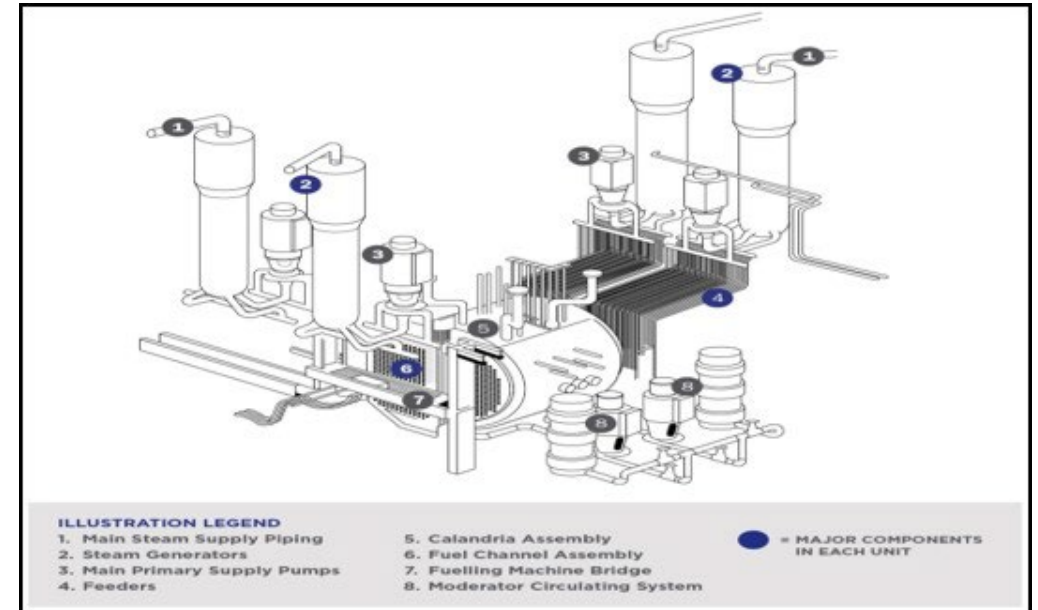
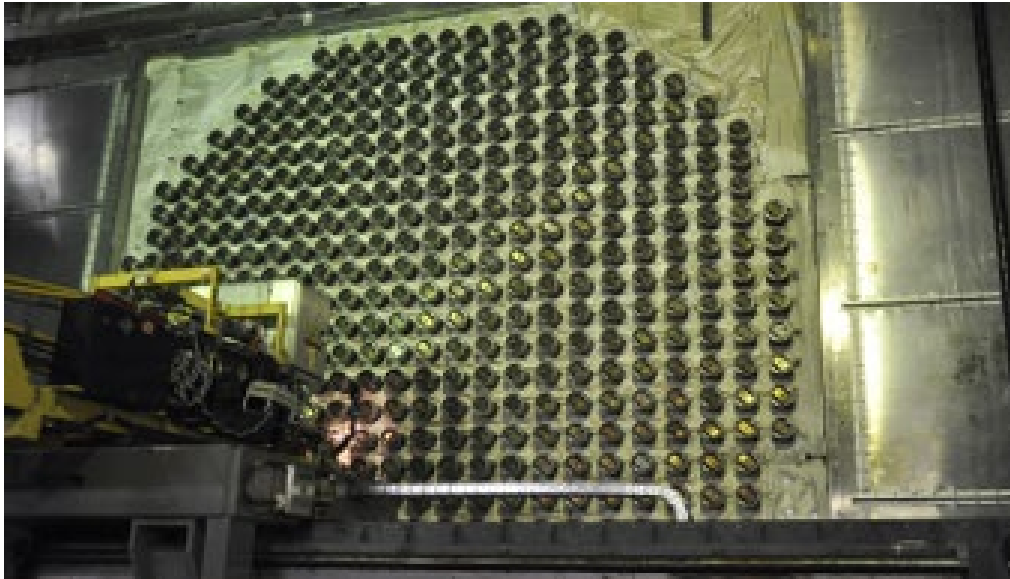
30%
of Ontario's
energy provided
by Bruce Power
annually, secured
through 2065




125
Years of construction

- ❖ Located in Tiverton Ontario, Bruce Power is North America's Largest Nuclear Generating Facility.
- ❖ Established in 2001, Bruce Power is Canada's only private sector nuclear generator, annually producing 30 per cent of Ontario's power at 30 per cent less than the average cost to generate residential power.
- ❖ We support 22,000 direct and indirect jobs annually across Ontario (Approximately 4,000 full time employees on site and approximately 2,500 construction jobs).
- ❖ All output sold under long-term contract to the Province up to 2064.

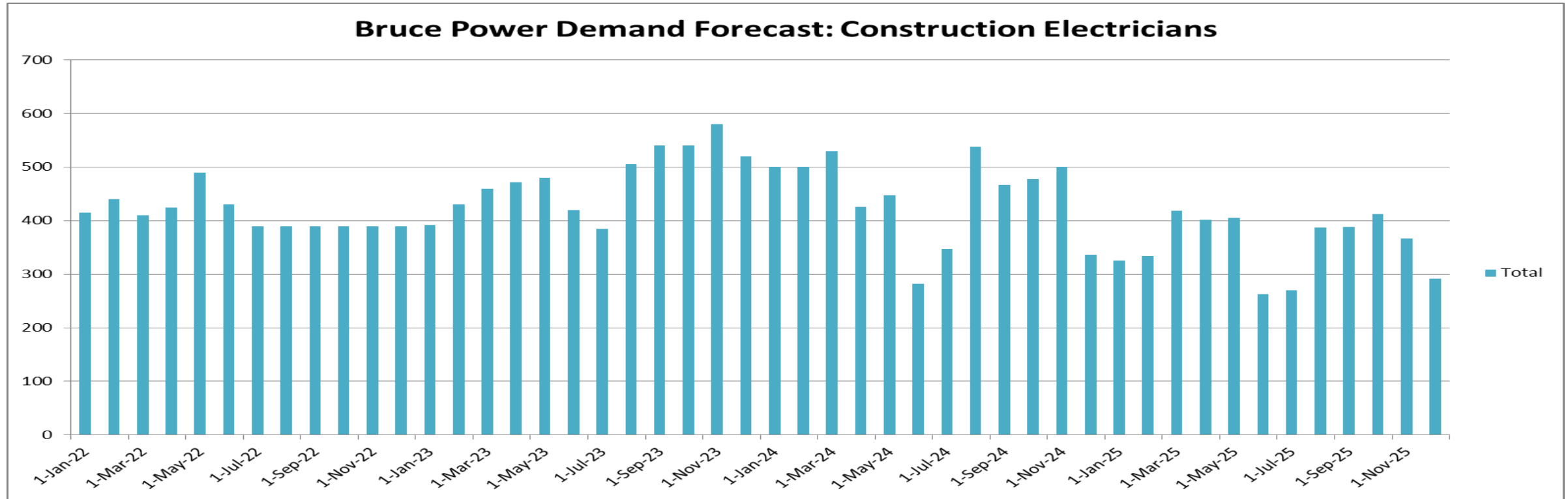
➤ Bruce Power Major Component Replacement (MCR) Project



- First reactor refurbishment on Unit 6 started January 17th 2020.
- Total of 6 units will be refurbished from 2020-2033.

- Long term labour planning is a key consideration.
- Opportunity to source employees locally is a key sustainability strategy for large, multi-year infrastructure projects.

Increasing Supply of Key Trades - Electrical



- Bruce Power's site is 90% unionized workforce
- Full Time Electricians or Shift Control Tech's are PWU represented

- Construction Electricians are represented by Canadian Union Skilled Workers (CUSW)
- Average demand across site for CUSW members is 500 +/-
- Lots of career pathways and options for members on site

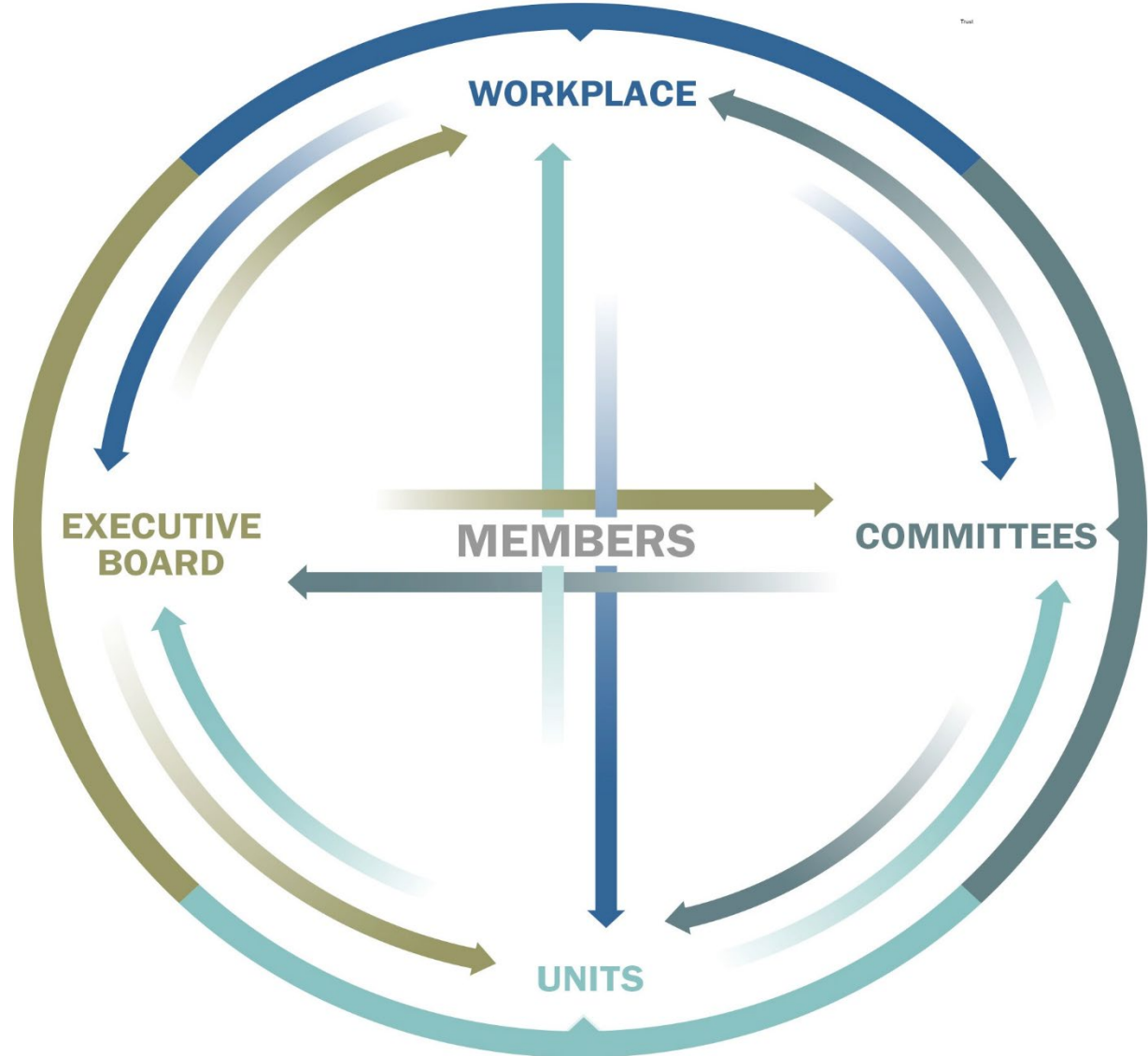
CUSW Overview

➤ Introduction to CUSW

- 21st century Union
- The Canadian Union of Skilled Workers was founded 20 years ago
- First meeting was January 16th, 1999
- Need for a new approach for working-people in Canada
- First ever member lead union where members are at the heart of every decision

Union Participation Model

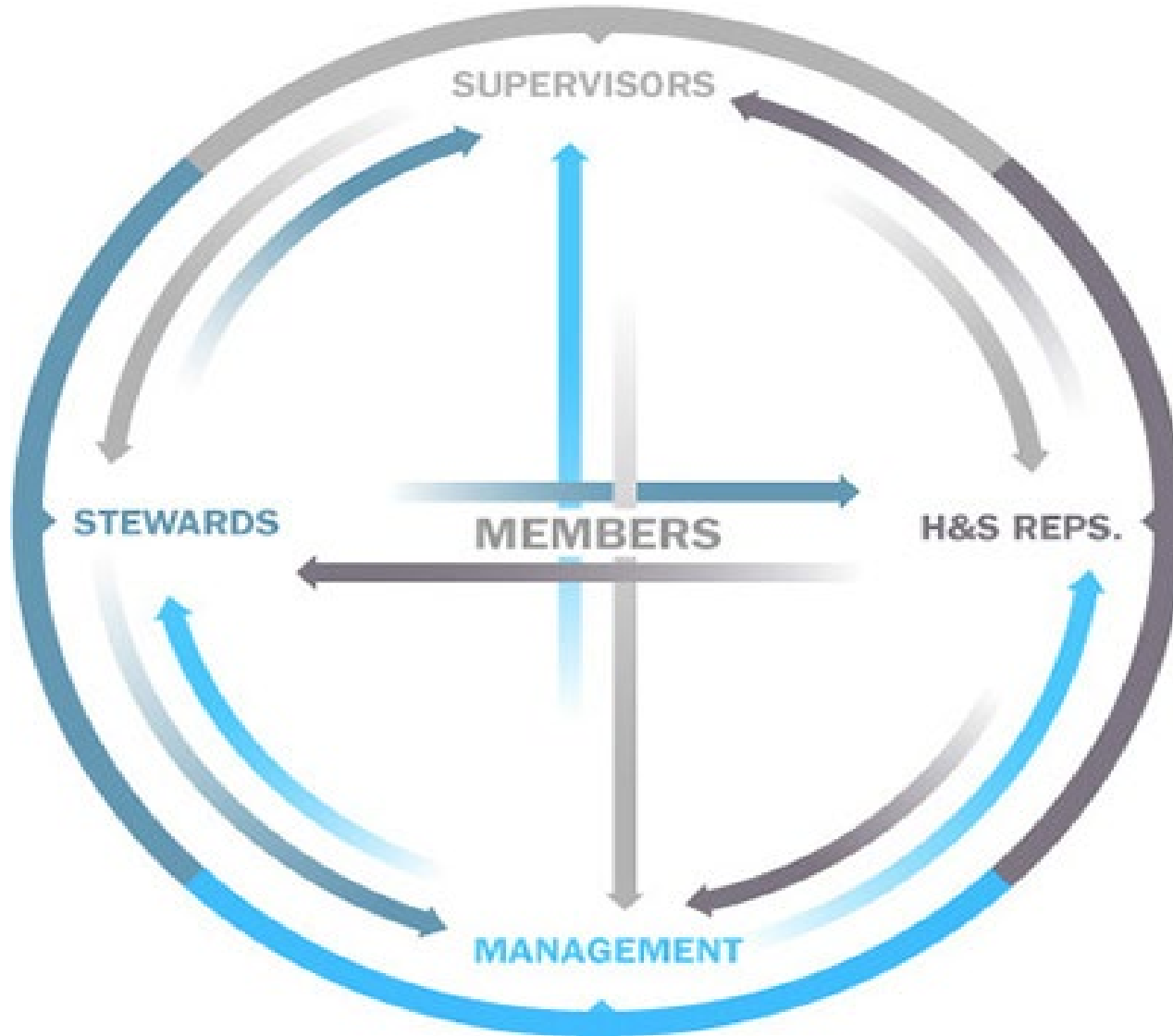
- Sets CUSW apart from traditional Unions
- Members are at the core of CUSW
- Members lead all decisions, policies and procedures
- 3000 current CUSW members
- 200 elected or appointed roles



CUSW Values and Beliefs

*Honesty Integrity, Fairness, Equality,
Respectful Treatment, Family
Consideration, Common Sense,
Decisions Benefiting the Members,
Decisions Promoting the Workers,
Involvement (including stakeholders),
Democratic Processes*





The Workplace Participation Model

- Front line of the membership
- Each Bargaining Unit is its own entity, their responsibility to resolve issues associated in their workplace
- Bargaining Units can have multiple Stewards and Health and Safety representatives

➤ **CUSW and Employer Relations**

- Employers are Partners
- Collaborative approach in CUSW activities
- Employers are contributing members of the Training Committees:
- Joint Powerline Training Committee
- Joint Electrical Training Committee
- Joint Mechanical Training Committee
- Joint Instrumentation and Control Committee

➤ **CUSW and Employers**



➤ CUSW Partnerships and Committees



THE ENERGY
ROUNDTABLE



VPI EMPLOYMENT SERVICES

Bruce County Employment Ontario Service Provider

**EMPLOYMENT
ONTARIO**

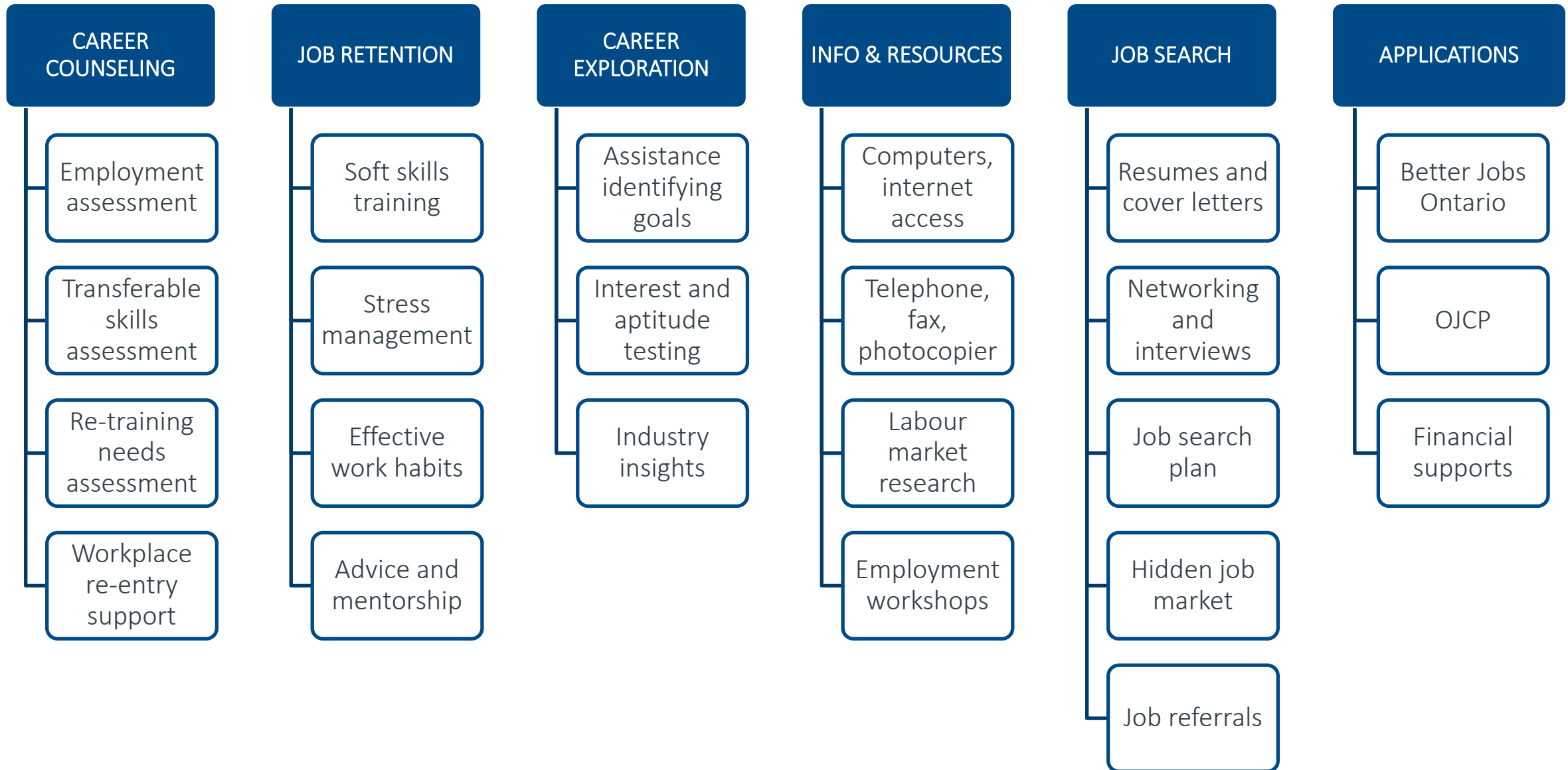
➤ Introduction to Employment Ontario

- Since 1988, VPI Working Solutions has helped job seekers and employers with their employment needs.
- As a service provider for the Ministry of Labour, Training and Skills Development (MLTSD), we facilitate several Employment Ontario programs to help the residents of Ontario find work and training opportunities for free.
- With over 17 locations across Southern Ontario including; Walkerton, Kincardine, Lion's Head, Port Elgin, Southampton, Tobermory and Wiarton – VPI has been helping Ontarians improve their job readiness so they can get back to work.

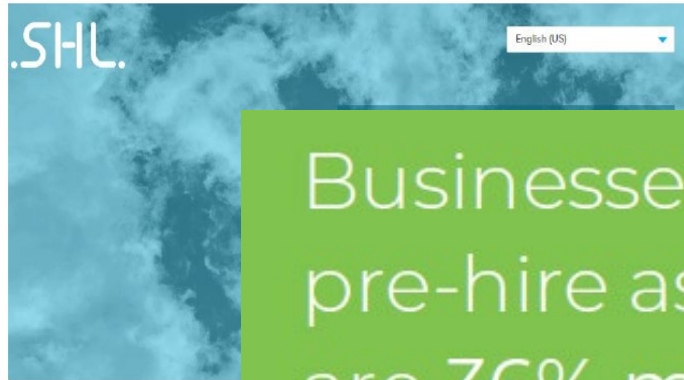
VPI Employment
Services

From job placement services to one-on-one career counselling, VPI has been helping people and local businesses **free** of charge for more than 30 years.

Overview of Supportive Services



SHL Skills Testing Software



Businesses that use pre-hire assessments are 36% more likely than all others to be satisfied with their new hires.

Pre-Hire Assessments: An Asset for HR in the Age of the Candidate
Zach Lahey, Aberdeen 2015

LinkedIn Learning



- Access 16,000+ expert-led courses
- 3 main categories of learning opportunities: Business, Creative & Technology
- FREE through VPI (Premium plans start at \$34.99/ month)
- Earn a certificate when you complete a course
- Receive course recommendations tailored to you
- Use project files and quizzes to practice while you learn
- View courses anytime on your computer or phone

Group Workshops

vpi-inc.com/events

Building self-
reliance

Career
advancement

Conflict
resolution

Disclosure of
disability

Health, safety
and employment
standards

Job
interviews

LinkedIn

Maintaining
mental health

Networking

Newcomers

Occupational
research

Resume and
cover letters

Second career

Self-Assessment
teamwork &
leadership

Customer Service
Excellence

Workplace
communication

Workplace
essential skills

➤ How we can help you

- One-on-one job search support including resume help, mock interview practice and more.
- Full support with completing applications.
- Provide assistance for all candidates in securing an apprenticeship program

VPI Employment
Services

Please visit our website...

[SIGN UP FOR OUR NEWSLETTER](#)



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PROGRAMS

VOCATIONAL &
ASSESSMENTS

[JOBS & EVENTS](#)

LEARNING
CENTRE

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FREE VIRTUAL WORKSHOPS

Facilitated LIVE by our team of
expert job support specialists.



EMPLOYMENT ONTARIO

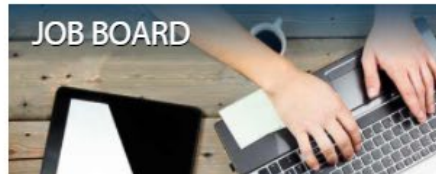
Your job is out there. We'll help you find it.

LEARNING CENTRE



Free online workshops

JOB BOARD



New jobs updated daily

EMPLOYER RESOURCES



News, templates, workshops & more

<https://www.vpi-inc.com/>

Contact us for help.

www.vpi-inc.com

519-881-4900
infowalkerton@vpi-inc.com

YMCA Overview



**YMCA of
Owen Sound Grey Bruce**

EMPLOYMENT SERVICES

We are committed to helping Job Seekers
and Employers in Grey County to meet their
employment needs.

Presented By:

Nicole Gouin
Employment Advisor

**EMPLOYMENT
ONTARIO**

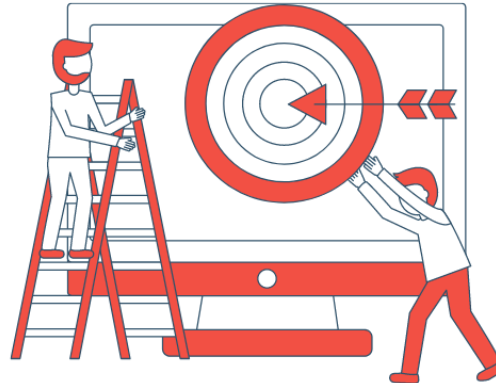




Employment Ontario Overview



provides Ontarians with access to services and supports so they can find and keep a job, apply for training and plan a career that's right for them



assists employers with their hiring needs and matches job seekers to available jobs



is a free service

**EMPLOYMENT
ONTARIO**



Job Seeker Supports

- **2 Resource Centres in Grey County**

Staff are available to assist with updating resumes, completing online applications, career exploration & job retention strategies

- **1:1 Support**

in person, by phone or online 1 on 1 job search assistance; achieve job goals; receive advertised & unadvertised job leads

- **Referral to other Employment programs**

Better Jobs Ontario, Youth Employment, Apprenticeship, Skills Development

- **Workshops & Tutorials**

Resume & Cover Letter Writing, Health & Safety, WHMIS*, Smart Serve*, Food Safety Training* and more

* small fee for certificate training, fee may be waived for registered clients





Job Seeker Supports

- **What does 1:1 support offer?**
 - ✓ Tailored support to individual needs
 - ✓ How to job search (where to find advertised and unadvertised jobs)
 - ✓ Create & update resumes and cover letters
 - ✓ Help you prepare for interviews
 - ✓ Career Exploration – develop career goals
 - ✓ Tips on how to safely return to work or start new employment
 - ✓ Retraining & skills upgrading





Employer Services

- **Apprenticeship Incentives**

help with recruiting an apprentice who is interested in a specific trade

provide training incentive and Employer Signing Bonus for employers who register new apprentices

We can help you connect with employers





Employment Services In Your Community

Grey County

YMCA of Owen Sound Grey Bruce Employment Services

945 3rd Avenue East, Suite 23 Owen Sound, ON N4K 2K8

425 10th Street Unit 7, Hanover ON N4N 1P8

Satellite Locations: Durham, Markdale, Flesherton, Dundalk,
Meaford, Thornbury

Virtual appointments available by request

Contact us! 519-371-9222 | employment@osgb.ymca.ca

**EMPLOYMENT
ONTARIO**

Program Details

➤ The Program Curriculum

- Upgrading math and computer
- Specific trades skills training (in shops and labs)
- 12 weeks work placement (paid)

- Safety training (including but not limited to):
 - Confined Space
 - Ladder and Scaffolding Safety
 - Working at Heights
 - WHMIS
 - Occupational Health & Safety
 - Industrial Regulations
 - Electrical Safety (in class and at Bruce Power)
 - First Aid & CPR
 - Tool safety
 - Job specific safety training (Orange Badge, GET at Bruce Power site)

➤ Program Funding and Requirement

- All tuition, books, safety equipment, tools and supplies are covered by program.
- All required upgrading training is funded by program.
- Travelling expense reimbursement
- ***Attendance is mandatory and all parts of the program must be successfully completed to be considered for work placement.***
- Work placement is paid.
 - Bruce Power paid work placement is dependent on successful completion of Bruce Power security clearance process

➤ Program Training Schedule

Weeks 1-11	Weeks 12-13	Weeks 14-22	Weeks 23-24
<ul style="list-style-type: none">Academic Upgrading (Math & Computer) 4 days per week	<ul style="list-style-type: none">Safety Training (BP)Working at HeightsFirst Aid Training 5 days per week	<ul style="list-style-type: none">Academic Upgrading (Math & Computer) 4 days per week	<ul style="list-style-type: none">Work placement - on site at Bruce Power or with alternative CUSW employer
<ul style="list-style-type: none">Electrical Theory, Print, & TechniquesWelding 5 day per week		<ul style="list-style-type: none">Electrical Theory, Print, & TechniquesWelding 5 day per week	

➤ **Candidate Criteria and Requirement**

- ✓ Must confirm you can pass Bruce Power security screening
- ✓ Grade 12 diploma required, grade 12 math must be completed by end of program
- ✓ Upgrading provided to those who don't meet grade 12 math requirement. CUSW apprenticeship requirements must be met prior to completion of program
 - Candidates must be successful in intake interview

How to Apply

- Review the application information carefully
- Create or edit your resume as needed
- Obtain your transcript
- Start thinking about documentation required for Bruce Power security screening
- Understand requirement to travel to Georgian College Owen Sound Campus for in-class portion of program and Bruce Power for paid work placement
- Submit your complete application by April 2nd

➤ Important Dates

Dates	Activity
April 2 nd (midnight)	Deadline for online application submission
April 11 th , 12 th , 13 th	Interviews and initial security screening
May 1 st	Program begins
October	Work placement begins
December	Program/Placement ends

Questions?