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

Meet Academic Requirements for Apprenticeship
- Program provides skills upgrading in required Math, Sciences and other prerequisites to become an apprentice. Shop, safety and tool skills training included.
- Provides on-the-job work experience through paid work placement at Bruce Power*

Join Union Apprenticeship Program
- Upon successful completion of pre-apprentice course supporting unions will recruit graduates for apprenticeship
- Graduates perform academic/practical assessments for unions (these vary by trade)
- Graduates go through interview process and are selected for apprenticeship (these vary by trade)

Complete Apprenticeship
- Approx. 6000-9000 hours of field assignments throughout geographic area (paid work opportunities under journeyperson supervision)
- Approx. 3x8 week blocks of classroom training at College or Accredited Facility (training broken up)
- Apprentice becomes eligible to write the Interprovincial Red Seal Examination upon completion of above

Journeyperson and Beyond
- After becoming JP there are opportunities to grow:
  - Develop specialized skills
  - Opportunities for paid travel
  - Supervisor positions
  - Union positions

Program designed to support entry into the trades through upgrading and union partnerships
Bruce Power Overview
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.
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
VPI EMPLOYMENT SERVICES

Bruce County Employment Ontario Service Provider
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.

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

**CAREER COUNSELING**
- Employment assessment
- Transferable skills assessment
- Re-training needs assessment
- Workplace re-entry support

**JOB RETENTION**
- Soft skills training
- Stress management
- Effective work habits
- Advice and mentorship

**CAREER EXPLORATION**
- Assistance identifying goals
- Interest and aptitude testing
- Industry insights

**INFO & RESOURCES**
- Computers, internet access
- Telephone, fax, photocopier
- Labour market research
- Employment workshops

**JOB SEARCH**
- Resumes and cover letters
- Networking and interviews
- Job search plan
- Hidden job market
- Job referrals

**APPLICATIONS**
- Better Jobs Ontario
- OJCP
- Financial supports
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
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
Please visit our website...

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 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
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
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
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
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

<table>
<thead>
<tr>
<th>Weeks 1-11</th>
<th>Weeks 12-13</th>
<th>Weeks 14-22</th>
<th>Weeks 23-24</th>
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<tbody>
<tr>
<td>• Academic Upgrading (Math &amp; Computer)</td>
<td>• Safety Training (BP)</td>
<td>• Academic Upgrading (Math &amp; Computer)</td>
<td>• Work placement - on site at Bruce Power or</td>
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<tr>
<td>4 days per week</td>
<td>• Working at Heights</td>
<td>4 days per week</td>
<td>with alternative CUSW employer</td>
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<td>• First Aid Training</td>
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<td>5 days per week</td>
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<tr>
<td>• Electrical Theory, Print, &amp; Techniques</td>
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<tr>
<td>• Welding</td>
<td>Techniques</td>
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<tr>
<td>5 day per week</td>
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<td>5 day per week</td>
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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 2\textsuperscript{nd}
## Important Dates

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<th>Dates</th>
<th>Activity</th>
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<tr>
<td>April 2(^{nd}) (midnight)</td>
<td>Deadline for online application submission</td>
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<tr>
<td>April 11(^{th}), 12(^{th}), 13(^{th})</td>
<td>Interviews and initial security screening</td>
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<tr>
<td>May 1(^{st})</td>
<td>Program begins</td>
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<tr>
<td>October</td>
<td>Work placement begins</td>
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<tr>
<td>December</td>
<td>Program/Placement ends</td>
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Questions?