



Pre-Apprenticeship 2024-25 Information Sessions

➤ Agenda

- Introduction
- Pre-Apprentice Program Overview
- Bruce Power Overview
- CUSW Overview and work placement
- VPI Overview
- YMCA Overview
- Program Details
- Q&A

➤ Pre-Apprentice Program Overview

- Level 1 Construction & Maintenance Electrician Pre-apprentice Program for 24 students focusing 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 the Canadian Union of Skilled Workers (CUSW)
- In-class portion of the program runs May to October and the paid work placement runs from October to early January
- Includes upgrading—particularly MATH--and job retention training



➤ Program Objectives

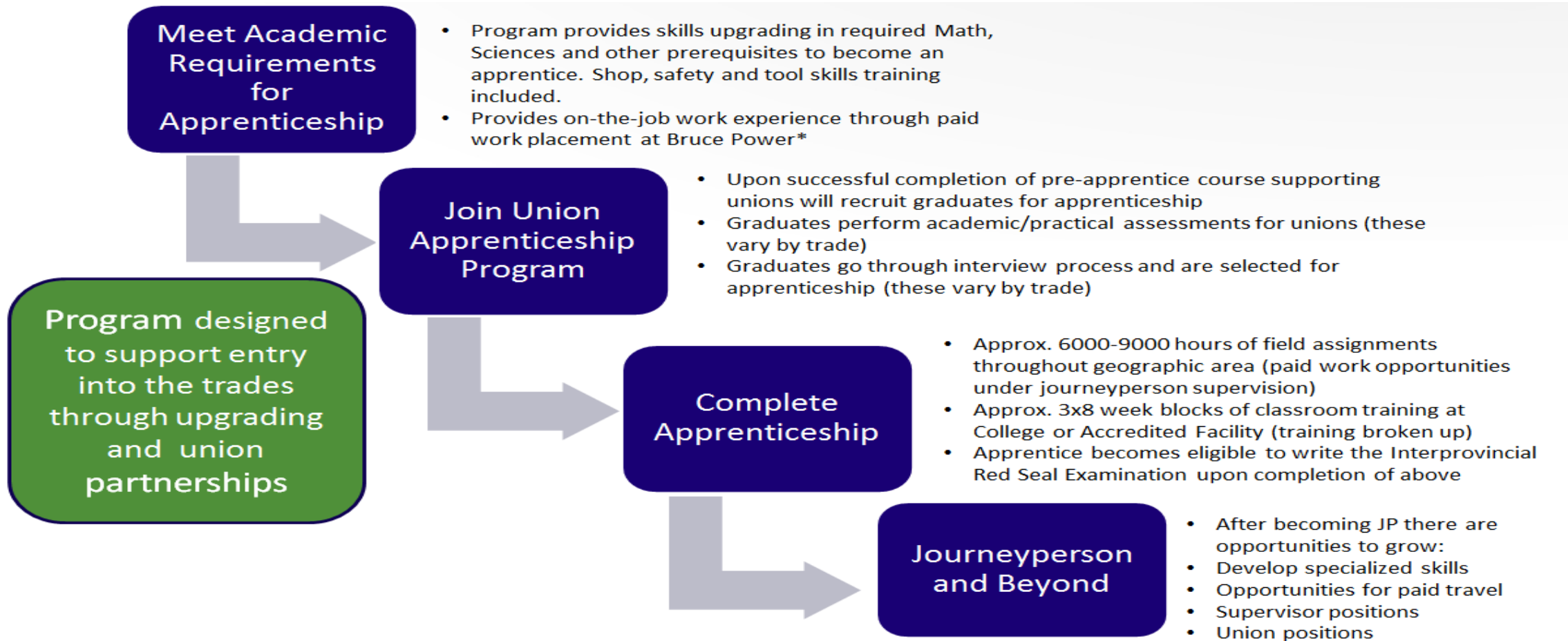
- Partnership with Bruce Power, Georgian College, BP Suppliers and CUSW to increase number of Electrical apprentices in Grey Bruce.
 - Provide a clear and direct pipeline to apprenticeship
 - Provide local training opportunities for local citizens
 - Upskill local residents to allow them to meet requirements 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

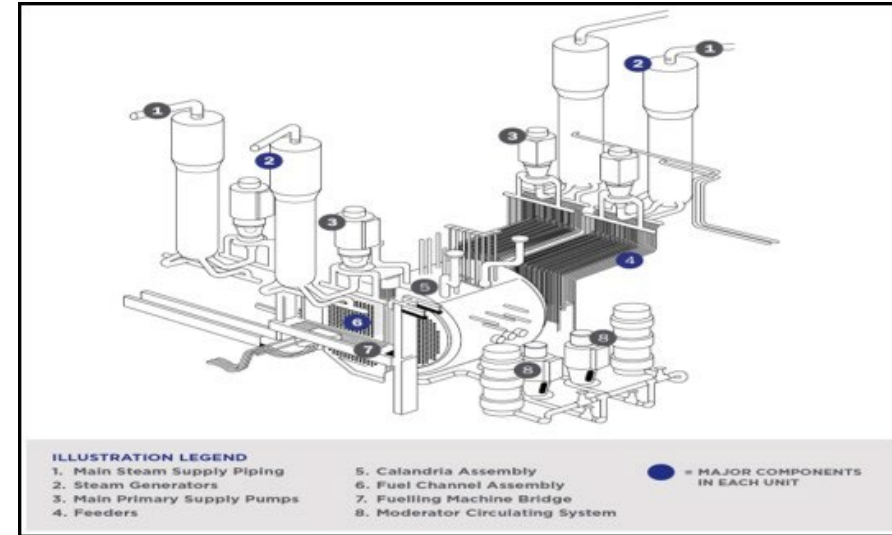
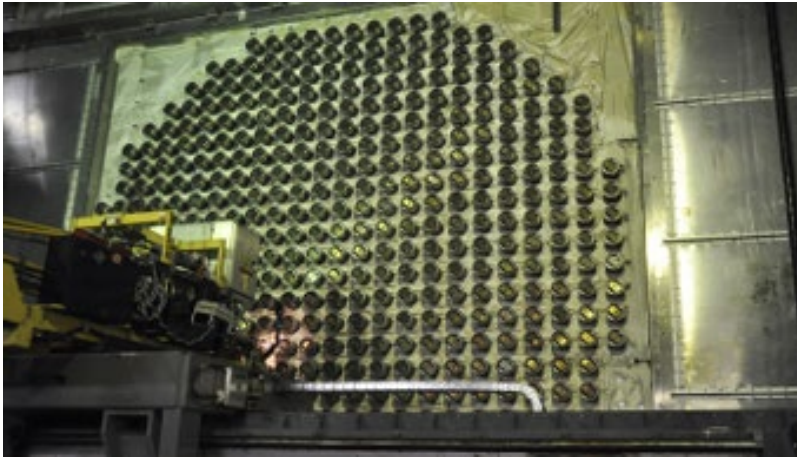
30%
of Ontario's
energy provided
by Bruce Power
annually, secured
through 2065



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.

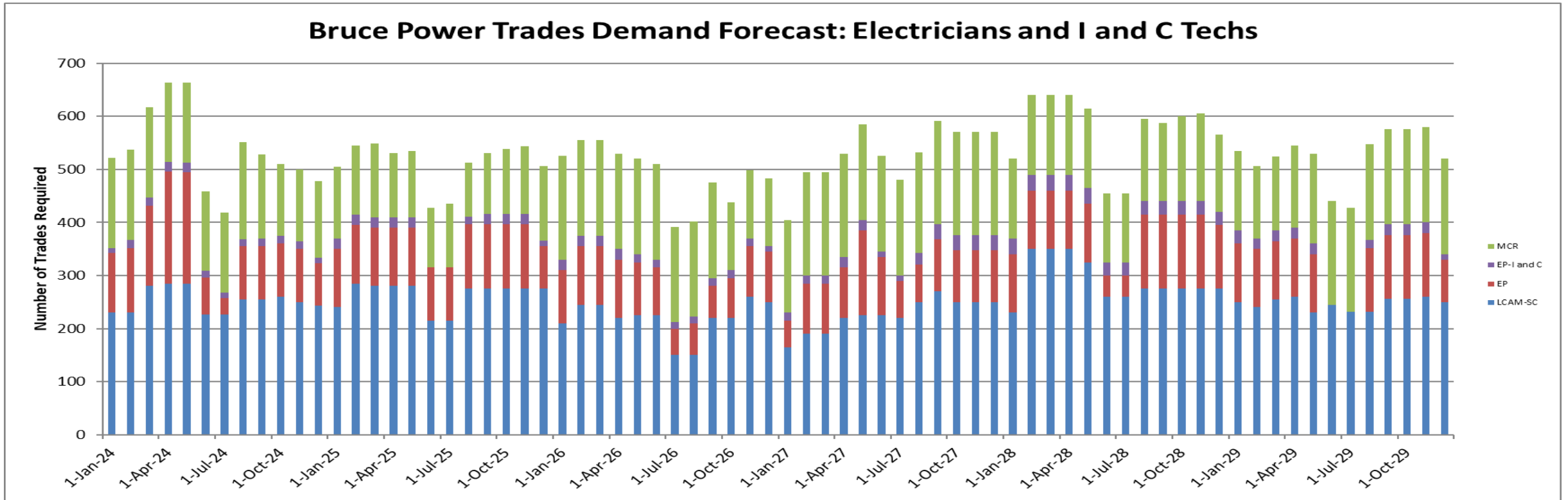
➤ Bruce Power Major Component Replacement (MCR) Project



- First reactor refurbishment on Unit 6 started January 17th, 2020, and was completed in September 2023
- Unit 3 is currently in progress with an anticipated completion of 2026.
- 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

CANADIAN UNION OF SKILLED WORKERS



➤ History

- First meeting was January 16th, 1999
- 21st Century Union
- New approach for working people in Canada
- First-ever member lead union where members are at the heart of every decision
- Democratic process led by member decisions through a bottom-up structure
- The Canadian Union of Skilled Workers is celebrating its 25th Anniversary

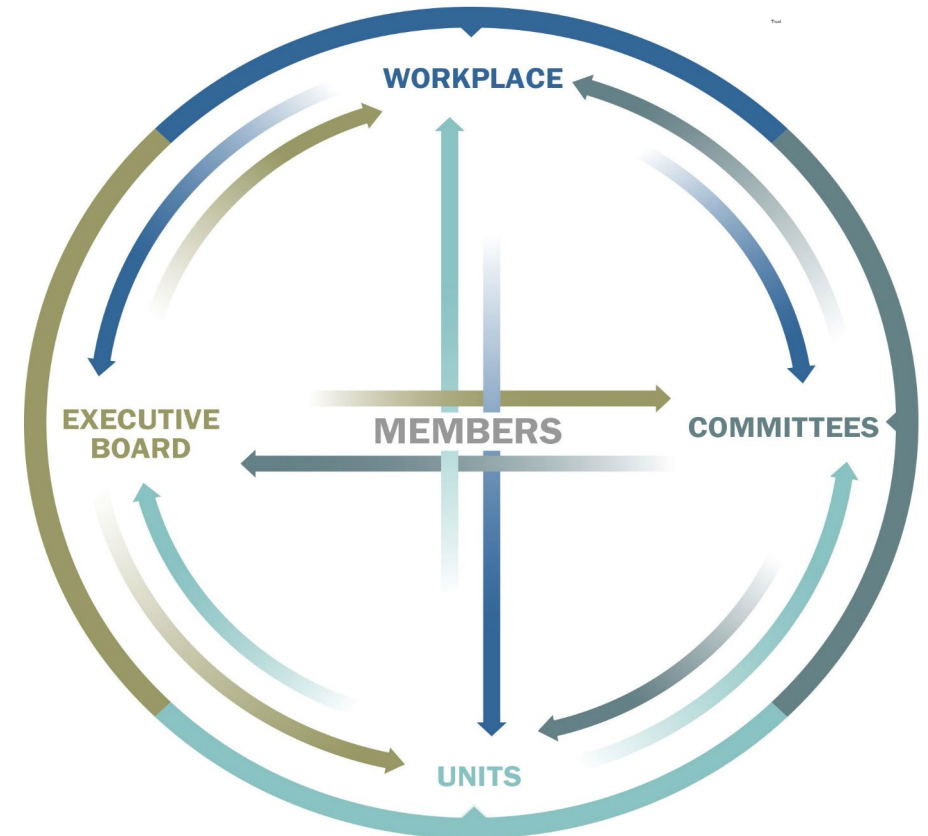
➤ Values and Beliefs

- ▶ The Canadian Union of Skilled Workers (CUSW) has a long history of standing up for workers, protecting their rights, ensuring safe working conditions, good pay, and benefits for our members
- ▶ CUSW Values and Beliefs as outlined by our constitution

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

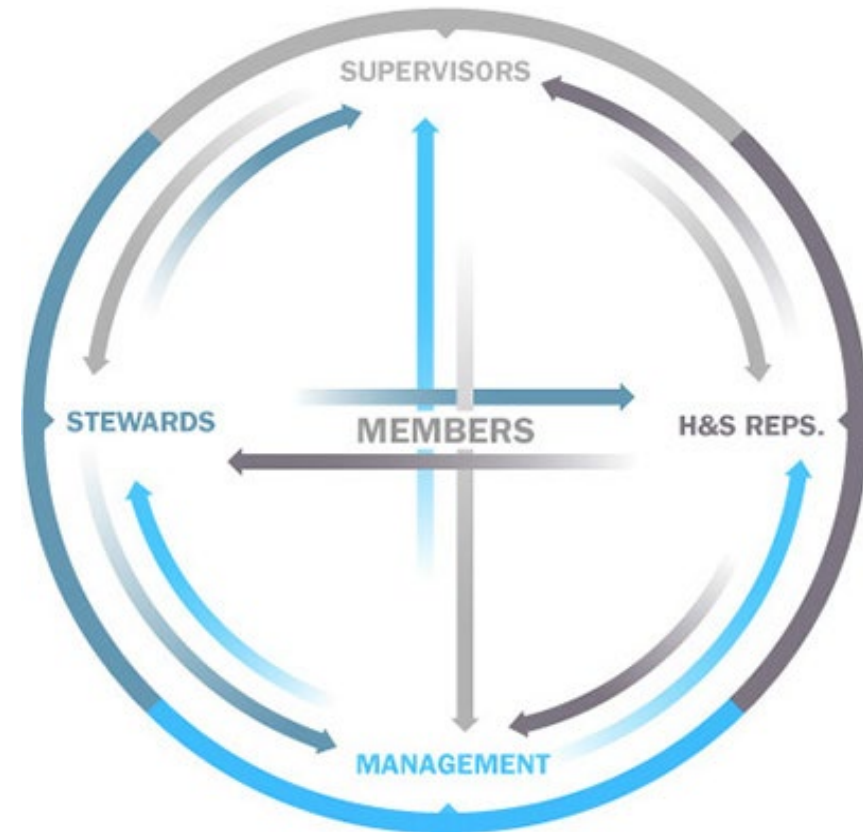
➤ Union Participation Model

- Sets CUSW apart from traditional Unions
- Members are at the core of CUSW
- Members lead all decisions, policies and procedures
- Over 4000 current CUSW members
- More than 200 elected or appointed roles



➤ 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
- Members can participate in all aspects of the workplace; as union representatives, supervisors or management



➤ CUSW and Employer Relations

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

CUSW Employers





Overview

➤ 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.



➤ How we can help

- 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



YMCA Overview





YMCA of
Owen Sound Grey Bruce

EMPLOYMENT
ONTARIO

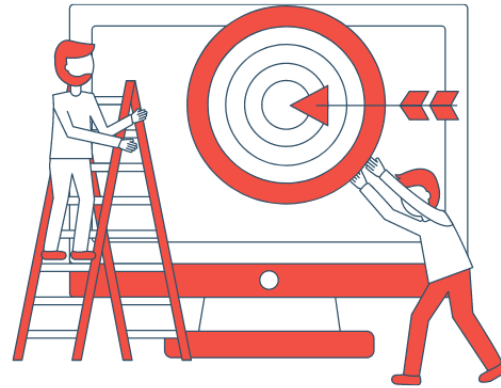
EMPLOYMENT SERVICES

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





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

- **Employment Advisors**

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

- **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

- **Employment Advisors**

- ✓ Provide one-on-one assistance
- ✓ 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
- ✓ Assist with applying to Employment Insurance
- ✓ Tips on how to safely return to work or start new employment
- ✓ Retraining & skills upgrading





Employer Services

- **Hiring Incentives**

- help offset the cost of training new employees
 - incentives to hire high school students to fill summer positions, or part-time positions during after school hours and weekends

- **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





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

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 the program.
- All required upgrading training is funded by the program.
- Travelling expense reimbursement
- Financial assistance for eligible applicants
- ***Attendance is mandatory and all courses 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 program courses & Bruce Power security clearance process

➤ Program Training Schedule

Weeks 1-7	Weeks 8-9	Weeks 10-22	Weeks 23-34
<ul style="list-style-type: none"> Academic Upgrading (Math & Computer) <p>3 days per week</p>	<ul style="list-style-type: none"> Safety Training (BP) Working at Heights First Aid Training <p>4 days per week</p>	<ul style="list-style-type: none"> Academic Upgrading (Math & Computer) <p>3 days per week</p>	<ul style="list-style-type: none"> Work placement – on-site at Bruce Power or with an alternative CUSW employer
<ul style="list-style-type: none"> Electrical Theory, Print, & Techniques Welding <p>5 day per week</p>		<ul style="list-style-type: none"> Electrical Theory, Print, & Techniques Welding <p>5 day per week</p>	

➤ Candidate Criteria and Requirement

- ✓ Must confirm you can pass Bruce Power security screening
- ✓ Grade 12 diploma required, grade 12 math must be completed by the end of the program
- ✓ Upgrading provided to those who don't meet grade 12 math requirements. CUSW apprenticeship requirements must be met before completion of the program
 - Academic Assessment at intake
 - 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
- Complete application form
- Submit your complete application to OwenSoundPreApp@GeorgianCollege.ca by April 14th
- Start thinking about the documentation required for Bruce Power security screening
- Understand the requirement to travel to Georgian College Owen Sound Campus for the in-class portion of the program and Bruce Power for paid work placement

➤ Important Dates

Dates	Activity
April 14 th by 11:45pm	Deadline for online application submission
April 23 rd , 24 th , 25 th	Interviews and initial security screening
May 6 th	Program begins
October 7 th	Work placement begins
January 10 th	Program/Placement ends ~2 week closure at Christmas



Georgian

Questions?