

Learning Power

YOUR TRADES
TRAINING
RESOURCE

JUNE 2008

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Substation Electricians:

An Excellent Opportunity That Will Enhance & Energize Your Career

Do you have the desire and drive to pass on valuable knowledge and teach others about the electrical trade?

Do you wish to unite with our provinces top training team and contribute to our industry's success by providing quality electrical training?

If you answered yes, we are looking for you.

Hydro One is looking for a "Temporary Instructor" to teach week three of The MEARIE Group's Substation Electrician Level One course in Orangeville.

The successful candidate will have completed The MEARIE Group's Substation Electrical Apprenticeship (or equivalent), and will require good leadership characteristics and personal skills.

The "Temporary Instructor" will be given full support and materials by the Hydro One team so they can pass on their proven skills and acquired knowledge. The material to be delivered will include A.C. & D.C. Motor Theory, including Practical Lab Exercises and Troubleshooting projects.

The successful candidate must be available to job shadow, participate and "sit in" during the scheduled training on August 11 - 29, 2008. This observation and job shadow support will prepare the instructor candidate for their delivery of the course in week three. If suitable, the Instructor will teach the next available session in December 2008.

This is an excellent opportunity to enhance your career while expanding your skills and sharing your knowledge & experience with others.

For immediate consideration, all interested candidates should forward a letter of interest including their qualifications and work details by **July 18th** to:

Nancy Harper
Hydro One - Work Methods & Training
125 C Line
Orangeville, Ontario L9W 3V2

Or email to:
nancy.harper@hydroone.com



If you are interested in sharing your feedback with us or have suggestions for future issues, please contact Bessie Christophilakis, Editor, at The MEARIE Group at bchristophilakis@mearie.ca. We look forward to sharing training information with you in future editions of LearningPower.

Ministry Releases Special Report

The Impact of Expanding Compulsory Certification to Voluntary Trades

Last year John Milloy, Minister of Training, Colleges and Universities, along with the government of Canada, appointed T.E. Armstrong Consulting to explore the impact of expanding compulsory certification to those skilled trades that are now voluntary. Armstrong was asked to consider the effects compulsory certification could have on the following:

- Health and safety
- Registration of new apprentices
- Number of apprentices who complete trades training
- Consumer protection
- Economic impact and costs
- During February 2008, Hydro One stakeholders were among 400 people that attended the six focus group meetings and provided written submissions regarding compulsory certification. Armstrong has now completed the long awaited report and has prepared recommendations based on his research and the critical input from the participating stakeholders (various associations, apprentices, employees, unions and training delivery agents). The report was delivered to MTCU (Ministry of Training, Colleges and Universities) at the end of May.

Over the next month, Minister John Milloy and officials will review these recommendations. Some of the key findings and recommendations

from the report include:

- Health and Safety - The report concludes that health and safety performance should improve in compulsory vs. voluntary trades. "This assumes that health and safety training continues to be a component of the standards for compulsory trades."
- Consumer Protection – There is a lack of hard evidence as to whether consumers have greater protection when trades are made compulsory. Instinct, supported by experiential evidence from a number of stakeholders, supports the inference that the tendency will be for enhanced consumer protection if work is performed by a compulsory-certified tradesperson.

Economic Impact - Compulsory certification is likely to lead to higher wages within the affected trade. However the net cost to employers is almost certain to be lessened when certain offsetting items are factored in, including productivity gains, retention benefits, reduced risk of skill shortages, etc.

Armstrong's proposed recommendations could have the potential to take trades certification to a whole new level in Ontario. In his summary, Armstrong presents two viable approaches with respect to the "decision framework" as well as several specific recommendations making voluntary trade certification compulsory. He writes,

"This inquiry has led me to the conviction that there is substantial potential to improve and enhance the standing and effectiveness of apprenticeship trades and their continued,

strengthened contribution to the growth of the Ontario economy." More specifically, Armstrong recommends the following:

- That the MTCU consult with trades & industry stakeholders to establish an all trades governance body, a College of Trades. This governance body should establish a trades advisory panel to deal with applications for compulsory certification status, in light of a comprehensive and relevant set of criteria.
- Alternatively an advisory panel could be established in advance so that outstanding applications for compulsory status can be dealt with expeditiously. Further, that the advisory panel be made a permanent all-trades governance institution.

Armstrong does not provide a clear final solution, and there are no easy answers in how to expand compulsory certification for the Ontario trades. There are numerous factors to consider, from barriers and challenges, to opportunities and enhancements for Ontario's trades.

To view complete details on findings, comparisons, considerations, data, records and recommendations, visit the ministry's website at www.edu.gov.on.ca/eng/ccr/index.html To share and submit any comments, email compulsory.certification@ontario.ca.

The MEARIE Group and Hydro One will keep you updated on any changes and updates to the Compulsory Certification Project as they occur.



KLEINBURG 2008

Commitment to Training, Commitment to The Future of Ontario Utilities

The MEARIE Group and Hydro One continue to work together to set high standards for training and safety at the Kleinburg Training Centre. Our partnership and knowledgeable trades resources are providing quality training and tools with a commitment to performance and future direction.

. . . 2008 training enrollment

Currently the Kleinburg Centre averages 126 students a week, with 21 trainers on site each week.

Here is a look at our MEARIE/Hydro One trades technical training numbers for 2008 so far:

Powerline Technician Program

- 335 in MEARIE program
- 650 total, includes Hydro One
- 250 additional seasonal technicians

Metering Technician Program

- 40 in MEARIE program
- 80 total, includes Hydro One

Engineering & Construction Services

- 100 enrolled

Increased interest is welcomed and necessary for the future of the trade. The MEARIE Group in partnership with Hydro One, is prepared to accommodate and expand and is committed to ensuring the trades have the best training site in the province, and even the country.

. . . 2008 training equipment

The commitment continues as Kleinburg has made several additions to all trades technical training programs. Land usage, equipment, classrooms and learning materials are monitored and assessed to ensure quantities and quality meet with the rising training demand. Here are the latest notables at the training site:

- Access to 30 crew cabs to transport students to the training fields
- Access to 20 large unit bucket trucks and RBD's for training purposes.
- 1.7 km of roadway in distribution training fields

- the addition of 70 to 80 poles that will enable a wider range of tasks and provide multi-levels of voltage
- the addition of more roadways to the transmission structures
- the addition of 3 more transformers which will offer a wider range of transmission functions

. . . Trades training sites

In addition to training delivered at the Kleinburg site, formal trades training also takes place at facilities located in Orangeville, Smith Falls, Richview and Oakville. Additionally, training can be delivered at the clients location when practical

. . . 2008 training team

The commitment continues, but now it involves a great big team. Have you ever heard someone tell you "it takes a whole village to raise a child"? Well in our industry we are lucky to have one big PROVINCE to help raise and train the future skilled trades teams of tomorrow.

We would like to acknowledge the trainers who come from across the province to facilitate, share, develop and provide direction for the training crew members. Without their expertise and knowledge base we would not be able to achieve the high standards of learning and learning results.

We would also like to acknowledge the utilities that "share" these trainers with MEARIE and Hydro One. We understand the commitment that goes with the release of an expert crew member, supervisor or manager for several weeks so that they can dedicate the time to training future associates. This is how it takes an entire province to help raise and train the future trades teams of tomorrow. Thank You!

Instructors	Course	Utility
Wayne Dyce Carl Billiald	Lines	Centre Wellington Hydro
Rob Elliott*	Lines	Enersource
Val Ward	Lines	Enwin Powerlines
John Laurysen	Lines	Guelph Hydro Electric System
Brian Elliott Kevin Guzzo Jeff Nicol Brian Ross John Selkirk	Lines	Horizon Utilities, (Hamilton & St.Catharines)
Ken Wittenberg*	Lines	Newmarket Hydro
Chuck Climenhage* Ron Campaigne Brian Hunt *	Lines	Niagara Peninsula Energy
Todd Stover*	Lines	Powerstream
Rex Allen Bill Miller	Lines	Waterloo North Hydro
Jim Stinson	Underground	Horizon Utilities Corp. (Hamilton)
Larry Sullivan	Substation	Oshawa PUC Networks
Ross Johnson	Substation	Contractor
Mark Bax*	Metering	Erie Thames Powerlines
James McGill*	Metering	Hydro One Brampton Networks
Randy Trudell	Metering	Hydro One
Mike Pletch*	Metering	Waterloo North Hydro

***New trainers in 2008. Welcome to the team!**

ONTARIO POWERLINE TECHNICIAN APPRENTICES

Be Part of a Designated Red Seal Trade

Did you know while you are pursuing a career as a Powerline Technician you can receive financial government assistance with the Apprenticeship Incentive Grant. You can also receive interprovincial recognition with the Red Seal Trade certification program. Read on to find out the highlights about these programs.

What is the Apprenticeship Incentive Grant (AIG)?

The Apprenticeship Incentive Grant (AIG) is a taxable cash grant of \$1,000 per year, to a maximum of \$2,000 per person. The grant is available to registered apprentices once they have successfully completed their first or second year/level (or equivalent) of an apprenticeship program in a "Red Seal trade".

How & When to Apply for the AIG . . .

Eligible powerline apprentices are able to apply for the AIG now.

You can apply for the grant if you have completed your in-school technical and on-the-job training for the first or second year/level (or equivalent) of your apprenticeship program. You will have until June 30 of the subsequent calendar year to submit your application.

For additional details and documentation please visit www.servicecanada.gc.ca.



Application forms for the AIG are available at Service Canada Centres and on their website. Service Canada is responsible for processing the application and delivering the cheques. Supporting documentation will be required and is available through Hydro One Work Methods & Training.

For additional details on both the AIG and RED SEAL, please visit both www.servicecanada.gc.ca, and www.red-seal.ca.

Hydro One and The MEARIE Group offer prep course for Red Seal Certification

The Canadian Council of Directors of Apprenticeship (CCDA) which is responsible for administration of the Interprovincial Standards Red Seal Program, has designated the powerline trade for Red Seal recognition.

The Government of Canada supports apprenticeship by working with Ontario and all other provinces and territories through the CCDA. At this time, the Powerline Red Seal certification, allows qualified technicians to practice their trade in Ontario or any other province across Canada without having to write additional examinations.

The MEARIE Group and Hydro One Training are working to strengthen the trade workforce in Ontario by supporting interested skilled technicians pursuing a career in the electricity sector. This year we introduced a new course designed to assist Apprentice

Powerline Technicians who are interested in writing the Red Seal exam. The course provides a thorough refresher of theoretical knowledge of core skills and competency levels.



Participants will be required to demonstrate their ability by answering both verbal and written questions pertaining to the Powerline Technician Apprenticeship Program. One of the key benefits in taking this course is the exam. Participants will write a practice exam that mirrors the Red Seal Exam.

This is an excellent prep tool and refresher of all four levels.

This 2-day course is ideal for established Apprentices who want to learn more about the Red Seal certification process and exam. The course will cover the following topics:

Day 1

- Red Seal Introduction
- Red Seal Exam Process
- Review of Core Skills

Day 2

- Write 3 hour Practice Test
- Review Practice Test
- Review Red Seal Application Process

Prerequisites: Successful completion of Powerline Technician, Level IV

For more information, contact Hydro One Work Methods & Training, Nancy Harper at 1-877-647-28762 ext. 2012. For complete details on this and all trades technical courses offered by The MEARIE Group, visit our website at www.mearie.ca.