

Co-op Diploma Apprenticeship Programs

**Automotive Service Technician/Motive Power
Technician**

**Heavy Duty Equipment Technician/Motive Power
Technician**

Truck & Coach Technician/Motive Power Technician

Centennial College

Denise Devlin-Li

Overview

- Four campuses located in Toronto
 - Centre for Creative Communications, Centennial HP Science and Technology Centre, Progress Campus, Ashtonbee Campus – home of School of Transportation
- Ontario's first community college – established in 1966
- 12,000 full-time students and over 35,000 part-time students
- Diverse student body – more than 100 ethnocultural groups and more than 81 languages spoken
- Articulation agreements and collaborative programs with universities and colleges – 105
- Vision Statement

Transforming lives and communities through learning

School of Transportation

- Post-Secondary Programs
 - 800 full-time students
 - Aviation, automotive, autobody, motorcycle and powersports
- Apprenticeship Programs
 - over 3000 apprentices annually
- Modified Apprenticeship Programs
 - Industry partners including Freightliner, Volvo, Honda, General Motors, Toyota, Canadian Tire, Ford
- Co-op Diploma Apprenticeship Programs - new
- Ontario Youth Apprenticeship Programs
 - Toronto Catholic District School Board and Toronto District School Board
- International & Corporate Training
 - General Motors training in Richmond Hill and Dubai (UAE)

Leaders in Transportation Education

Ministry of Training, Colleges and Universities (MTCU) has developed a new model of apprenticeship and skills training

Goal is to provide a more flexible apprenticeship system, and meet the changing demands of employers

The Co-op Diploma Apprenticeship Programs provide successful graduates with a College Diploma (including business credits) and all the in-class requirements for apprenticeship certification. The Co-op component provides work experience as an apprentice

Programs provide multiple pathways for students (apprenticeship training, college certificate or diploma)

- Truck and Coach /Motive Power Technician

- Heavy Duty Equipment Technician / Motive Power Technician

- Automotive Service Technician / Motive Power Technician

New programs in line with our goals – to be the leader in transportation training

Panel Members

Panel members:

Wayne Kerr - Chairperson

Peter Woodall - Chairperson

Sean Bennett – Professor, Program Coordinator

John Bissonnette – Professor

**Ian Dalrymple – Executive Director, Canadian Association of
Equipment Distributors (CAED) – Ontario Chapter**

Co-op Diploma Apprenticeship Program

Peter Woodall

Three New Programs started in September 2005

A combination of

- Apprenticeship In-School Training
- Academic and Business courses
- Advanced, post-apprenticeship technical courses
- 8 Month paid work placement with a program related industry employer

Co-op Diploma Apprenticeship Program

Graduates:

- **Will earn an Ontario College 2-Year Diploma**
- **Complete their entire Ontario Apprenticeship in-school curriculum within 2 years**
- **Will have eight months of practical, on-the-job Co-op training at a program related dealership**
- **Will take post-apprenticeship, advanced level technical training courses exclusive to this program**
- **Will complete 10 related academic and business courses**

Co-op Diploma Apprenticeship Program

To complete the program, students will:

- spend the first 8 months in school
- Complete 8 months in a paid Co-op work placement as a registered apprentice
- followed by a final 8 months in school

Co-op Diploma Apprenticeship Program

Applicants must have:

- Ontario Secondary School Diploma (OSSD) or equivalent
- Satisfactory results in co-op placement interview
- Skills assessment testing, if requested
- English Grade 12 achievements may be considered as part of the admissions process

Co-op Diploma Apprenticeship Program

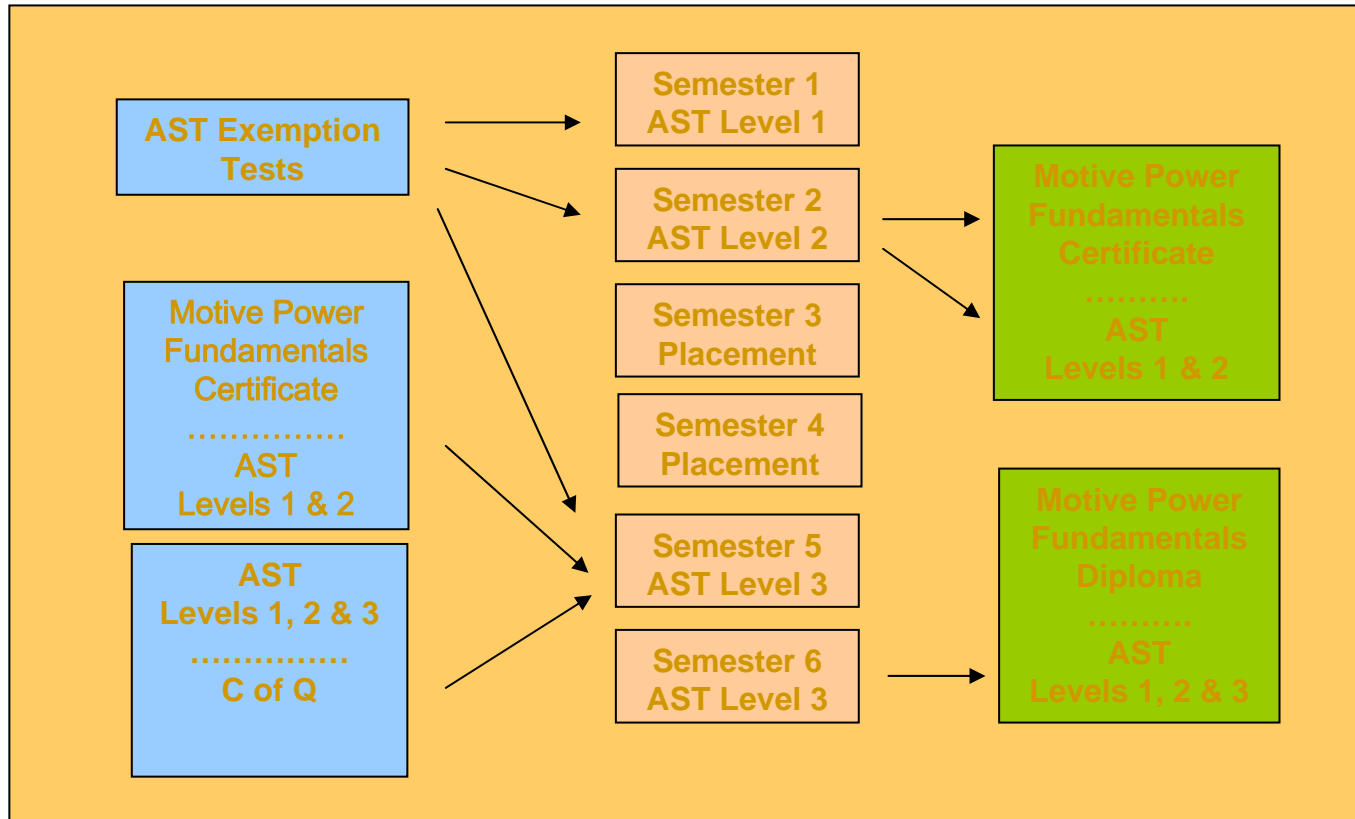
- **Automotive Service Technician/Motive Power Technician Co-op Diploma Program-Partnered with DaimlerChrysler Canada Inc.**
- Students in the Co-op diploma apprenticeship program will follow the Provincial Apprenticeship curriculum practicing on DaimlerChrysler vehicles, components and technology.
- Students will spend about 40% of their technical training time gaining hands-on experience in a variety of state-of-the-art industry automotive labs
- A guaranteed 8 month paid work placement will be provided in a DaimlerChrysler dealership
- DaimlerChrysler donated 15 vehicles, 20 engines, 22 transmissions as well as tools, equipment and faculty training for the program
- A popular program-received 512 applications for 20 seats

Co-op Diploma Apprenticeship Program

- **Automotive Service Technician/Motive Power Technician Co-op Diploma Program-Partnered with DaimlerChrysler Canada Inc.**
- **Program Content**
 - **15 Apprenticeship Courses**
 - **All Apprenticeship “Reportable Subjects”**
 - **10 Diploma Courses**
 - **Including**
 - **105 Hour Advanced Electrical Diagnosis Course**
 - **45 Hour Fixed Operations Management**
 - **45 Hour Autobody Estimating Course**
 - **3 Business Courses**
 - **3 General Education Courses**
 - **1 English Course**

Co-op Diploma Apprenticeship Program

- Multiple entry and exit points



Co-op Diploma Apprenticeship Program

Why our program is the best for you

The Co-op diploma apprenticeship program will provide the student with all the in-school training they will need to become a certified technician. As well, they will qualify for other careers in the automotive industry such as:

- Service writer/advisor
- Service manager
- College /Industry Teacher
- Auto company representative and much more

Canadian Association of Equipment Distributors, Ontario Chapter (CAED)

Ian Dalrymple

- Career Opportunities In The Construction Equipment Business
- Need for well trained employees

CAED

Topics of Discussion

- Who we are
- What we Offer
- Industries Served
- Dealer service technicians
- Career opportunities
- Attributes for success
- Next Steps

CAED

Who We Are

- CAED represents hundreds of companies in the heavy construction equipment business
- Includes distributors, rental companies, manufacturers and financiers
- Companies range from small owner / manager businesses to large public companies.

CAED

WHAT WE OFFER

- Excellent career opportunities in the service, parts, equipment sales and administration.
- An opportunity to work with state of the art technological systems.
- The first step is to receive excellent training in the basics

CAED

Industries Served

- Agriculture
- Construction
- Earthmoving
- Locomotive
- Logging and forestry
- Marine
- Materials handling
- Mining
- Oil and Gas
- Power Generation
- Road building
- Trucking and transportation

CAED

Some of the things we do

- Major highways like the 407 ETR and Highway 69
- Housing projects
- Golf courses
- Sewer and water main

CAED

Dealer Service Technicians

- Well respected professionals
- Earn great money
- Enjoy great benefits and lifestyle
- Trained to be the best
- Advancement opportunities
- High paying in-demand jobs

CAED

Attributes for Success

- Math and sciences in high school
- We look for serious motivated students
- Very good communication skills – oral and written
- Willing to learn
- Enjoy active and physical work
- Want a challenge
- Problem solver
- Take pride in work
- Team player

CAED

Career opportunities

- Technical careers are the fastest growing segment of the job market
- One million technical jobs by 2007
- 60% – 70% of jobs will be technical in nature by 2010
- We offer a range of careers – technical support, information services, sales, management and administrative

CAED

Next Steps

- Market the Industry in high schools
- Expand successful programs like those at Centennial College and Sir Sandford Fleming to other Colleges.
- Spread the word to all levels – government, education and future employers!
- Create partnerships with schools and potential employers

Truck and Coach, Heavy Equipment

Partnerships

Wayne Kerr

Importance of Partnerships

- Support
- Advice
- Promotion

Work Placements

- Process
- Interviews
- Lessons Learned

Ontario Traditional Apprenticeship Model

Sean Bennett

Foundation of other apprenticeship models including day release (DR) and modified apprenticeship programs (MAPs). Defining elements:

- **Apprentices selected entirely by employers**
 - **Apprenticeship duration determined by competencies (formerly time-based)**
- **In school component: three 8-week schooling phases totaling 720 hours.**
- **In-school phases usually separated one year apart**

Demography of Toronto

- One of the ethnically more diverse cities in North America
- Initial land point for most immigrants to Canada
- Ethnic communities spread throughout the city
- 'No Canadian' experience Catch – common to most trades and professions

Rapid change in skill-sets required by motive power technicians

Type of technician required by industry in North America has changed (especially in comparison with the source countries of our typical immigrants):

- Decline in shop-floor-driven repair and rebuild practice
- Hydromechanical system management replaced by computer controls
- Physical and intrusive procedures replaced by computer-driven diagnostics

Critical shortage of skilled technicians

Causes:

- Unwillingness to risk new hires
- Reluctance to invest in training
- Out of date employee management practices
- Diversity issues within the industry
- Wide range in entry level pay rates

Centennial's Co-op Diploma Apprenticeship Program

Program approval for first year not confirmed until May 05

- Student recruitment process accelerated due to late approval date
- Students accepted to Truck and Coach Diploma Program: 25
- Students accepted to Heavy Equipment Diploma Program: 13
- First day attrition: 1
- First semester attrition: 1 First semester PLA: 1

Demographic data of HE/ T&C Diploma Apprenticeship Program

Data on student body for T&C and HE Diploma Programs

- Visible minorities (23): **62%**
- ESL (17): **46%**
- Francophone (1) **3%**
- Female (0): **0%**

Demographic data on two most recent HE/T&C Traditional Apprenticeship Programs

Heavy Equipment:

- Visible minorities: 0%
- ESL 0%
- Francophone 20%
- Female 0%

Truck and Coach:

- Visible minorities: 5%
- ESL: 5%
- Francophone: 10%
- Female: 0%

Special ESL Class

Of 17 ESL students, 4 grew up in mainland China and presented a profile of:

- **Notable academic abilities (generally around 4.0 GPA)**
- **Excellent English written and text comprehension skills**

And:

- **Poor English comprehension and verbal communication skills**

Strategy:

- **Establish voluntary ESL verbal communication skills class**
- **Four hours (2 two hour classes) per week**
- **Emphasis on shop floor vernacular**

Conclusions of first year of program

- **Established a culture of success**
- **Emphasis on teamwork**
- **Establishment of sports teams (intramural hockey and volleyball champions)**
- **Reinforcement of extra-curricula activity (mini Baja racing truck project)**
- **High placement percentage for co-op period**
- **Pay rates that ran from low \$10 to a high of \$17**

Co-op Diploma Apprenticeship Program

John Bissonette

Truck, Coach, And Heavy Equipment

- Highly motivated, career minded students
- Blended curriculum
- Signature Learning Experience (SLE) unique to program
- Reviewing and modifying delivery styles to best accommodate our diverse learners

Co-OP Support !

- Government support, add stability to program
- Industry support, take advantage of highly skilled apprentices

success

- Student success = program success

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