



# THE POWER OF APPRENTICESHIPS

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# The Power of Apprenticeships

- ▶ The Power Workers' Union represents approximately 17,000 workers in Ontario's electricity production and delivery industry
  - ▶ Successive governments have failed to establish a sound business environment for generation, transmission and distribution companies
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# The Power of Apprenticeships

- ▶ This state of uncertainty has undermined business stability in the sector for about 20 years and there is no end in sight even though the demand for generation, transmission and distribution of electricity continues to grow steadily.
  - ▶ One of the many negative impacts of this unstable business climate has been a reluctance to hire and train apprentices.
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# The Power of Apprenticeships

- ▶ Hiring apprentices is particularly critical now as the “Baby Boomer” workforce begins to retire en masse.


# The Power of Apprenticeships

- ▶ Hydro One is the wires company that came into being when Ontario Hydro was broken up in the late 1990s.
  - ▶ Prior to 1999 no apprentices had been hired for 15 years.
  - ▶ Hydro One was faced with an aging workforce and no succession plan.
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# The Power of Apprenticeships

- ▶ Many companies find themselves in a similar situation – a less than optimal business climate, a less than adequate apprenticeship strategy, a nation wide skills shortage and a retiring workforce.
  - ▶ The PWU/Hydro One approach is an example of a success story based on sound historical practice and innovative thinking.
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# The Power of Apprenticeships

- ▶ In 1998 collective bargaining, in the height of the financial constraints on the company, the Ontario Hydro Services Company (the Ontario Hydro wires division later known as Hydro One) and the Power Workers' Union established new approaches to apprenticeship and peak maintenance and construction work programs.
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# The Power of Apprenticeships

- ▶ The agreement called for the establishment of a Joint Apprenticeship Council or JAC. The mandate of the JAC is to establish and maintain the apprentice training program, as well as to adopt operating rules and conditions which are in keeping with the applicable apprenticeship legislation.


# The Power of Apprenticeships

- ▶ All apprentices are hired through the JAC. Apprentices may be assigned to work alongside qualified regular employees or qualified casual Hiring Hall employees as required for training and practical experience.
  - ▶ All apprentices are required to complete the Certificate of Qualification in their particular trade. This was a significant change from the past and is not required by Ontario apprenticeship legislation.
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# The Power of Apprenticeships

- ▶ Prior to the establishment of the JAC, the company had followed a typical industrial trades training model.
  - ▶ The training was delivered exclusively in the field and at Hydro One's own training facilities. Certificates were not recognized outside Hydro One.
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# The Power of Apprenticeships

- ▶ Joint Apprenticeship Councils are not new to apprenticeship training in Ontario but exist almost exclusively in the construction industry where they have been successful for decades.
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# The Power of Apprenticeships

- ▶ Due to the nation-wide shortage of workers, qualified in the classifications required by Hydro One, neither poaching Journeypersons nor contracting the work out was an option.
  - ▶ Internationally trained workers will typically not stay for long in the many small rural and remote communities serviced by Hydro One.
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# The Power of Apprenticeships


- ▶ An effective apprenticeship program is the only viable strategy in dealing with succession planning.

# THE POWER OF APPRENTICESHIPS


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# Joint Apprenticeship Council (JAC)

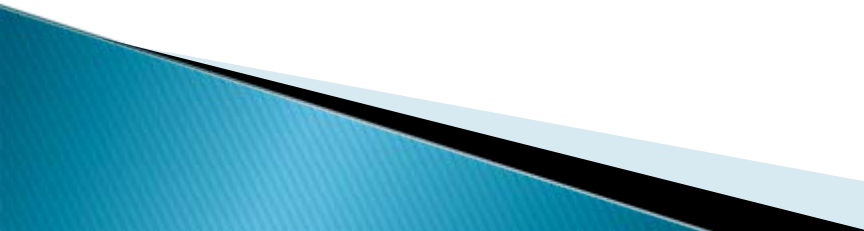
- ▶ Responsible for the establishment and maintenance of the apprenticeship training programs
  - ▶ Consists of an equal number of members of the Union and the Employer
  - ▶ Shall meet on a regular basis
  - ▶ Rules are consistent and complimentary to the Trades Qualification and Apprenticeship Act
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# JAC Apprenticeships


- ▶ Construction and Maintenance Electrician (Red Seal) – 9000 hours
  - ▶ Construction Millwright – 8000 hours
  - ▶ Power Line Technician (Red Seal) – 8000 hours
  - ▶ Utility Arborist – 6000 hours
  - ▶ Truck and Coach Technician (Red Seal) – 8000 hours
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# JAC Apprentice Qualifications


## All JAC Apprenticeships Require

- ▶ High School Diploma
  - ▶ Grade 12 English (at any level)
  - ▶ Grade 12 Math (at any level)
  
  - ▶ Construction and Maintenance Electrician Apprentices also require a senior (Grade 11 or 12) science or Electrical Shop
  - ▶ Equivalents are accepted
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# JAC Apprentice Selection Process

- ▶ Advertise for applications – internal and/or external – may be targeted geographically
  - ▶ Pre-screen applications for minimum qualifications
  - ▶ Jointly review resumes
  - ▶ Jointly interview selected applicants
  - ▶ Jointly select successful applicants
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# Apprentice Classroom Training

- ▶ Orientation Training – 2 to 6 weeks
  - ▶ Training delivered on site by Hydro One where they are a registered Training Delivery Agent
  - ▶ Training delivered off site at Community Colleges where colleges are recognized as registered Training Delivery Agents
  - ▶ Hydro One continues to give Hydro One specific training to all apprentices
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# JAC Discipline/Review Guideline

## Reasons for discipline/review

- ▶ Apprentice course failure
- ▶ Unauthorized absence/deferment from designated courses
- ▶ Continued poor performance appraisals
- ▶ Failure to abide by the JAC Rules and Guidelines

## Guidelines

- ▶ The committee will investigate all “Reasons for Discipline/Review” and provide a written report to the JAC. All investigations will include one JAC member from the PWU and one member from Hydro One.
- ▶ Absenteeism and safety infractions will be dealt with by line management through the normal discipline process. All cases of discipline will be reported to the JAC for review.
- ▶ Apprentices are to be afforded representation in the form of a Chief Steward or his/her delegate at any JAC Discipline/Review Meeting or investigation.
- ▶ Apprentices will be required to attend at a JAC Meeting for serious/repeat issues. The reason for the meeting will be clearly communicated in writing to the apprentice and his/her Chief Steward. The apprentice will not be paid to attend the meeting. The JAC will schedule the meeting as near as possible the apprentices work location.
- ▶ A progressive/corrective discipline approach will be followed. This is a guideline and does not limit the JAC in regard to discipline for serious issues.

# Certificate of Qualification

- ▶ Apprentices are required to successfully challenge their Certificate of Qualification examinations – Red Seal where applicable
- ▶ Recognition for the successful completion of the apprenticeship is given to all new journeypersons

**QUESTIONS ?**