



# APPRENTICESHIP SUMMIT BUILDING ON COMMITMENTS

---

June 6-8, 2004

Welcome to Halifax!

Teunis Voerman  
Atlantic Tractors & Equipment Ltd.



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- Atlantic Tractors & Equipment Ltd.
- Caterpillar dealer
  
- Branches in:
  - Nova Scotia
  - New Brunswick
  - Prince Edward Island



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- 300+ employees
- 50% in Service Department
- Majority – qualified trades people
  
- Heavy Duty Repair
- Truck and Transport
- Welding



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- Main source of new hires – Community College
- HDR – two-year program
- Graduates available in June
- Currently hiring up to 12



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- Experienced pool of trained mechanics shrinking
- Baby boomers retiring
- Advancing to other jobs – Management, Sales
- People leaving trade for other industries
- Adding apprentices increases potential pool



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- Our jobs are diverse
- Same training requirement
- Same dollar requirement
- Apprentices have computer literacy
- Generally are easier to train
- Higher retention level



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- Proven past performance
- Target C.C. graduates with university training
- Better pool for future advancement
- “Experienced” people often don’t work out



# APPRENTICESHIP SUMMIT

## BUILDING ON COMMITMENTS

---

- Investing in apprenticeship
- Investing in company growth
- Required for long-term survival
- I am totally convinced!



# APPRENTICESHIP SUMMIT BUILDING ON COMMITMENTS

---

QUESTIONS?

Teunis Voerman  
Manager of Technical Services  
Atlantic Tractors & Equipment Ltd.  
June 7, 2004