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Tradeability.ca, is a collaborative effort between community partners in Durham Region. This local project which has been ongoing since 2003 is led by the Durham Region Local Training Board. Our goal is to meet current and future market demand for skilled tradespeople in Durham Region and provide a single point of access and referral for information on careers in the skilled trades. Tradeability.ca is an *Employment Ontario* program funded in part by the Government of Canada.

Welcome message from Sandy Smiles, Tradeability Project Officer

This was our first year hosting a booth at the 14th Annual Autofest, one of the largest car shows in Ontario. The owners of these vehicles take a great deal of pride by maintaining their vehicles and in most cases to their original condition. They should be complimented along with those trades people who originally built them and those that have restored them. I would like to thank those volunteers who helped us at our booth including Rick and Kody Lea, Bill Harford, Michelle World and Dani Mosey from the John Howard Society of Durham Region, my daughter Kristine and husband Rick.



In this issue we have included some sample questions that we have received and our responses. We have made some improvements to administering the Candidate Manager System, which we have included as a separate topic as well as plans for an Employer Resource Booklet.

We hope you enjoy this issue!

Sandy Smiles

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Autofest 2007


Lakeview Park in Oshawa was the home of Autofest which was held on August 25 and 26, 2007. Over 1,100 pre 1976 vehicles, from as far away as British Columbia, New Brunswick and the United States, were on display for more than 5,000 automobile enthusiasts.

A special attraction this year was the Grave Digger Monster Truck. We had an opportunity to talk to John Seasock who is a veteran on the monster truck circuit and asked him about the skills that would be required to get into this area of entertainment. John stressed the importance of completing high school and maintaining good marks in math, electronics and computer science. It takes more than getting in and driving one of these machines, you need to understand the principles of trajectories to avoid serious accidents. A number of tradespeople would be involved in this industry including an automotive service technician, an automotive painter, an autobody & collision repairer, a hydraulic/pneumatic mechanic, a transmission technician, a welder and a tractor trailer commercial driver. 



Employer Resource Booklet

Are you ready for the future? Not sure what you have to do? Have you or will you have a plan in place before your present skilled tradespeople retire? Are you considering hiring an apprentice but not sure what the process is?

We are developing a booklet that will provide information on the benefits to employers, how to get involved and why, what financial incentives are available, studies on best practices in apprentice recruitment/retention and Return on Training Investment plus local training programs available. This booklet will answer some of your questions and provide you with contact information for the organizations that can help you. It will also include details on the various government programs and services that are available within the community. 

Candidate Manager System

The Candidate Manager System is a local and unique on-line job matching tool that is available to both employers and job seekers in Durham Region. Employers will save time because we'll pre-screen the candidates' resumes based on the employers' requirements. Job Seekers (candidates) will save time because they only have to register once. Employers can now contact tradeability.ca directly if they would like us to post their job posting and pre-screen candidates' resumes. Job seekers can also register with tradeability.ca and have their resumes included in the matching process. Within the next month the option to register on-line will be available for both job seekers and employers.

30 job postings, 19 employers and 156 candidates have been registered in the Candidate Manager System to date. We have candidates looking for opportunities in various trades including: electrician construction and maintenance, general carpenter, sprinkler and fire protection, cabinetmaker, welder, automotive service technician, welder, baker and cook. If you have an opening in one of the apprenticeable trades please contact us.

Watch for more information on the www.tradeability.ca homepage.



Q & A

Starting in this and future e-bulletins, we will print our responses to questions that have been raised through the website. Since October 2003 approximately 1,550 questions and requests for information have been made to "tradeability.ca"

Q: Can I hire an apprentice if I am not a licenced journeyman?

A: It depends on the trade. If it is a voluntary or unrestricted trade, a Training Consultant with *Employment Ontario* can determine if the trainer meets the requirements. This would be based on years in the trade and experience. To hire and train an apprentice in a Restricted or Compulsory trade there must be a licenced journeyman to provide the on-the-job training and the ratio requirements must be met.

Q: I'm a licensed plumber searching out resources for starting my own business. I'm having trouble finding information for grants & loans to help get started. I keep hearing rumours about these but I'm stumped. Any help would be appreciated.

A: If you live in Durham Region and need help developing a business plan, the Business Advisory Centre Durham can help you with that and we have provided you with their contact information:

Business Advisory Centre Durham
McLaughlin Square, Suite 9
50 Richmond Street East, Oshawa
Phone: 905 438-4008 or
toll free 1-866-632-5151
E-mail: info@bacd.ca
www.bacd.ca/ns/html/contact_us.html

For grant and loan information they suggested that you call the Canada Ontario Business Service Centre hotline at 1-800-567-2345 or check out this link to their website which includes financial information: www.cobsc.org/en

Q: How and where do I go to challenge the exam for the Facilities Technician License. I am a 3rd Class Stationary Engineer who has been working as a building operator for the past 19 years.

A: To challenge the exam for the Facilities Technician you must have 8,000 hours in the trade and according to your past experience, I would say you've earned them. To book your Certificate of Qualification exam, contact your local *Employment Ontario* office. The Pickering office is 905 837-7721 or toll free 1-800-461-4608. If you live outside of Durham we have provided a link to their website for alternative locations: www.edu.gov.on.ca/eng/training/apprenticeship/Skills/officelocations.html

The fee to write the certification exam is \$100.00. To apply you will have to provide a letter/letters from current or previous employers, written on company letterhead which states your dates of employment, number of hours worked, position title and a complete description of job duties. If you cannot provide the necessary documentation we suggest that you contact the Apprenticeship office for more information.

Trades in the News

People



Congratulations to **John Vickery** who was awarded the Skills Development and Training Award by the Whitby Chamber of Commerce at their annual Peter Perry and Business Achievement Awards Dinner. Vickery Electric was established in 1939 and has been training apprentices for over 20 years. The company has supported students through the Ontario Youth Apprenticeship Program and John was instrumental in developing both the training and curriculum for the network cabling program, and managing the Local Apprenticeship Committee. It was with his help that the Network Cable Specialist officially became recognized as a trade. The company also works with internationally trained trades people on issues related to program development and qualifications.

Simon Manintveld of Simon's Caddy Shack (Oakwood, Ontario) was acclaimed as the Canadian Technician of the Year 2007. Simon was among dozens of technicians from across the country to be nominated for the annual award, organized by Canadian Technician magazine and sponsored by numerous sponsors. The award recognizes working technicians who have distinguished themselves as leaders in the shop, active in their industry and their community and dedicated to improving the public's perception of automotive service technicians. Simon has mentored many apprentices over the years and one of his apprentices won the skills competition at his school and went on to become the Skills Ontario champion and finally the Skills Canada national champion in the bodyshop division. Congratulations!

Elaine Copestake was presented with a \$1,000 scholarship award for a student in a trade or apprenticeship program. The scholarship was awarded by the Whitby Chamber of Commerce at their annual Peter Perry and Business Achievement Awards Dinner. The Chamber of Commerce offers three different scholarships to students of a chamber member or a chamber member employee. It's a way for the Whitby Chamber of Commerce to provide a significant benefit to their students who will be the leaders of their community in the future. Elaine is currently an apprentice at Valentino's Grande Salon in Whitby.

Marissa McTasney of Brooklin launched Tomboy Trades Ltd., which boasts a work apparel clothing line that is designed specially for women working in the trades. For more information visit: www.tomboytrades.com

Training

Ontario Youth Apprenticeship Program (OYAP) is an apprenticeship program aimed at providing secondary school students with opportunities to complete credits towards a secondary school diploma while beginning an apprenticeship with an employer in the local community. Apprenticeship Preparation Programs available in Durham include:

- Automotive Service Technician
- Cook/Chef
- Early Childhood Educator
- Electrician (new offering)
- General Carpentry
- General Machinist
- Hairstylist
- Horticultural Technician
- Information Technology Support Analyst
- Small Engines Mechanic
- Welder

Oshawa Central Collegiate Institute offers a unique learning experience referred to as the "Oshawa Construction Co-op Internship" program. This program is open to Grade 11 and Grade 12 students who live in Oshawa or Whitby and have completed their Grade 9 and Grade 10 credits. If a student is accepted into this program they can earn 4 credits towards their diploma, each year, plus gain valuable experience and insight into a number of the construction trades including framing, drywall, painting and decorating, plumbing, vinyl siding, bricklaying, home insulation and concrete finishing.

Grade 11 students rotate every 3 weeks between trades and this allows the student time to explore the different trades and make an informed decision on their career choice. Grade 12 students can continue to explore the different trades or specialize in one area.

Prior to their placement students participate in a 2 week training session where they learn more about construction related health and safety, employer expectations and are trained and certified in fall protection and WHMIS. For more information on this program contact Oshawa Central Collegiate at 905-723-4678 or www.occi.info.

Master Chef Designation - Canadian Culinary Federation (CCFCC) has announced that Humber College Institute of Advance Learning will design the Canadian curriculum for the Master Chef designation and will be the first institution to pilot the initiative. Master Chef is the highest and most sought after designation in the culinary field and currently only exists in the United States, parts of Europe and Australia. For more information visit www.humber.ca/humbertoday/index.php?page=13

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Trades in the News


Training...continued

Early Childhood Educator Apprenticeship Training is currently being delivered in Whitby by Seneca College. For more information contact *Employment Ontario* at 1-800-461-4608.

CARSability is a cost-effective, easy to use web based skills assessment tool designed to identify training gaps for participants in automotive related occupations. CARSability does the following:

- Assesses users to identify skills weaknesses within various occupations
- Provides detailed assessment results
- Locates training specific to assessment results
- Can assess all employees in a shop and provide owners with detailed results

CARSability assesses an individual for a particular occupation then pin-points exactly what weaknesses are found.

CARSability then suggests training specific to the identified weaknesses by searching through a comprehensive database of automotive training. Training is matched exactly to the results of the assessment. For more information on how to access this assessment tool visit: www.carsability.com 

Did You Know?

“There are not enough trades people globally to supply the need. And the attrition rates are ahead of the hiring rates. So it’s a big problem...and it takes vision to hire four years in advance of your needs, or longer. Because it takes four years to develop a skilled trades person.”

– Quote from Dave Santi, Dofasco Inc.
(Source: www.cbc.ca/news/background/work/apprenticeship.html)

Women are gaining ground in apprenticeship training, and in 2005, they accounted for almost 1 out of every 10 people who registered for training. (Source: Statistics Canada)

The construction industry will have to replace more than 3,800 (or 15% of) retiring electricians in Ontario in the next 10 years. (Source: Construction Sector Council)

The Durham Region Home Builders’ Association launched the RenoMark® program in Durham Region. The RenoMark® program provides consumers with a great place to start their search for a professional renovator. The goal of the program is to differentiate professional renovator members from non-member renovators and inspire consumer confidence. (Source: www.drhba.com)



Mike Holmes – Mike Holmes, best known as host of the HDTV series “Holmes on Homes” started The Holmes Foundation in 2006. The Holmes Foundation provides information on careers in the building trades and will offer scholarships and bursaries to students pursuing training in these trades. In early November 2007, the Holmes Foundation announced its first “Make It Right” scholarship winners. These two students are enrolled in a residential construction program in a Canadian college. Commencing this year The Holmes Foundation will award two Employer Incentives annually.

For more information visit: www.holmesonhomes.com 

New Trades

Two new trades have been approved for the apprenticeship program.

Ironworker Generalist – This new trade which is referred to as Branch 1 combines the duties of an Ironworker (Structural and Ornamental) and a Reinforcing Rodworker. Branch 2 is an Ironworker (Structural and Ornamental) which is restricted to certain activities and similarly for Branch 3 which is Reinforcing Rodworker.

Process Operator – Food Manufacturing – An individual in this trade would be responsible for maintaining a production line and trouble shooting any problems that might interrupt production. Opportunities for this trade would be found in the food industry and would include the packaging production of fresh, frozen and bottled food products.