



CSTEC Newsletter December 2006

The Steel Industry Takes On its Skilled Trades Needs

Based on the steel industry's need to urgently address impending skilled trades shortages CSTEC established a sub-committee comprised of a wide cross-section of industry and union representatives held discussions throughout the summer to deal exclusively with skilled trades issues.

This significant engagement of stakeholder resources produced a draft proposal and executive summary, the latter, which was endorsed by Canadian Steel Partnership Council (CSPC). Building on the highly successful Dofasco/Lake Erie/Mohawk model, it recommends that CSTEC undertake the following activities to implement an aggressive trades replacement program:

- Establish a national committee to oversee the project;
- Establish six **Regional Industry Consortia**, with the administrative support of a regional CSTEC coordinator, which will be responsible to:
 - Ensure adequate placements across all sectors of the industry;
 - Provide opportunity for smaller employers to be directly involved in developing/ training their own skilled trades resources by joining in the programs of larger employers;
 - Provide "one-stop" approach for government to disperse and audit government financial support;
 - Utilize a proven methodology that can be applied nationally while allowing for regional variations;
 - Ensure pan-Canadian standards, comparability, and transferability;
 - Ensure all entry points are accessible;
 - Ensure parallel streams of progression, co-operative and traditional apprenticeship;
 - Generate timely and more complete labour market information, which will make planning easier in future years;
 - Provide an ongoing process to review and include additional trades into the program and ensure that all curricula is up-to-date; and,
 - Provide a cost-effective approach to apprenticeship training.

More recently, CSTEC and industry representatives have met with Ontario's Ministry of Training, Colleges and Universities (MTCU) to explore funding streams for direct training and administrative costs related to apprenticeship and co-op training. Further discussions are scheduled.

CSTEC will also liaise with the Canadian Council of Directors of Apprenticeship (CCDA), which administers the Interprovincial Standards Red Seal Program, to ensure a pan-Canadian approach to the project.

Essential Skills for an Essential Industry

CSSTEC has received approval and funding from HRSDC to support the activities of a two-year project to enhance the skills of current workers and future hires to the steel industry. The project started October 1, 2006. A National Steering Committee has been formed and three Project Coordinators have been hired.

This funding provides the industry the opportunity to review current training practices and curriculum to ensure that essential skills are built into all workplace training. It could enable workplaces to conduct needs assessments/gap analyses to identify and address the gaps between the current skills in the Canadian steel workforce and the requisite skills needed as a result of the continuing introduction of new and more sophisticated technology and concomitant workplace restructuring occurring within the industry. The key component of this skills upgrade is to ensure that it is accomplished in a strategic, step-by-step, workplace-by-workplace manner.

The project's objectives will be accomplished in a way that involves all stakeholders both at the national level through the Steering Committee, comprised of industry and college people, and at the local level through self-identified workplace Joint Training Committees, who pilot the activities stated above.

Web-Based Training is Ready for Distribution

CSSTEC's (12) twelve English and three French self-paced interactive CD ROM courses have been converted to a Web-based format (available on CD) and are now ready for distribution. Contact Kathy Walmsley at (416-480-0897). In addition, these courses will soon be available on CSSTEC's website. See attachment for more information.

CSSTEC is also proposing a Phase II of this project, which would:

- Continue Promotion of E-Learning as a Training Option
- Coordinate reference groups, consisting of industry and college representatives, to Review and Update Course Content of the 12 Web Formatted CBTs
- Survey the industry to determine which Additional CSSTEC Hard Copy Courses should be Converted to Web Format
- Review and Update Content of selected additional courses
- Convert additional courses to Web Format

Eventually, CSSTEC will have a library of 20 courses, updated in content and converted to Web Format, to increase training access across the broadest section of the steel industry.

CSSTEC has received approval from HRSDC to submit proposals regarding this project and the skilled trades proposal outlined above.



Best Wishes and Happy Holidays!

CSSTEC wants to thank all of you who have participated this year in revitalizing the organization, ensuring its relevance to the industry, and we offer the warmest greetings of the season and best wishes for the New Year. If you have any questions, comments, or suggestions, or want to know more about any of the projects listed above, please contact us (416) 480-1797, or e-mail us at general@csstec.ca.