

## **CSTEC Newsletter July 2008**

### **CSTEC Plans for a Forum this Fall**

The Canadian steel industry has gone through a dramatic transformation over the last few years with new ownership across the country. CSTEC is pleased to announce that we plan to convene a forum to bring together all the new players: the ownership and leadership of the major steel producers in Canada, the senior leadership of the USW in Canada, education/training providers, and government. The forum will provide an excellent opportunity to achieve the following:

- Introduce and establish an awareness of CSTEC and its role as a Sector Council with the new leaders by highlighting current CSTEC projects, which address the industry's HR needs
- To introduce the respective leaders to one another and establish a positive relationship between them and the USW
- Enable new owners to showcase their global operations and outline their plans for operations in Canada
- Enable the United Steelworkers to highlight its current and future activities
- Review/Update common issues related to:
  - Human Resources
  - Trade
  - Regulatory/Competitive Advantage
  - Economic Policy
- Determine where/how CSTEC can be of assistance in each of these areas
- Provide insightful speakers to forecast future developments and issues for the steel industry and the Canadian economy

While planning continues this summer, initial thoughts include a two-day session which will offer the following events:

- Afternoon Meeting of CSTEC Board of Directors
- Evening Dinner for Senior Industry and Union Participants
- A One-Day Seminar with a keynote address from a steel industry expert and a panel, including CEOs from ArcelorMittal (Dofasco and Quebec), U.S. Steel Canada (formerly Stelco), Essar Steel Algoma, Evraz Group S.A. (formerly IPSCO), Gerdau and Ken Neumann, USW National Director, to discuss how their Canadian operations fit into their global strategies and indicate what challenges and opportunities they foresee. Ken, also, will outline issues of common interests (e.g. trade, training, etc.) and speak on the current manufacturing crisis.

## **Update of CSTEC Activities**

### **Career Focus Program**

This project started May 1, 2008 and will end March 31, 2009. Its objective is to create 25 career-oriented employment opportunities for recent graduates. Jack McGoldrick has begun contacting employers across the country. If you are interested in more information, please call him at (705) 542-4138.

### **Development of an Essential Skills Strategy**

This program started October 2006 and is scheduled to end October 2008. We have recently undertaken the following activities:

- Developed skills identification tools and instruments in collaboration with TOWES and Essar Algoma
- Piloted TOWES at Evraz, and, based on the results, are in the process of converting CSTEC's Math course to web for greater access
- Undertook Needs Assessment at Essar in four departments and are currently conducting focus groups in each to analyze and validate the results
- Working with la fonderie Laperle in Quebec to design an essential skills strategy

It was determined at the last Joint Steering Committee that more time is required to complete all the tasks as set out in the agreement with HRSDC. A Proposal will be submitted to extend this project to March 31, 2009 to achieve this objective. In addition, CSTEC is proposing that a Steering Committee be held in Toronto on Friday, October 3, 2008. Details will be forthcoming.

### **Addressing Skilled Trades Shortages (Phase 1)**

This project started October 2007 and ends March 2009. Meetings with excellent participation have been held across the country to develop and fine-tune strategies to increase the uptake of apprentices in the steel industry, identify critical areas of need, develop strategies to involve provincial governments, and liaise with other organizations to promote the skilled trades.

The CSTEC Ontario Proposal has been developed and revised and disseminated across the country as a model for other regions. In addition, Quebec has invited the Ontario region to review the co-op model as practiced in southern Ontario. These are examples of the kind of relationships we anticipated and desired when our Pan-Canadian Committee was formed.

Finally, an Amendment has been submitted to HRSDC to hire Regional Coordinators and extend this project to July 2009. The Feds have responded positively and are actively reviewing our proposal. We are awaiting a formal response, hopefully by the end of July.

### **Testimonials to Mike Carr and Brian Mullen**

Mike Carr has left Evraz and moved on to bigger and better things with the new Saskatchewan government, and Brian Mullen has retired after many years of service with Dofasco. Both have been consummate Human Resource professionals and great champions of CSTEC in various capacities. In both cases, Mike and Brian ensured the continuity of excellent relationships between CSTEC and Evraz and ArcelorMittal respectively, and CSTEC wants to thank both of them for their invaluable contributions in revitalizing the organization and ensuring its relevance to the industry. We offer the warmest wishes to both of them in their endeavours.

If you have any questions, comments, or suggestions, or want to participate or merely want to know more about any of the projects or events listed above, please contact us (416) 480-1797, or e-mail us at [general@cstec.ca](mailto:general@cstec.ca).