

## **CSTEC Newsletter June 2007**

### **Richard LeBlanc Retires**

Richard Leblanc, formerly Co-Chair of CSTEC's Board, recently announced his retirement from the Board. The Board thanks him for the excellent guidance and leadership of CSTEC he has provided over the very difficult last number of years. Richard brought a more global perspective to the steel industry and to CSTEC. We wish him well in his retirement.

### **CSTEC Holds Successful Board Meeting**

CSTEC held its Board of Directors' meeting on May 1, 2007 with excellent attendance and significant engagement from across the industry, particularly from Quebec with the participation of Michel Arsenault, USW Director District 5, and Denis Fraser, who has replaced Richard LeBlanc as CEO of Mittal. Ken Delaney, who was recently appointed as Assistant to the USW National Director, also attended the meeting and contributed to the far-reaching dialogue.

The issue of addressing the skilled trades shortage in the steel industry received considerable attention. An important discussion occurred regarding the barriers to the uptake of apprentices, and a number of issues were raised, including the following:

- The importance of promoting the trades to the youth as a career choice;
- The need for better labour market intelligence;
- The need for effective partnerships with training institutions, with a focus on the college system;
- The importance of sustainable employment;
- The importance of government as a funding agent; and
- The critical role CSTEC can play in each of these areas.

### **The Essential Skills Steering Committee will hold its next meeting in Montreal**

The Essential Skills Steering Committee is scheduled to meet on Friday, July 7, 2007 in Montreal at the USW Office.

The Project Coordinators have been quite active in the following areas:

- Developing Skills Identification Tools and Instruments
- Developing Promotional Materials
- Developing an essential skills training module for Joint Training Committees (JTCs)
- Working with pilot worksites, e.g. an IPSCO JTC Training session – 1 day (May 18) and discussions with Mittal regarding a Quebec pilot site, as well as the ongoing activities at Algoma

The meeting will be face-to-face for the purpose of reviewing these newly-developed materials and apprising the committee of these activities.

## **CSTEC is close to finalizing a Steel Trade Skills Program Agreement with HRSDC**

CSTEC is making considerable progress in an area, which the Steel Industry Sector Study indicated is the top priority of the industry – addressing its skilled trades needs. The Study highlighted the fact that the industry will lose more than half of its trades people over the next five years, and that even if only half of retirees are replaced, 2,300 journey- persons will have to be recruited in this period.

CSTEC is proposing to the Federal and Provincial Governments a steel trades apprenticeship training program to support two complementary components: (a) traditional forms of apprenticeship, and (b) expansion of the industry's innovative partnership with Canadian colleges in a co-op apprenticeship program.

The Federal Government is close to finalizing an agreement, which will create a formal Pan-Canadian framework that will link CSTEAC and Comité sectoriel de main-d'œuvre de la métallurgie in Quebec, industry, unions, education institutions and provincial governments to develop greater access, enrolment and completion of steel trade apprenticeship programs so that the number of certified trades people will increase to meet the steel industry trade requirements, roughly 200 new apprentices each year over the next five years.

This initiative has had the critical support of the USW and many employers across the steel industry.

Talks with the Provinces, particularly Ontario regarding their role in the program, have also been initiated.

## **HRSDC extends Web-Based Training Agreement with CSTEAC**

HRSDC has agreed to extend its agreement with CSTEAC to September 30, 2007 to enable us to identify additional courses for conversion to web-based learning products for the steel industry.

CSTEAC has already taken its twelve (12) self-paced interactive CD ROM courses and converted them to a Web-based format. These are courses selected by the industry because of their relevance and general applicability to a wide variety of jobs across all sub-sectors of the steel industry. Each course enhances the skills and knowledge of workers, and all are accredited by the Canadian college system.

People can now access these valuable training materials at any time from anywhere, work or home. And for the employers, the results can be tracked. This means increased employability for workers and a skilled work force for employers.

### **Courses Available on the Web:**

- Lift Truck
- Slings
- Craning
- Basic Hydraulics
- ISO: Awareness
- ISO: Implementation
- Portable Hand Tools
- Industrial Ergonomics
- Metallurgy
- Quality Awareness
- SPC: Awareness
- SPC: Advanced

Rod Eastman will be working with CSTEAC and the industry to identify additional courses for conversion to a web-based format during this extension period.

## **Ken Delaney Speaks at TASC Policy Roundtable**

The Alliance of Sector Councils (TASC) hosted the Ontario Skills Development Forum on May 24, 2007 in Toronto to discuss labour market solutions designed to address Ontario based manufacturing and service sector skills challenges. The focus was on the development of partnerships between industry, government, educators, and NGOs to deal with these issues.

Ken Delaney, Assistant to the National Director, USW, spoke on a panel moderated by Peter Kent, Global Television, and shared the union's considerable experience and the benefits it has derived from participating in CSTECH. A great cross-section of industry, college, and government representatives attended the event, and the Honourable Chris Bentley, Minister of Training, Colleges, and Universities (MTCU) provided its keynote address.

## **CSTECH works with MiHR to Create Job Opportunities for Laid Off Employees**

The manufacturing sector in southern Ontario has thousands of laid off employees; the mining sector has the potential of thousands of well-paid jobs. What better purpose of bringing two sector councils together than the creation of employment opportunities. The Mining Industry Human Resources Council (MiHR) is currently undertaking a project to identify the opportunities, challenges and feasibility of meeting labour demand in the mining industry by drawing upon skilled workers from sectors with an excess supply of labour (e.g. forestry, automotive manufacturing, other transportation manufacturing, etc.). This project is named the Mining Labour Market Transition (MLMT) Project. One of the key research components of this project is to conduct focus groups with recently laid off workers from those sectors. The purpose of these focus groups is to assess the following: skills similarities, appetite for mobility, probability of relocation, potential incentives to encourage mobility, willingness of working in the mining industry, etc. The long-term outcomes of this project include:

- A strategy to engage workers from sectors of the economy that have or will have a surplus of labour supply, to work in the mining industry;
- A recommended list of tools and support services to employers to facilitate their recruitment of workers from sectors with a surplus of labour;
- A potential mechanism to evaluate skills gaps and a clear set of resources, tools and services to help fill these gaps in order to facilitate employment in the mining industry

CSTECH, as part of its fee-for-service activities in adjustment, assisted MiHR with the organization of focus groups in Southwestern Ontario for this project.

For more information on any of the programs or services listed above, please contact us at:

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