

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.2	Supporting Employment-Related Training
Template:	2.2.9	Trades in Motion (TIM) Trades Training
Sponsor(s)		<i>Devon Canada Corporation, EnCana Corporation</i>

1. Objective

To provide localized skills enhancement and skills exposure to address retention barriers created by lack of proximity to available service providers and prepare graduates to capitalize on local apprenticeship /employment opportunities that exist in the Conklin/Chard region

2. Description

Consultations with local Métis community members identified lack of proximity to available service providers as a significant barrier to successfully completing skills enhancement/skills exposure and ultimately entering the local labour market; therefore, the project provides instruction in the community and successful graduates with access to local job opportunities.

Industry is projected to spend more than \$28 billion dollars on new oil sands development, sustaining capital, pipelines and other related projects in the Athabasca oil sands over the next decade. This training project is intended to provide Métis community members an opportunity to gain the skills needed to participate in employment opportunities associated with regional Steam Assisted Gravity Drainage (SAGD) development.

The objective is to provide trade skill exposure for 12 Métis candidates that will position them for employment and long-term success in the trades area. Work experience placements will be arranged with local area industries and contractors, and full-time job placements will be arranged upon project completion in September 2005.

Twelve participants between the ages of 18 and 30 were accepted into the program. Within the program learners work with welders, drill presses, and power and hand tools in a small space. Since safety and success are of prime importance, 12 participants was the optimum number for one instructor to effectively supervise.

The industry-recognized proposed skills enhancement/skills exposure initiative is comprised of personal development skills, academic upgrading to pass Alberta Apprenticeship Entrance exams, fundamental trade skills, employability skills, and work experience. Occupational skills are delivered in the areas of Electrical, Pipefitting, Millwright and Welding.

The 24-week trade skill exposure project was delivered by Keyano College and NAIT. Keyano College delivers the PACE (Preparation for Academic and Career Education) classroom components at their community campus. NAIT utilized its mobile trades trailer (NAIT In Motion). Both Keyano's and NAIT's programs were delivered in the community of Conklin at the Conklin

Keyano Adult Learning Center, located approximately 140 km south of Fort McMurray, Alberta.

Upon completion, graduates will meet the minimum skills requirements needed for employment with industry, and will gain specific occupational, employability, personal management and life management skills needed to obtain and maintain employment

3. Implementation

Twelve Métis from the Conklin/Chard region received 24 weeks of instruction and preparation to enter the local labour market in three phases:

- Keyano College - PACE (12 weeks)
- NAIT - TIM (8 weeks)
- Work Placements - Devon Canada, EnCana Corporation, and other local area companies (4 weeks)

Phase 1 - Preparation for Academic and Career Education (PACE)

This 12-week program was delivered by Keyano College. The curriculum provided the students with the knowledge, skills and attitudes needed to make thoughtful educational and career choices and plan attainable paths to reach those goals and succeed in the desired job or training setting. Classes were held in the Keyano College Conklin Learning Centre from April 11 - June 30. A certificate of completion was awarded to each student.

Phase 2 - Fundamental Trade Skills

This portion of the program, eight weeks in length, is held in the mobile education unit and is designed to introduce the students to the basic understanding of the identified trades in an industrial setting. Students will learn to identify and use power tools, become acquainted with trade terminology, measurement and layout techniques for shop projects and identification of components of a blue print, as well as various other hands-on trades skills. This portion of the program runs from July 4 - August 26.

Phase 3 - Work Experience

The students will spend four weeks in a work term, practicing the skills they acquired in their 20 weeks of training. Placements will be arranged with local area industries through the assistance of the Alberta Aboriginal Apprenticeship Project (AAP). Each student will be matched to the most relevant work placement, taking into consideration factors such as location of the work site, transportation and opportunities for full-time employment after graduation. The work term will run from August 29 to September 23.

Once all phases of the training have been successfully completed, participants will receive NAIT's industry-recognized certification for Introduction to Trades and students will have completed qualifying exams to be an apprentice

4. Timeframe for Results

Following the 24-week project, apprenticeships are secured for the graduates.

5. Measurable Criteria

These include: successful completion of training sessions and the number of trainees that find

employment either through the sponsor companies or elsewhere.

6. Budget

The total project budget was \$254,204.

7. Partners and Sponsors

Metis Nation of Alberta - Region I Labour Market Development Unit

Human Resources Skills Development Canada - Skills Link

Northern Alberta Institute of Technology

Keyano College

Devon Canada Corporation

EnCana Corporation

Local Métis Communities of Conklin and Chard, Alberta

Conklin Community Association

Alberta Aboriginal Apprenticeship Project

➤ In-Kind Support

Devon Canada provided resources and staff to develop the initial project proposal, based on close to four years of consultation and liaising with the local Métis community. This process identified non-proximity to existing service providers as a significant barrier to communities like Conklin and Chard. After a call for proposals from various service providers, NAIT received contributions from Devon and EnCana as well as TransCanada, Royal Bank, Finning, Peel Truck and Trailer Manufacturing and Shell Canada to build and outfit NAIT's two mobile trades units.

Industry sponsors, including Devon and EnCana, have also committed to work placements and apprenticeships following the skills enhancement/skills exposure phase of the project.

Finally, industry will commit human resources to assist with steering committee activities to select potential clients.

The MNA-LMDU provided staff and resources to complete participant assessments/in-take/selection process, in-progress/follow-up support/reporting for the clients, project monitors (narrative and financials) with the proponent/service providers and participate in local steering committee meetings.

The Conklin Community Association provided office space at the Keyano Learning Centre and fax services to the Project Coordinator.

Keyano College provided classroom space and internet access.

8. Experience with the Program

This is the first time the program has been run. The program is scheduled to run in a number of other aboriginal communities, with the next one being Janvier.

9. General Applicability

This program is generally transferable to other companies and industry sectors interested in capacity building with Aboriginal communities.

10. Additional Information or Support

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