



# FALL 2008 NEWSLETTER

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**Osborne Village**  
**RESOURCE CENTRE**

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# ASK THE CAREER COUNCELLOR

## Advice for Recent Grads

By Jude Gaal, Carreer Counsellor of OVRC

Dear Career Counsellor,

Help, I just graduated from high school and everyone is driving me crazy! They all keep asking me if I'm going to university or college and I don't know! I'm secretly thinking of taking a year off and working full time. How do I decide what my next step should be?

- Freaked Out in St. Vital

Dear Freaked Out in St. Vital,

I remember walking down the same road after graduating from high school without a clue as to what I wanted to do next. My parents wanted me to become a doctor even though I was terrible in physics and flunked calculus three times! I was ready to strangle the next person who told me I could do anything I put my mind to. I hated the few friends that knew exactly what they wanted to do, and wished I could be like my friends who were going for whatever would bring them the big bucks. The good news is that I survived and you will too.

First, take a deep breath and relax. Second, remember that your friends and family are not trying to drive you around the bend, they're genuinely interested. It's a difficult time for everyone. Parents want to save children from making the same mistakes they did, and friends want to hold onto the way things were in high school. Resist the urge to hole up in your bedroom and sleep for the next year. So what are your options and how do you decide what to do next?

You have more choices than you might be aware of. Another option instead of college or university might be the Katimavik program (for more information on Katimavik go to: [www.katimavik.org](http://www.katimavik.org)). The nine month program gives you the opportunity to volunteer in a number of positions and get first hand life experience and knowledge of occupations. Who knows, you may also find an occupation that you will want to pursue.



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If you'd like to stay put, there are some things to consider before you decide whether to work, or go to school. When looking for a field of study, or a job, it's important to know your values, the skills you'd like to use or learn, and the skills you don't want to use. To find out what your skills and interests are think about what classes or extra-curricular activities you enjoyed in high school, what did others praise you for? Were you the school photographer? Did you secretly wish you could have the phys ed teacher's job? Are you a whiz at business math? Were you praised by teachers for your manual dexterity, mechanical aptitude, or compassion towards others? These seemingly insignificant bits of information are vital clues. If you find this process difficult use the free career counselling services available at OVRC that can help you with a skills and values evaluation.

Other things to consider are the amount of time you want to spend at school, what your motivation is, what type of environment you want to work in, and your personality type. Are you more of a hands on type of person, or do you like to discuss ideas? Do you want to be recognized for the work you do? Is achievement more important than financial reward? Do you want to work

in: an office, a workshop, indoors, alone or with people? Are you willing to commute for an hour each way to work, or do you want to work in your neighbourhood? Once you have answered these questions you will have a much better understanding about what you need to be happy in an occupation or field of study. Now you are ready to research occupations.

Two excellent occupational research tools are the Manitoba Job Futures ([www.mb.jobfutures.org](http://www.mb.jobfutures.org)) and Career Cruising\*. Each site gives you comprehensive information on various careers to help you narrow down your choices. Checking to see how occupations match up with your responses to the above questions will eventually lead to a choice that “fits you.” In addition, the government of Manitoba site, [www.opportunitiesmb.ca](http://www.opportunitiesmb.ca), provides information on education and training, as well as jobs, and information about apprenticeships.

You might think that this is the end of the research road. Not so fast. Now comes the most important part of research – the informational interview. This research tool

will team you up with people who are already working in the occupation of interest to you. This is the best way to get the most up-to-date information and find out what a typical day looks like, what the challenges are, what people like and dislike about the occupation, and advice they would give to someone wanting to get into the field.

Armed with this information you will be able to assess whether you want to pursue more education or find a job. Whatever decision you make will be based on facts, figures and your needs. Although this process may seem long, it is the best way to ensure that your choice will be a “good fit” and you won’t have any nasty surprises after spending a year or two studying a subject. Finally, trust yourself to know what is best for you, and remember that you will gain valuable experience and knowledge regardless of what path you choose.

\* To access Career Cruising come into the Osborne Village Resource Centre, or visit your local employment office (call (204) 945-8341 to find the location closest to you).



# FOLLOW YOUR DREAMS

By Dr. Lloyd Axworthy, President and Vice-Chancellor at The University of Winnipeg

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**E**veryone has a dream. Every young person has a unique talent, and the potential to realize those dreams whether it's opening a restaurant, launching a new web service, helping others as a social worker or finding a good job in the private sector.

The reality is that a university education gives you the skills you need to pursue your dreams. Studying for a bachelor's degree exposes you to multiple points of view, fosters the ability to think critically and use advanced judgment, nurtures curiosity and in the process, increases your confidence. All of these are skills you will carry for the rest of your life and take with you no matter what challenge presents itself.

There is also an important practical reason to pursue your education – that is, statistics consistently show that university graduates earn 20 to 40 per cent more than high school graduates. That adds up to tens of thousands of dollars over a lifetime in the labour market. Most of us are going to work eight hours a day for most of our lives. It is worth working at something that you love doing.

At The University of Winnipeg we recognize that some students face real life barriers that prevent them from staying in school. That's why we set up the Opportunity Fund, because we want children and young adults to dream big – no matter what their economic circumstance. This is a new initiative and our focus is on action.

We are committed to finding ways to close the graduation gap by nurturing the talents of Aboriginal students, young people from war-affected nations and refugees and youth from inner-city neighbourhoods.

We created fast-track special bursaries for students who need financial help. The program started last year and

so far, just over 100 students have been able to attend classes at UWinnipeg as a result.

I would like to introduce you to just a couple of those students: Muuxi arrived in Winnipeg as a teenage refugee from Somalia, struggling to overcome the effects of working 16-hour days without pay in a garage fixing cars. He received a \$1,200 bursary through the Opportunity Fund to attend UWinnipeg and is now a promising filmmaker interested in international development, creating work on topics such as gangs and HIV-AIDS.

Métis student Danielle grew up just outside of Winnipeg. She faced many struggles in her childhood, including a medical illness and she ended up dropping out of high school. But she had a dream to become a social worker and help others who are also facing difficulties. Danielle wrote a compelling essay, was accepted at The University of Winnipeg and received an Opportunity Fund bursary. Now, at 19, she has completed two university courses and is well on her way to becoming a social worker.

We have also broadened the entrance requirements to help more students qualify for acceptance, so being a first-year student at The University of Winnipeg just got better.

We have changed the English and Math prerequisites. Grade 12 students now need a minimum of one credit English 40S (core) and a minimum of one credit of Mathematics 40S. Just as importantly, we have increased student supports and offer new students academic advising, study skills, tutoring, specialized courses in writing, mathematics, science, English as an Additional Language, and Introduction to University. The extra supports mean that students increase their ability to succeed in their first year of study and meet the required academic standards.



The University is committed to doing everything it can to make our downtown campus an inclusive, welcoming and exciting place where young people from every conceivable background can gather, grow and succeed. It is my sincere hope that you will invest in yourself, and follow your dream.

Learn more about attending The University of Winnipeg at <http://www.youofw.com>

Learn more about the Opportunity Fund special bursaries by contacting [awards@uwinnipeg.ca](mailto:awards@uwinnipeg.ca)

*More than 10 years ago, Dr. Lloyd Axworthy helped the Osborne Village Resource Centre open its doors to help youth in the neighbourhood.*



## OVRC CLIENT'S TESTIMONIAL

### Special Thanks to OVRC Staff

Dear Readers,

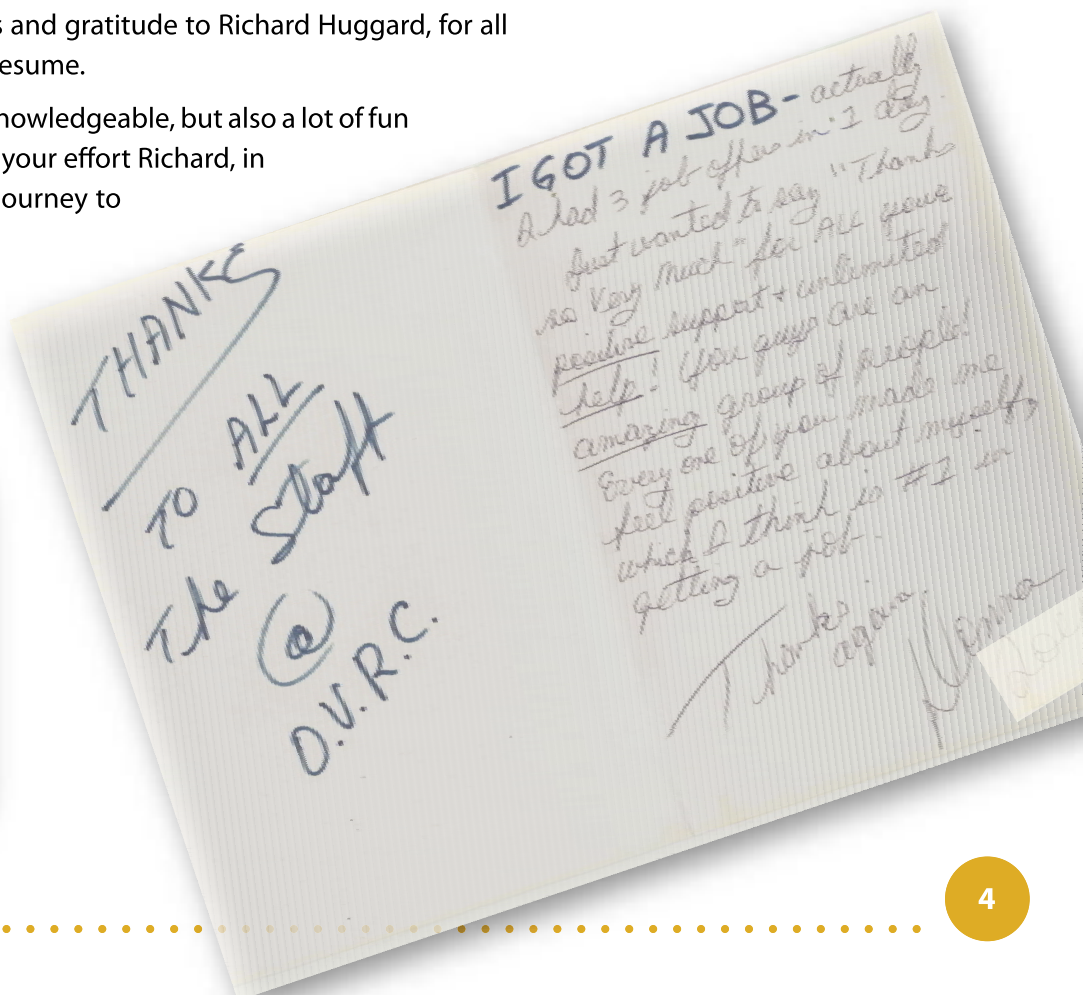
I would like to express my thanks and gratitude to Richard Huggard, for all his helpful ideas on creating my resume.

Richard is very professional and knowledgeable, but also a lot of fun to work with! I really appreciated your effort Richard, in assisting me on my resume and journey to new employment. I shall miss you sense of humour!

Very grateful,  
Elauine



Richard Huggard



# CAREER SUCCESS AT RED RIVER COLLEGE

By Dr. Jeff Zabudsky, President and CEO of Red River College

There is little doubt that one the most successful marketing campaigns in the history of Red River College has been our broadly recognized and much anticipated yearly alumni billboard campaign. Each February, well in advance of the spring thaw, Manitobans have come to anticipate a new crop of billboards springing to life throughout the province. RRC alumni from all walks of life are featured on these billboards as we present the incredible success stories of Emmy award winners, entrepreneurial superstars, award-winning teachers and researchers, and acknowledged leaders in numerous professional fields. Many of these featured alumni took the skills that they developed at RRC and immediately entered the working world to find success. Others took their RRC experience on to further education in universities in Manitoba or elsewhere before making their professional mark. Currently, enrollment trends are demonstrating that future billboard alumni will be those who graduate from RRC after their university studies since this post-university group of students is our fastest growing sector at the College.

Perhaps the most remarkable aspect of this campaign is that we continue to be inundated with ideas for future billboard stars. The stories of Manitobans who have succeeded beyond their dreams as a result of their RRC education are seemingly limitless and as the campaign has become better known our challenge is in making difficult choices each year.

So what is it about Red River College that offers such a pathway to career success for so many Manitobans? The answer to that question lies in the highly relevant and applied nature of our programming. Curriculum development and renewal at RRC are undertaken in consultation with fields of practice. We regularly ask our employers to help us understand what skills our graduates need to be successful in the workplace. We then ensure that our curriculum lines up with those workplace needs. Further, our hands-on, applied learning approach ensures students have the relevant skills to be effective in the workplace from their first

day, and most programs include a work-placement or co-op employment component. Increasingly, Red River College is working in partnership with industry on applied research projects that are solving real-world problems and offering students state of the art facilities and industry focused learning experiences.

But Red River College does not rest on the laurels of our graduate success. To stay relevant in a fast-changing world we constantly measure progress against a series of key performance indicators. First, each year we ask our current students to provide an assessment of our programming. The most recent survey found that 87% of students are satisfied or very satisfied with their RRC learning experience. We also connect with our newest alumni each year and we have found that 93% of our graduates are satisfied or very satisfied with their education and 93% would recommend their program to others. Most importantly, of those graduates who were seeking work, our most recent survey revealed that 96% found a job shortly after their graduation.



Of course, another group of key RRC stakeholders are our employers and, again on this front, the results are very good. Surveys of employers who hire our graduates find that 97% of employers are satisfied or very satisfied with our graduates and 95% would hire another RRC graduate. Finally, we are very proud to say that when we surveyed the most recent graduating class of Red River College, 94% of our graduates were working right here in Manitoba. Without a doubt, all research points to the fact that RRC provides an engaging and highly relevant learning experience that offers stimulating career opportunities for our alumni right here in Manitoba.

It is undeniably the best of times for Red River College and our students and alumni. The provincial economy is on the move, a fact attested to by various banks and economic think-tanks who project that Manitoba will lead the way in economic growth in Canada this year. The growing economy coupled with the retirement of the baby boomers will require many more skilled people to ensure that this economic growth is sustained. With over one hundred career-relevant programs available, Red River College offers a pathway to career and life success, not to mention potential fame and celebrity on a billboard somewhere in this great province.

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# GRACIAS (THANK YOU) DEAR VOLUNTEERS!

By Alicia Franco-Espinosa, Computer Instructor/Volunteer Coordinator

There are no words to thank our volunteers for their invaluable contribution to OVRC. We are very proud of our volunteers. That’s why we have a “Feature Volunteer” every month. Now it’s time to recognize the job done for Ruth, Justine and Kristin. Thank you all again for your time and commitment to the centre. We look forward to continuing working with you.



**June 2008**

Ruth has been volunteering for two years as an Assistant Computer Instructor.

Ruth is a kind and caring person. She is greatly appreciated by the students and instructors for her attendance, patience and dedication.



**July 2008**

Justine has been volunteering as a Graphic Artist. She is valued for her involvement in our Newsletter and other OVRC publications. Her talent and commitment to the centre is greatly appreciated.



**August 2008**

Kristin has been volunteering as a Graphic Artist. Her creativity and professionalism to the centre is very much appreciated. She is really valued for her great contribution to our Newsletters and Website which has been outstanding.

# OPPORTUNITIES THROUGH APPRENTICESHIP

## Demand for Skilled Trades on the Rise

By Leonard Harapiak, Chair, Apprenticeship and Trades Qualifications Board (Manitoba)

It is often said that education should provide opportunities for personal fulfillment as well as employment. Given the wide range of available opportunities, it is essential that individual learners are provided with information regarding options and supports that will give them access to the pathways that are most suitable.

It is readily apparent from media articles that there is a significant shortage of skilled workers in Manitoba and much of Canada. This is a major challenge for the economy but it also presents opportunities for individuals whose interests, aptitudes and talents are in the area of applied skills including designated trades. Training in more than 50 designated trades is available through the apprenticeship training model in Manitoba.

Why is there such a shortage of skilled workers? In part it is due to increasing demand for employees given that the provincial economy is booming as are the economies of other western provinces. A recent report from the Construction Sector Council indicates that to meet the needs of this specific sector alone in the next eight years there will be a need for 10,000 new workers to enter the construction workforce in Manitoba.

Another reason for the shortage of skilled workers is that for many decades not all educational opportunities have been presented as being valued, respected and honourable alternatives. It is generally acknowledged that society has projected a strong bias for the value of a "university education", while equally valuable and viable alternatives that lead more directly to the workplace were overlooked if not discouraged.





Attitudes are slowly shifting. A more positive outlook for applied skills is being driven to a large extent by opportunities in the marketplace. Job postings indicate that there is an increasing awareness of the need to adequately compensate individuals for applied talents. Many of the trades now provide more opportunities to earn respectable incomes. In addition, there is an increased level of respect for skilled tradespeople and technicians.

As society embraces the concept of life-long-learning, it is also encouraging to see that educational options are less often presented as mutually exclusive choices. Choosing to attend university does not preclude taking a trade at a later date, nor should taking a trade exclude a person from subsequently pursuing a degree. These choices do not lock individuals into a single pathway for a lifetime. With increasing frequency individuals who earn a general degree go on to acquire technical and trade certification. Similarly individuals who initially earn a trade certificate of qualification go on to earn degrees and diplomas. Institutions have become increasingly aware of this trend and hopefully they will be more responsive to the changing needs, aspirations and interests of individual learners.

Apprenticeship is but one piece of the larger system for skill development and personal growth. This system is administered by the Apprenticeship Branch which operates within the Department of Competitiveness Training and Trade. The Branch in turn works closely with employers who provide employment and practical training as well as with the educational training providers that provide the technical training. Apprenticeship is truly a partnership approach to training built on a training agreement between the apprentice and the employer, supported by the Branch and the technical training providers.

Though apprenticeship programs are a provincial responsibility, a partnership between the provincial, territorial and federal governments provides for the Inter-provincial Standards Red Seal Program, also known as the Red Seal Program. The credentials of Journeypersons who attain the Red Seal designation will be recognized in the participating jurisdictions. This standardization of training and certification programs provides skilled workers mobility across Canada.

The cost to individuals in apprenticeship training is generally lower than full time institutional training as the apprentice is being paid while working and learning on the job. In fact, finding an employer who is willing to enter into an apprenticeship training agreement is the first essential step for an apprentice. The training periods generally vary from 2 to 4 years with approximately 80 % of the training taking place in the workplace and 20 % delivered by one of the colleges or other technical training providers.

The value of apprenticeship as an integral component in skill enhancement has been given further recognition by the Province of Manitoba. In the March, 2008 budget the provincial government pledged \$3.8 million for the creation of 1,100 new apprenticeship training seats as well as a new apprenticeship tax credit for businesses. Of the new seats, 661 are in the construction area, 211 in industrial/manufacturing, 182 in transportation, and 46 in the service industry. The government has committed to adding 4,000 training seats over the next four years.

Apprentices are also now entitled to the province's tuition fee income tax rebate and receive 60 percent of their tuition if they live and work in Manitoba after their program is complete. Further support is provided through the new Apprenticeship Tax Credit. Under this provision an employer who hires a recently certified journeyperson can receive a tax credit up to \$2,500 a year for two years for each recently certified journeyperson hired.

The opportunities associated with apprenticeship training are an increasingly attractive option for individuals with an interest in applied skills and an interest in entering the workplace more directly. The growing interest of employers and the support of the Province of Manitoba also support apprenticeship as a credible and viable educational pathway.

Additional details regarding trades opportunities through apprenticeship can be accessed at:

**[www.manitoba.ca/tradecareers](http://www.manitoba.ca/tradecareers) or  
PH: (204) 945-3337**

# WHY I CHOSE THE TRADES

By Claude Plante, Director of Facilities for Winnipeg Technical College

I would first like to thank the fabulous staff at Osborne Village Resource Centre for giving me the opportunity to write about my perspective and why I chose the trades. I am the Director of Facilities for Winnipeg Technical College, a job which I find very rewarding and one that I look forward to each day with an appreciation for its challenges.

Facility management and building operations is a very diverse career, one that requires a strong ability to multi-task. As a facility manager and building operator, this role requires one to either directly perform or be responsible for many of the tasks listed below, however may not be all inclusive.

A facility manager and building operator is accountable for:

- The delivery of services that are consistent with legislation, regulations, labor standards and all building codes, plumbing, mechanical, structural, and electrical
- Administering and facilitating the development of the fire, safety, and security systems
- The operation of the building automation systems
- The working knowledge of custodial services and grounds keeping
- Managing administrative processes, such as scheduling training, supervising of staff, and procurement
- Developing a crisis management plan and strategic planning
- Overseeing the activities of all site contractors
- Preparing and managing the operational budget
- Managing energy consumption and all environmental aspects and participating in building design and all capital improvements
- Skills in project management.

The facility provides maintenance and retro fit services to existing buildings, attached structures, and ground safety. Many of the specific duties overlap with various trades such as carpentry, boiler maker, industrial mechanic, electrician, plumber, roofer, painter, and power engineers. The facility manager routinely works before, after, and with tradespersons to complete specific tasks. It is imperative that the facility manager has a working knowledge and is familiar with all scopes of these trades. As well as being skilled in many disciplines, a facility manager must keep current with all technological advances, environmental issues, and economic constraints.

It takes many years of training, both formal and on the job training to be a successful facility manager. As is evident from the above career profile there are many skill sets that one has to achieve.

What is truly required to be a successful facility manager and the formal skills required is a very difficult question to answer. Because of the diversity and multi-tasking skills that are required, generally a multitude of certificates and training are necessary. I would like to share a brief description of my own path to facility management and why I chose this area as a career.

I have been exposed to the trades my whole life. On my father's side, my great-grandfather, grandfather, and uncles were all carpenters and contractors. On my mother's side, my grandfathers and uncles were all landscapers and contractors. Coming from a Metis/French background, a sense of community and working together was expected, so at a very young age, I started my work in the trades. In addition to learning many skills early on, I had the opportunity to hear about and see the legacy my family had left behind. I was fascinated by some of the homes and churches that my great-grandfather and grandfather built. I now find myself speaking and with great pride, showing my own son some of the projects I had the opportunity to work on.

I started my adult career working in construction where I became a pipe fitter in water and sewer installations. From there, I started working in a processing plant where I was on the sanitation crew and heavily involved in occupational health and safety. As time went on I performed more mechanical maintenance. Being a seasonal worker during layoffs, I did property management, from building fences, painting suites, and small renovations. During this time I took many courses in occupational health and safety and became a course instructor. Concurrently, I was enrolled at the University of Manitoba in the occupational health and safety certificate program.

Being married and having two small children, I decided it was time to obtain more formal certifications and training. I then enrolled in the building operations and power engineering certificate program at South Winnipeg Technical Centre (SWTC) and was also able to obtain my 5th class power engineering certificate from the province. I stayed at the processing plant for a while, continuing to do maintenance and working on my health and safety certificate. I then had the opportunity to attend the National Energy Conservation Association (NECA) conservation training institute. I graduated and was enrolled in their apprenticeship program where I was formally trained in how to perform energy efficient renovations.

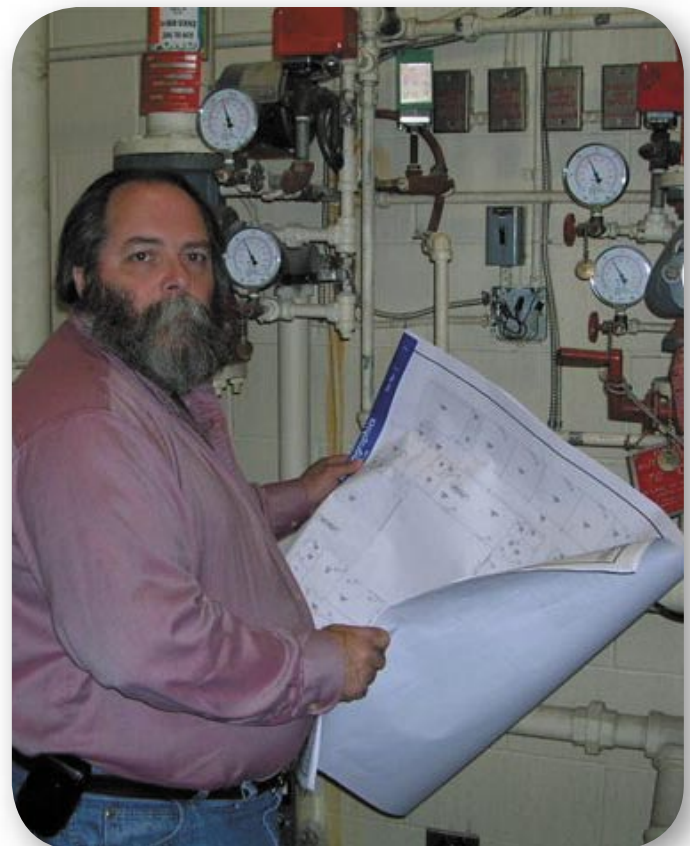
From there I went on to work with a few contracting firms as a carpenter. I had the opportunity at this point to be a working manager at a company that did primarily insurance claims and property loss repairs. At this time I also obtained my certificate in safe operations of power activated tools. I went on to be the maintenance manager at a retirement park, where I was responsible for everything from building of the shop and the new recreation centre to ground and road maintenance, and landscaping. At that time, we were in the process of opening a new subdivision where my past experience in water and sewer were invaluable. My responsibilities included overseeing the complete development of the project from servicing the lots to placing the homes.

I went on to work as the maintenance manager at a golf course where I had the opportunity to learn many

new skills, primarily in sustainable development and greening processes. I was then initially hired as the head custodian for Winnipeg Technical College, then becoming the maintenance manager, followed by an appointment to the position of Director of Facilities.

The College has been a wonderful fit for me and has also given me the opportunity to upgrade my skills, completing the MOPIA certification. I have had the opportunity to stay active and current in the industry by being a member of many trade organizations such as CGBC, BEMM, MBEC, PSEMN and am currently also becoming a BOMA member.

I have travelled many different paths in my career which have taken me to where I am today. On a daily basis, I have been able to use the skills I have acquired and to make a difference. As long as I am able to keep myself current and active because of the nature of the industry, I will have the opportunity to expand my knowledge and skill base in many more directions. It has been a hugely fruitful and rewarding career path that I have chosen.





# WINNIPEG TECHNICAL COLLEGE'S AWARD WINNING STUDENTS

By Brent Kurz, Director of Communications and Planning Winnipeg Technical College

Student life at Winnipeg Technical College (WTC) often involves much more than attending classes, studying, practicing applied skills in shop and lab settings, and preparing for Work Practicum placements.

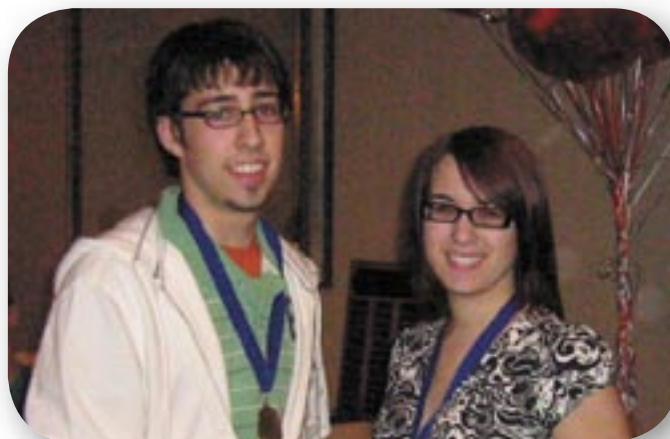
Many WTC programs provide students with the opportunity to participate in a variety of competitions that showcase their trade and technical skills. Some of these competitions are sponsored by industry and trade associations while another major competition, such as the one sponsored by Skills Manitoba Canada, are hosted by not-for-profit organizations that work with employers, educators and governments.

These competitions offer WTC secondary and post-secondary students the chance to compete with their peers from other technical and vocational institutions from across the city, province and even Canada.

To prepare for these competitions, students work closely with their instructors to hone their skills, practicing for weeks and even months before the event. At the competitions, students are required to demonstrate these skills in live situations which are evaluated by a panel of judges.

Although the experience of competing is often intense, all have found it rewarding. Many have indicated that their accomplishments at these events have impressed employers and resulted in excellent employment opportunities.

The College is very proud of the students who have put in the time and effort to compete at these events and congratulates those who were awarded medals and prizes for their performance.



For more information regarding Skills Manitoba Canada, please visit their website:

**[www.skillscanada.mb.ca](http://www.skillscanada.mb.ca)**

A complete listing of the 2007/2008 award winning Winnipeg Technical College students is included in TechFiles, the College's annual newsletter. An electronic version can be viewed by visiting the 'What's New' section of the College's website: **[www.wtc.mb.ca](http://www.wtc.mb.ca)**

**Top Photo:** Bronze Medalists, The Phoenix Challenge, WTC Production Art students Justin Kushner and Kaitlyn Roth

**Middle Photo, Left:** 2nd place, Allied Beauty Association, New Talent Women's Cut and Style Competition, WTC Hairstyling student Rachelle Mariano

**Middle Photo, Right:** Silver Medalist, Canadian Skills Competition, WTC Industrial Welding student David Gaston

**Lower Photo:** WTC Manitoba Skills Medalists - front (from left): Leah Stobelko, Haley Golin, Krystyna Grant. Back (from left) Zeke Moody, Jeremy Milner, Max Wolinsky, Nick Klatt.



# A CAREER IN THE ELECTRICAL TRADE

By Jodi Moskal, VP Network Cabling Solutions, MOSKAL Electric Ltd.

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**S**killed tradespersons are in high demand as the population ages and experienced journey persons retire. There has never been a better time to enter an apprenticeship program. A career in the electrical trade offers high income and benefits, independence, a chance to “earn as you learn” rather than being saddled with large student loans at the end of one’s education, variety and the chance to learn and grow as technology changes. Having a journeyperson ticket also opens many doors and employment opportunities.

When my husband, a journeyman construction electrician for 20 years, and I, a manager in an office, opened MOSKAL electric Ltd in 1998, there was very little, if any, concern for safety in the construction industry in general. However, over the past 10 years, the industry has embraced safety programs, enforced rules and regulations and made safety training for employees mandatory. It is recommended when applying for a position as an apprentice that the prospective employee ask about the company’s safety program and policies and refuse to work for a company that doesn’t have a program in place. The highest level of safety certification is COR Certification and companies that have attained this recognition have proven that they care about the safety of their employees and make sure that their staff goes home healthy and uninjured at the end of each day. We are very proud to have achieved our COR in 2004, one of the first 50 companies in Manitoba to obtain the certification.

A decade ago, there were very few women on jobsites. It was uncomfortable walking onto jobsites back then, knowing there would be no other females there and that I was going to be unwanted and unwelcome. Women are now accepted on construction sites and it is expected that both genders will likely be working on projects. I think nervousness is normal for anyone starting a new career. However, nothing builds confidence like competence and the more an apprentice listens, learns and applies themselves, the more at home they will feel on a site.



Being project-oriented, I love the variety of jobsites we get to work on. Every day brings new tasks and new challenges. Sometimes the work is difficult but at the end of the day what we’ve achieved is visible and we can be proud driving through Winnipeg, seeing completed projects we were a part of and feeling like we’ve helped build this city.

Having a trade gives independence. Very rarely do we need to call anyone for repairs, service or maintenance on our home. Once you are familiar with tools and “how things work”, you’ll find that you can do things like light your own pilot light on your furnace instead of calling the gas company, change your own flat tire because it’s faster and less expensive than waiting for help and in general you’ll be more self-sufficient.

My advice to those considering a career in the trades: Always dress, act and speak professionally. Respect your journeyman, employer and customer. Listen and learn from those you work with. Take pride in your work and your craftsmanship. Be loyal to your employer. Show up for work on time. Invest in yourself and your career by using a bit of each paycheck to purchase tools. Own a reliable vehicle. Be selective in your employers: ask about their safety program, apprentice registration policy, and make sure they offer the proper pay (check the Construction Industry Wages Act for your trade). Volunteer in your community.

The electrical trade is constantly evolving and you will learn new things even after you’ve completed your apprenticeship. Read books and subscribe to trade publications. Invest in yourself by accepting any and all training opportunities that your employer offers to send you to. Who knows? Maybe one day you’ll be the electrical inspector or the instructor at the college teaching apprentices.

# TRAINING FROM AN EMPLOYER PERSPECTIVE

By Stephanie Fries, Human Resources Generalist at the Airport Terminal Services - YWG

## Dictionary.com defines the word “Train” as follows:

1. To coach in or accustom to a mode of behavior or performance.
2. To make proficient with specialized instruction and practice.

In a job market where so many positions have become very industry specific, and the need for knowledge based workers is prevalent, on the job training is something that can be an asset to any organization. For example, employees working in a factory environment 20 years ago may have been required to simply assemble a piece repeatedly, with the advancements of technology, those front line workers are now being replaced by automation, and the employees working in a plant, are now required to operate the equipment that completes the job they once did. Pairing this with the need for employers to retain their employees more effectively then ever means that on the job training is something that is imperative. It allows employers to give training that is not only industry specific, but specific to the culture and expectations of the company. It allows individuals who may not have direct experience or technical training to still be hired, trained, and mentored within the company based on other factors, such as transferable soft skills, company fit, etc.

At Airport Terminal Services, our biggest focus is on Safety, and with our company created employee training policy, we have the ability to ensure that our employees will be trained to keep safety their primary focus. Even employees who are hired with Ramp experience are still expected to successfully complete our ramp training to ensure that they learn the importance of safety within the culture of our company.

On the job training does, of course, come with its own set of struggles which for some companies could be seen as a deterrent. Some of these factors include, but are not limited to: paying a trainer, and paying employees attending training, even though this would be considered unproductive time. Other less obvious

factors involve the number of successful candidates who would on average complete a training class, training materials, new hire costs, etc., however many organizations are finding that the benefits of being able to provide employees with a training program that is tailor made to the company and its objectives far outweigh some of the common concerns, which generally include many factors related to cost.

When an employee fully understands their position, duties and expectations on the job, it is far more likely that that employee would not quit after a short time due to being overwhelmed, or coming into a position that was “different then they expected”. Along with teaching the employee, you are also giving a mutual opportunity to see if the employee/employer pairing is a good fit.

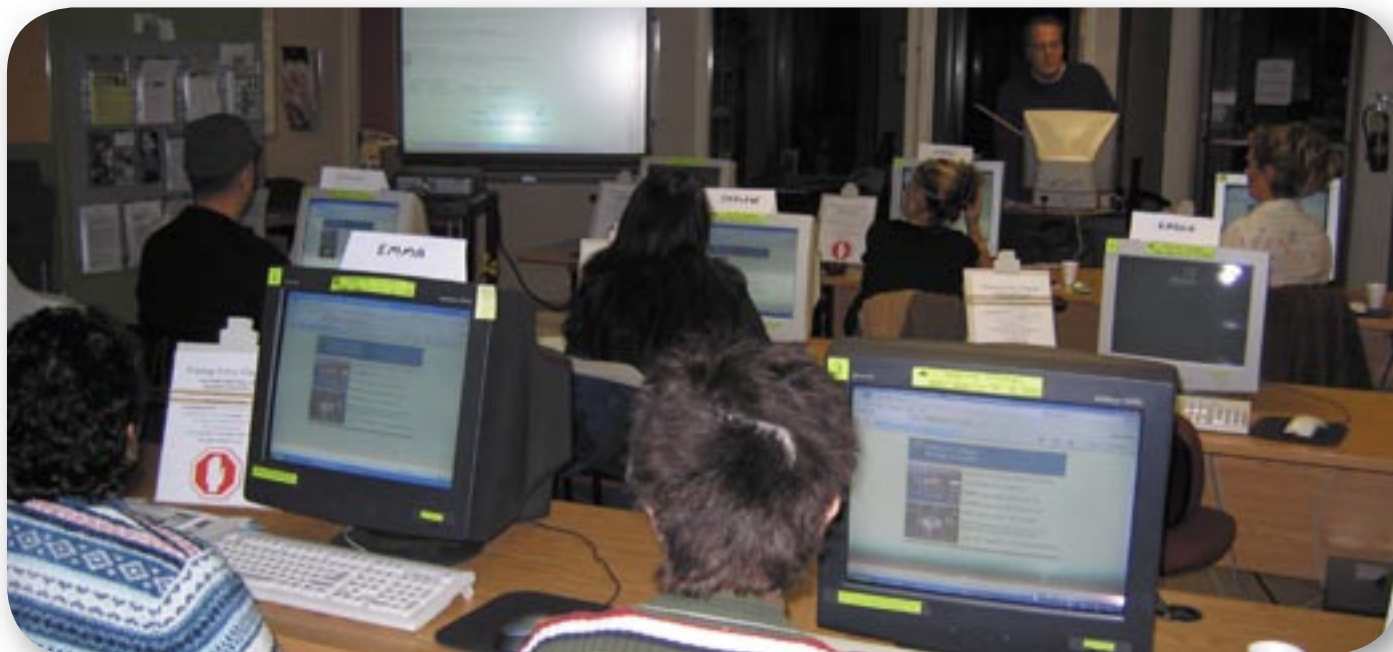
Though the costs of on the job training can become an expensive venture, it is one that ATS believes will help pave the companies future with a solid foundation- Our employees.



# UPCOMING EVENTS

## Workshops and Computer Courses at OVRC

To assist with your Job Search, OVRC offers Free Workshops designed to increase your effectiveness in three areas:  
**Job Search, Writing Cover Letters and Preparing for the Interview.**



### 2 DAYS WORKSHOPS From 9:00 am to 3:00 pm

<b>Interview Skills Workshop</b>	September 15 and 16
<b>Career Planning Workshop</b>	September 24 and 25
<b>Interview Skills Workshop</b>	October 20 and 21 November 17 and 18

### 1 DAY WORKSHOPS From 9:00 am to 3:00 pm

<b>Cover Letter Workshop</b>	October 30
<b>Hidden Job Market</b>	(to be determined)

OVRC also offers fun and easy to follow computer courses.

We have very knowledgeable and patient instructors. There is an Instructor and 2 or 3 Assistants Instructors per class. Every class has a maximum of 10 students. Each student has a computer.

### COMPUTER COURSES OFFERED

5 evenings from 5:00 to 7:30

COMPUTER COURSES OFFERED	FEES
<b>Fundamentals of Personal Computers</b>	\$65.00
<b>Basic MS Word</b>	\$65.00
<b>Basic MS Excel</b>	\$65.00

### CALENDAR

#### Fundamentals of PC

Tuesdays: September 23, 30, October 7, 14, and 21

#### Basic Microsoft Word

Mondays: September 22, 29, October 6, 13, 20

Tuesdays: November 4, 18, 25, December 2, 9

#### Basic Microsoft Excel

Mondays: November 3, 17, 24, December 1, 8

For more information please call 989-6503 or visit our website at [www.ovrc.ca](http://www.ovrc.ca)

## ABOUT OVRC

### Free Services

Do you need help preparing a resume or getting ready for a job interview?

Do you need help preparing a cover letter?

Do you need help preparing a resume?

Do you want to consult a career counsellor?

Please feel free to contact us at:

PH: (204) 989-6503 FAX: (204) 477-0903

For further information visit our web site: [www.ovrc.ca](http://www.ovrc.ca)

If you have any comments, questions or concerns about our services,  
contact the Centre Coordinator Marg Law at [marlaw@wtc.mb.ca](mailto:marlaw@wtc.mb.ca)

In Partnership With



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## ABOUT OVRC'S NEWSLETTER

In our upcoming newsletter we will be looking at

### **Sustainable Community Development**

If you have an idea for an article you would like to see, or contribute to the newsletter,  
or have any comments or suggestions, please contact

Alicia Franco-Espinosa, newsletter editor at (204) 989-6503 or [alifra@wtc.mb.ca](mailto:alifra@wtc.mb.ca)

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