



"Connecting the Electrical Industry"

Summary Report:

3rd Annual Conference of Training Directors

Saskatoon, Saskatchewan, August 22, 2010

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 Electrical Business Magazine	 Electrical Industry Education Trust Fund of Alberta
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National Electrical Trade Council c/o ECAO

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1. Introduction

About NETCO



The National Electrical Trade Council (NETCO) is a joint Labour-Management partnership of the International Brotherhood of Electrical Workers (IBEW), First District, Canada and the Canadian Electrical Contractors Association (CECA). It provides leadership through national coordination on workforce skills development and public policy issues of importance to the electrical industry in Canada.

NETCO is industry-driven and industry-funded. Phil Flemming (IBEW International Vice-President, First District, Canada) and Eryl Roberts (CECA Executive Secretary) serve as NETCO's President and Treasurer respectively. The Board of Directors draws on talent from the electrical industry across Canada.

Officers	Directors (Affiliation)
Phil Flemming , President	Rick Dalton (IBEW)
Bryan Leverick , Vice-President	Gary Fitzpatrick (CECA)
Eryl Roberts , Treasurer	Sol Furer (IBEW)
	Colin Campbell (CECA)
	Ron Stecy (IBEW)

The CECA-IBEW partnership positions NETCO as an authoritative, united, pan-Canadian voice for electrical contractors, electrical apprentices and journeypersons working in every province and territory.

Fast Facts: 3rd Annual Conference of Training Directors

- NETCO's 3rd Annual Conference of Training Directors was held in Saskatoon, Saskatchewan on Sunday, August 22, 2010.
- It attracted 30 participants from the IBEW and CECA communities across Canada.
- It was Chaired by Ray Matthews, Provincial Training Director, Electrical Industry Training Centres of Alberta. The Chair rotates annually.
- An ambitious Agenda (see Appendix A) focused on networking, best practices and information-sharing.
- This year NETCO introduced a conference sponsorship model for the first time. In his closing remarks, the Conference Chair challenged each participating organization to recruit a sponsor for next year's Conference.
- The participants view the Conference as a valuable professional development activity. The Evaluation Report for the 3rd Annual Conference of Training Directors (see Appendix B) is very positive.
- To date, NETCO's annual conferences have been held prior to IBEW Progress Meetings. This yields benefits with respect to conference participation and economies of scale.
- NETCO is a trade show exhibitor at the IBEW Progress Meeting that follows the Conference. This facilitates communication with the broader IBEW community.
- In August 2008 the 1st Annual Conference of Training Directors was held in Toronto, Ontario. The 2nd Conference was held in Charlottetown, PEI in 2009.

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2. Synopsis of NETCO's 3rd Annual Conference of Training Directors

NETCO's 3rd Annual Conference of Training Directors was held in Saskatoon on August 22, 2010.

This follow-up report provides a synopsis of the proceedings and highlights key points from the plenary sessions.

The Electrical Joint Training Committee, IBEW, Local 213 & ECABC sponsored a continental breakfast to coincide with registration. Informal networking began immediately.



IBEW International Vice President & NETCO President Phil Flemming (left) and Conference Chair Ray Matthews (right) welcomed delegates.

The Chair—**Ray Matthews** (Electrical Industry Training Centres of Alberta)—called the conference to order at 8:15 a.m. sharp. He talked about the evolution of the Annual Conference and the important contribution that it makes to training in the electrical industry. He encouraged those who were new to the training role, and participating in the Conference for the first time, to take advantage of the opportunity to network with their peers from across Canada.

In his opening remarks **Phil Flemming**—IBEW International Vice President, First District, Canada and NETCO Treasurer—noted that the Conference was an opportunity to share best practices and access new training resources. He voiced concern about the Red Seal Program's efforts to introduce an Occupational Performance Standards model and outlined NETCO's related lobbying efforts.

It was with particular pride that International Vice President Flemming spoke of NETCO's leadership in the field of renewable solar photovoltaic (PV) energy. The 3rd Annual Conference of Training Directors marks the official launch of NETCO's groundbreaking partnership with the Canadian Standards Association (CSA) to develop a Made-in-Canada Personnel Certification Program for Electricians installing solar PV equipment. He personally thanked the members of NETCO's Solar PV Committee for their ongoing contributions.



Andy Clevin, Chair of NETCO's Solar PV Committee, was one of the presenters on Powering Up for the Renewable Energy Market.

One of the highlights of the conference was an in-depth presentation made by three representatives of NETCO's Solar Photovoltaics (PV) Committee. A Q & A followed.

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Andy Cleven, Training Director, Electrical Joint Training Committee, IBEW, Local 213 & ECABC, began with an overview of NETCO's National Solar PV Strategy. He passed the baton to **Robert Nelson**, Instructor/Product Developer, Canadian Standards Association, who provided more detailed information about the CSA's Personnel Certification Program. The Ontario solar PV perspective was then expertly presented by **Peter Olders**, Training Coordinator, Ontario Communications Training Centre, Affiliated with the IBEW CCO & ECAO.



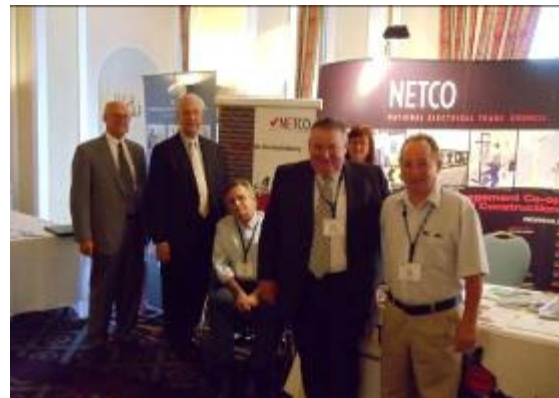
Conference participants listen attentively.

A presentation profiling the Northern Ontario Joint Apprenticeship Council (NOJAC) by **Tim Butler**, President, IBEW, Local 1687 & NOJAC Member was well received. It yielded a range of best practices that may be applied elsewhere in Canada.

The Agenda featured a practical focus on ready-to-use training resources. In this regard, **Rosemary Sparks**, Senior Director of Planning & Development, Construction Sector Council, introduced Mentoring tools. Each participant was provided with a take-home DVD. **Carol MacLeod**, NETCO Training Consultant, did an on-line show & tell of Numeracy Power—NETCO's on-line assessment tool for use with apprentices. Numeracy Power is available for immediate use and she outlined procedures to become a NETCO-authorized Numeracy Power Coach.

At the request of NETCO's Board of Directors **Robert Nelson**, Instructor/Product Developer, CSA, led a consultation to explore the possibility of NETCO developing a CEC Pocket Handbook. This idea was originally floated at a NETCO Board Meeting and it was decided to secure feedback from the conference participants.

As in previous years, the reports from each training organization (e.g., Joint Apprenticeship & Training Committees) provided a rich source of information. One representative from each organization outlined the scope of their training program, innovative practices and challenges. This prompted a great deal of discussion that continued informally at an evening reception sponsored by the Electrical Industry Education Trust Fund of Alberta.



Following the Conference, NETCO was an exhibitor at the IBEW Progress Meeting trade show. Left to Right: IBEW International Secretary-Treasurer, Lindell Lee; IBEW International President, Ed Hill; Canadian Standards Association Instructor/Product Developer Robert Nelson; Electrical Contractors Association of Ontario Human Resource Manager, Susan Boorman; IBEW International Vice President Phil Flemming and IBEW, Local 773 Business Manager Sol Furer.


Appendix A: Agenda 3rd Annual Conference of Training Directors

Agenda: Sunday, August 22, 2010

7:30 – 8:15 a.m.	<p>Registration & Continental Breakfast</p> <p style="text-align: center;">Sponsor:</p> <p style="text-align: center;">Electrical Joint Training Committee, IBEW, Local 213 & ECABC</p>
8:15 – 8:30 a.m.	<p>Welcome</p> <ul style="list-style-type: none"> ▪ Ray Matthews, Conference Chair & Provincial Training Director, Electrical Industry Training Centres of Alberta ▪ Phil Flemming, International Vice President, IBEW, First District, Canada & NETCO President
8:30 -9:00 a.m.	<p>Introductions</p>
9:00 – 10:30 a.m.	<p>Powering Up for the Renewable Energy Market</p> <p>Representatives of NETCO’s Solar Photovoltaics (PV) Committee provide a progress report on the implementation of a <i>National Solar PV Strategy</i>. This marks the official launch of a Personnel Certification that NETCO is developing in partnership with the Canadian Standards Association. Round-table discussions to follow.</p> <ul style="list-style-type: none"> ▪ Andy Clevon, Training Director, Electrical Joint Training Committee, IBEW, Local 213 & ECABC ▪ Robert Nelson, Instructor/Product Developer, Canadian Standards Association ▪ Peter Olders, Training Coordinator, Ontario Communications Training Centre, Affiliated with the IBEW CCO & ECAO <p style="text-align: center;">Sponsors:</p> <p style="text-align: center;">Electrical Contractors Association of British Columbia & Electrical Business Magazine</p>
10:30 -10:45 a.m.	<p>Break</p>
10:45 -10:55 a.m.	<p>Profiling the Northern Ontario Joint Apprenticeship Council (NOJAC)</p> <ul style="list-style-type: none"> ▪ Tim Butler, President, IBEW, Local 1687 & NOJAC Member
10:55 -11:15 a.m.	<p>JATC Reports (1st Round)</p> <p>Verbal status report from each training organization.</p>

Appendix A: Agenda 3rd Annual Conference of Training Directors

Agenda: Sunday, August 22, 2010

11:15 – 12:00	<p>Mentoring: Key Skills for the Construction Industry</p> <ul style="list-style-type: none"> ▪ Rosemary Sparks, Senior Director of Planning & Development, Construction Sector Council
Noon – 1 p.m.	<p>Lunch</p> <p style="text-align: center;">Sponsor: JATC, IBEW, Local 804 & ECA Central Ontario</p>
1:00 – 1:45 p.m.	<p style="text-align: center;"></p> <p>Numeracy Power: NETCO's On-line Numeracy Assessment Tool and National Distribution Plan</p> <p>Start using this new resource immediately. Show & tell along with procedures to become a NETCO-authorized Numeracy Power Coach.</p> <ul style="list-style-type: none"> ▪ Carol MacLeod, NETCO Training Consultant
1:45 -2:30 p.m.	<p>JATC Reports (2nd Round)</p> <p>Continuation of verbal status reports from each organization</p>
2:30 -2:50 p.m.	<p>Break</p> <p style="text-align: center;">Sponsor: MPH Graphics Inc.</p>
2:50 – 3:00 p.m.	<p>Consultation on Developing a NETCO CEC Pocket Handbook</p> <ul style="list-style-type: none"> ▪ Robert Nelson, Instructor/Product Developer, Canadian Standards Association
3:00-4:00 p.m.	<p>Round Table Discussions</p> <p>Discussion on questions/issues identified by the participants.</p>
4:00 – 4:30 p.m.	<p>Closing & Evaluation</p>
5:30 -7:00 p.m.	<p>Reception</p> <p style="text-align: center;">Sponsor: Electrical Industry Education Trust Fund of Alberta</p>

Appendix B: Evaluation Report

Evaluation Report 3rd Annual Conference of Training Coordinators, Aug. 22, 2010

This Evaluation Report was prepared from individual evaluation forms completed anonymously by the conference participants at the end of the day.

1. What did you like most about today's meeting?

- Good dialogue- Introductions well done.
- Pocket handbook.
- Powering up/mentoring.
- Lots of information- good topics.
- Meeting trainers from locals across Canada.
- The amount of valuable information, number of topics.
- The change in format.
- The ice breaker
- The solar update.
- What other areas are doing.
- The open forum discussion periods and times for questions and answers.
- Renewable energy market.
- Good networking.
- Everything.
- All.
- Sharing of ideas between Training Centres.
- Opportunity to hear what new training is being implemented and possible access to it.
- Learning about NETCO and NJATC courses available.
- Interaction with other JACs.
- Round table format, good discussions.
- Casual--not a lot of union politics.
- The presentation on mentoring.
- The ability to find out what other locals do for training.
- It was all good.

Appendix B: Evaluation Report

2. What did you like least about today's meeting?

- Short question periods after presentations.
- Scoring various speakers and evaluating other members. All were good and I find together we help each other which is more valuable than ranking speakers.
- Too much for one day, should be at least a day and a half.
- The compression.
- Too much information in a short time frame.
- Liked it all.
- Too short.
- Nothing.
- All good.
- Nothing, enjoyed it all.
- Not long enough.
- Not enough time to cover topics in detail.
- Too much information in a short time.

3. To what extent did this each of the activities listed in Column 1 meet your information needs on the topic addressed? Respond by circling a number on the scale of 1 (low) to 5 (high) in Column 2.

Activity	1(low)	2	3	4	5(high)	N/A
Powering Up for the Renewable Energy Market (Speakers: Andy Cleven, Robert Nelson, Peter Olders)				36.8%	57.9%	5.3%
Profiling the Northern Ontario Joint Apprenticeship Council (Speaker: Tim Butler)			5.3%	42.1%	47.4%	5.3%
JATC Reports			15.8%	21.1%	52.6%	10.5%
Mentoring: Key Skills for the Construction Industry (Speaker: Rosemary Sparks)		10.5%	26.3%	21.1%	36.8%	5.3%
Numeracy Power (Speaker: Carol MacLeod)			15.8%	42.1%	36.8%	5.3%
Consultation on Developing a NETCO CEC Pocket Handbook (Speaker: Robert Nelson)			5.3%	31.6%	47.4%	15.8%
Round Table Discussions			5.3%	26.3%	57.9%	10.5%

Appendix B: Evaluation Report

4. Comments

- Well done- first prize!
- Should be two days.
- Really can't say enough, great conference.
- A spreadsheet outlining training courses and information on them would be great.
- The revised format was refreshing. Perhaps we need one and a half to two days to cover more of the issues and have discussion.
- The presenters were strong and many can be horizontally expanded. The CEC handbook is a great idea. The round table discussion was successful.
- Excellent conference. Well worth the time, effort, and cost. Should be one and a half to two days.
- Thanks Carol for all your hard work.
- Two days would be a better idea.
- Continue with the good work.
- It was pointed out that the results or feedback was not present to keep building the future of this organization.
- Vital to maintain contact, especially for smaller (poorer) locals.
- Great session. Must develop a method of bringing in more participants.