

Millwright Apprenticeship Opportunities – Northwestern Ontario

The Millwright union and OPG are seeking 5 individuals with a strong desire and aptitude to begin their careers as apprentice millwrights. The opportunity begins with a 6-week training program to be held in Thunder Bay (location to be determined) followed by a one-year paid placement within an OPG Work Centre as an apprentice millwright.

Targeted Training Start Date

November 6 – December 15, 2023 – Successful candidates - apprenticeship starts January 2, 2024

Work Placement Locations

OPG Kenora Work Centre - 2 positions
Cameron Falls Work Centre - 2 positions
Thunder Bay Work Centre - 1 position

Success of the Introduction to Millwrighting (ITM) Program

The ITM has offered 4 programs in the following locations Bruce Peninsula, Darlington Energy Centre (2), and Chalk River. A total of 35 candidates have entered the 6-week training program with 34 completions and 34 hired as first year apprentices within the union.

Financial Requirements and Candidate Support

Based on the last 3 ITM training sessions, the cost for each candidate for the 6-week training program is approximately \$8,500.00 per person. Each candidate has received a \$20/hour training stipend, a \$250 safety boot allowance, transportation costs based on .30/kilometer, a new laptop, all training materials, childcare (if applicable), \$100/week food allowance, and an accommodation allowance of up to \$200/week (if applicable). These costs have come from various sources that have included non-Indigenous industry partners such as OCNI, EPSCA, OPG, and Indigenous organizations such as ISETS, and LDM's. All source funding, contract administration, and candidate payments have been paid through Kagita Mikam Aboriginal Employment & Training (KM), an LDM affiliated with the ALFDC ISETS. This means all organizations have provided the funds directly to KM for candidate disbursements on a bi-weekly basis. KM invoices the organization for the costs and a complete accounting for the organizations contribution(s) is provided at the end of the 6-week period.

What we need from the ISETS or LDM's

We are seeking your help in finding 5 candidates within your organisations that are looking for a great opportunity to become an apprentice millwright through to a red seal journeyman. We are also seeking financial support for your candidates to build this partnership. In the last 3 ITM sessions, KM has provided a small amount of funding to support candidates through their ION budget; however, the budget is small, and we have had to rely of the generosity of other organisations to make this initiative successful.

Candidate Selection Process

The ION coordinator has effectively worked with many Indigenous organizations in finding suitable candidates and has relied heavily on their expertise in recommending candidates for these career opportunities. There is a registration process that includes the standard tombstone information, a resume, cover letter etc. The ION coordinator or OPG HR person will contact the candidate directly for an informal interview and go over the expectations and field any questions about the selection process and next interview. The final interview is conducted by a Millwright and OPG representatives via Microsoft Teams. Once they have been selected, we immediately start working with them on the required standard security clearance.

We are all grateful in having the opportunity to create new relationships that focus on assisting Indigenous job seekers with their career aspirations and look forward in hearing back from you.