

1 Q. Please indicate what steps, if any, Hydro is taking to recruit engineers,
2 tradespersons and lineworkers to work at Hydro.

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5 A. Newfoundland and Labrador Hydro has an EIT Program (Engineer in
6 Training Program) which rotates new engineering graduates through different
7 departments in the company for a period of four years. These employees,
8 who are not permanent staff, are encouraged to apply on internal
9 engineering job postings.

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11 In addition, Hydro has an apprenticeship program for the following trades
12 associated with its operations:

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- 14 • Lineworker
15 • Millwright
16 • Heavy Duty Mechanic
17 • Industrial Electrician
18 • Hydro Plant Operators

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20 Upon completion of their apprenticeship program and following their
21 certification as Journeypersons, these employees are encouraged to apply
22 for vacancies.