Q. Describe the Company's Line Worker, Substation Electrical Worker, and Millwright apprenticeship programs. Describe any specific training for these workers other than the apprenticeship programs.

A. Apprenticeship Trade Programs in Newfoundland and Labrador are administered by the Department of Advanced Education and Skills (AES). Apprenticeship is a proven training system that combines classroom training and on-the-job experiential learning to produce a certified journeyperson. On average, approximately 80% of the apprenticeship term is spent in the workplace with the remaining time spent enrolled at a post-secondary training institution.

Apprenticeship begins when an individual signs a Memorandum of Understanding with an employer and continues until the apprentice has completed all of the required technical training and has received the required industry experience deemed necessary to attempt the relevant Interprovincial or Provincial certification examination.[1]

Building on this approach, Hydro has well-developed apprenticeship programs for the Lineworker, Industrial Electrician and Millwright trades. Hydro regularly measures the progress of individual apprentices through a formal performance review process. Hydro typically requires an apprentice to serve in two or three locations during the course of their apprenticeship. This increases their exposure to different systems and equipment and provides a variety of mentorship experiences through interaction with different crews and work teams.

[1] Department of Advanced Education and Skills, http://www.aes.gov.nl.ca/app/faq/general.html#quest01, (September 3, 2014).

Hydro exposes its apprentices to a variety of general and trade specific safety courses in addition to demonstrating the skills and competencies that are outlined as specific requirements and that are noted in the apprentice logbooks. Skill assessments and validation of learned skills are noted in the apprentice's logbook by a qualified and certified journeyperson(s).[2]

Hydro supervisors are responsible to ensure an apprentice is in an environment conducive to learning and is mentored by journeypersons who are knowledgeable and who are able to appropriately assess the skill requirement.

Hydro provides apprentices additional training, over and above the provincial requirements. This includes training identified as a requirement in their development plans based on skill surveys and/or as part of their performance assessments. Hydro also requires apprentices to complete applicable training courses as identified in Table 1. This training is deemed necessary for the related occupation and includes safety practices, work methods and procedures, work protection, corporate policies and procedures, and technical skills training. The supervisor will arrange for any additional training where specific needs are identified.

[2] As noted in each Logbook issued by Advanced Education and Skills under the Record of Workplace skills section.

Table 1 –Specific Training provided to Apprentices by Hydro

Apprenticeship Program	Training Courses
Lineworker	• Workplace Hazardous Materials Information System • Environmental Management System • Information Systems Security • Safety and Health Roles and Responsibilities • Safe Workplace Observation Program Training • Computer and Database Orientation • Worksite Orientation • Corporate On-line Orientation • Safety Culture • All-Terrain Vehicles • Snowmobile • Fall Protection Awareness • Pole Top Rescue • Aerial Device • First Aid • Defense Driving • Transportation of Dangerous Goods • PCB Handling and Transportation • Task Based Risk Assessment (TBRA) and Work Methods • Hazard Recognition Evaluation and Control (HREC) • Work Protection Code • Environmental Emergency Response Plan (EERP) • Environmental Awareness Training Plan (EATP) • Distribution Standards • Hot Stick Training • Rubber Glove Training • Global Positioning System (GPS) • Customer Relations Training • Recloser/Regulator Fundamentals • Underground/Submarine Fundamentals • Class 03 Driver's License • High Voltage Switching • Work Protection Code Advancement

Industrial Electrician	• Workplace Hazardous Materials Information System • Environmental Management System • Information Systems Security • Safety and Health Roles and Responsibilities • Safe Workplace Observation Program Training • Computer and Database Orientation • Worksite Orientation • Corporate On-line Orientation • Safety Culture • All-Terrain Vehicles • Snowmobile • Fall Protection Awareness • First Aid • Arc Flash Training • Defense Driving • Transportation of Dangerous Goods • PCB Handling and Transportation • Task Based Risk Assessment (TBRA) and Work Methods • Hazard Recognition Evaluation and Control (HREC) • Work Protection Code • Environmental Emergency Response Plan (EERP) • Environmental Awareness Training Plan (EATP) • Aerial Device • Hot Stick Training • Rubber Glove Training • Recloser/Regulator Fundamentals • Work Protection Code Advancement • High Voltage Switching

Millwright	• Workplace Hazardous Materials Information System • Environmental Management System • Information Systems Security • Safety and Health Roles and Responsibilities • Safe Workplace Observation Program Training • Computer and Database Orientation • Worksite Orientation • Corporate On-line Orientation • Safety Culture • All-Terrain Vehicles • Snowmobile • Fall Protection Awareness • First Aid • Defense Driving • Transportation of Dangerous Goods • Task Based Risk Assessment (TBRA) and Work Methods • Hazard Recognition Evaluation and Control (HREC) • Work Protection Code • Environmental Emergency Response Plan (EERP) • Environmental Awareness Training Plan (EATP) • Laser Alignment • Overhead Crane Operations • Work Protection Code Advancement • Boom Truck Operations • Air Dryer • Governor