



CONESTOGA

CO-OP, CAREER &
WORK-INTEGRATED LEARNING

Conestoga Co-op

Motive Power Technician – Heavy Duty Equipment

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Content

- Overview of Co-operative Education at Conestoga
- Employer Benefits
- Heavy Equipment Technician Program
- Impact of Covid-19

Co-op Recruitment



- 4,500 co-op students in 64+ co-op programs in a broad range of disciplines
- Degrees, diplomas, post-graduate certificates, trades programs

Co-op Hiring Process

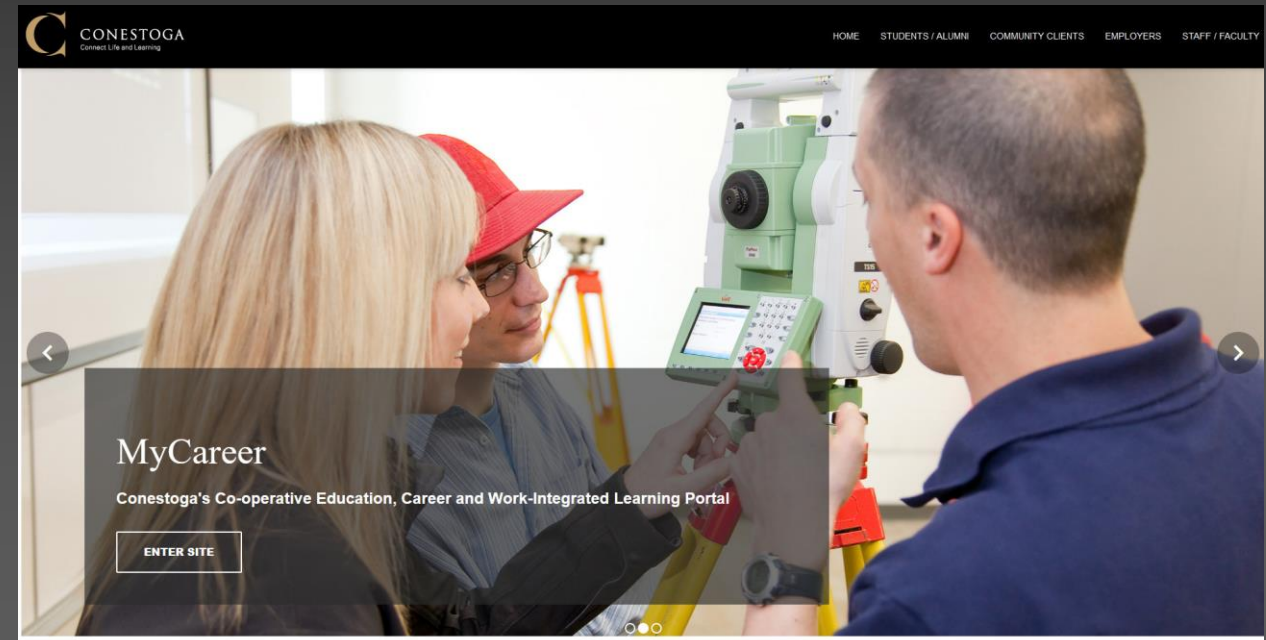


- Support throughout the co-op recruitment process
- Continuous and flexible co-op recruitment model meets employer needs
- Review candidates with no risk/commitment
- Work terms from 4-16 months from a wide range of programs year-round

Employer Recruitment Support

Register on MyCareer – online recruitment system

- <https://mycareer.conestogac.on.ca>
- No cost
- Post co-op, graduate, part-time, contract and permanent roles
- Financial incentives may be available



Employer Responsibilities



- Provide a career-related work experience that will provide duties and responsibilities related to the objectives of the student's program of study
- An eligible work term requires: a minimum of 420 hours and 12 consecutive weeks for a 4 month co-op (14 weeks for Degree programs)
- Acknowledge that the student is hired in an employee-employer relationship and provide wages as negotiated between the employer and the student – and also provide WSIB or equivalent coverage
- Be open to providing training and ongoing supervision and feedback to enhance the student's learning, with increased responsibility and exposure to new challenges based on the student's program year

Employer Responsibilities

Below are the responsibilities we ask employers take on after hiring a co-op student:

- Complete a mid-term survey evaluation on the student's progress
- Complete a final performance evaluation with the student
- Communicate any workplace or student concerns to the co-op office as issues arise



Why Hire a Co-op Student?

- Cost-effective temporary employees for peak periods of activity, seasonal variations in workload or short-term projects
- Bright, motivated, fresh talent
- Explore new employment positions before making a long-range commitment
- Effective long-term recruitment strategy:
 - Attract top talent by building your brand on campus
 - Evaluate candidates before hiring as full-time employees
 - Familiarize prospective full-time employees with your organization, decreasing orientation and training when hiring graduates
- Give your rising stars a chance to supervise and develop their people management skills
- Builds campus relationships and provides input on program content

Financial Incentives



Cooperative Education Tax Credit (CETC)

- The CETC is a refundable tax credit for employers equal to 25 per cent (30 per cent for businesses with payrolls under \$400,000) of the salaries and wages paid to eligible post-secondary students in a qualifying co-op work term of at least 10 consecutive weeks
- A maximum tax credit of \$3,000 is available per student per four-month qualifying work term



Government of Canada's Student Work Placement Program (SWPP)



- Through SWPP, organizations within Canada that offer full-time employment opportunities between 12-16 weeks for full-time Canadian post-secondary students can receive wage subsidies:
- up to **50% of the wage cost for the placement (up to a maximum of \$5,000 per placement)** per student **OR**
- up to **70% (up to a maximum of \$7,000 per placement)** for under-represented students including first-year students, women in STEM, indigenous students, persons with disabilities and newcomers.

Motive Power Technician – Heavy Duty Equipment

- Two-year diploma program
- Knowledge and technical skills are developed through a combination of classroom theory and hands-on training to succeed as a Heavy Duty Equipment Technician.
- Students learn to inspect and test heavy duty equipment operation, systems and components and to dismantle and re-assemble components following manufacturer repair procedures and reusability guidelines while using safe working practices.
- Graduates may receive automatic exemption from Levels 1 and 2 of the Heavy Duty Equipment Technician apprenticeship and are well-prepared to pursue a career as a technician or another related role in the industry.



Motive Power Technician – Heavy Duty Equipment



Work/Study Sequence - Motive Power Technician - Heavy Duty Equipment

	Fall (Sept. -Dec.)	Winter (Jan. - Apr.)	Spring/Summer (May - Aug.)
Year 1	Classes	Classes	Work Term 1
Year 2	Classes	Classes	

Careers



- Graduates may hold positions such as heavy duty equipment, agricultural equipment, powered lift truck and truck and coach technician apprentice, service writer, shop manager, and business owner, and work in settings that include manufacturing, service and sales.
- On average, 100% of graduates from the last three years (2017 to 2019) found employment within six months of graduation.

Competitive Advantage

- We are linked closer to asphalt producers than any other college in the province
- Only college that has 2 highway class asphalt pavers
- Only public college that has a paving operator portion in their operator program
- Student exposure to different market segments – emphasis on road building
- Have brought representatives in from council to show students employment opportunities within industry

Motive Power Technician – Heavy Duty Equipment



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Guelph Campus



Heavy Construction Equipment Operation



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Brantford Campus



Impact of Covid-19 on Conestoga College



Programming

- Hands-on learning facilities will be operated differently than in the past, with fewer students at any given time, reconfigured spaces, enhanced sanitation protocols.
- The Winter 2021 semester is continuing with remote delivery. The college anticipates that this approach may continue for an extended period, perhaps for the next 2-3 semesters, or until an effective vaccine against COVID-19 becomes widely available.

Impact of Covid-19 on Conestoga College



Apprenticeship

- The college expects that Ontario's current apprenticeship model will face additional challenges as the result of the economic downturn, and that many employers will not be positioned to take on apprentices.
- To address this challenge, Conestoga is exploring the potential for training apprentices through high-end simulation tools that can provide them with higher competencies before they enter the workplace.

Questions



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