



ArcelorMittal



**ArcelorMittal Dofasco  
Canadian Apprenticeship Forum  
Employer Engagement Webinar**

February 22, 2017

# ArcelorMittal is world's largest steel and mining company



- World's leading integrated steel and mining company.
- 84.6 million tonnes of crude steel and 73.7 million tonnes of iron ore production in 2015.
- Presence in 60 countries with an industrial footprint in 19
- Approximately 38% of our steel is produced in the Americas, 47% in Europe and 15% in other regions, including Kazakhstan, South Africa and Ukraine.
- Key global markets: automotive, construction, household appliances and packaging.





# Our impact in Canada...



- ~10,000 employees In Canada.
- Support over 40,000 indirect jobs.
- Operations in Flat Rolled, Tubular, Automotive Tailored Blanks and Long product steels.
- Extensive Iron Ore Mines in Quebec as well as Mary River iron ore mine located on Baffin Island.

<b>ArcelorMittal Dofasco</b>	<b>ArcelorMittal Infrastructure Canada G.P.</b>	<b>ArcelorMittal Mining Canada G.P.</b>	<b>ArcelorMittal Montreal</b>	<b>ArcelorMittal Tailored Blanks</b>	<b>ArcelorMittal Tubular Products</b>	<b>Baffinland Iron Mines</b>	<b>Global R&amp;D</b>
1 Coteau-du-Lac	4 Montreal	4 Montreal	8 Contrecoeur	16 Concord	11 Brampton	14 Mary River	2 Hamilton
2 Hamilton	6 Port-Cartier	5 Mont-Wright	9 Hamilton East	18 Woodstock	2 Hamilton	15 Oakville	
3 Windsor		6 Port-Cartier	7 Longueuil		12 London		
		7 Longueuil	10 Saint-Patrick (Montreal)		13 Woodstock		

# Our Impact in Ontario ...



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ArcelorMittal  
Dofasco

- 1 Hamilton
- 2 Windsor

ArcelorMittal  
Montreal

- 3 Hamilton East

ArcelorMittal  
Tubular  
Products

- 4 Brampton
- 1 Hamilton
- 5 London
- 6 Woodstock

ArcelorMittal  
Tailored Blanks

- 7 Concord
- 6 Woodstock

Baffinland  
Iron Mines

- 8 Oakville

Global R&D

- 1 Hamilton

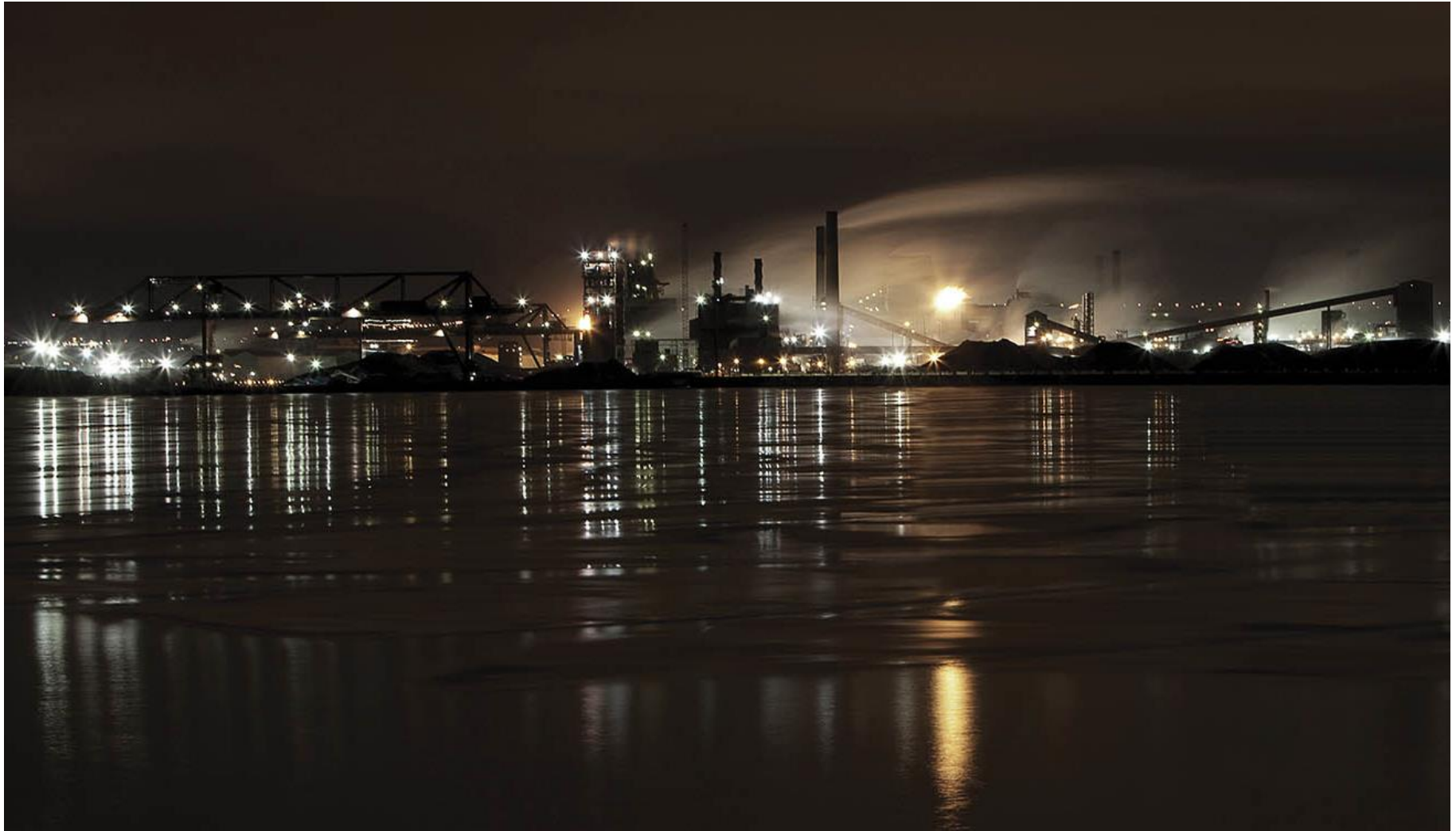
- ~6,000 employees in Ontario.
- Support more than 25,000 indirect jobs in the Province.
- Operations in Flat Rolled, Tubular and Long product steels, Galvanizing Lines and Automotive Tailored Blanks.
- Hamilton Global R&D Centre
- Baffinland Iron Mines head office

# ...and in Hamilton.

- We are the region's largest private employer with approx. 5,000 non-unionized employees.
- We create and contribute to about 22,000 indirect jobs.
- More than \$2.5 Billion annual procurement from more than 3000 suppliers.



# Apprenticeship at ArcelorMittal Dofasco





# Apprenticeship & Trades Skills

## Historical Perspective

- ArcelorMittal Dofasco is recognized as a leader and innovator of apprenticeship programs in Ontario (Minister's award for Excellence in Apprenticeship Training, 2003 & 2013)
- Formal apprenticeships since 1948
- One of the largest Apprenticeship Programs in Canada
- Graduated over 2000 apprentices
- All major trade skills areas covered (13 trades disciplines represented)
- Average of 100 apprentices – we recruit 30 to 35 apprentices yearly
- On-site skills training centre and local college training facility
- All apprentices graduate with an Ontario Government Certificate of Apprenticeship. Must pass their C of Q.
- Majority of our Maintenance Leaders are graduates of our apprenticeship programs

# 2017 Apprentices Numbers

## Permanent Apprentices

94 Permanent Apprentices in the system

- + 20 incoming permanent hires from Coop (May)
- + 30 to 50 more to hire between Feb and Dec
- - 35 Completions (by year end)

Approximately

- 40% Elect/Instr.
- 25% Millwrights
- 25% Steamfitters and
- 10% Others

- 
- 109 to 129 Permanent Apprentices at year end to carry into 2018

## Co-Op Apprentices

- 23 - 2<sup>nd</sup> Term 12 Month Coop Apprentices (Jan - Dec)
- 24 - 1<sup>st</sup> Term 4 Month Coops (May – Sept)

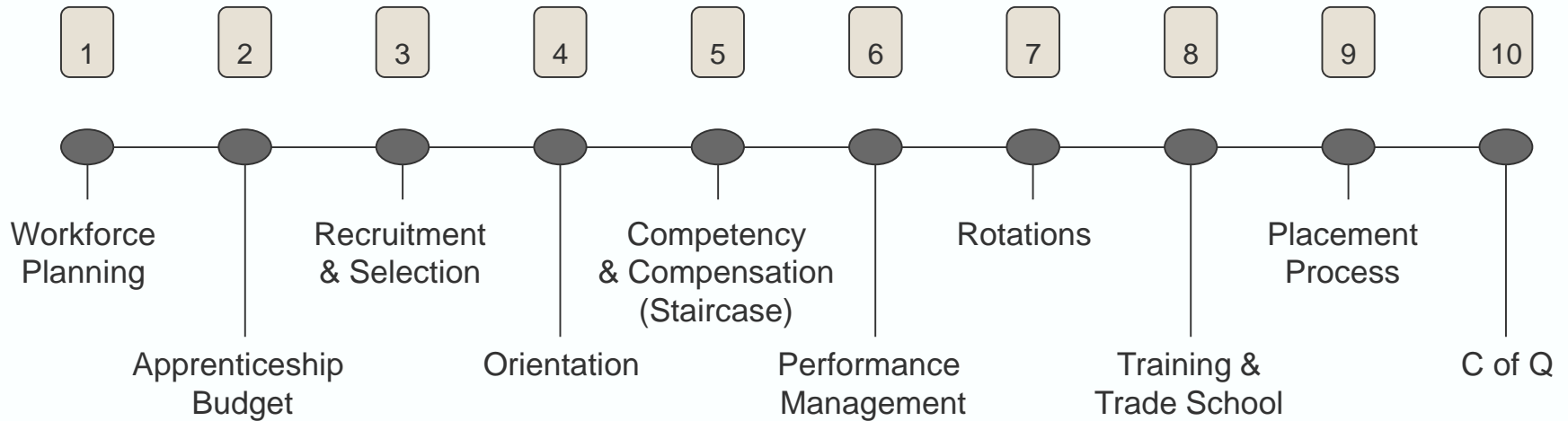


# Trades We Apprentice

- Industrial Electrician (442A)
- Industrial Mechanic (433A) (Millwright)
- Instrumentation & Control Technician (447A)
- Steamfitter (307A) (Pipefitter)
- Refrigeration and Air Conditioner Systems Mechanic (313A)
- Welder (456A)
- Electric Motor Systems Technician (446A)
- Hoisting Engineer Mobile Crane Operator B1 (339A)
- Machinist (429A)
- Brick and Stone Mason (401A)

# Apprenticeship Program

## High Level Overview





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**“The Ministry”**  
Ministry of Advanced Education  
and Skills Development

**“The College”**



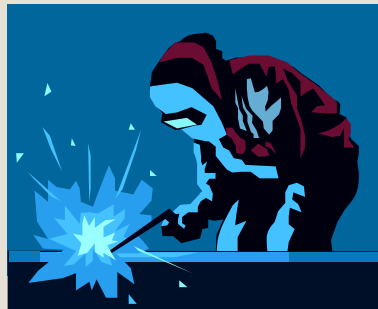
The Employer

**AMD**  
**Apprenticeship**  
**Program**

The Community College



The Apprentice

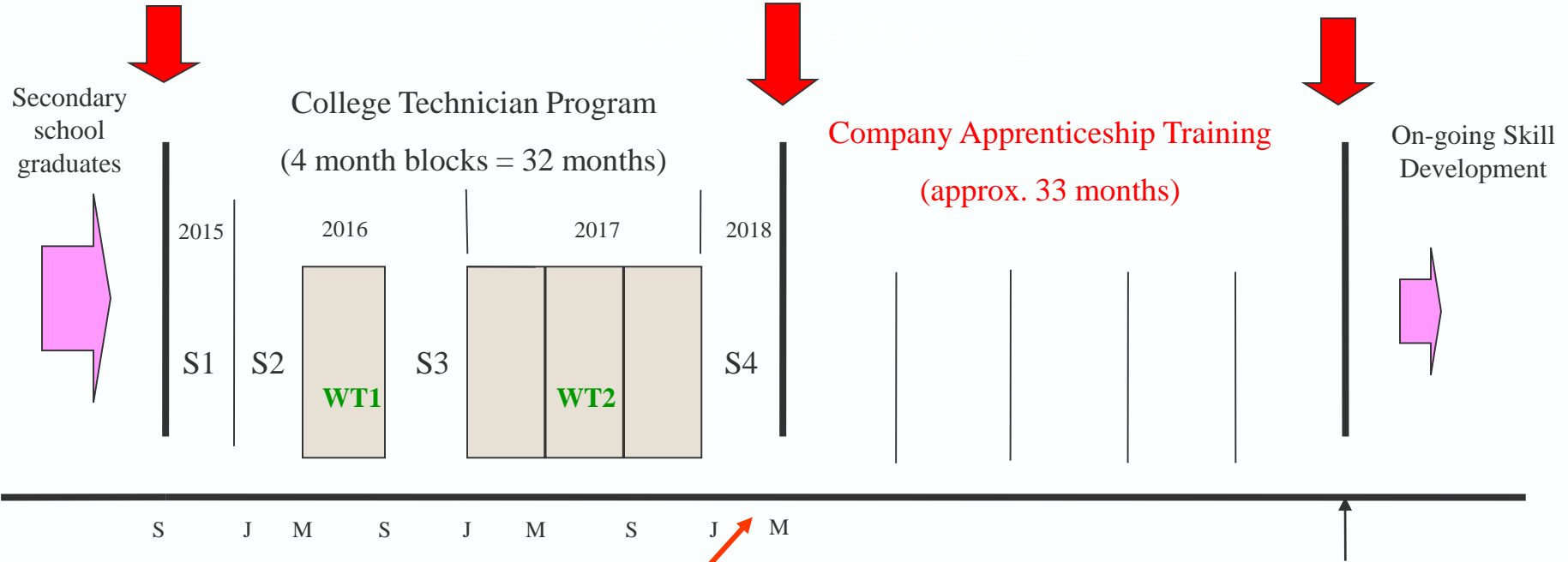


The Candidates

- Manufacturing Engineering Technician (Automation)
- Electrical Engineering Technician - Power

# Coop Apprenticeship Program Overview

## Program Registration



S - College Semesters

WT - Company Work Terms

Graduate College Program with 2 year Technician Diploma, Basic, Intermediate, Advanced Trade School and 2660 hours of Trade Experience

Obtain CofA ready to challenge CofQ

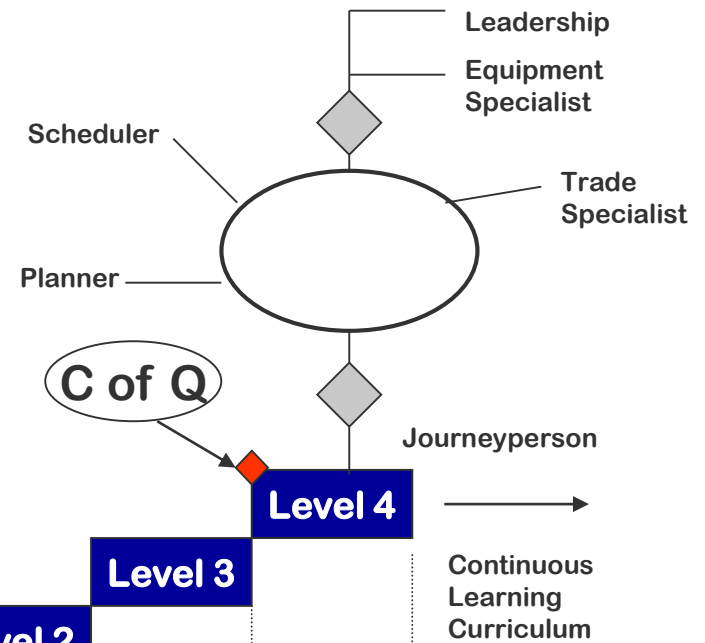
# Apprenticeship & Trades Skills Training



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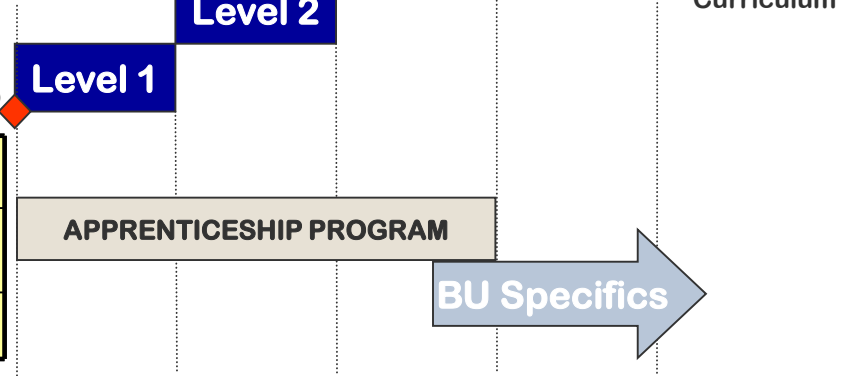
## Apprenticeship Journey

*Trades Competency Based Programs  
High Level – Staircase design*



Example: Electrical or Industrial Mechanic  
• 2 year technician 16 month co-op time at Dofasco

Semester 1	Semester 2	Co-op 1	Semester 3	Co-op 2	Semester 4
4 months	4 months	4 months	4 months	12 months	4 months
Sept. – Dec.	Jan – March	June – Sept.	Oct. – Dec.	Jan. – Dec.	Jan. - May



# Apprenticeship & Trades Skills Training

## What's in it for the participants?

### For the Employer

- Opportunity to recruit from a pool of interested enthusiastic apprenticeship hopefuls
- Ability to employ the co-op for 16 months prior to point of hire
- Ability to select the best available candidates
- First hand exposure to students' work ethic and commitment prior to point of hire

## What's in it for the participants

### For the Apprentice

- Approximately 25% of required trades competencies completed at graduation (point of hire)
- 2660 hours of practical apprenticeship time completed at graduation (point of hire)
- Exemption from required Basic, Intermediate, and Advanced ministry schooling
- Technician accreditation from college
- A quality basic tool kit
- Being able to earn while they learn.



# Challenges and Barriers

- The feeder pool. Increase the number of people into the system that look at skilled trades as a profession.
- More employers need to establish/support the hands-on component of the apprenticeship program.
- Create a balance of tradesperson supply versus demand to minimize the effects from companies that don't participate but require tradespeople.
- Government Funding





## Key Takeaways

- The skilled trade shortage is a country wide problem that will definitely have an impact on Canadian Organizations capabilities to compete in a global environment.
- To this end we all need to work on this together.