

INNOVATIVE WORK- INTEGRATED LEARNING

Mechanical Millwright Techniques

BACKGROUND

- Career Ready Stream 2 Initiative
 - To support the development of innovative and sustainable partnerships for EL between employers and post-secondary institutions
 - Innovative approach: an entire cohort of students participate in a WIL experience at the partner site
 - Opportunity complimented by an online learning module to address employer identified essential employability skills gaps



GOALS

- Students receive career management guidance
- Some students receive full-time employment offers following their program
- Partner fills positions requiring skills that are in high demand
- Provide experiential learning in a program where there was none
- Continuation of partnership
- Replication of this program design in other programs



PARTNERSHIP



CONESTOGA



LINAMAR
Power to Perform



CONESTOGA
Connect Life and Learning

CO-OP, CAREER &
WORK-INTEGRATED LEARNING

WHY LINAMAR?

- Diversified manufacturing company powering motion, powering work, powering lives
- Place strong emphasis on the development of technical skills
- Invest heavily in technical training and apprenticeships
 - Electrical, Machinist, Millwright and Welding
- Commitment from Linamar staff to take on considerable role in mentorship of students
- Focus on having right people to meet future business needs
- 23+ facilities in Guelph



LOGISTICS

- Pilot project beginning Winter 2019 semester
- Mechanical Techniques Millwright
 - One year program, 40 students, Fall 2018 and Fall 2019
- Electro-Mechanical Maintenance
 - Two year program, 20 students, Fall 2019 cohort
- **ONLINE LEARNING: eConestoga (FPLT1120)**
 - Winter semester: 14 hours / 14 weeks
- **WORKPLACE: 49 hours at industry partner's facility**
 - 1 day a week for last 7 weeks of semester
 - Students partnered with a licensed journeyperson



STUDENT PREPARATION

- Completion of OHS1320: an online Occupational Health & Safety course
- One hour in-class introduction to OHS1320 and FPLT1120
- Information form to match students to placement site
 - Transportation (access to vehicle, car-pooling)
 - Personal protective equipment
 - Shift timing set by industry partner



FIELD PLACEMENT COURSE

Have a Career You Can Be Proud Of

There's no quick fix to create a career you can be proud of. Only you can define your career goals with self-reflection and soul-searching. Many of us spend more time planning our vacations than we do planning our careers. Most of us are not particularly clear about what is most important to us, and we arrive at decisions without any real thought process.

NOW is when you need to think about the direction you'd like your life to take:

- What do you want to accomplish in the next year? During the next five years? During your lifetime?
- Think about what actions you need to take to achieve these goals.
- Write this information down.

Stop Reacting and Start Acting

Written goals are concrete. They help you stay focused because they enhance your decision-making abilities and heighten your ability to recognize opportunities consistent with your goals. They help you prioritize your goals.



Pause and ask yourself some important questions:

- What are my priorities?
- What do I want from this field placement experience?
- What am I willing to sacrifice to achieve my goals?

OUTCOMES

- Develop appropriate workplace / work-ready skills
 - communication, conflict resolution, problem solving, teamwork etc. (as identified by Linamar)
- Evaluate personal and professional growth
- Adapt to workplace culture and change
- Connect WIL experiences with program



UNITS

- **Labour Market Trends & Employment**
 - Manufacturing: How We Got Here
- **Workplace Culture**
 - Building Great Workplaces: Why It Matters
- **Legislation & Organizations**
 - Knowing Rights & Responsibilities
- **Leadership**
 - Linking Leadership to Job Satisfaction



- **Communication**
 - Key to Success
- **Diversity, Ethics & Teamwork**
 - Embracing Difference
- **Health & Safety**
 - Training
- **Resumes & Interviews**
 - Toolkit
- **Lifelong Learning**
 - Learning Through Life



Evaluation and observation of student's performance, development and attitude allows student to assess the success of their field placement.

Sliding scale:

- This individual:
 - treated others with respect
 - showed genuine interest in the field placement experience
 - demonstrated an eagerness to learn
 - actively participated in workplace activities
 - was prompt and punctual
 - asked relevant questions about what people were doing or how things worked
 - was able to follow instructions and constructively accept feedback
 - was definitely a team player
- I would definitely want to work with this individual
- I would have no problem recommending this individual

EVALUATION OF PILOT

- Evaluate in conjunction with Linamar
- Identify continuous improvement opportunities
- Determine success of pilot
- Identify opportunities for continued partnership with Linamar
- Identify opportunities to implement model with other programs / partners



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