



EMPLOYMENT & TRAINING



OVERVIEW

- Apprenticeships
- Co-ops and Internships
- New Grad Program
- Summer Student Outreach Program
- Scholarships
- Indigenous Network Circle
- Learn More



APPRENTICESHIPS

- Hydro One typically hires four trades:
 1. Powerline Technician
 2. Utility Arborist/Forester
 3. Construction & Maintenance Electrician
 4. Coach & Truck Technician
- Detailed information can be found at www.HydroOne.com/Careers and www.TradeUp.ca
- Hiring typically happens in the fall timeframe



1. POWERLINE TECHNICIAN (LINES)

- Construct, operate and maintain transmission and distribution lines
- Pole Installation
 - Load/unload, remove existing poles
- Data Collection
 - Checking equipment
- Ground Level Work
 - Flag Person, Equipment operator
- Underground work
 - Fault locating



VIDEO OF A POWERLINE TECHNICIAN (LINES) WHO WORKS FOR HYDRO ONE

<https://youtu.be/vTShlM8swuM?rel=0>



2. UTILITY ARBORIST (FORESTRY)

- Perform line clearing adjacent to distribution & transmission lines and associated equipment
- Remove brush, diseased vegetation that has potential to interfere with transmission lines
 - Includes brush clean up/chipping, equipment maintenance



3. CONSTRUCTION & MAINTENANCE ELECTRICIAN

- Install, maintain and repair electrical systems and equipment
- Involves overhauling, maintaining, and inspecting (including data collection) equipment such as:
 - Conductors & insulators
 - Switchgear
 - Transformers
 - Rotating machines
 - Distribution stations and equipment



4. COACH & TRUCK TECHNICIAN

- Maintenance, inspection, emergency repair to Hydro One fleet vehicles (large & small) and the vehicle hydraulic equipment
- Maintain inspection schedules and schedules for repairs to be contracted out
- Pick-up & delivery of vehicles and parts
- Office-related tasks, inventory

SKILLED TRADE:

TRAINING:

1. Powerline Technician (Lines)

- 8,000 hours over 4 years
- 2,000 hours per year
- 2 weeks each year at Kleinburg Training Centre for theory and skills training

2. Utility Arborist (Forestry)

- Practical on the job training
- 6,000 hours over 3 years
- 2,000 hours/year
- 2 weeks each year in Smiths Falls or Barrie for theory and skill training

3. Construction & Maintenance Electrician

- Practical on the job training
- 9,000 hours over 5 years
- 1,800 hours/year
- 3 in school training sessions of 8-10-10 weeks respectively at a Community College

4. Coach & Truck Technician

- Practical on the job training
- 8,000 hours over 5 years
- 1,600 hours/year
- 3 in school training sessions of 8-8-8 weeks respectively at a Community College
- Practical on the job training



WORKING CONDITIONS

- Required to work and travel across the province
 - *unlikely you will be working in your home community*
- Power-line Technician and Utility Arborists:
 - Bulk of work is in the air, on top of transmission towers, poles, helicopter stairs
- Working in all elements
 - Repair work when the weather is at its most extreme
- Physically demanding
- Protective equipment can be heavy and constricting
- 5 days a week @ 8 hours OR 4 days @ 10 hours

REQUIREMENTS FOR APPLYING

- ✓ Ontario Secondary School Diploma (or equivalent)
- ✓ **Completed** Grade 12 Math and Grade 12 English (or equivalents)
- ✓ Construction & Maintenance Electrician Apprenticeship also requires a Senior Science
- ✓ Copies of your transcript
- ✓ Valid driver's license
- ✓ Updated resume (include objective relative to the position)
- ✓ Email address



APPRENTICESHIP PROCESS

- Joint process with the Power Worker's Union (PWU)
- You must apply online through the applicant website which is housed at www.PWU.ca
- Psychometric Assessment called SMG
- Include resume and cover letter
- Interview



COLLEGE & UNIVERSITY

- Opportunities for students pursuing STEM programs at college & university
- Electrical technician (2-year) or technologist (3-year) programs at college
- Electrical engineering or engineering science (with a focus on power systems) at university

CO-OPS & INTERNSHIPS

- College or University Students
 - Must be enrolled in an eligible co-op or internship program
- Co-op: 4 to 8 month work terms
- Internship: 8 to 12 month work terms
- Positions posted every 4 months (winter, summer, fall)
- Positions offered across Ontario
- Students selected via interview
- Lunch and Learns/ Tours



NEW GRAD TRAINING PROGRAM

- Two year training program for university graduates from engineering and business programs
- Rotations to different departments and business units in the company across Ontario
- Continuous learning and opportunities to upgrade your skills over two years
- Positions are posted each September
- Lunch and Learns/Tours/Training



SUMMER STUDENT OUTREACH PROGRAM

- Requirements:
 - Must be of First Nation, Métis or Inuit ancestry
 - Attending a post-secondary institution and scheduled to return
- General Clerical or Labourer positions offered across Ontario
- Positions posted in February
- 4-month summer term (May-August), two term maximum

APPLICATION TIPS

- Understand position requirements to determine if you qualify for the opportunity
- Resume and cover letter should be specific to the position you are applying to
- All applications **must** be submitted online
- Send your resume and cover letter to Aboriginal.Recruitment@HydroOne.com once you've applied online



SCHOLARSHIPS

- Leonard S. (Tony) Mandamin annual award
 - Awarded to Indigenous students enrolled in electricity industry-related programs at a recognized Ontario college or university
- Includes both a financial award & option for a developmental work term
- Coordinated by **www.Indspire.ca** (*visit this website for many scholarships for Indigenous students*)
- Guidelines and application available at:
www.HydroOne.com/OurCommitment/AwardsScholarships





INDIGENOUS NETWORK CIRCLE

- New Indigenous Network Circle launched in June on National Indigenous Peoples Day a few years ago
- 60 Hydro One members strong
- A **gathering of Hydro One Indigenous members** that creates awareness, gives support, educates and advocates for change through a learning environment.
- INC's objective is to **develop and foster leaders through knowledge, understanding and respect**. By working together we will reach a more inclusive workplace for all employees at Hydro One.



HYDRO ONE IS COMMITTED TO:

- Hiring more Indigenous peoples:
 - *Regular hires*
 - *Co-op/Internship*
 - *New Grad*
 - *Summer Outreach Program*
- Visiting communities across the province sharing information about recruitment requirements & career opportunities
- Working with Hydro One Indigenous employees to educate and raise cultural awareness within the organization
- Engaging Indigenous communities in a dialogue regarding training & development partnerships
- Researching & adopting as required Indigenous employment and retention industry best practices

WANT TO KNOW MORE?

Careers Website

[HydroOne.com/Careers](https://www.hydroone.com/Careers)

Questions related to employment

Aboriginal.Recruitment@HydroOne.com

Hydro One Indigenous Relations

<https://www.hydroone.com/about/indigenous-relations>