



Acres of Diamonds

A Human Resources Concept

Presented to:
Hebron Public Review Commission

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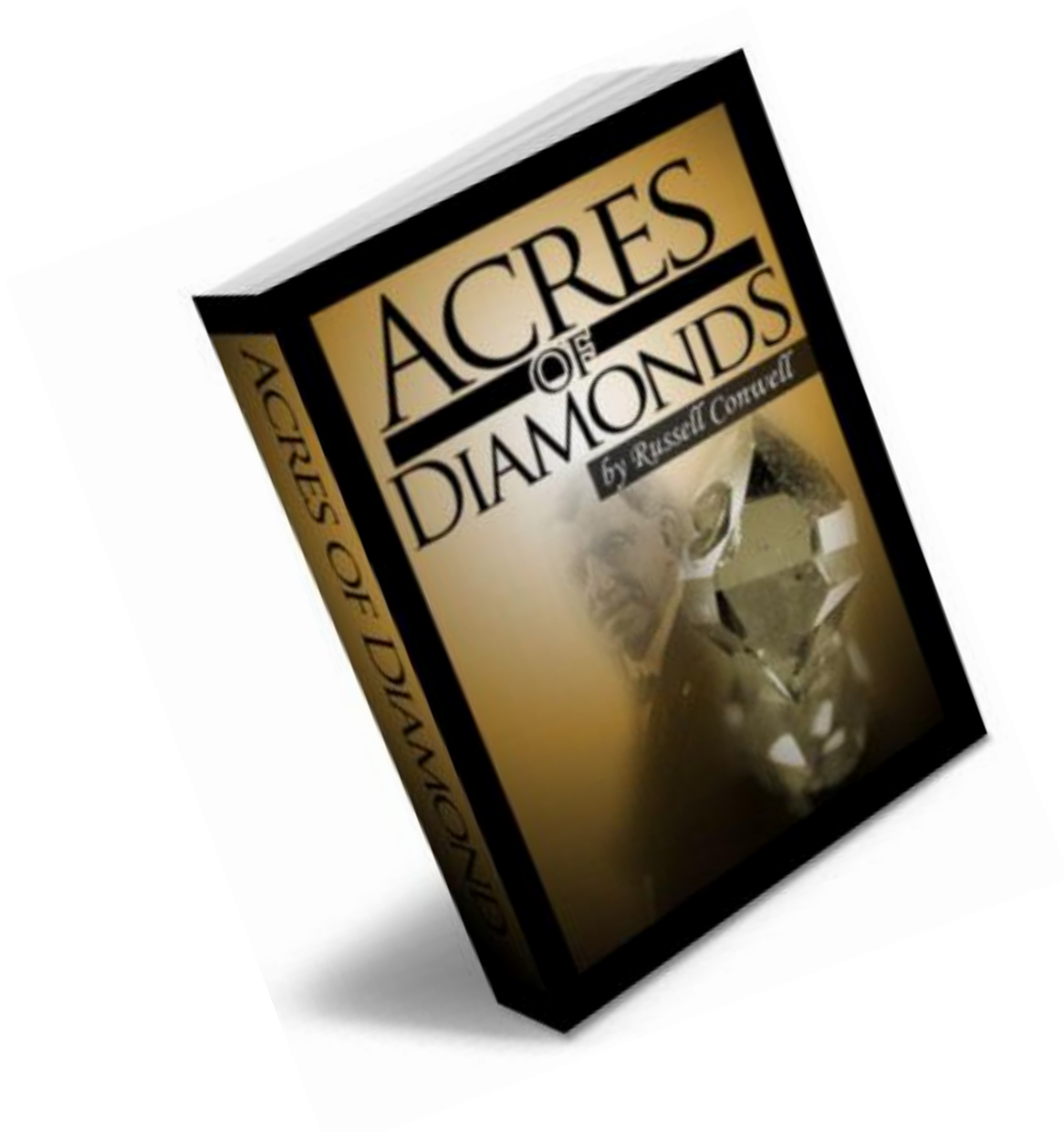
William (Bill) Gaulton

- 50 + yrs HR experience and Leadership
- Apprenticeship to Interprovincial Journey Person (Electrical trade)
- Contractor & Instructor
- Provincial supervisor of Training for Resource Development (Department of Education)
- Managing Coordinator (Training Start-Up) Oil Development Group (Hibernia Project)
- Numerous industry boards and appointments



Acres of Diamonds

A Human Resources Concept



Diamonds in the rough



What do we look like ?

“We have all the people we need!”



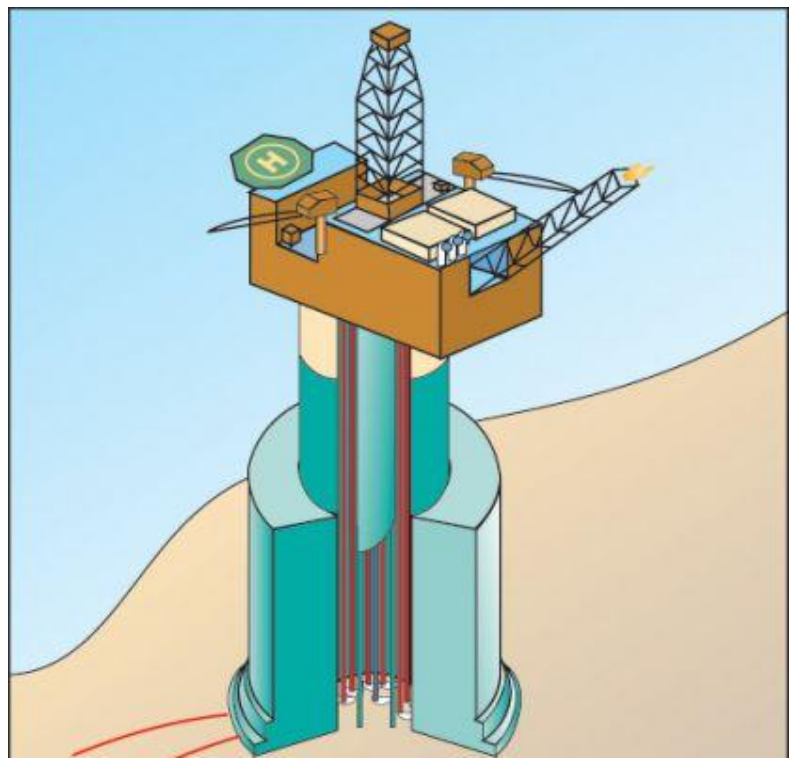
Moving our existing HR forward **EFFECTIVELY** to be active participants in the Hebron Project



and **HOW** to do it.

HEBRON BENEFITS THAT LEAVE A LEGACY

- Royalties
- Local Business participation
- Incomes/Taxes
- **The Benefit that average Newfoundlanders and Labradorians want**
- **MAXIMUM EMPLOYMENT OPPORTUNITIES**
How do We achieve this?



SETI

**(Skills Experience Training Initiative)
AN ACTION PLAN**



SETI

**(Skills Experience Training Initiatives)
A Solution!**

1. SETI is a concept that proposes to facilitate solution-driven initiatives with an accelerated recruitment/training plan to ensure maximum NL employment in the skilled trades.

SETI

**(Skills Experience Training Initiatives)
A Solution!**

2. SETI (Skills Experienced Training Initiative) - A Positive Action Plan in partnership with all stakeholders to ensure that Newfoundlanders and Labradorians achieve the necessary training/skills to avail of maximum employment opportunities in the skilled trades/occupations for the Hebron project

SETI

(Skills Experience Training Initiatives) A Solution!

3. We believe that the way forward is to implement **Skills Experienced Training Initiatives (SETI)** as a pilot project involving 4 -6 skilled trades labour organizations, public learning providers, and full consultation with Hebron stakeholders

This can be achieved through each sector completing candidate profiles to determine their level of training required. Training delivery will be customized to enable our selected candidates to advance to levels required for Hebron employment opportunities.

CREATIVE SOLUTIONS

Education & Training To Employment

What SETI offers for consideration:

- ✓ Creative solutions here
(Newfoundland & Labrador)
especially in strategic Hebron
project skilled trades to advance
maximum local employment
benefits
- ✓ Adjusting current Apprenticeship
Model to suit Hebron needs
- ✓ Special Hebron Project (Certification
Program) - Advancing people in
apprenticeship

Hebron wants Qualified workers

Workers want interesting,
challenging work that pays well



COMMITMENT

A commitment from the Hebron project benefits package that ensures maximum financial support is given to training initiatives; that advances employment opportunities for our skilled trades Human resources

Priorities

- Diversity
- Stalled apprentices
- Currently under trained

Interesting, challenging work for Newfoundlanders and Labradorians!

