

**William (Bill) Gaulton**

I have been an active participant in Industrial/HR training with over 50 years of experience and Leadership. Beginning in 1959 I became an indentured apprentice in the Electrical trade. At various stages of my work history I have been employed as an Apprentice 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), on numerous industry boards and appointments.

Thank you for the opportunity to present my views and recommendations to the Hebron Public Review Commission. The goal of my proposal is to emphasize and highlight the potential of the human resources available in our province and how we can maximize that potential to ensure that Newfoundlanders and Labradorians are the major beneficiaries of the benefits of the Hebron Project and other resource developments happening in our province.

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It is imperative that we as a province address the challenges associated with our existing apprenticeship system acknowledging that it is not working as effectively as it needs to be at this pivotal time in our history.

**A CHALLENGE:**

Both men and women are not able to progress through their apprenticeship and become stalled in the process to achieve journeyman status. People cannot find work in Newfoundland and Labrador, they move away, lose interest and move on to something else or just give up. Individuals who have given of their time and money to get pre apprentice training face the reality that they just can't find work or enough work to log the hours they need to progress.

In my presentation I would like to address these challenges and feel that there is a very creative solution.

(Referencing Acres of Diamonds – A Human Resources Concept)

"Acres of Diamonds" originated as a speech which Conwell delivered over 6,000 times around the world. It was first published in 1890 by the John Y. Huber Company of Philadelphia.

The central idea of the work is that one need not look elsewhere for opportunity, achievement, or fortune—the resources to achieve all good things are present in one's own community. This theme is developed by an introductory anecdote, told to Conwell by an Arab guide, about a man who wanted to find diamonds so badly that he sold his property and went off in futile search for them; the new owner of his home discovered that a rich diamond mine was located right there on the property.

"Diamonds in the Rough!" – What do they look like??"

Conwell elaborates on the theme through examples of success, genius, service, or other virtues involving ordinary Americans contemporary to his audience: "dig in your own back-yard!".

"We have all the people we need!"

Sometimes we have to challenge the status quo and move on to a better solution. I believe that my proposed solution will indeed work and leave a legacy to the people of our province. With the concept of challenging interesting work that pays well; our suggestion may be helpful so that our people will be well trained journeyed and readied for the Hebron opportunity.

In Newfoundland and Labrador's provincial Energy Plan, *Focusing our Energy*, the government committed to maximize the benefits from our major resource developments for the people of our province. If we do not train our people - will Newfoundlanders get the jobs?

### **ANOTHER CHALLENGE:**

We have a skilled labour shortage in the province. Newfoundland has a decreasing birth rate retiring baby boomers and the projects happening in the province will put a strain of the available human resource. We need to take a pro-active approach to guaranteeing that the people of NL are employed as first consideration on this project.

### **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?**

### **RECOMMENDATIONS:**

A solution-driven initiative with an accelerated recruitment/training plan to ensure maximum local employment for your contractors on the Hebron project needs to be put in place.

Recognizing the demands of labour force requirements in the current and upcoming mega projects in Newfoundland and Labrador our strategy is to implement the **Skills Experienced Training Initiatives (S.E.T.I)**

Also, this initiative provides for greater opportunities for more female and aboriginal people's participation as a major component of a **comprehensive Diversity strategy** which

will be in consultation with the contractors/Hebron both for the construction and operational phases of the project.

This can be accomplished by providing accelerated training programs to up skill workers/trainees where needed and ensuring stalled second /third and fourth year apprentices receive specialized practical training by duplicating their required work/field experience in a shop setting (**Skills Experienced Training Initiative (S.E.T.I)**).

**SETI** represents a proactive course of action that will satisfy the gap identified in the industry where by prospective workers have classroom training but lack the work skills obtained by on the job experience. Barring this approach, the Hebron project will likely have to recruit the resources required for these occupations from outside the province or country resulting in lost employment opportunities for hundreds of local prospective workers.

### **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

A commitment from SETI is to address the identified challenges related to the skills shortage by implementing the SETI initiatives. SETI (Skills Experienced Training Initiatives) will ensure that Newfoundlanders and Labradorians receive the necessary skills to qualify for employment opportunities at the Hebron Construction site. It also factors into its planning critical employment issues such as adjacency diversity and safety first.

There are very experienced teams presently available to be mobilized to accelerate the recruitment /training programs to meet the necessary skill set and numbers as required for the Hebron Construction phase.

### **CONCLUSION:**

The implementation of the SETI plan will require support from all stakeholders to ensure that sufficient qualified NL workers will be trained and ready for maximum employment opportunities on the Hebron Project.