

Volume 14, Issue 19 □ **May 07, 2007***Important 2007 Dates to add to your calendar...*

- **May 7th, 9-12 Noon HPM SIG: Supervisors' Roundtable.** Host: Bird Packaging, Guelph
- **May 22nd, HPM Board Meeting.** Host: Rockwell Automation
- **Jun 11th, HPM Lean Practitioners' Exchange.** Mancor Industries, Oakville
- **Jun 18th, HPM Leveraging Tour** Host: Nexans, Fergus
- **June 18th-22nd, LEAN CDN Regional "MeasureUp for Success Conference".** Location: Edmonton. Call-4-presentations: www.measureupforsuccess.com
- **Sep 5th, GMT Meeting.** Host: Willow Manufacturing, Toronto
- **Sep 10th, Leveraging Tour** [New Member - TBA]
- **Sep 19th, HPM Board Meeting.** Host: Tempress
- **Oct 10th, HPM GMT Meeting.** Host: Rockwell Automation, Cambridge
- **Oct 15th, HPM Lean Practitioners' Exchange.** Host: COMDEV Space, Cambridge
- **Nov 12th, HPM SIG: Health & Safety.** Host: Velcro Canada, Brampton
- **Nov 21st, HPM Board Meeting.** Host: GE Multilin
- **Dec 5th, HPM Share Showcase.** Location: TBA
- **Dec 10th, HPM SIG: Supervisors' Roundtable.** Host: Hammond Manufacturing, Guelph
- **Dec 17th, Lean IT Roundtable.** Host: Gerrie Electric.

Skills Canada Offers Hope

We are entering a 30-year cycle where we will not have the skilled labour we'll need to compete & win in the global market place. Over the next 12 years Canada will need over one million skilled workers! We must be involved.

Last week your editor saw first-hand, the largest Skills Competition ever held in Canada at RIM Park in Waterloo from April 30th-May 2nd

It was witnessed by an incredible 20,000 people. Wow - we have so much to be proud of as we identify the leaders, teachers, volunteers, sponsors, and the kids who put on such an event on. But the magnitude of the job going forward will require us all!

I was impressed by one sponsor/supporter who put aside their daily work to help. This hands-on supporter was Oakville's Procor.

Procor Leaders Take Time to Introduce Students to Lean 101



Oakville Railcar Provider Procor, provides outstanding hands-on value to the kids that we will need tomorrow as our technical talent. The above grade 7&8 students from Hearst Ontario were thoroughly involved as they were being taught **Lean 101**. And the results they got from seeing what a change in batch size did to their process brought sheiks and cheers as the results were put on the board.

This was no small contribution by Procor as the sessions were lead by **Dave Glenney, Director of Network Logistics, and David Thorpe, Director of Service Centres**. They, and the kids, had fun as the value of the experience was repeated all day for the Public School kids who lined up.

Seeing this display of commitment coming from a manufacturer give new intensity to the notion that "our people" are the most important asset. But in Procor's world that is not true - as it is the "Right people who are". Great companies hire the brightest, most self-motivated and flexible employees who are team players. It's not a matter of industry experience, business experience or education, but the application of all three. According to their website, "**Great companies cannot afford to hire the wrong people.**"

When you read these words from the Procor website - they might only be 'talk', but when you see their leaders in action helping to grow the talent of tomorrow, their 'Walk' says it all. To follow up this event, your editor called **Procor's Vice President, Bruce Toner** to get a clearer picture. I was not surprised when Bruce replied quickly & directly that:

"Leveraging learning for customer success"

Making World Class Make Sense

"We really need the right people on our bus, and to make it happen we feel we owe a commitment to our industry, to our people, and to the young people we will need to continue to compete and win in the future.

What you saw at Skills Canada indicates how seriously we take our commitment. It was exciting to work with them!"

We sent 15 people to the KW and Edmonton Conferences – and are looking forward to the 2008 Conference to help us grow in preparation for the future that is coming at us."

This is a Special HPM/AfEE Issue

This Issue is about Skills Canada, and a situation we must begin to think about. It is about the development of the skills we need today, tomorrow, and in the future. The work of the previous **Skills Canada – Ontario Chair, Ian Howcroft, VP Ontario Division of the Canadian Manufacturers & Exporters has been immense** (How else can you explain the attendance of 20,000 people at a skills competition that will prepare kids for the National and International competitions to follow.) The evidence is there to see as Ian, on behalf of manufacturers, passed on a powerful mandate on to this year's Chair which resulted in the largest event ever held in their 18-Year history.

In terms of the organizational engine behind this from the beginning – **it's one Gail Smyth the Executive Director who has led this passionate group since it started 18 years ago... This year alone, her staff led just under 2,000 class-room visits that impacted 159,000 young people.**



With over 20,000 people attending this year's Skills Competition for Ontario – the numbers of volunteers are many. **And shown above is Bob Kerr, who is one of those volunteers. Many Consortium members across Canada know Bob for his passion, and as a Skill's Canada advocate and supporter.** Last week he was part of the volunteer ship that brought the show together. Last Tuesday he worked with a tireless team of volunteers to judge 14 different events. His words were few but intense when we caught up to him during the crush that filled the huge RIM caverns. "I was honestly blown away by these kids. Their skills and their ability to communicate was eye-opening and far more than I expected."

"We have a responsibility to help young men and women truly understand just what a skills-based future can mean to them and to Canada. I really don't know who will convey this to the numbers of people we will need as manufacturers if we don't roll up our sleeves. The competitors here are sending people away with a new respect and admiration for our young people and their capabilities. "

Bob Kerr, Volunteer, Skills Canada-Ontario Judge.

More...

This was the 18th Ontario Technological Skills Competition where **1,842 competitors** came to Waterloo's RIM Park to win in **over 50 skilled trades categories** from welding, auto body, hair styling, house wiring, electrical control, desktop publishing, culinary arts, masonry, robotics and a ton more. The 20,000 attendees consisted of family, friends, teachers, volunteer organizers, sponsors, industry, labour, education and government folks who are concerned about the impact of the projected skills shortage (And if you are in Alberta you know about it in spades today!)

And from this, the gold medal winners will go on to higher levels – this year the National Competition is in Saskatoon, with the Inter-national Competition being in Shizvoka, Japan where between 150,000 to 180,000 young people will assemble to compete with their friends. Five will be travelling from Ontario to Japan to compete.

But think of this – in 2009 the International Skills competition comes to Calgary Canada where over 100,000 people will descend upon the city. Just imagine – **the Skills Competition in Calgary in 2009 will be second only to the Calgary Stampede!**

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Your Editor's Note: The results were outstanding. Your editor defies anyone coming to this event to leave without being inspired by what they saw, and the young people they met. **"You could not leave the site without a new and fresh respect for the young people our companies of tomorrow will be depending upon,"** stated one parent upon leaving.



Fig 1: The top picture is one of the many halls in this cavernous facility located on 500 acres in North Waterloo. Students would descend in waves upon these areas for the Computer and Desktop Publishing Competitions and more.

Fig. 2: The lower picture shows part of a long lineup of kids who "just wanted to weld something" as one young girl said to your Weekly Update editor. Opportunities, such as this, plus many more including wiring, assembly, and even nail-driving competitions which were highly popular with long lines of Grade 7-8 folks waiting their turn.



Fig 3: This is an example of a collaborative 're-design in a hurry' as three competitors combine their thinking.

Fig 4: This large bay contains the competitions for Welding and Carpentry

Fig 5: Was in an amphitheatre with a central enclosure structured for the Robotics competition. Robots were designed to gather and shoot 2 basket balls into a very precise hole on an inclined plane.

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Fig 6: A highly popular event with food preparation to be seen in the near side of this Olympic sized ice surface (one of 4) with the Food Presentation Competition set up on the far side. The stands were filled for these competitions.

Fig 7: Below is the 'Wall Building Competition' setup in readiness for the arrival of the competitors. Across the aisle to this competition was the environmental horticulture Competition for those laying patio stones and more.



Fig 10: The competition area to the right was for the Automation and Control challengers who were focusing on 'Mechatronics.'

Recognition is certainly due to the manufacturers & suppliers of materials who contributed so much to this event. Suppliers such as Festo, Home Hardware, DeWalt, Lennox and so many more were evident. Conestoga College seemed to be everywhere - with almost all Colleges represented from Ontario. Congratulations to everyone involved!



Fig 8: This beehive of activity was for the senior High School Robotics competitor. It was here that their robots were tuned and returned as they awaited their turn in the ring to compete.



Fig 9: Waves of electronic students moved into this area to assemble and test their projects prior to being judged.

