

Dear Chief Engineer,

As you may be aware, there is an alarming shortage of Power Engineers looming. You may already be having trouble finding good 2nd and 3rd Class Engineers for your plant. ...You can help us help you!

The Ontario Area Institute of Power Engineers, TSSA and the approved Colleges across the province are working together to help deal with this shortage, but we can't do it without you. One of the biggest challenges we face is providing our students with the 3 months practical experience towards their 4th Class qualifying steam time.

How can you help? Simple... by making available 3 months of qualifying time in your steam plant for student(s) from any of the approved Colleges. Power Engineering students come from across the province and don't necessarily attend the College nearest to them. Your support of a student is more important than your patronage of a particular College. We encourage you to work with all Colleges as a group to provide the most opportunities for our students. Both paid and unpaid positions are welcome! Of course, we strongly encourage you to consider entertaining a paid posting in order to avoid causing hardship to the students. If you cannot provide a wage that's fine too... however please be aware that you may lose your student to another employer who offers a paid work term. In the event this happens to you, the colleges will arrange for another student for this placement.

What do you get out of it? Well, as a partner you will play an important part of developing the engineers of the future. Your company will have an opportunity to train future workers for your plant. There are Tax Credits available to paid positions from approved co-op programs - for more information regarding these credits please click this link:<http://www.fin.gov.on.ca/en/bulletins/ct/pdf/4014.pdf> WSIB is covered in the event of an unpaid work term, and Colleges can provide liability insurance. ...There's really no reason not to do this!

If in the past you have not taken students into your plant, you should really consider it. We would appreciate your cooperation by sharing this urgent message with your HR and Management folks. The following link has a helpful video produced by TSSA, which clearly explains the challenges ahead should we not be able to replace our ageing workforce:

<http://www.tssa.org/regulated/operating/Default.aspx>

At any given time there could be hundreds of students from across the province looking for practical experience steam time. WE NEED YOUR HELP! If you are currently providing steam time experience for students, we offer our sincerest thank you. You are helping us provide the strength to build a strong healthy industry for the future.

To assist with providing a student with qualifying steam time, please contact any or all of the contacts listed on the education sites listed on previous page.

Thank you,