

# Mechanical Techniques Millwright Field Placement



**CONESTOGA**  
Connect Life and Learning

**CO-OP,  
CAREER SERVICES &  
WORK-INTEGRATED LEARNING**

# ABOUT THE FIELD PLACEMENT - FPLT1120

combines online learning and workplace experience

ONLINE LEARNING: eConestoga online learning portal

- winter semester: 14 hours / 14 weeks
- building workplace survival skills
- enhancing employment readiness and long-term success

WORKPLACE: 49 hours at industry partner's facility

- 1 day a week for 7 weeks
- All students placed with a single host organization

# COURSE OUTCOMES

Review Canadian manufacturing history, structures, legislation, cultures, behaviours, and ethics to build career workplace survival skills.

Adapt to workplace culture and change in line with workplace expectations supporting development of workplace survival skills.

Develop appropriate workplace communication, teamwork, self-management and conflict resolution skills that reflect best practice.

Recognize the rights and responsibilities of workers, supervisors and employees under the Occupational Health & Safety Act.

Evaluate personal and professional growth in relation to self-management, personal strengths, ethics and lifelong learning, through reflective practice to make informed decisions regarding career directions.

Connect WIL experiences with program specific knowledge and skills gained in the classroom.

# UNITS



# LABOUR MARKET TRENDS & EMPLOYMENT

## Manufacturing: How We Got Here

- **PAST:** Canada's manufacturing industry
  - better appreciation of the unique labour conditions
- **PRESENT:** Recent developments
  - changing trends and opportunities
  - reveal about employment prospects
  - choices must align with the employment market
- **FUTURE:** Superclusters: Advanced Manufacturing
  - how to position oneself for work



# WORKPLACE CULTURE

## Building Great Workplaces: Why it Matters

- Organizational culture
  - character and personality of organizations
- Manufacturing workplace culture
  - affects the way work is done
- Adapt to workforce culture and change
  - development of workplace survival skills
- Unwritten workplace rules
  - interactions, expectations, assumptions



# LEGISLATION & ORGANIZATIONS

## Know Your Rights and Responsibilities

- Canadian / Ontario employment standards

### legislation overview

- both employers and employees have rights and obligations
- wages, hours, and entitlements
- heat stress / alerts
- workplace violence & harassment
- workplace equality
- privacy
- discrimination

# LEADERSHIP

## Linking Leadership to Job Satisfaction

- Various leadership styles
  - how leadership influences job satisfaction
- Develop work strategies that take different styles into account
  - thriving under different leadership styles

# COMMUNICATION

## Key to Success

- Good communication skills across all formats
  - stay employed, land promotions and be successful throughout a career
- Strategies associated with intercultural, multicultural, and cross-cultural communication
- Awareness of social media in building careers / affecting personal brands in the digital age
  - social media workplace standards, digital brands, managing online images

# DIVERSITY, ETHICS, TEAMWORK

## Embracing Difference

- Types
- Convergence of intergenerational groups
  - Boomers, GenX, Millennials (Gen Y), Gen Z
- Making the 'right' choices
  - ethics and the workplace, ethical decision-making frameworks
- There's no I in team
  - strategies for working effectively, managing challenges, managing conflict
- Giving and receiving workplace feedback

# HEALTH & SAFETY

## Health & Safety Training

- Canadian / Ontario employment standards legislation
  - when violations occur
- About Safe at Work Ontario
  - safe and healthy workplaces; heat alerts
- Industry partner's Health & Safety training

# RESUMES & INTERVIEWS

## Toolkit

- What employers look for
  - landing a job in industry
  - resume checklist
- Mock interviews
- Job offers

# LIFELONG LEARNING

## Learning Throughout Your Life

- Lifelong learning and the career management process
  - workplace requirement
- Trends shaping the future of work
  - globalization, mobility, demographics, new behaviours, technology
- Learning happens all the time
  - ongoing pursuits of knowledge

A graphic featuring a white, scalloped-edged circular shape centered on a solid yellow background. The words "INSTRUCTIONAL" and "DESIGN" are written in a dark gray, sans-serif font, with "INSTRUCTIONAL" on the top line and "DESIGN" on the bottom line, both centered within the white shape.

# INSTRUCTIONAL DESIGN



# GAMIFICATION PLATFORM

- Laptop, iPad, Phone
- Increase motivation through engagement
- Badging
  - indicators of accomplishment
- Inclusion of video where applicable
  - Superclusters, Transforming Canada's Innovation Economy
  - Advanced Manufacturing
  - Future of Canadian Manufacturing

# Introduction to Course

Welcome to your field placement experience. Over the next fifteen weeks, you will be engaged in many activities online and offline:

- Online, you will explore various topics that will contribute to success in the workplace such as: labour market trends, communications, diversity, and teamwork.
- For the last half of this term, you will partner with a licensed tradesperson at an industry partner's facility.



Through these experiences, you will increase your employability by being career SMART and learn about how to arrive in a job and how to thrive in the workplace. The skills you learn here will be with you throughout your career management journey. Sound good? Get ready to discover your advantages in the workplace!

## Introduction to Course





EVALUATIONS

# ONLINE LEARNING

Goal Setting

Discussion Forums

Resume Exercise

Mock Interview Exercise



# WORKPLACE

Evaluation / feedback

Mock Interview



Evaluation and observation of student's performance, development and attitude allows student to assess the success of their field placement.

Sliding scale:

- This individual:
  - always treated others with respect
  - showed genuine interest in the field placement experience
  - demonstrated an eagerness to learn
  - actively participated in all workplace activities
  - was always prompt and punctual
  - asked relevant questions about what people were doing or how things worked
  - was able to follow instructions and constructively accept feedback
  - was definitely a team player
- I would definitely want to work with this individual
- I would have no problem recommending this individual

# Mock interview with the HR department at the placement site assessing

- content
- presentation
- interview preparation & research

