

MOLD MAINTENANCE TECHNICIAN [Level 1] Program

Program Information for Trainees

Why was this Program created?

This initiative was conceived in response to requests from companies in the mold-making and molding sector about their challenges in hiring and developing capable skilled workers. The Work-Based Learning Consortium (WBLC) project team has established a comprehensive program to select, train and certify interested mid-career workers to be skilled, capable Mold Maintenance Technicians [Level 1].

Our partner in developing and delivering this program is the **Canadian Association of Mold Makers [CAMM]**.

Most participating employers are corporate members of CAMM.



How will my Learning Program work?

What will I be learning?

We have carefully defined what you need to know and be able to do at the conclusion of your learning program in order to be certified and graduate. These requirements are called **Technical Learning Outcomes (TLOs)**. These TLOs were developed by mold industry experts – so what you will be learning is entirely relevant and will be useful to you immediately. A copy of the TLOs is attached. You need to retain it, review it regularly and use to track your learning progress.

RELEVANT FACT – Based on our experience in conducting over 40 program in-takes, candidates who we approve for a job with an employer have over a 90% probability of success. Success is defined as completing the program, having a permanent job and achieving the industry-recognized certification.

How will I be learning?

Our carefully designed Learning Program is a blended combination of e-Learning, classroom and ‘on-the-job’ learning. This is one of the most optimal learning methods to achieve the best outcome for you as a learner. A detailed training schedule is attached to this document. This is an important document that you need to retain, read and use to plan your schedule. Your employer has the same schedule.

Throughout your training program, we will regularly assess your progress, determine in an objective fashion how well you are doing, and provide guidance and support so you can be successful.

After you complete each e-Learning module, there will be a short test to let you know how you are doing and identify areas you need to review. You must pass each test to proceed to the next e-Learning module. A transcript of your results will form part of your permanent record and will count towards your certification in the program.

Initially, you will spend all your time either working with our e-Learning program or working on the shop floor with the direction of your trainer. Classroom training will occur at a separate location. Arrangements for classroom training will be given to you in advance of the scheduled sessions. As the program advances, the amount of time you spend on the shop floor increases.



How will I know when I’ve learned everything I need to know and be able to do for this job?

At the end of the program, you will have the opportunity to become certified as a Mold Maintenance Technician [Level 1]. Certification is a public statement that you have met all the program requirements and are highly qualified to perform specified duties – in this case, those of a Mold Maintenance Technician [Level 1]. You will receive detailed information about the certification process during the first month of your program.

Program Assistance to Ensure YOU are Successful

You can feel confident that you have what it takes to complete this learning program. You have demonstrated that you have the aptitude and capability to be a good Mold Maintenance Technician by passing our rigorous WBLC Candidate Selection Process, administered by Manpower.

During the training, you will not be on your own to learn the job. Each participating facility, as a condition of acceptance in the program, has agreed to appoint a trainer. Your trainer will be your principal go-to person to provide instruction, assistance and direction. Your trainer will review the TLOs with you and s/he is responsible for ensuring that you are progressing towards completing them by the end of the in-firm training period.

Other Sources of Assistance

- Your ESP Counsellor
- Your Manpower Placement Counsellor
- Your-e-Learning Instructor
- The feedback that we provide to you
- Your peer trainees

We have developed a process to guide both of you in this goal. Every week or so, your trainer will discuss with you what you need to learn and to accomplish over the next week or so. This discussion will take into consideration what you have learned to date, what things are going well and what areas you need additional work in order to improve.

At the end of each learning cycle, your trainer will evaluate your progress and, based on that plus the work schedule of your facility, a new learning plan will be developed.

To further support you and your trainer during this period of in-firm training, a WBLC Monitor/Coach is assigned to you. The role of this individual is to assist you in your attainment of the TLOs. Your Monitor/Coach will visit you and your trainer at your work site from time to time. He will also have access to your TLOs. The Monitor/Coach’s role is to help you, as needed. You should feel comfortable in asking for assistance, as required. We are all committed to providing you with all the support needed so you can be certified as a Mold Maintenance Technician [Level 1].