



OCI Members in Canada

Organisation de l'industrie canadienne
Association des industries (OIC)

Total 105 Companies

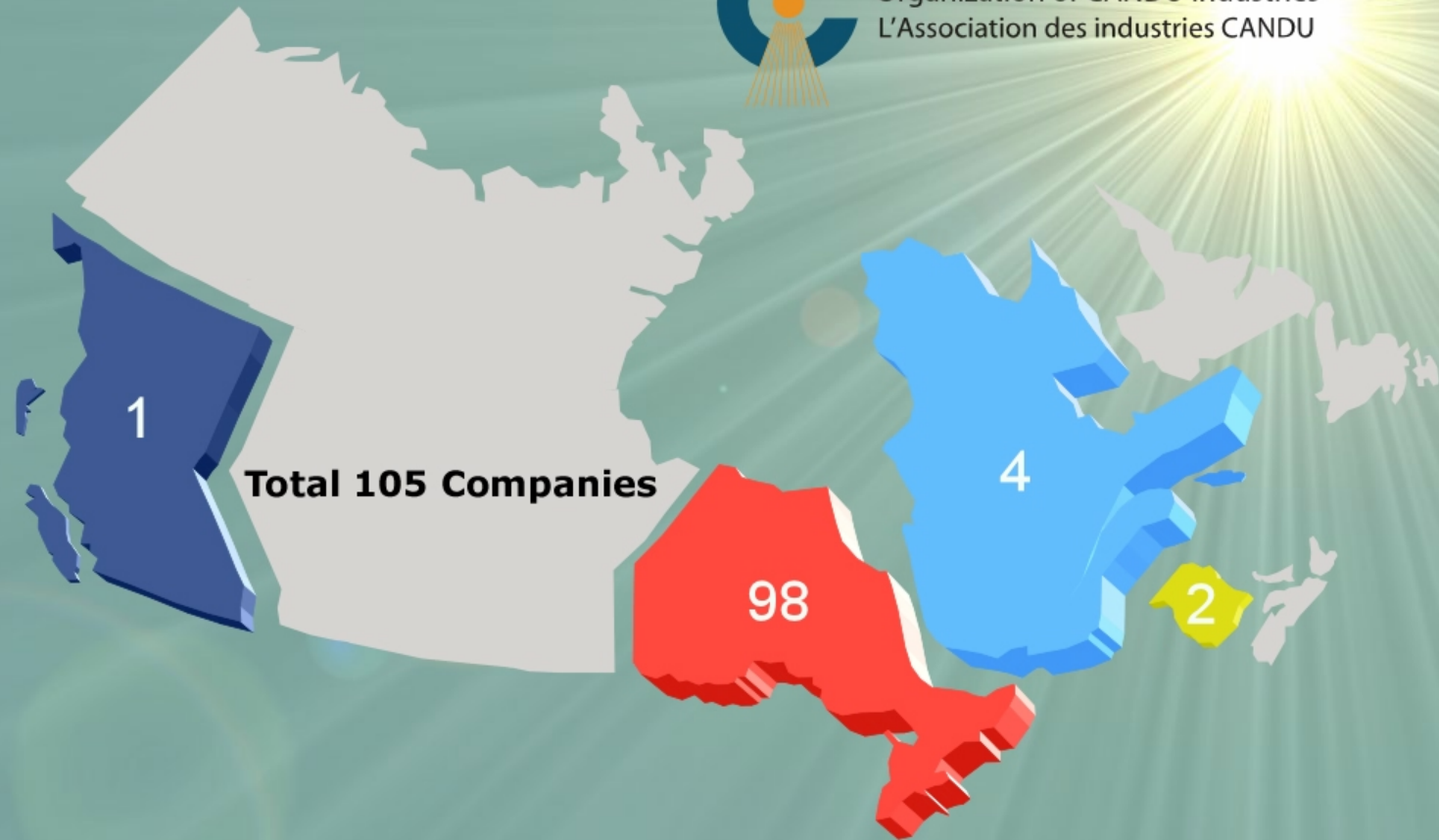
1 (BC), 98 (ON), 4 (QC), 2 (NB)



OCI Members in Canada



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L'Association des industries CANDU



OCI Member Companies as at March 16, 2008

OCI Members in Canada

105 Total

Ontario - 98 Companies

- 3L Filters Limited
- ADH Technologies
- Aberfoyle Metal Treaters Ltd.
- Acres-Sargent & Lundy (ASP)
- Advanced Measurement & Analysis Group Inc.
- Aecon Industrial
- Ainsworth Inc.
- Alfa Laval Inc.
- AMEC
- ANRIC Enterprises
- Atlantis Systems International
- ATS
- B.C. Instruments
- Babcock & Wilcox Canada Ltd.
- Blenkhorn and Sawle Limited
- BPR Engineering Inc.
- Brent Packaging & Logistics Ltd.
- BWM Industrial Automation
- Cameco Corporation
- Canada Dynamic
- Canadian Nuclear Association
- Canadian Nuclear Society
- Canadian Power Utility Services Limited
- Canberra Co.
- Candesco Corporation
- CH2M Hill Canada Ltd.
- Cimex Pressure Products
- Cintube Ltd.
- Comstock Canada Ltd.
- Crossby Dewar Inc.
- Curtiss-Wright Flow Control Corporation
- Cuttler & Associates Inc.
- Cyclone Manufacturing Inc.
- Dresser Flow Solutions
- Durham Instruments Inc.
- Dylis Innovative Systems Inc.
- E.S. Fox Ltd.
- Elettra Technology Inc.

- Energy Solutions
- Fallon Ultrasonics Inc.
- Farris Engineering
- FCx New man Hattersley
- Flowserve Pump Company
- GE Canada
- Golder Associates Ltd.
- Harbour Advance Machining Ltd.
- Henry Controls Inc.
- Hitachi Canada Ltd.
- Hooper Welding Enterprises Limited
- Ian Martin Limited
- IMEX Systems Inc.
- IMT Partnership/PC Forge
- Invar Manufacturing
- IPC Resistors Inc.
- IST Canada Inc.
- Kanata Electronic Services Ltd.
- Kinectrics Inc.
- Laker Energy Products Ltd.
- Lakeside Process Controls Ltd.
- Lisle-Metrix Ltd.
- Lou Champagne Systems Inc.
- Macfab Manufacturing Inc.
- Marsh Instrumentation Ltd.
- Marubeni Canada Ltd.
- MDA Corporation
- MDS Nordion
- Merlin General Corporation
- MRW Consulting
- Niagara Energy Products Corp.
- Niagara Fasteners Inc.
- Nu-Tech Precision Metals
- Nuclear Insurance Association of Canada
- Nuclear Logistics Inc.
- Nuclear Safety Solutions Limited
- Numet Engineering Ltd.
- ODIM Spectrum Ltd.
- Pall Canada



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- Patriot Forge Inc.
- Plan Energy
- Promotion Engineering Inc.
- RCM Technologies Canada Corp.
- Rexel Canada Electronics Inc.
- RN Tooling Corporation
- Rotork Controls (Canada) Ltd.
- SNC Lavalin Nuclear Inc.
- Special Electronics & Designs Inc. (SED)
- Stern Laboratories Inc.
- Strite Industries Limited
- Summit Controls Ltd.
- TSS Technologies Inc.
- Technical Standards & Safety Authority
- UniTech Services Group
- University of Ontario Institute of Technology
- Velan Inc.
- Wardrop Engineering Inc.
- Weir Canada Inc.
- Weston Valve & Fitting Ltd.
- Zircotec Precision Industries Inc.

Quebec - 4 Companies

- Holocene Solutions Inc.
- Ezeflow Inc.
- L-3 Communications MAPPS Inc.
- Thorburn Equipment Inc.

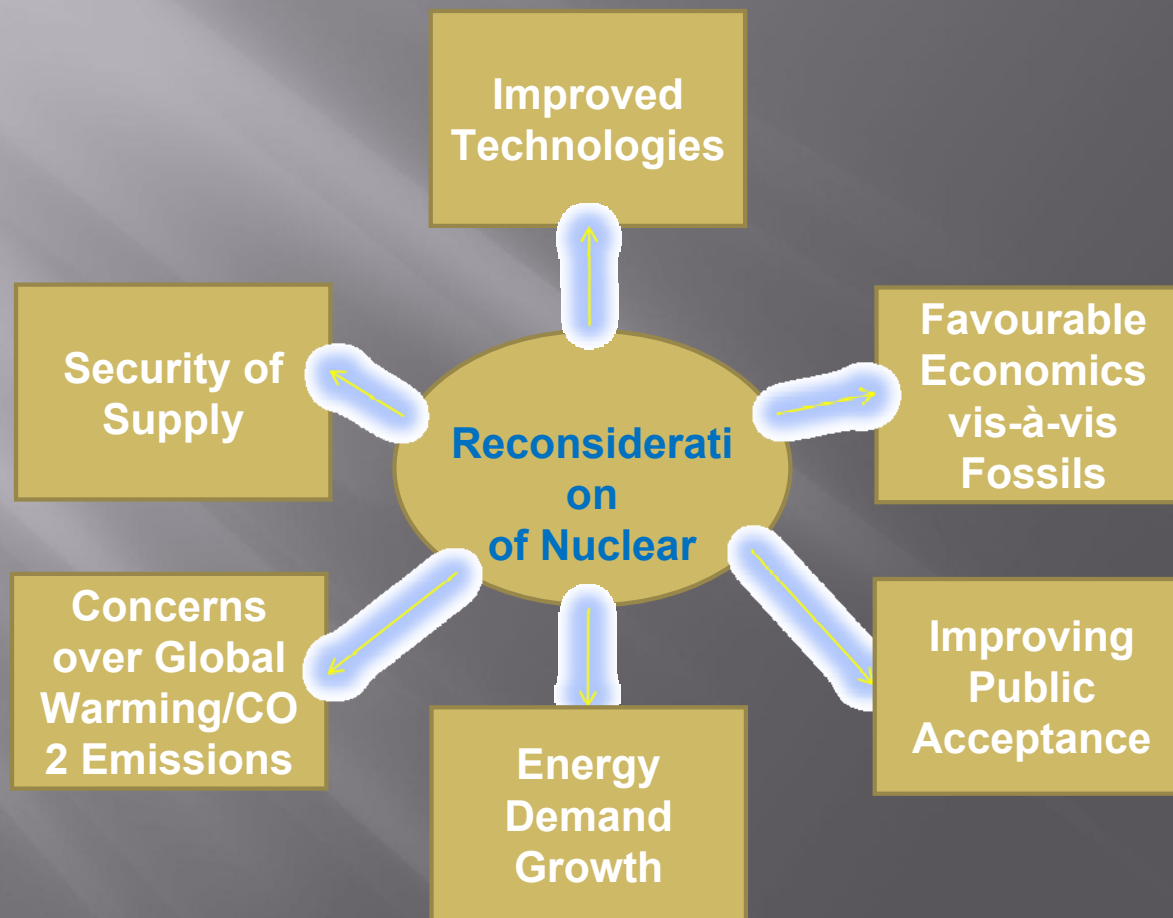
British Columbia - 1 Company

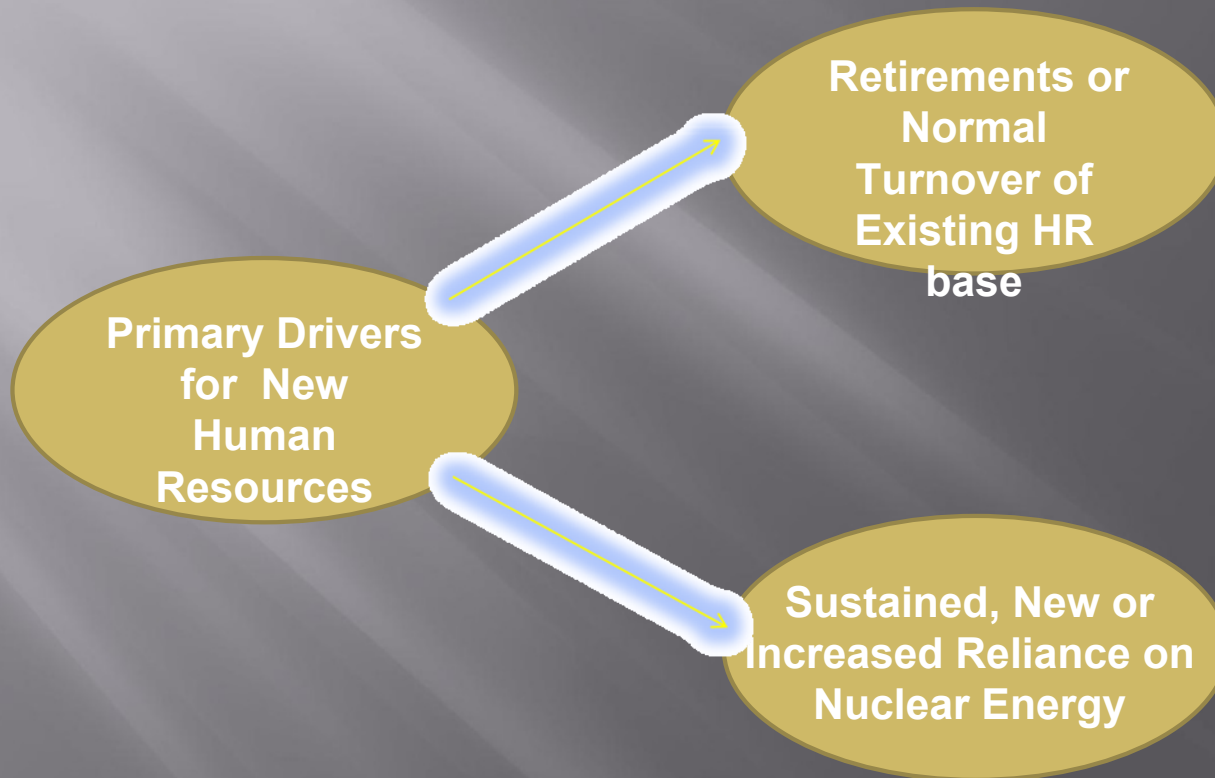
- Sulzer Pumps (Canada) Inc.

New Brunswick - 2 Company

- Atcon Group
- Precision Nuclear Inc.

OCI Member Companies as at March 16, 2008







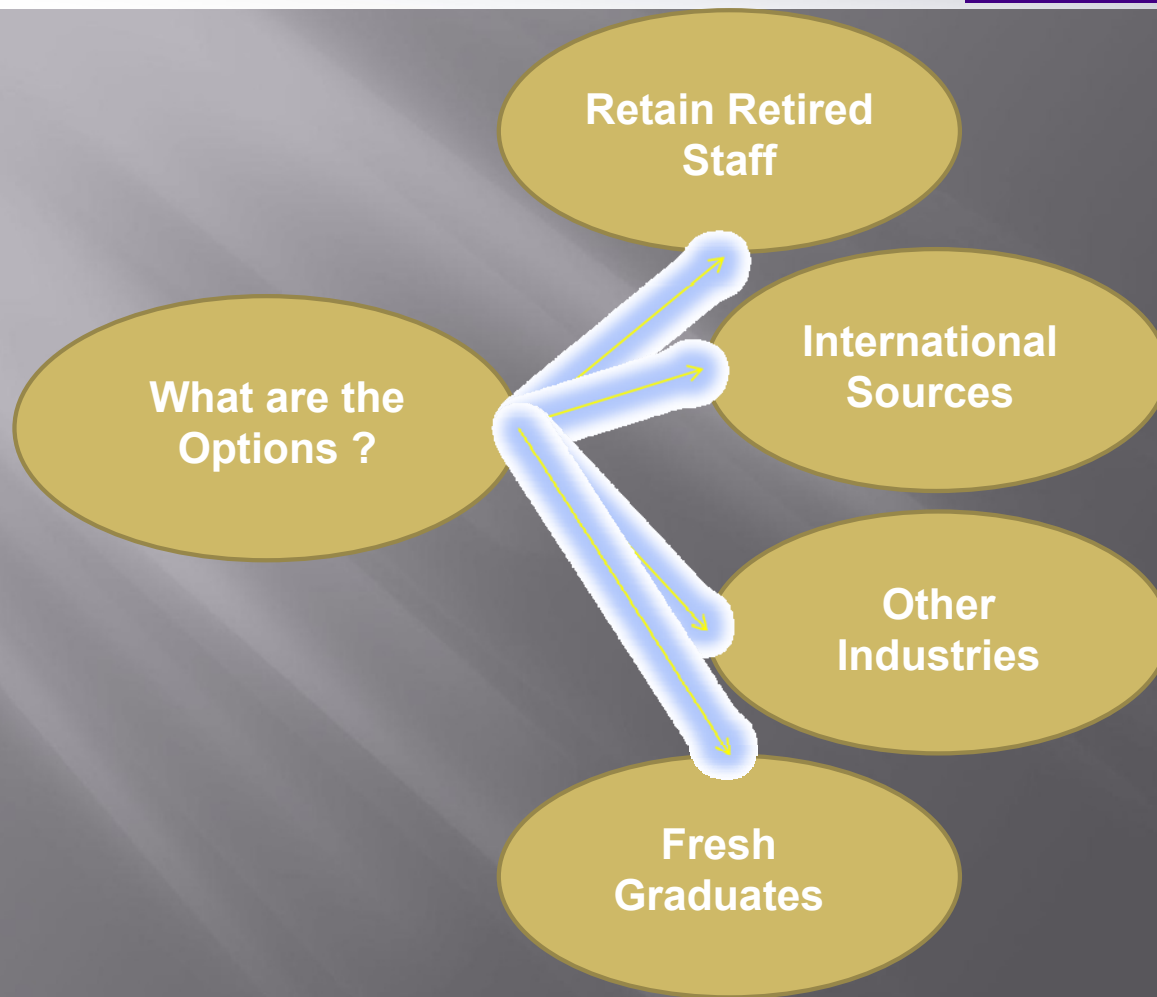
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**Retirements or
Normal
Turnover of
Existing Human
Resources**

- Demographical challenge across industry
- Industry wide solution must be applied
- Other industries have the same challenge
- We will all be competing for the same talent





Retain Retired Staff

Retaining recently retired staff is effective in the short term but other measures are needed to address the longer term human resources challenge that the industry faces.

International Sources

Historically, the Canadian nuclear industry has relied on international sources of technical and professional manpower from its earliest days.



Other Industries

Companies can obtain resources in other areas of industry where there may be a slow down. However, this may be compounded as other industries face our same problem.

Fresh Graduates

A study conducted by the Nuclear Energy Agency in 2000 found that fewer students were enrolling in nuclear education programs and that the trend, if not reversed, could have significant impact on the global nuclear industry.

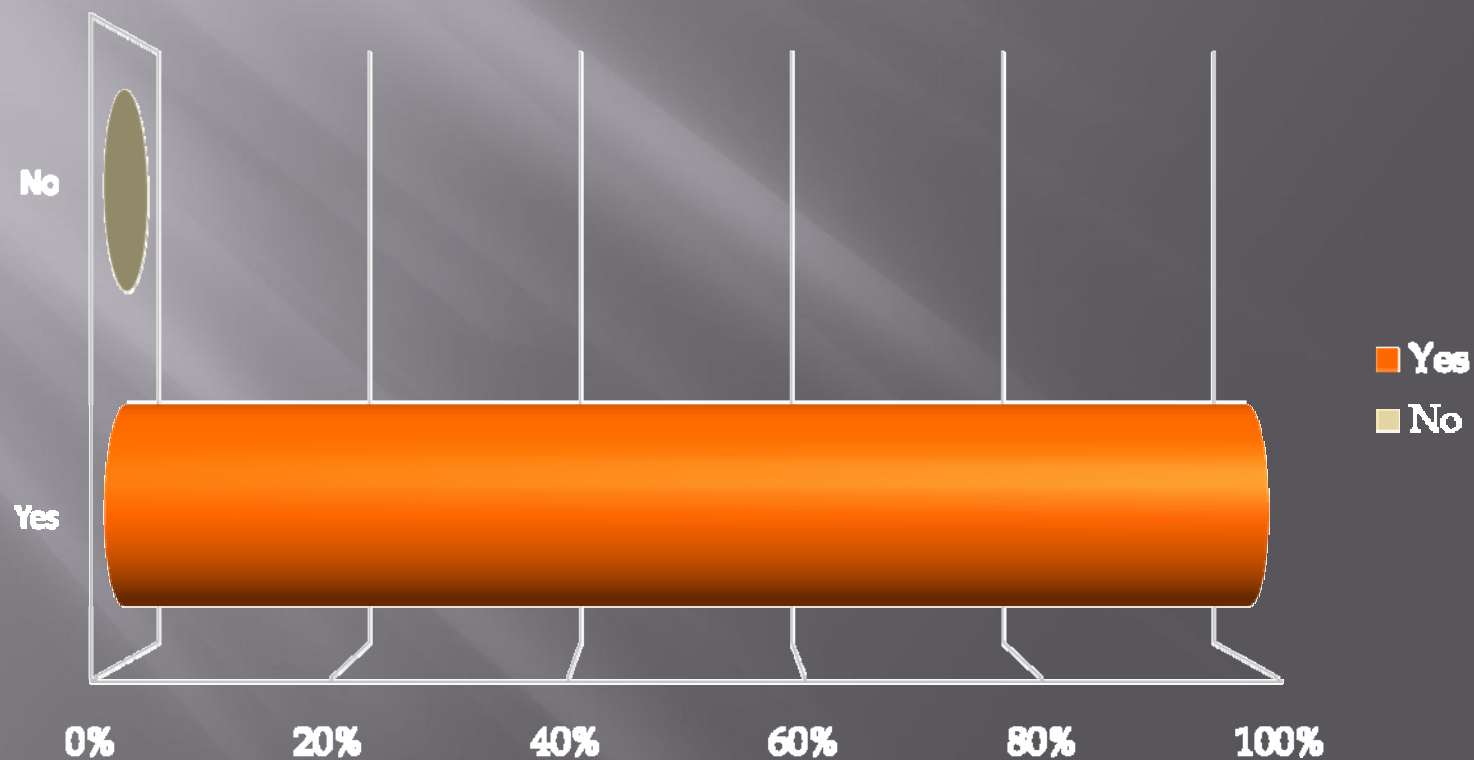


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Do you believe that the Canadian nuclear industry as a whole is facing a human resources challenge ?



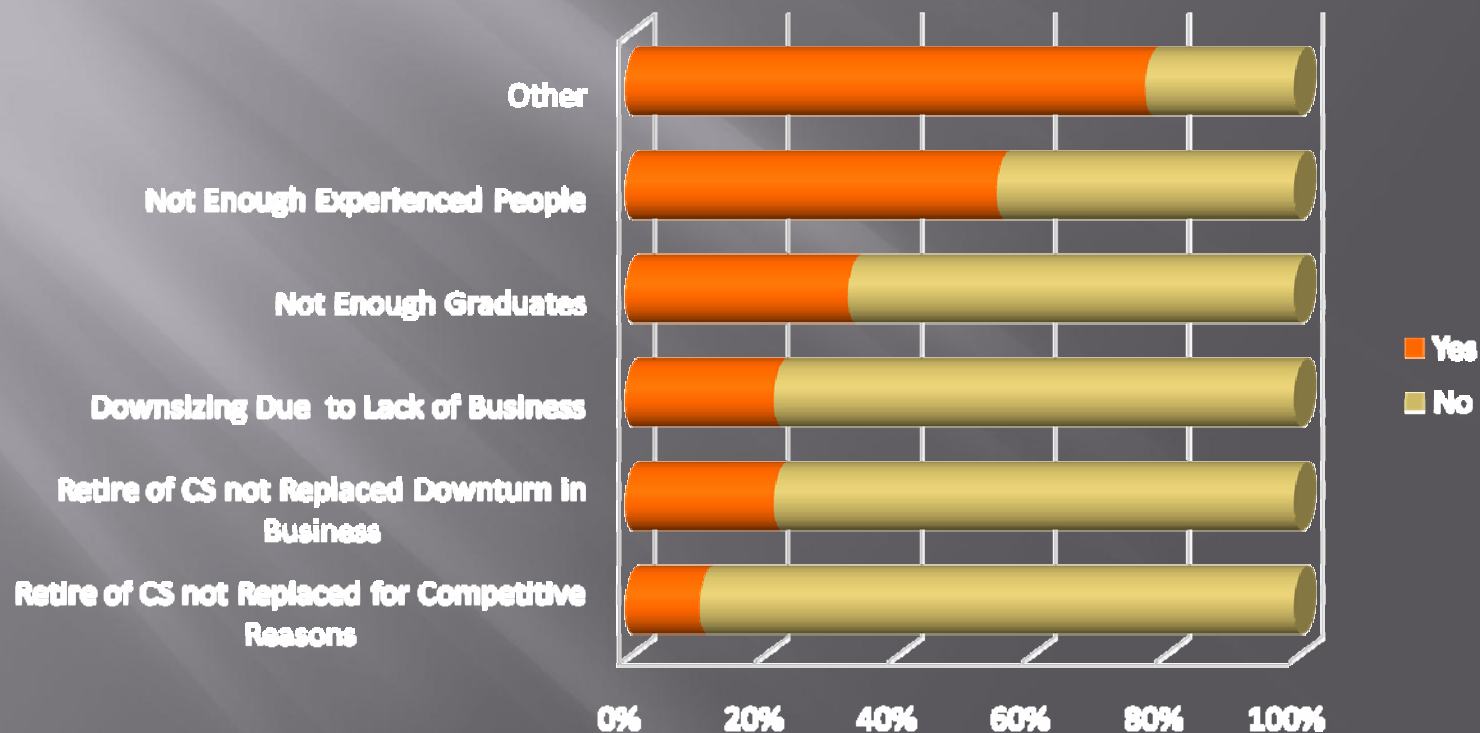


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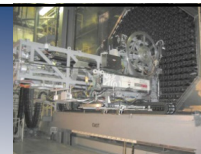
Does your own company have a Human Resource Challenge? If yes, why?



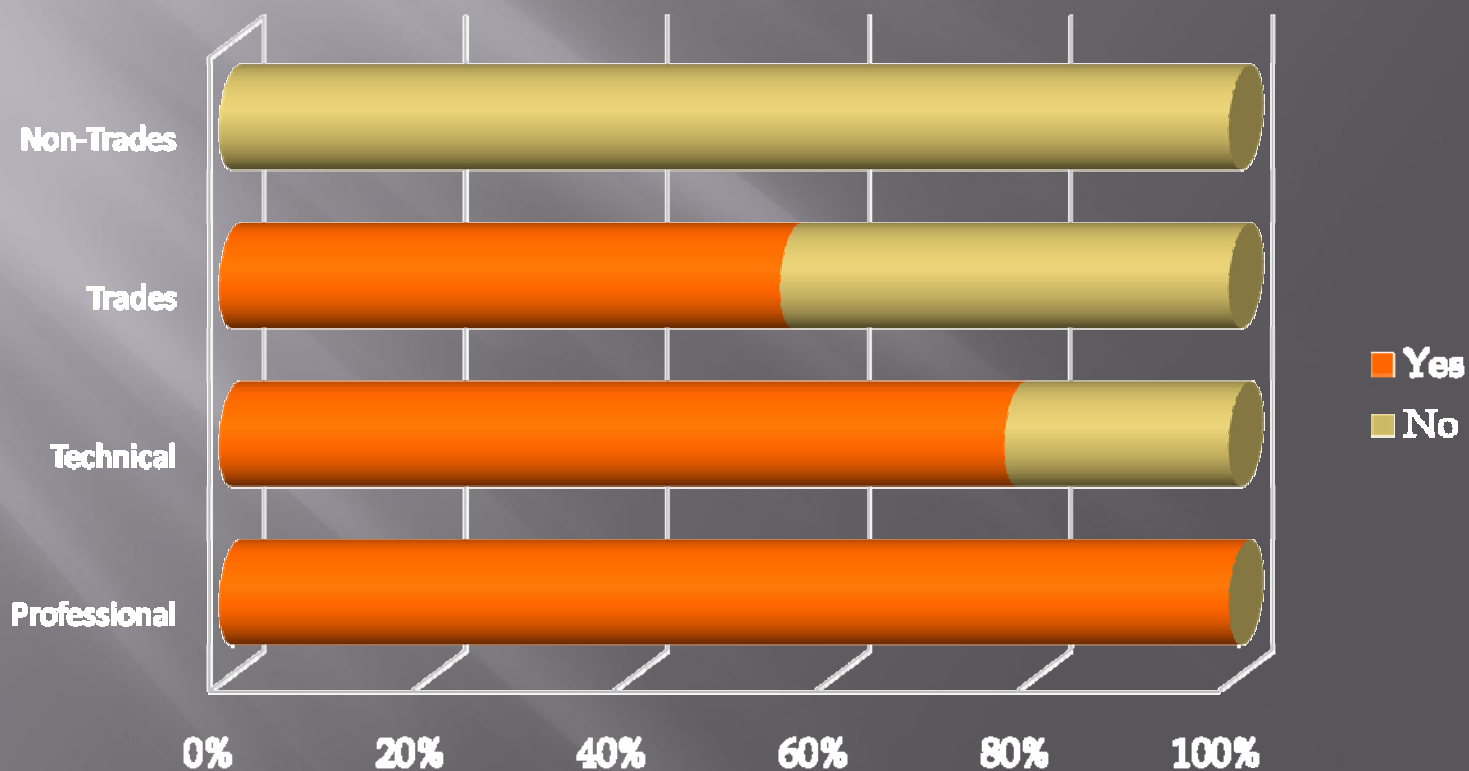


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Does this Human Resources challenge apply to professional, technical, trades and non-trades?





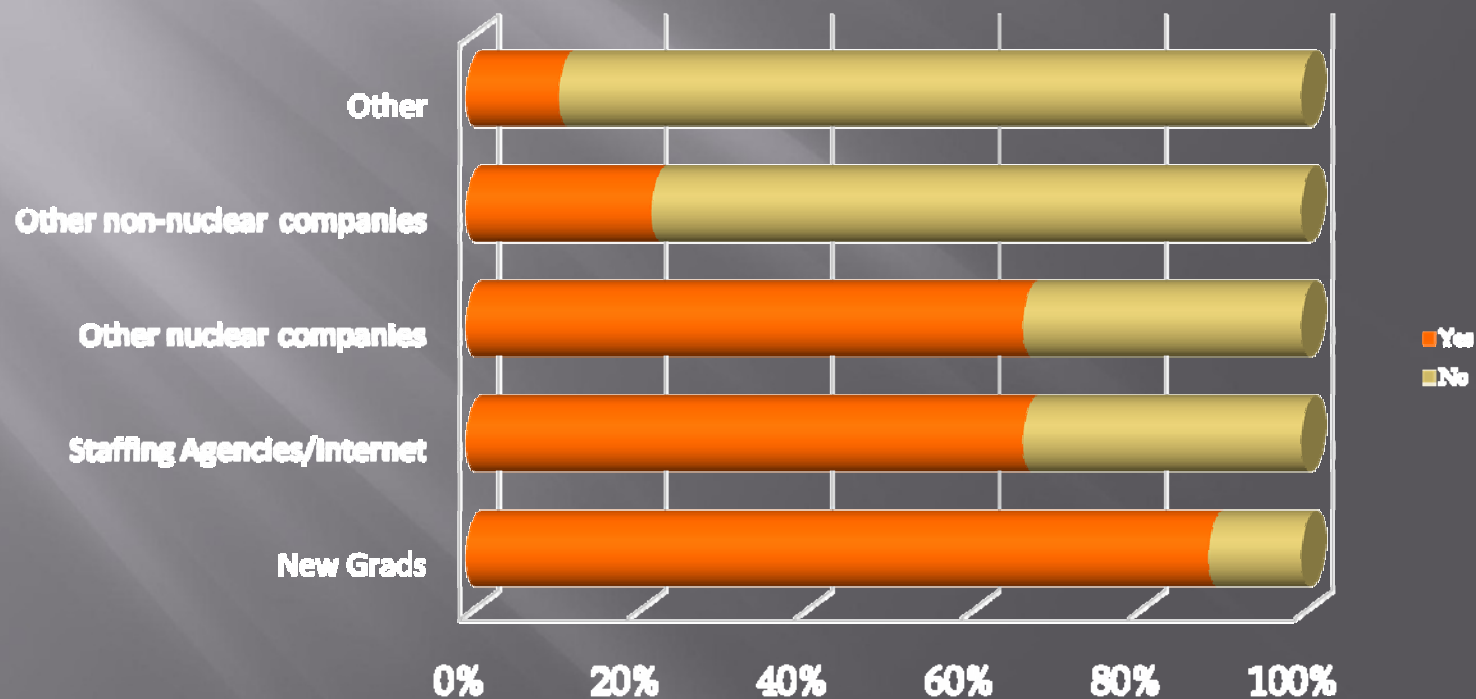
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How is your company managing to recruit the following staff?

Professional & Technical





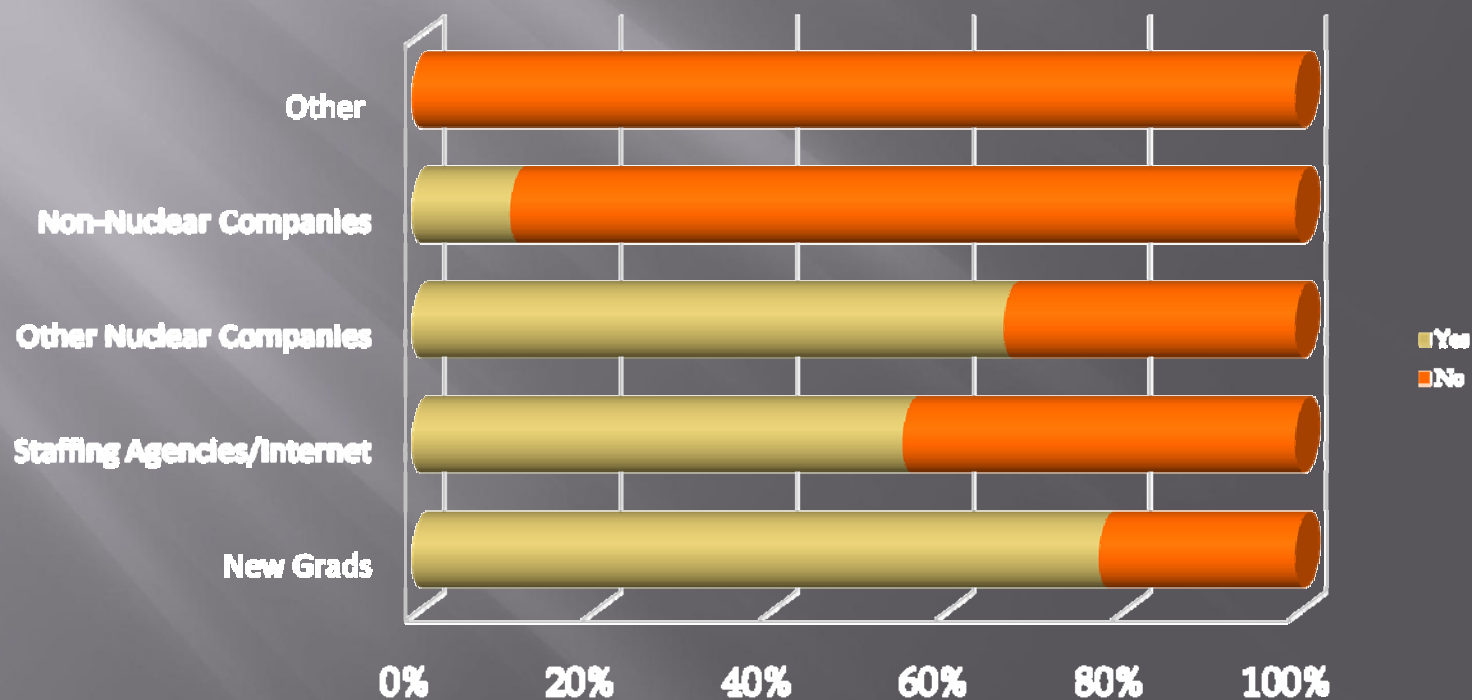
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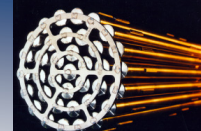
Trades



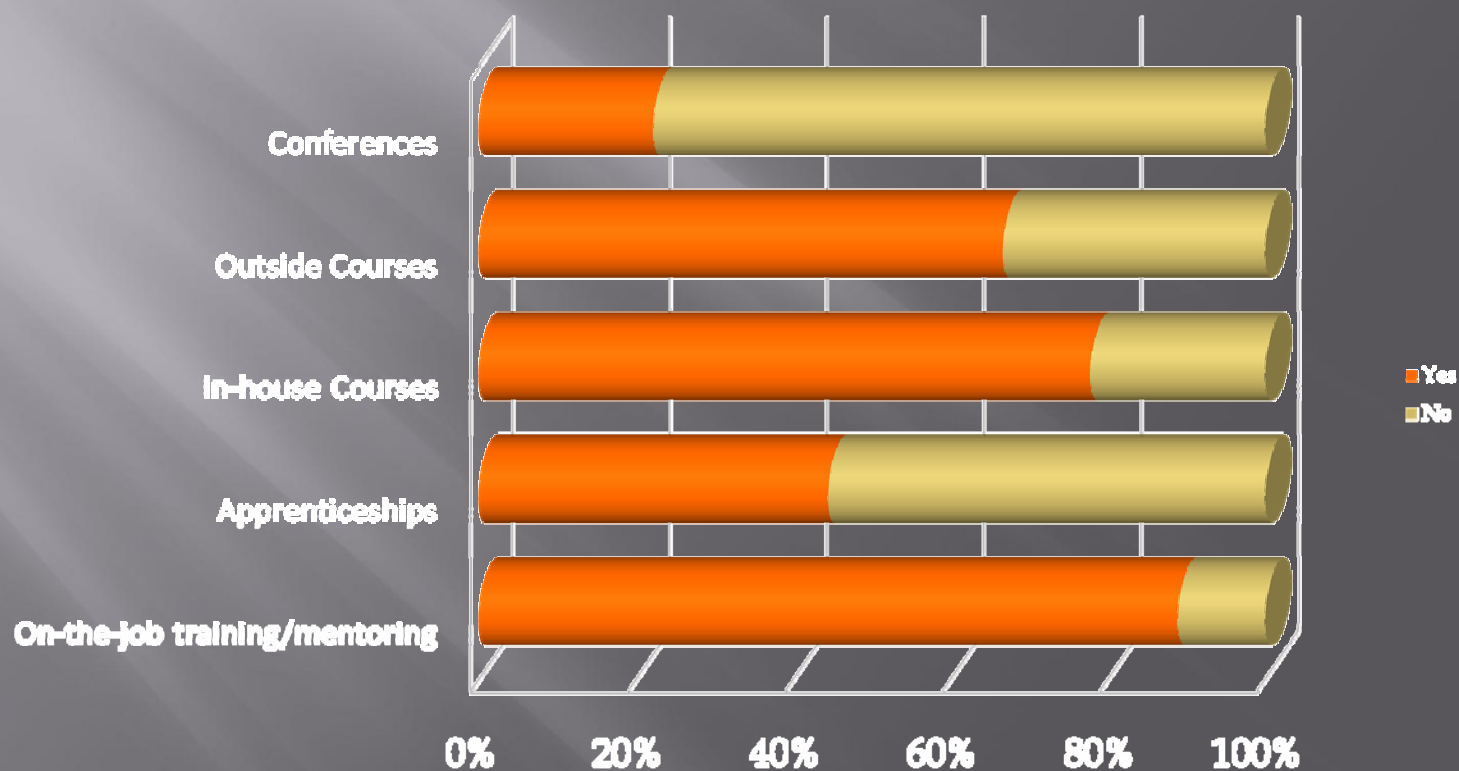


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How is training done in your company for professionals, technical and trades ?





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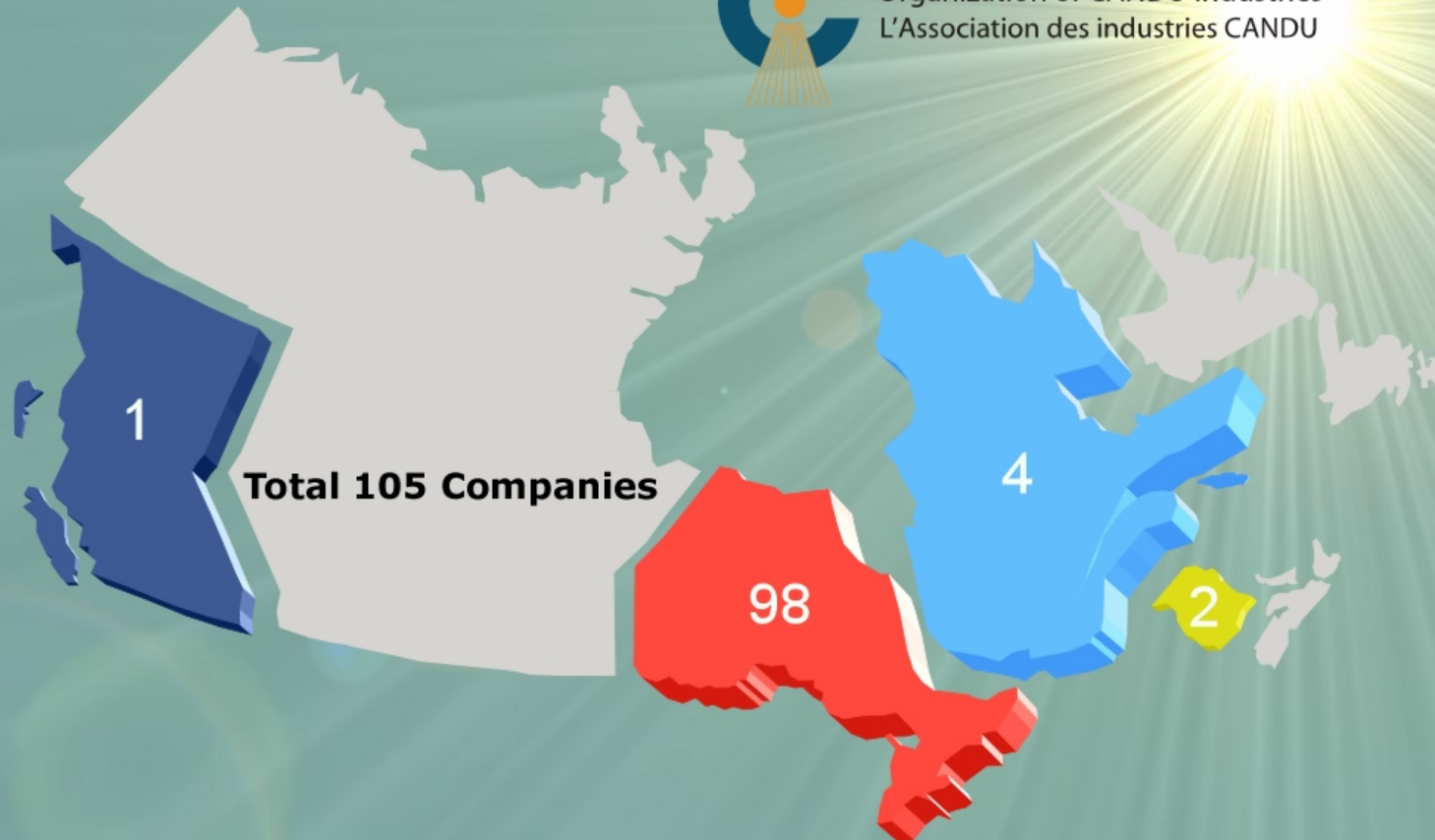
Are there any issues or comments regarding hiring and training that you think are relevant to the human resources challenges facing your business?

- some companies are returning to a traditional mode by hiring clerical staff to help meet the human resource challenge so their professional and technical are used more effectively
- some companies have a mandatory amount of training hours per year. Others concentrate more on training with operators and supervisory staff.
- some companies fear that their potential growth may be hampered by their inability to recruit experienced staff with nuclear experience.
- some companies expressed a concern that the learning environment is not the same for new hires as it was for the experienced people now in organizations
- some companies do not have enough intermediate experienced people to fill the gap between new hires and senior experienced people, many of which are near retirement
- some companies indicated that their required skill sets are so unique, that they must recruit and train their staff themselves.
- smaller companies have a retention problem because they find it hard

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An Organization of CANDU Industries

Perspective

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