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HELMETS TO HARDHATS

DU RÉGIMENT AUX BÂTIMENTS

HELMETS TO HARDHATS

SERVING THE MILITARY COMMUNITY



ALEX LOLUA
CHAIR,
HELMETS TO
HARDHATS BOARD
OF DIRECTORS

Those serving in the Canadian Armed Forces have a history of professionalism, dedication and service to their country.

Over their years of service, they have developed valuable additional expertise – leadership abilities, communication skills and a strong work ethic – skills which are in high demand within the civilian work force.

Not everyone who transitions from the Armed Forces to a civilian career has access to a support mechanism

that can help them overcome the obstacles to finding a new career. Helmets to Hardhats Canada was founded to specifically help veterans and serving reservists transition into stable careers in Canada's building and construction trades. We offer employment counselling, resume help and referrals to those seeking a new opportunity as they transition to civilian life.

The overwhelming theme in the feedback we receive from our successful veterans is the sense of relief and pride they experience in securing a new career with stable pay and great benefits, which the building trades offer. Recognition by the industry of their previous military service and proper trades training goes a long way to easing their transition.

We invite everyone to read the testimonials on these pages, sent to us by those we have helped. These courageous young men and women continue to serve Canada as they work within their chosen trades, and will continue to serve as an inspiration to many.

On behalf of Helmets to Hardhats Canada, we thank everyone who supports our program and convey the gratitude of the many men and women of Canada's Armed Forces who benefit from it.



Photo: Canadian Armed Forces Photo GN04-2019-1162-022

HELMETS TO HARDHATS OUR MISSION

Helmets to Hardhats is a registered not-for-profit organization dedicated to assisting veterans who are transitioning from military service, and active reservists, into well paid, highly-skilled second careers in construction and related industries.

In partnership with construction trade unions, governments and industry, H2H streamlines the pathways to apprenticeship, advanced training and career placement opportunities in the construction industry with registered employers who support the men and women who have served our country.



HELMETS TO HARDHATS OUR VISION

Helmets to Hardhats aims to harness the valuable skillsets – dedication, loyalty, leadership and teamwork – that veterans and reservists gain through their military experience and transfer those assets into second careers in the skilled trades to the mutual benefit of Canada's unionized construction industries along with the veterans and reservists themselves.

Partnering with Canada's unionized apprenticeship and training systems along with the fairest and safest employers in the construction industry, our goal is to build lasting connections between veterans and reservists seeking rewarding second careers in Canada's highly skilled construction and related industries and employers in those trades.



HELMETS TO HARDHATS AN OVERVIEW

H2H is a national non-profit organization, funded by the construction industry, supported by government and staffed by both military and industry veterans.

H2H focuses on assisting Armed Forces veterans and serving reservists in finding rewarding civilian career opportunities in the building and construction industry across Canada. Networked across Canada, H2H has deep connections with trade union locals and their affiliated contractors.

H2H connects registered participants with apprenticeships and employment opportunities in Canada's building trades. Apprenticeship programs provide skills training needed to achieve journeyman qualifications across all occupations.

H2H provides professional and personalized services to registered participants by guiding military members as they transition to a new career, and by assisting employers in their search for potential employees.

Helmets to Hardhats opens doors for union memberships and benefits, including training and employment mobility across Canada.





Photo: Canadian Armed Forces Photo GN04-2019-1196-031

HELMETS TO HARDHATS THE PROCESS

WHO IS ELIGIBLE?

Any currently serving or honourably released member of the Regular or Reserve Force of the Canadian Armed Forces who successfully completed basic training, regardless of rank, occupation or age, including spouses and dependent children 18 – 25 years old.

If medically released prior to completing basic training (BMQ), the individual is considered a veteran and remains eligible to register with Helmets to Hardhats.

WHAT IS AN APPRENTICESHIP?

An apprenticeship is a form of post-secondary education that normally combines alternating stages of vocational training (20%) with supervised paid work periods (80%). Apprenticeship programs will vary depending on the trade.

WHAT IS A JOURNEYMAN?

A journeyman qualification is awarded to men and women who successfully complete a trades apprenticeship program.

WHAT IS A RED SEAL CERTIFICATION?

A Red Seal certification is an endorsement that provides interprovincial recognition of qualifications, thereby allowing for mobility and greater work opportunities. You may be able to qualify for Red Seal Certification if you have earned your QL5 in the Canadian Forces in one of the following military trades:

- Construction Technician
- Cook
- Electrical Distribution Technician
- Marine Electrician
- Marine Engineering Technician
- Material Technician
- Plumbing and Heating Technician
- Refrigeration and Mechanical Technician
- Vehicle Technician

HELMETS TO HARDHATS INCLUDES ALL COMPONENTS OF THE RESERVE FORCE INCLUDING:

- Primary Reserve (P Res), CI A/B/C
- Canadian Rangers
- Cadets Organization, Administration and Training Service (COATS/CIC)
- Supplementary Reserve
- Military spouse or child aged 18 – 25

HELMETS TO HARDHATS ARE YOU A VETERAN?

A veteran is defined as any former member of the Canadian Armed Forces who successfully underwent basic training and is honourably discharged. A veteran is not necessarily an “older” person, but an individual with an extensive skill set gained in the military.

Helmets to Hardhats aims to harness these valuable skillsets – dedication, loyalty,

leadership, communications and teamwork – that veterans and serving reservists gain throughout their military experience and transfer those assets into careers in the skilled trades for the mutual benefit of Canada’s unionized construction industries and the veterans and reservists themselves.

There is no time or age limit for any veteran or reservist who registers with H2H.



HELMETS TO HARDHATS HOMELESS, BUT NOT NAMELESS

Helmets to Hardhats Canada works to remove the barriers faced by former members of the military who want to enter the construction industry in Canada.

Through current agreements with provincial governments, H2H is actively involved in reaching out to homeless veterans and building awareness of the program’s benefits.

This initiative will continue to expand, with the sole aim of communicating opportunities in the construction workforce to these homeless heroes.

The demand for skilled labour is urgent and our staff are dedicated to finding solutions that fit all career seekers, regardless of their personal circumstances.

HELMETS TO HARDHATS

BEST PRACTICES FOR CAREER SEEKERS

H2H refers candidates to local Union apprenticeship systems and training coordinators and likewise refers local Unions to promising candidates amongst transitioning veterans and active reservists. To apply for a career posting or entry into an apprenticeship program, H2H registrants must complete a comprehensive profile that helps hiring managers and training directors determine what transferable skills they acquired during their military service.

There are steps that can be taken prior to release from the CAF to prepare for a civilian career in the skilled trades. Some of these include:

- Register with Helmets to Hardhats **BEFORE** your release and keep your account active.
- Attend a local SCAN conference for the latest information affecting your release. Talk to the H2H rep at the SCAN for specific questions.
- Get the DND 404 qualifications transferred to your civilian driver's license while still serving.
- Take safety courses while still in the CAF including First Aid, WHMIS, Working at Heights, Confined Spaces etc. Ensure these courses are up to date and documented on your personnel file.
- Visit the CAF's My Skills & Education Translator (MySET) online and add all courses taken throughout your career to your resume.
- Ensure you have a concise, up-to-date resume.
- Research the building trades that interest you, their availability by location, potential hiring, available courses and open houses.
- Check all available resources through Veterans Affairs Canada (VAC).
- If you are already in a construction trade, check the Red Seal requirements.

Helmets to Hardhats career seekers can choose from 14 Trades representing over 60 skilled occupations offered by Canada's Building Trades Unions, including: welder, carpenter, mason, non-destructive tester, driver, heavy equipment operator and more.



INDUSTRY SUPPORT FOR HELMETS TO HARDHATS



TERRY SNOOKS
DIRECTOR OF
CANADIAN
AFFAIRS, UNITED
ASSOCIATION

On behalf of the United Association Canada, I would like to acknowledge our veterans and currently serving Canadian Armed Forces personnel and thank them for their dedicated service.

Thousands of these soldiers, sailors and aviators will look to transition each year, seeking a civilian career. Opportunities in Canada's piping trades are expanding,

with industry leaders looking to employ these veterans. UA members are industry-leading professionals when it comes to training and employment. From our local schools, to colleges and trade programs, you'll find UA at the forefront of veteran employment.

Helmets to Hardhats Canada works tirelessly to bridge these two groups: transitioning Armed Forces personnel and receptive employers in the piping trades. Current projections in Canada estimate that our nation will be short tens of thousands of skilled trades people in the coming years. This reinforces the national need for H2H and the amazing work they undertake every day.

Reducing the stress for transitioning military personnel, facilitating reservists seeking to start their careers in the piping trades, and promoting employment opportunities with supportive employers in Canadian communities are everyday priorities for Helmets to Hardhats. I invite everyone to explore the opportunities which H2H facilitates, knowing that United Association Canada supports our veterans and serving reservists.

H2H SUCCESS STORIES

“ I served with The 3rd Battalion Royal Canadian Regiment for six years and loved every minute of it. I recently returned home from a rotation in Afghanistan and decided that it was time for me to start a family. I finished out my second contract and moved home to southern Ontario knowing that I wanted to get a skilled trade.

I went directly to UA 663 and filled out an application. The UA practically jumped out of their chairs when they discovered that I was a veteran. After the panel interview and aptitude test, I signed with the Ontario College of Trades as a steamfitter apprentice and it has been the best decision that I have ever made.

If you are making the transition back to civilian life, I highly recommend acquiring a skilled trade. United Association is constantly looking for people with duty, honour, integrity and, most of all, discipline. These assets make veterans a crucial part in strengthening our workforce.
Pro Patria.”

— Chris B.





JOE McFADYEN
PRESIDENT,
CONSTRUCTION
LABOUR
RELATIONS -
ALBERTA

Construction Labour Relations – Alberta (CLRA) is an employers’ association representing construction companies in collective bargaining with various building trades unions and industry stakeholders.

CLRA delivers comprehensive programs to foster safe, healthy, and productive workplaces in the construction industry. Because we support and invest in construction best

practices, we fully cooperate with and endorse the work of Helmets to Hardhats Canada.

H2H is focused on assisting our Armed Forces veterans and serving reservists in finding rewarding civilian career opportunities in construction and maintenance industries

across Canada. Networked from coast to coast, H2H has deep connections with the trade union locals, their affiliated contractors and their apprenticeship systems.

H2H and CLRA share a common vision for ensuring competitive wages and benefits for all union workers, providing continued improvements in worksite safety, and supporting Canada’s serving military and veterans by prioritizing their hiring into the trades. Recognizing the in-depth knowledge and skill sets veterans have, H2H can match these veterans and Armed Forces reservists with opportunities in the building trades.

We collectively understand the sacrifices undertaken by those in uniform who serve this great nation. CLRA is extremely proud to support H2H and their ongoing work as they strive to make a positive impact in the lives of many veterans, their families, and the communities in which they live.

H2H SUCCESS STORIES

“ I met Chris B, a UA pipefitter on one of the jobs I was responsible for in 2013 in Sarnia, ON. Chris was new to the trade at the time, but I could see right away that he had interest, and was willing and wanted to work. His foreman explained to me that Chris was a new apprentice and came through the Helmets to Hardhats program.

I have run into a couple other guys over the last couple years coming through from H2H; all seem the same as Chris. I am so impressed by these people. I guess I probably shouldn’t be. This is who they are – well trained and disciplined. They all seem to enjoy their transition to the trades.

Although we need our military, sometimes when they feel a change is needed, I think the trades are a great fit for these people. In the trades we have structure and procedures, a plan to follow, and a sense of accomplishment when the job is done.

I highly encourage them to explore opportunities with H2H. It’s good for them and for us.”

– **Tom VanSickle**,
Senior Manager, Kel-Gor Limited,
member of Boilermakers Local 128

TRADE UNION SUPPORT FOR HELMETS TO HARDHATS



ARNIE STADNICK
INTERNATIONAL
VICE PRESIDENT,
INTERNATIONAL
BROTHERHOOD OF
BOILERMAKERS

Engaging in a military career, we'd all agree, is very demanding – on the body, the mind, and the spirit. Performing to one's utmost ability in the construction trades is really no different.

That's why men and women with military experience are often a perfect fit for the challenging work tradespeople do every day. It's also why Helmets

to Hardhats is such a useful bridge between the Forces and civilian work.

We've welcomed into our union numerous veterans who've taken advantage of the Helmets to Hardhats program. The values instilled in them through their time in the Forces prove invaluable in the kinds of work we do – often under pressure, under challenging conditions and in dangerous situations where safety and teamwork are essential.

I'm proud that my union has been a long-time supporter of H2H. It only makes sense – because we've also been fortunate to benefit from the skills, the grit, and the determination that our veterans bring to our industries.

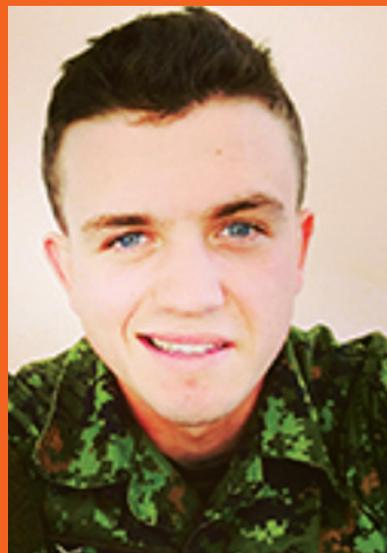
I extend my thanks to the people who make H2H such a vital program, and to all the dedicated workers who have used it as a springboard to rewarding careers in the trades.

H2H SUCCESS STORIES

“ Before joining H2H, I was a member of the 31 CER. H2H helped me to find a new career as a heavy equipment apprentice with IUOE Local 793. They made it all very easy for me: all I had to do was to register, then tell them my interests in the trades world. Within three months of checking in online I had found a job in the trade that I wanted.

This program is great for someone who is looking to have a civilian job and still stay in the military as a reservist.”

– Alec F.



The Building Trades offer the best jobs in the construction industry: the best pay, the best benefits, the safest job sites and the fairest contractors.

Registered contractors' associations represent over 100,000 contractors in Canada. Collective bargaining agreements negotiated across Canada ensure:

- Excellent, competitive wages
- Comprehensive Health and Pension Benefits
- Apprenticeship programs including on the job training and support
- State of the art training facilities that offer life-long learning at no cost to their members
- Opportunity to continually upgrade skills and certifications
- Safe and secure working conditions including "on the job site" representation
- Strong contractual obligations with some of the largest employers in North America
- Provincial, regional and national political action committees that lobby all levels of government to ensure their members voices are heard
- Career opportunities and advancement
- Opportunity for travel
- Proactive involvement in supporting their communities as well as supporting their members through difficult times

THE CONSTRUCTION TRADE UNIONS IN CANADA, COLLECTIVELY, HAVE OVER 400,000 MEMBERS REPRESENTING 14 CONSTRUCTION TRADES:

- Boilermakers
- Bricklayers
- Carpenters
- Electrical Workers
- Elevator Constructors
- Insulators
- Iron Workers
- Labourers
- Operating Engineers
- Operative Plasterers
- Painters
- Plumbers and Pipefitters
- Sheet Metal Workers
- Teamsters

H2H SUCCESS STORIES

“ I am now starting my second year as a steamfitter/pipefitter and am also a member of UA Local 488, and so completely grateful for everything Helmets to Hardhats and Local 488 have given me. And I have passed on my experience of this to my military peers: there is still a light at the end of the tunnel. Thank you again!”

— Ken

“ I have been employed as a member of the Teamsters Union Local 855 for the past three years, working on the Hebron project, through the Helmets to Hardhats program.

Prior to that, I served faithfully for 34 years in the Canadian Armed Forces. I've been deployed to Bosnia, Iraq and Afghanistan. I left the military having been diagnosed with PTSD (post-traumatic stress disorder). That did not deter the above agencies from accepting me and helping me gain employment into this project.

It aided me socially, financially, but — most importantly — mentally. It gave me a renewed sense of purpose. I was allowed to be part of something much bigger than myself. The project provided a regimented work schedule (something I had missed), and allowed me to again be a part of a team. Thank you all for the opportunity.”

— Boyd C.

CONTRACTORS' AND OWNERS' SUPPORT FOR HELMETS TO HARDHATS

Employers that are not members of the H2H-approved contractor associations must meet certain criteria before they can advertise opportunities on the H2H website. These criteria include access to:

- a quality, registered apprentice program
- a permanent system to ensure employment and training opportunities
- formal curricula and instructor training programs
- related training and on-the-job training programs
- a positive record of caring for the welfare of workers as evidenced by health and pension benefits

Employers who want to advertise construction-related employment opportunities must ensure that they provide wages and benefits in keeping with the high standards of the other member employers.

Employers who qualify for the H2H program gain access to a pool of construction industry career seekers who are hardworking, safety-conscious, highly dependable and who possess leadership qualities and communication skills as well as a strong sense of teamwork.

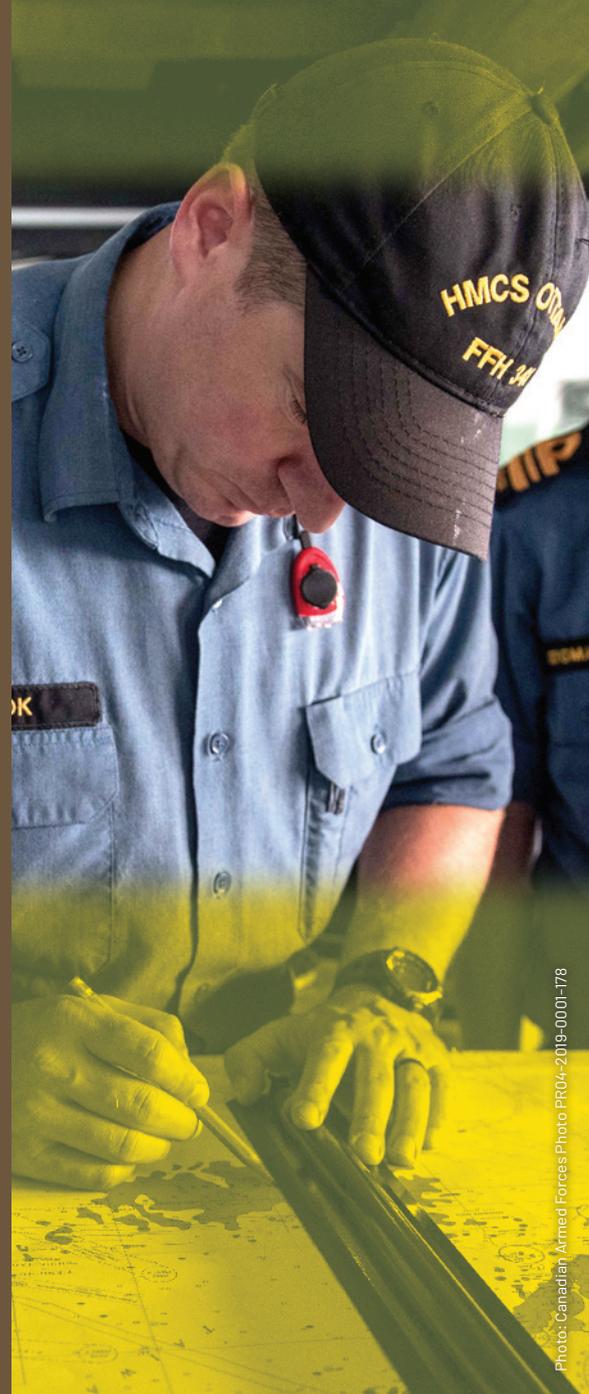


Photo: Canadian Armed Forces Photo PR04-2019-0001-178

H2H SUCCESS STORIES

“ I am very pleased with the help I received from the H2H staff. I was released from the military and I traveled for a bit. Once I returned to Ontario, I contacted H2H to assist me in starting a career in a trade. H2H assisted me by getting my resume out there and

finding the career that I was interested in. Just four months from contacting the H2H team, I started my apprenticeship and am well on my way to a new career with the Boilermakers.”

— Justin B.

H2H SUCCESS STORIES

“ In spring of 2013, I attended a SCAN seminar at CFB Edmonton and Helmets to Hardhats gave a presentation on what services they can provide for vets.



I thought it wouldn't hurt to try so I signed up. It wasn't long after I retired in 2014 that I got a phone call from TransCanada Pipeline human resources department asking if would be interested coming in for an interview.

Working for TransCanada Corporation has been an amazing experience. I have had an opportunity to receive mentoring and training to acquire new skills. I can't say enough about how great the support is with TransCanada Pipeline. I have been fortunate to have enjoyed two great careers – with DND and now with TransCanada Corporation!

Thank you TransCanada and Helmet to Hardhats for all your support.”

– Mark O.

“ Thanks to you guys at H2H, I have made a smooth transition, operating a grader with North American Construction.

I'm very impressed with how fast transition happened. I was working within weeks of applying. I should have signed up with Helmets to Hardhats sooner.”

– Jody

“ After completing the 24-hour seminar and test, I am now eligible for employment within the Elevator Constructors union.

I would not have had access to such a promising career in this field if it weren't for you and your organization. I hope I can continue down this path and one day 'pay it forward' – the big helping hand you've given me.”

– Matt

“ In 2002, after working various construction jobs in BC's Lower Mainland, I joined 192 Construction Engineering Flight Aldergrove (192 CEF) as a reserve Refrigeration Mechanical Technician.

Since then I have balanced reservist/civilian life while working for ATCO Frontec and deploying to Afghanistan, Iraq, Ukraine, and Mali in Africa. The reserves changed my life.”

– Dan B.





Photo: Canadian Armed Forces Photo GN04-2019-1196-049

H2H SUCCESS STORIES

“ The Helmets to Hardhats program helped me to find a great civilian career as a training coordinator in the trades. My new employer values my skill set and background, coming from a career as an Armoured Officer in the Regular Force.

The employers in the H2H program value the work ethic and drive of our military personnel, and have built relationships with former and serving forces members. I now work with apprentices in the trades, and look forward to using my new position to help interested military personnel with their own transitions as part of this great network.”

— Tom B.



“ I truly appreciate everything you did for me. It was an amazing feeling to receive that phone call and get offered the position I've been working so hard to get.

H2H was a very straightforward and very efficient organization to work with. Thank you all so much!”

— Devon

“ My hat goes off to you — you really helped me out. I had an interview today with UA Local 71 and I was accepted for an apprenticeship position as a plumber starting Aug 4. They were very up-front about being on board with Helmets to Hardhats, and more or less said, 'We want you — let us know when you're available.' I will be picking up my letter of offer on Monday.

Going to see Helmets to Hardhats was one of the best moves I've ever made, and one of the most helpful organizations I've ever been in contact with.”

— Rob

“ I was nearing my release date and I was looking to get into a good-paying trade where I could potentially apply some of the skills I learned while working on CF-18 aircraft as an Air Weapons Tech.

I stumbled upon Helmets to Hardhats and immediately applied to jobs that I thought would be well suited. I was contacted by UA Local 663's business manager and was offered a job after I had completed some of the mandatory paid training needed to work in the chemical valley in Sarnia.

This program has been fantastic in linking up veterans with good unionized jobs, and I had a chance to work with several other H2H veterans in Chemical Valley. I hope that this program will continue to support Veterans as they transition in to the civilian work place for years to come, as it has been so supportive.”

– Liam

“ My experience with the Helmets to Hardhats program is that it is positively worthwhile. I personally believe our veterans deserve respect. The sole nature and purpose of any union organization is to promote fraternal order. When these young men are brought into our organization, they are given a standing ovation.”

– Ross Tius,
Business Manager, UA Local 663

“ When Nicole applied for a Sheet Metal Worker apprenticeship, little did we know how fortunate we were. The Apprenticeship Committee told me after interviewing her that not only was she the most prepared, and by far the best applicant ever interviewed, but she scored the highest on our aptitude test! I know that she will be an asset to our union and am proud to have registered with the Helmets to Hardhats program. I'd recommend others to consider accepting vets from the H2H program – you won't be disappointed, and you'll be helping those who've done their duty for Canada!”

– Mike Mahon,
Business Manager,
Sheet Metal Workers Local 235

HELMETS TO HARDHATS OUR COMMUNITY

Helmets to Hardhats is committed to creating a balanced community of industrial owners, employers and labour unions to ensure our clients receive only the best trained trades people, and that our registrants receive only the best in training, wages and benefits.

Recognized as a leading service provider by the Canadian Armed Forces and Veterans Affairs Canada, our staff regularly give presentations at the Second Career

Assistance Network (SCAN) seminars, held near every military base across Canada.

We are the leading construction industry gateway for the men and women who have served in Canada's military, and we frequently meet with industry and business owners and associates to make sure they know they are hiring the best employees when they hire CAF veterans and reservists.

To read more success stories, go to [this link](#).

Photo: Canadian Armed Forces Photo IS02-2019-0021-002



HELMETS TO HARDHATS

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