General

Q. Reference: "2025/2026 General Rate Application," Newfoundland Power Inc., December 12, 2023, vol. 2, Reports, "Labour Forecast 2024–2026," sch. A., p. 1, f.n. 9.

a) What is the breakdown of actual apprenticeship positions filled in the past five years by trades and full-time equivalents?

b) Are there any other disciplines, outside of Power Line Technicians, that Newfoundland Power is planning to hire within the next three years? If not, why not?

A. a) Newfoundland Power has an established apprenticeship program for its Powerline Technician Apprentices ("PLTAs"). The apprenticeship program combines on-the-job training and classroom training.[1]

Newfoundland Power bases its year-over-year hiring decisions for PLTAs on its forecast operational requirements. The Company hires a combination of Journeyperson Powerline Technicians ("PLTs") and PLTAs to maintain continuity of the workforce and continued service reliability to customers. Newfoundland Power considers both regional availability of qualified red seal PLTs and anticipated future demand for PLTs.

Table 1 shows the number of new PLTAs hired within Newfoundland Power from 2019 to 2023 by head count and by its full-time equivalents ("FTEs").

Table 1:
PLTAs Hired
2019 to 2023

	2019	**2020**	**2021**	**2022**	**2023**
Head Count	2	1	2	4	9
FTE	0.8	0.9	1.1	2.6	5.3

b) No, all planned new hires for the period 2024 through 2026 are PLTAs. At present, the only discipline with an established apprenticeship program within the Company is PLTs. As such, all new hires are PLTAs. At this time, there are no plans for other apprenticeship programs.

For all other disciplines, the Company aims to employ red seal qualified individuals upon hire into an established position. This approach is subject to change depending on recruitment challenges, such as labour availability.

[1] Apprentices are required to complete four blocks as part of the Provincial Apprenticeship Program to become a red seal PLT in Newfoundland and Labrador. This may take between three to four years.