



# CMBC Career Paths

Christine Nontell, Amy Steffen, Elizabeth Chow  
December 2024



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# Company Overview

*CMBC is TransLink's largest operating company, handling over 96 per cent of the region's bus service as well as the SeaBus passenger ferry.*

*In 2023 our fleet drove **116.1** MILLION service Kms.*

## ~687 TRADES Employees

- 350 HD/CT Mechanics
- 72 Electronic Technicians
- 58 Bodypersons
- 66 Parts Technicians
- 46 CT Apprentices
- 9 Pre-Apprentices
- 2 Parts Apprentices



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# Opportunities for Students

- Student Facility Tours
- Employer Information Sessions
- Career Fairs
- Work Experience



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# Program Entrance Requirements

## ELTT / Foundations (Entry Level)

- Foundation course in Commercial Transport or Heavy Duty Mechanics



- Obtain a minimum of **80%** pass.
- Excellent attendance
- Copy of transcript required.

## Class 5 Drivers License

- Maximum 6 points in the past 3 years
- No impaired convictions, roadside suspensions, or prohibitions in the past 5 years



- An up-to-date driver's abstract is required.

## Class 2 Drivers License

- The ability, after training, to hold a Class 2 driver's licence with air ticket.



- CMBC will pay & train staff for Class 2.

## Physically Fit

- Physically fit and able to carry out duties like repetitive lifting, carrying, pushing, pulling, frequent climbing and descending; crouching and/or kneeling.



- Will be required to undergo a medical examination.

# Program Overview

- Up to 50 apprentices enrolled in program.
- Apprentices are paid to attend school, in addition to all tuition & book costs covered.
- 4-day work week
- Curriculum support at every level.
- Scheduled pay increases, based on worked hours.
- Paid \$0.70 an hour for tool allowance.
- Rotated every 4 months amongst 7 garages; each with different makes, models and technology of buses.
- Union seniority starts immediately upon entering program.



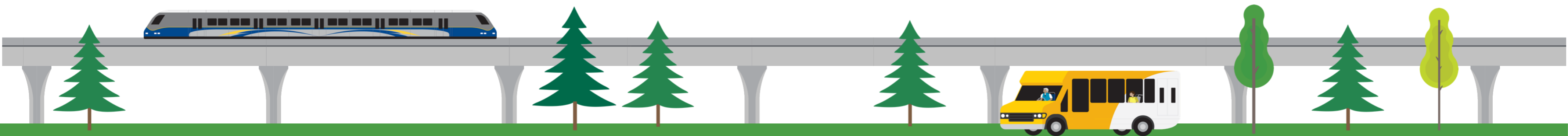
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# Benefits

- Defined Pension Plan, Public Service Pension Plan
- Excellent Extended Medical
- Disability & Life Insurance
- 4 Day, Work Week
- 3 Zone Transit Pass for staff and family member
- Tuition Reimbursement and Leadership Development
- Vacation
- Wellness Program

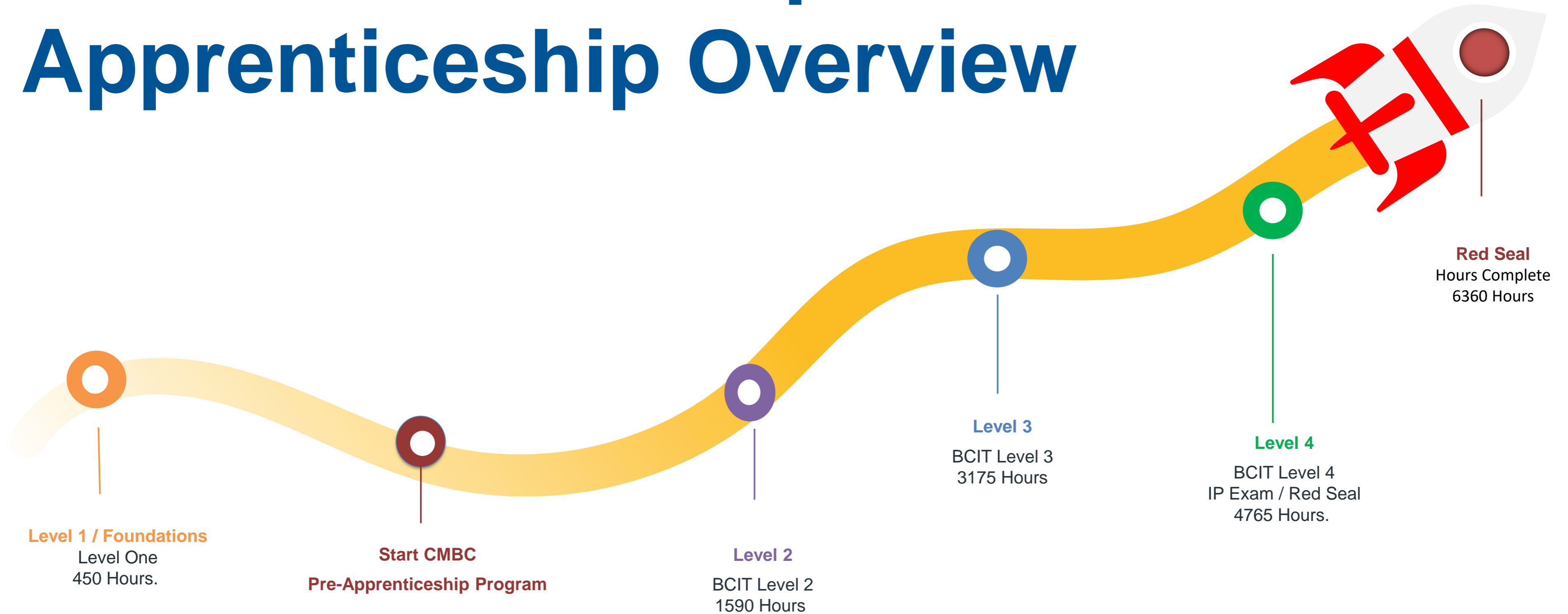
*MASSIVE ENTERPRISE with UNLIMITED OPPORTUNITIES*



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# Commercial Transport Apprenticeship Overview



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# CMBC's Apprenticeship Program

**Joint Venture:** Apprenticeship program is owned and run by the CMBC, Maintenance Training Department and is heavily indorsed and supported by UNIFOR 2200.

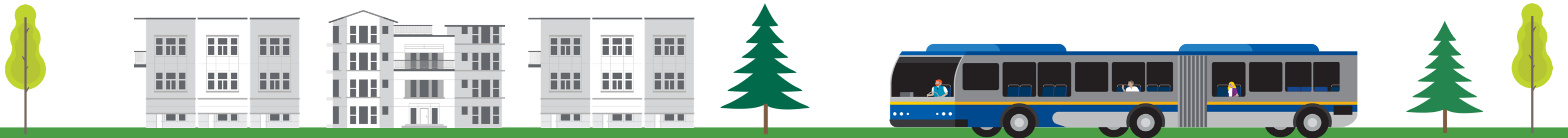
**Objective:** To support & set our apprentices up for success in achieving their Red Seal certification.

**Maintenance Training Team:** Delivers comprehensive, front-loaded curriculum that aligns with BCIT courses. Monitors, supports and reviews day to day work of apprentices.

**UNIFOR 2200 Apprentice Coordinator:** Provides dedicated guidance, support with school enrollment and union representation.

**Collective Support:** Extensive resources and mentorship; helping our apprentices build confidence and skills in a supportive environment.

CMBC is an equal opportunity employer who promotes equity, diversity and inclusion in the workplace and is recognized year after year as one of BC's top employers.



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# It Takes a Team...

We are here to support your apprenticeship journey!



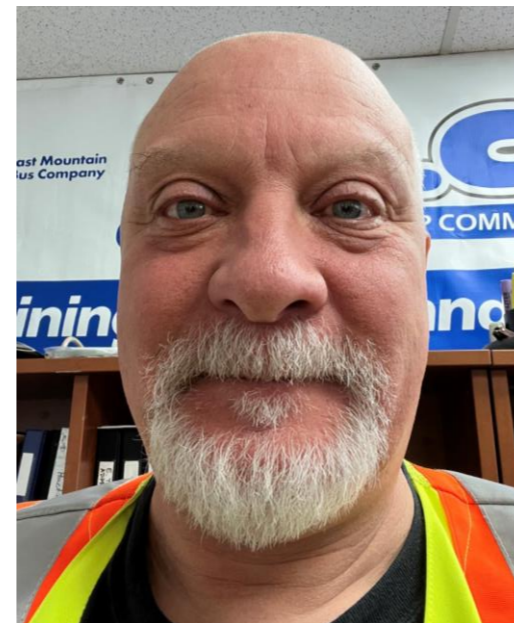
**James Robinson**

Manager,  
Maintenance Training & Tech Support



**Amy Steffen**

Assistant Manager,  
Maintenance Training & Tech Support



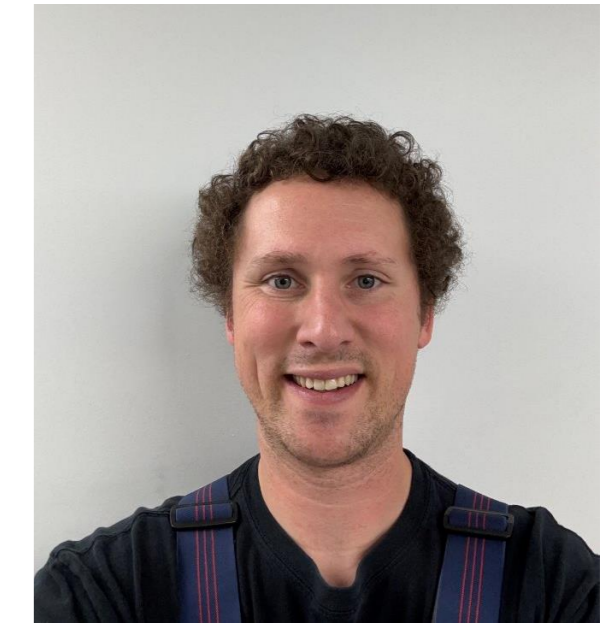
**Grazio**

Apprentice Coordinator  
Unifor, 2200



**Jeff Cusker**

Joint Apprentice Committee Member  
Vice President, Unifor, 2200



**Brock Cameron**

Joint Apprentice Committee Member  
Unifor, 2200



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# The Work of a Mechanic Has Evolved....



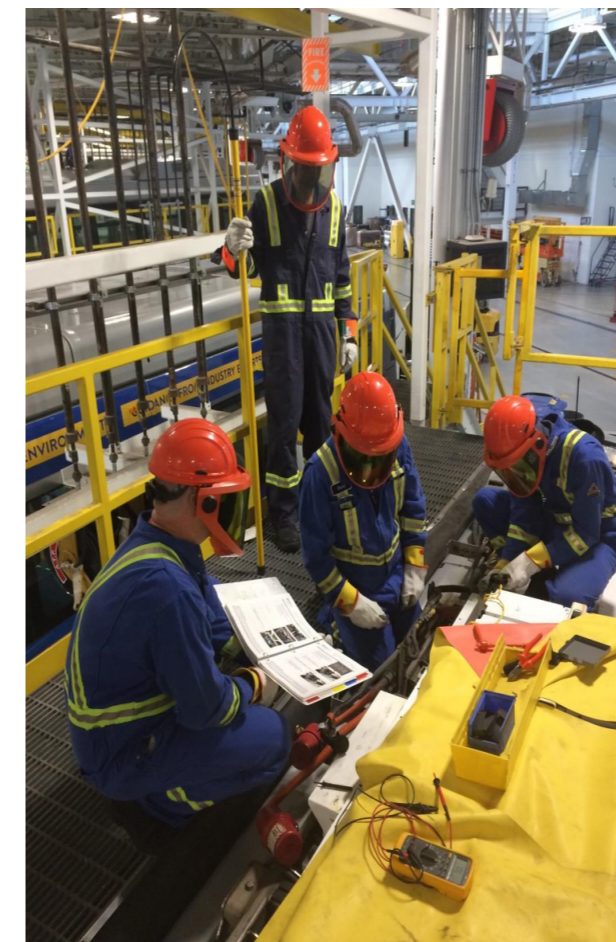
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# Some of the New Technology Includes:

- Battery Electric Buses
- HVAC
- Multiplexing
- Compressed Natural Gas
- Hybrid Technology
- 4 Wheel Drive Articulated Buses
- High Voltage
- Double Decker Buses
- Trolley Buses
- Fire Suppression Systems
- Fuel Cells / Hydrogen
- Yard Management

**The need for training and skilled mechanics is only growing.....**



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# Future at CMBC

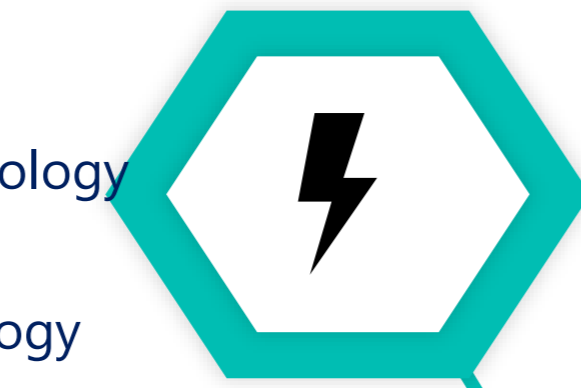
*It's an exciting time to be an apprentice!*

*There are unlimited opportunities for professional growths at CMBC*

## Technology Advancements

Zero Emission Fleet Goals:

- Electrification & Hybrid Technology
- Hydrogen
- New Off-Wire Trolley Technology



## Infrastructure

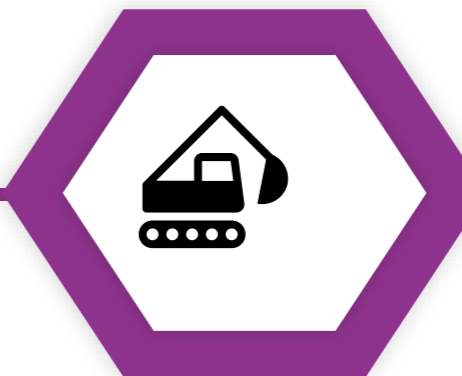
New Transit Centers

- MTC
- Knox.



## Facility Upgrades

- More training areas
- PTC facility upgrade
- BTC Master Plan & enhancements



## Apprenticeship Programs

- Parts apprenticeship added
- Additional apprenticeship trades in future



## Expansion

- Increased bus routes & buses
- Increased service hours



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# Maintenance Training

Mission Statement:

**Empower maintenance staff and apprentices with the knowledge, skills and confidence to support CMBC and fleet reliability.**

Let MT know how we can support you on your apprenticeship journey; we will be here every step of the way.

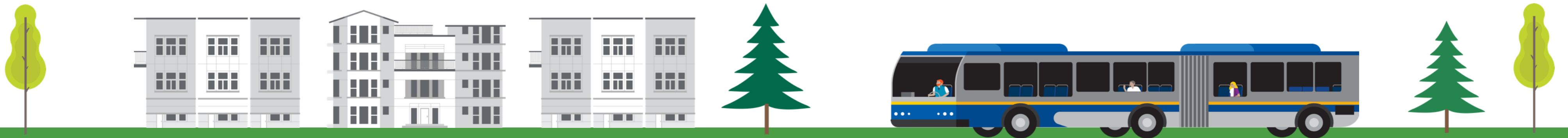


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# Key Positions within CMBC Trades

- Pre-Apprentice Trainee (Heavy Duty Commercial Transport)
- Automotive Mechanic
- Heavy Duty/Commercial Transport Mechanic
- Machinist
- Upholsterer
- Tireperson
- Painter
- Serviceperson
- Partsperson
- Apprentice Partsperson
- Bus Stop Maintenance Painter
- Electrician
- Electronic Technician
- Power Line Technician

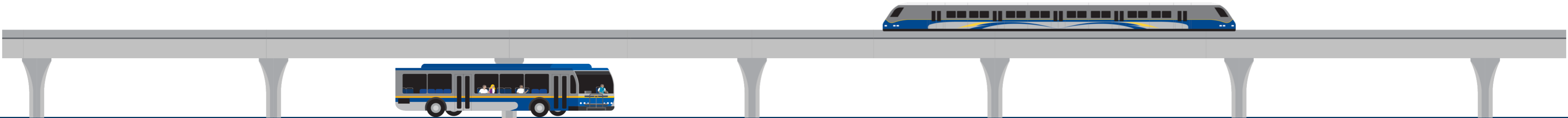


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# Career Opportunities

- Engineering – Civil Engineers, Mechanical Engineers, Electrical Engineers, Project Managers
- Human Resources – Compensation, Employee Relations, Talent acquisition, Organizational Development, Payroll, Benefits
- Customer Service – Skytrain attendants, Customer Information Clerk, Customer Information Agent
- Business Technology Services – Service Desk, Cybersecurity, Compass Program Delivery, Analytics and Development
- Operations - Transit Operators, Transit Security
- Administrative – Clerical Relief Pool, Confidential Assistants, Depot Coordinators



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# How to Apply

Please go to <http://www.translink.ca/careers> to apply for any position and view instructions on the process.

Instructions:

- Please save your (1) cover letter, and your (2) resume as one PDF document prior to uploading your application on-line.

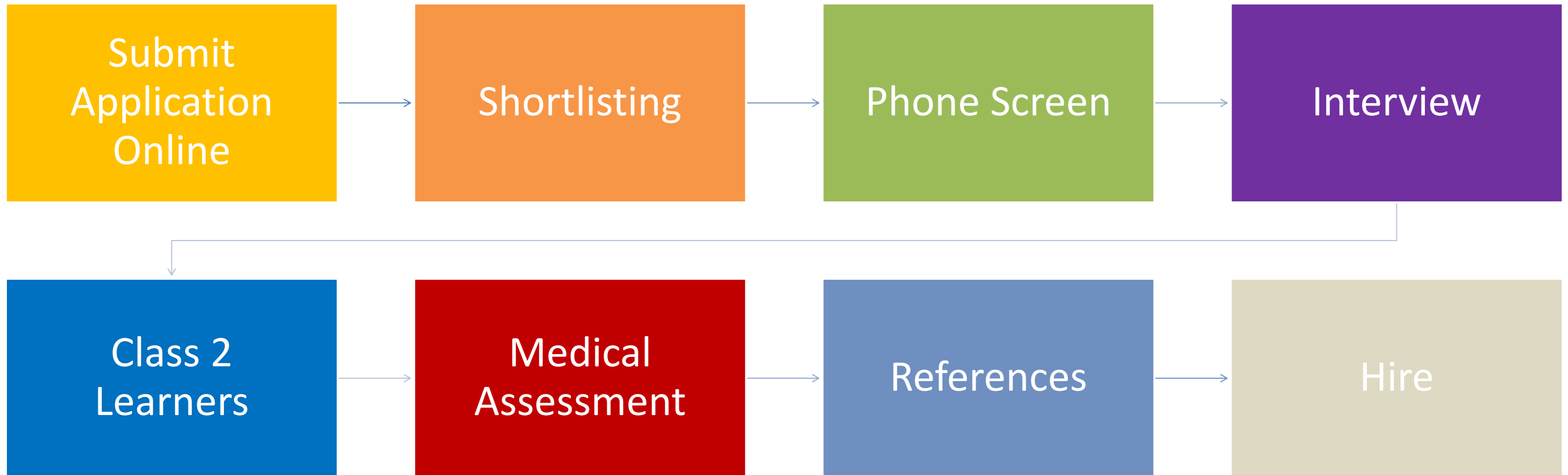


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# Recruitment Process



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# Q&A

Amy Steffen, Assistant Manager Maintenance Training & Tech Support

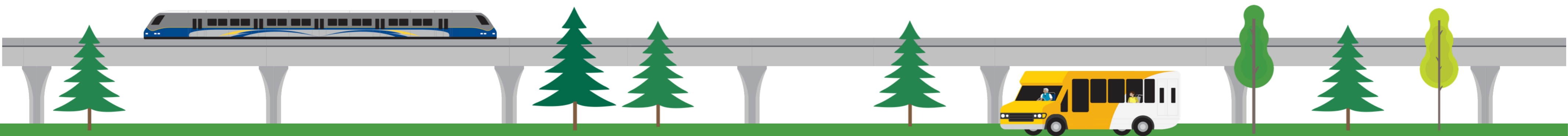
[amy.steffen@coastmountainbus.com](mailto:amy.steffen@coastmountainbus.com)

Christine Nontell, CMBC HR Manager

[christine.nontell@coastmountainbus.com](mailto:christine.nontell@coastmountainbus.com)

Elizabeth Chow, Senior Diversity Outreach Advisor

[elizabeth.chow@translink.ca](mailto:elizabeth.chow@translink.ca)



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# Get Looped In!

Do you want to stay looped in on future opportunities and news with CMBC Maintenance Training?

- Scan the attached QR code and leave your information.
- <https://forms.office.com/r/0wd9aZR7ph>



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