

The Apprenticeship and Trades Qualifications Board

2007-2008 Annual Report

Apprenticeship in the Driver's Seat, Taking a Leadership Role



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**MINISTER OF COMPETITIVENESS,
TRAINING AND TRADE**

Room 358
Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

His Honour
The Honourable John Harvard
Lieutenant Governor of Manitoba
Room 235, Legislative Building
450 Broadway
Winnipeg, MB
R3C 0V8

Your Honour:

I have the privilege of presenting the eighth Annual Report of the Apprenticeship and Trades Qualifications Board for the fiscal year ending March 31, 2008.

Respectfully submitted,

The Honourable Andrew Swan

Letter from the Chair of the Apprenticeship and Trades Qualifications Board

Andrew Swan
Minister, Manitoba Competitiveness, Training and Trade
Room 358, Legislative Building
450 Broadway
Winnipeg, Manitoba R3C 0V8

Dear Minister:

On behalf of the Manitoba Apprenticeship and Trades Qualification Board I am pleased to submit the Annual Report for the fiscal year of April 1st, 2007 to March 31st, 2008. Though the Board has responsibility for setting the legislative and policy framework for the delivery of services, we acknowledge that it is the dedicated efforts of the Apprenticeship Branch management and staff that transform our intentions into tangible services to clients.

There is much to be celebrated regarding apprenticeship in Manitoba. This year's Highest Achievement Awards took place on April 20, 2007 with 35 journeypersons being recognized and honoured for outstanding achievement. The expanded Apprenticeship Awards of Distinction, another celebratory event, was held November 21, 2007 at the Delta Hotel. The gala dinner recognized the outstanding contributions of several apprenticeship partners and supporters, including training providers and employers, as well as Provincial Trade Advisory Committee Members and retiring Board members.

These events provided an opportunity to publicize the achievements of individuals and thereby enhance the image of apprenticeship as an important pillar of Manitoba's economic strength. However, recent achievements should not blind us to the fact that there is still much to be done. We must continue to respond to emerging issues that impact capacity to meet the demand for skilled workers.

We look forward to the ongoing work with you and your Department to meet Manitoban's growing expectations in the area of apprenticeship training and trades certification.

Sincerely,



Leonard Harapiak
Chair
Apprenticeship and Trades Qualifications Board

Apprenticeship Manitoba in the Driver's Seat

Apprenticeship brings together stakeholders from industry and business, employers and employees, educational institutions, governments at various levels, and consumers from all walks of life. In 2007-2008, the Board worked with all of these stakeholders to improve the effectiveness, efficiency and service of the apprenticeship system in Manitoba.

The theme for the 2007-2008 Apprenticeship Trades and Qualifications Board's Annual Report, Apprenticeship Manitoba in the Driver's Seat acknowledges the steady progress apprenticeship has made to strengthen the regulatory framework in Manitoba. A number of significant changes have been made to several trade regulations and to the general regulations that reflect the continuous development of the latest industry standards. Apprenticeship took initiative on a national scale by hosting and/or contributing to the development of 25 Interprovincial Red Seal Examinations, in addition to facilitating provincial program development through several meetings with various Industry Working Groups. Manitoba also participated in the development, review and validation of the National Occupational Analysis (NOA) for at least 15 trades.

Many PTACs took noteworthy steps forward by drafting and finalizing their recommendations for training programs in their trades, and made substantive changes in eligibility criteria and program requirements in support of the revised regulations. A number of trades reviewed and validated their training curriculum in order to reflect advancements in their National Occupational Analyses (NOA) and developed new integrated core curriculum standards.

In 2007-2008 the Apprenticeship Futures Commission (AFC) was established by the Minister to consult with stakeholders and the public on Manitoba's skilled labour shortage. The AFC made recommendations regarding the means by which the apprenticeship system could be enhanced and expanded. The Board, as one of many stakeholders consulted during the AFC consultations, did make a written submission. Some of the recommendations made by the AFC impact areas within the authority of the Board, but many are beyond the jurisdiction of the Board.

With these new challenges that lie ahead, as in other years, the Board, along with the Apprenticeship Branch has worked effectively with national organizations, industry partners and with local training institutions to implement current program standards and testing requirements to ensure a high level of apprenticeship training. Manitoba Apprenticeship representatives also participated actively with provincial and territorial counterparts in Interprovincial apprenticeship organizations and events. Apprenticeship in Manitoba has also worked to strengthen partnerships with Northern and Aboriginal communities.



The Board is pleased to have contributed to the success of apprenticeship in Manitoba, by actively promoting the partnerships that provide a foundation for a strong and competitive workforce in Manitoba.

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Apprenticeship and Trades Qualifications Board

Who we are

The Apprenticeship and Trades Qualifications Board is a legislated policy and regulatory body that represents the interests of industry, employers, employees, and the public at large in the apprenticeship training system.

The Board is comprised of a Chair and a maximum of 12 members. The Chair is the official spokesperson for the Board, and is responsible for the communications between the Board and the Minister.

Five members represent the interests of employees, five represent the interests of employers, and two members represent the public interest. The Executive Director of the Apprenticeship Branch is an ex-officio, non-voting member and acts as the Secretary to the Board.

The Minister of Competitiveness, Training and Trade is responsible for appointing Board members and the Chair. The Board, in turn, appoints Provincial Trade Advisory Committees (PTACs) from which it receives and reviews recommendations about trade regulations, training standards, examinations, and certification requirements.

The Apprenticeship Branch provides the necessary technical and administrative support to the Board and the PTACs


What we do


The Board works in partnership with its PTACs and with the Apprenticeship Branch to:


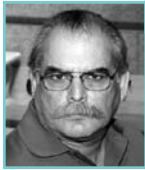

- Identify and designate trades suitable for apprenticeship training and certification
- Develop objectives, standards, and requirements for apprenticeship training in designated trades
- Specify designated trades as appropriate for compulsory certification
- Advise the Minister about trades training, the need for skilled workers in Manitoba's labour market, and the training and certification requirements for workers in designated trades

Board Membership

The following individuals served on the Apprenticeship and Trades Qualifications Board between April 1, 2007 and March 31, 2008:

Member (*denotes new member)	Appointment Role	Industry Affiliation	Location	Appointment Term
 Leonard Harapiak*	Chair	Educator (Retired)	Winnipeg	3 years, ends 2008

Member (*denotes new member)	Appointment Role	Industry Affiliation	Location	Appointment Term
 Ryan Einarson	Employer Representative	Westwood Mechanical Inc.	Winnipeg	3 years, ends 2009
 Dennis White	Employer Representative	R.G. Mazer Group	Brandon	3 years, ends 2008
 Les Lengyel	Employer Representative	HudBay Mining and Smelting	Flin Flon	3 years, ends 2008
 Al Valentin	Employer Representative	Standard Aero	Winnipeg	3 years, ends 2009
 Greg Ware*	Employer Representative	Midas	Winnipeg	3 years, ends 2010
 Rick Ullman	Employee Representative	Canadian Auto Workers, New Flyer 2003	Winnipeg	3 years, ends 2010
 John Moore	Employee Representative	Local 254, Piping Industry and Training Committee	Winnipeg	3 years, ends 2009
 Jason Rowe	Employee Representative	Local 343, United Brotherhood of Carpenters and Joiners	Winnipeg	3 years, ends 2009

Member (*denotes new member)	Appointment Role	Industry Affiliation	Location	Appointment Term
 Allan Beach	Employee Representative	Manitoba Government and General Employees' Union (MGEU)	Winnipeg	3 years, ends 2009
 Glen McDonald	Employee Representative	Gerda Ameri-Steel United Steelworkers of America Union	Selkirk	3 years, ends 2010
 Bob Senff*	Public Interest Representative	Educator (Retired)	Oak Lake	3 years, ends 2010

*Denotes a member appointed within 2007-2008 fiscal year

The Board re-appointed Glen McDonald (second term) for three years to 2010.

Recognition of Board Members

The Apprenticeship and Trades Qualifications Board wishes to acknowledge and thank the following members of the Board whose terms expired or ended during the 2007-2008 fiscal year:

- Steave Bobiak
- Susann Sinclair
- Debbie Burka

The Board appreciates their years of dedicated and conscientious service to apprenticeship in Manitoba and wishes them the very best in their future endeavours.

Board Activities

In addition to fulfilling the mandate of meeting a minimum of 10 times annually, the Board also participates in various meetings, consultations, conferences, and workshops with interested and engaged apprenticeship stakeholders. Board members also represent Manitoba's apprenticeship system and its interests at various national venues and events.

Consultations with Industry

To promote strong communication between the apprenticeship system and its industry stakeholders, Board members regularly participate in meetings and consultations with industry groups.

In February 2007, the Board approved the Motor Vehicle Mechanic (MVM) Compulsory Certification Consultation Guide. This guide served as the template for an online consultation survey for the industry. In August 2007 notices were distributed through, direct mail from the Apprenticeship Branch and through two stakeholders to provide details on the consultation. The consultation website was launched in September 2007 and was online for two months to provide adequate time for participants to complete the survey.

At the December 10, 2007 meeting, the results of the online consultation were presented to the PTAC based on the findings of the surveys, there were no changes needed in the proposed trade regulation.

Participation with Interprovincial Organizations

The Board is a committed and involved partner with a number of Interprovincial governing bodies that represent the interests of the apprenticeship system in Canada. The fiscal year 2007-2008 saw a continuation of the Board's contact and communication in this area.

Canadian Council of Directors of Apprenticeship (CCDA)

The CCDA is a Canada-wide organization serving the interests of apprenticeship. It consists of provincial and territorial directors of apprenticeship, as well as representatives of Human Resources and Social Development Canada (HRSDC). The Chairs of the provincial and territorial Boards are invited to attend meetings as guests of the CCDA.

The CCDA also provides oversight for the Red Seal Program which was established to provide greater mobility across Canada for skilled workers. Through the program, apprentices and certified journeypersons in designated Red Seal trades are able to obtain a Red Seal endorsement on their Certificates of Qualification upon successful completion of an Interprovincial Standards Red Seal Examination.

The Red Seal program encourages standardization of provincial and territorial apprenticeship training and certification programs, and allows qualified tradespersons to practice their trade in any province or territory in Canada where the trade is designated without having to write further examinations. To date, there are forty-five trades included in the Red Seal Program on a national basis.

In May 2007, the CCDA met to review the policy for Foreign Credential Recognition, discuss Red Seal standards to ensure quality and mobility and to discuss the need for an exam item review to ensure relevancy, fairness and look in to making exams more accommodating to writers.

Canadian Apprenticeship Forum (CAF)

The CAF represents apprenticeship interests across Canada and operates with two clear objectives:

- to promote apprenticeship as an effective training and education system that contributes to the development of a skilled labour force
- to provide a mechanism for the key stakeholders to support the apprenticeship delivery systems across Canada

The Board Chair attended a CAF meeting on June 5 & 6 2007 to discuss, in part, the role of the forum in relation to the CCDA, temporary foreign workers and major research projects underway, such as the Employer Engagement Strategy.

In March 2008, the Chair attended the CAF meeting in Ottawa. The CAF-FCA partnered with members of the apprenticeship community across Canada to host events for employers in construction, manufacturing, transportation and service industries. The goal of the forums was to engage in a constructive dialogue with employers about the business case for apprenticeship training.

Interprovincial Alliance of Apprenticeship Board Chairs (IPA)

The IPA is another national organization mandated to improve Interprovincial co-operation in the apprenticeship system and to support Interprovincial standards of apprenticeship training and certification. Manitoba's Board Chair served as the IPA representative on the CAF conference committee.



Recognition and Awards

Apprenticeship recognition events enable the Apprenticeship Branch and the Apprenticeship and Trades Qualifications Board to annually recognize outstanding contributions to the Apprenticeship training system. In addition to the Apprenticeship Highest Achievement Awards which recognizes high achievers in the apprenticeship program, the Apprenticeship Branch and Apprenticeship and Trades Qualifications Board added a new gala event in 2007 entitled “Apprenticeship Awards of Distinction”. This event was organized to formally recognize outstanding contributions that employers, industry training leaders, Board and PTAC committee members make to the success of apprenticeship training system.

Highest Achiever Award

This year, the Apprenticeship Branch’s 15th annual Apprenticeship Awards Ceremony was held on April 20, 2007, at the Winnipeg Convention Centre and was attended by Minister Scott Smith, Deputy Minister Hugh Eliasson, Board Chair Leonard



Harapiak, and Bob Knight, Senior Executive Director of Training and Continuing Education.

Awards were presented to the highest-achieving apprentices in 35 trades. Their employers’ contributions to their success were also recognized. In the course of their apprenticeship, the highest-achieving apprentices excelled in both their technical training and on-the-job experience as they worked towards their trades certification. Other awards of excellence presented to apprentices included:

- The Canada West Equipment Dealers Foundation Award presented by Assiniboine Community College
- The Perry Allan Scholarship Award presented by Red River College
- Special award presentations were also made to apprentices from the following organizations;
 - Canadian Culinary Association
 - Manitoba Hairstylists Association
 - Manitoba Electrical League
 - Merit Contractors
 - Plumbers and Pipefitters Union Local 254
 - International Brotherhood of Electrical Workers Local Union 2034

Apprenticeship Awards of Distinction

The first annual Apprenticeship Awards of Distinction was held November 21st, 2007 at the Delta Hotel and was attended by Minister Jim Rondeau, Deputy Minister Hugh Eliasson, Board Chair Leonard Harapiak, and Bob Knight, Senior Executive Director of Training and Continuing Education.

This gala dinner attracted about 240 people from various industry and training organizations. The evening featured a video production that introduced individuals and organizations who were being honoured as well as a team of apprentices and pre-employment students in the cook trade who designed and prepared the dinner menu.

Two top nominees in each of the following categories were recognized- **Employer of the Year (urban/rural)**, **Journeyman of the Year (urban/rural)** and **Instructor of the Year**. The winner in each category was announced at the close of the evening. Each winner went above and beyond in their commitment to Apprenticeship training and excelled by encouraging the success of apprentices/journeymen and provided an environment that encouraged excellence and pride in the skilled trades. The support and commitment of PTAC members who had served a minimum of five years and Board members, who have completed their term, were also recognized.



Employer of the Year

Urban: PCL Constructors Canada Inc.

Rural: Brandon Chrysler Dodge Ltd.

Honourable Mention: Magicuts (Urban) Porcherie Gauthier (Rural)

Journeyman of the Year

Urban: Wade Chessman, Hairstylist, Revolutions Hair Salon in Winnipeg

Rural: Heidie Janzen, Hairstylist at Shear Bliss Salon & Day Spa in Morden.

Honourable Mention: Bernhard Teschner, Carpenter, PCL Constructors (Urban) and Norm Bobrowski, Motor Vehicle Mechanic at Rosenort Motors (Rural).

Instructor of the Year

Jim Beauchamp, Boilermaker instructor, Red River College

Honourable Mention: Martin Molloy, Industrial Mechanic (Millwright), University College of the North

Regulations and Legislation

The Board continued to provide guidance to the Branch in the ongoing work to amend the existing legislation and regulations, develop new trade regulations and prioritize requests for trades designation during the 2007/08 fiscal year.

Amendments to Trade Regulations

Lather

Effective December 20, 2007, an amended regulation for the trade of Lather was registered by the provincial government. The amendment will use the Lather journeyman wage rate under the Construction Industry Wages Act (CIWA) as the reference wage rate for apprentices instead of a percentage of the provincial minimum wage rate. With the wage amendment, apprentices in level one will receive 65%, apprentices in level two will receive 75%, apprentices in level 3 will receive 85% and level 4 apprentices will receive 95% of the CIWA reference wage rate.

The Lather Provincial Trade Advisory Committee (PTAC) and the Board recommended the wage amendment due to a concern with the fourth level apprentice wage rate being higher than the journeyman wage rate. The former basis for calculating the apprentice wage rates was 180% of the provincial minimum wage in Level 1, 215% in Level 2, 250% in Level 3 and 280% for fourth level apprentices. A fifteen cents wage rate disparity arose between the fourth level apprentice and the journeyman wage rate when the provincial minimum wage increased as of April 1, 2007.

Painter and Decorator

Effective September 28, 2007, an amended regulation for the trade of Painter and Decorator was registered by the provincial government, outlining new apprenticeship eligibility and training requirements. The educational prerequisites have been changed from the completion of Grade 9 to a high school diploma or the equivalent. The length of the apprenticeship has changed from 4 levels consisting of four calendar years with 1600 hours of practical and technical training per level to 3 levels consisting of three calendar years with 1800 hours of practical and technical training per level.

The minimum wage rate for Painter and Decorator apprentices has changed from a percentage of the prevailing reference wage rate to a percentage of either the provincial minimum wage or the reference wage rate. Please note that the "reference wage rate" means the minimum wage rate per hour for a Painter and Decorator journeyman under the Construction Industry Wages Act (CIWA). For Level 1 apprenticeship, an apprentice will receive the greatest of 140% of the provincial minimum wage rate or 55% of the reference wage rate. For Level 2 apprenticeship, the apprentice receives the greatest of 180% of the provincial minimum wage rate or 75% of the reference wage rate. For Level 3 apprenticeship, the apprentice receives 200% of the provincial minimum wage rate or 85% of the reference wage rate.

Pork Production

Effective September 28, 2007, an amended regulation for the trade of Pork Production was registered by the provincial government. This amendment allows apprentices who were registered in apprenticeship training on or before January 1, 2007 to complete their training with the use of designated trainers.

The Pork Production Provincial Trade Advisory Committee (PTAC) and the Board recommended this amendment to increase the number of certified journeypersons available to the trade for future training by allowing apprentices registered with designated trainers to complete their training instead of cancelling their apprenticeship agreements. The 3-year transition clause for designated trainers in all non-compulsory trades was registered in the General Regulation on

December 16, 2003 and was officially repealed on March 1, 2006, except where specific trade regulations made other provisions, for Senior Year Apprenticeship Option (SYAO) apprentices and/or for apprentices in northern and Aboriginal communities. Please note a designated trainer must have been employed in the trade for at least 6 of the preceding 10 years and have experience in 70 per cent of the tasks of the trade.

Sheet Metal Worker (SMW)

Effective March 17, 2008, an amended regulation for the trade of Sheet Metal Worker (SMW) was registered by the provincial government, outlining new apprenticeship eligibility and training requirements. The minimum wage rate changed from a percentage of the provincial minimum wage to either a percentage of the minimum wage rate or a percentage of the reference wage rate for a Sheet Metal Worker journeyperson under the Construction Industry Minimum Wage Act (CIWA). The new wage schedule under the CIWA is 50% for Level 1, 65% for Level 2, 75% for Level 3 and 85% in Level 4. For greater certainty, no apprentice in the trade can be paid less than 110% of provincial minimum wage in Level 1, 120% in Level 2, 130% in Level 3 and 140% in Level 4.

The amendment allows employers in the Sheet Metal Worker (SMW) industry to use designated trainers in the calculation of supervision ratios in order to provide practical experience to apprentices. Section 6 of the regulation is repealed on

March 17, 2013, 5 years after the regulation comes into force. The Sheet Metal Worker (SMW) Provincial Trade Advisory Committee (PTAC) and the Board were of the opinion that this transitional measure will assist employers who lack certified journeypersons to provide supervision to apprentices.

Finally, both apprentices and Trades Qualifiers (TQ) no longer have to take a practical exam as part of their certification requirement.

Sprinkler System Installer (SSI)

Effective February 6, 2008, an amended regulation for the trade of Sprinkler System Installer (SSI) was registered by the provincial government, which introduced one significant change to the training requirements. Section 5 was repealed in order to have the SSI regulation defer to Section 10 of the Apprenticeship and Trades Qualifications General Regulation which requires an employer to maintain a one to one ratio of one certified journeyperson to one apprentice on-site, ensuring that the apprentice is directly supervised by a certified journeyperson.

Amendments to General Regulations

On September 27, 2007, a revised Apprenticeship and Trades General Regulation (154/2001) was registered by the Government of Manitoba. The amendment concerns the inclusion of a definition in Section 1, section 12.1, section 18.3 and section 18.4. Section 1 was amended by adding a definition of “provincial minimum wage” as established under the Minimum Wages and Working Conditions Regulation 62/99. Section 12.1 was amended to exclude inmates from section 12 on apprentices wage rates in the General Regulation, in order to provide for the registering of these apprenticeship agreements between correctional facilities and inmates. This section applies to any inmate undertaking his or her practical experience in a penitentiary or a custodial facility. Sections 18.3 allows for the Executive Director to grant an apprentice credit for prior learning such that they may be placed in a level other than the first level for their technical training and/or the number of practical training hours per level may be shortened. Section 18.4 stipulates that an employer must pay an apprentice consistent with the level of apprenticeship in which he or she is placed.

New Trade Designation

This section provides information on newly designated trades in Manitoba. In the 2007/08 fiscal year, only one new trade was designated.

Residential Heating, Ventilation and Air Conditioning (RHVAC)

The trade of Residential Heating, Ventilation and Air Conditioning (RHVAC), was designated by the Apprenticeship and Trades Qualifications Board (ATQB) on November 14, 2007. The Provincial Occupational Analysis (POA) was completed in October, 2006. While the Board approved the removal of the definition and tasks related to residential from the trade of Refrigeration and Air Conditioning Mechanic (RACM), the development of program and training standards for the new trade is on-going. It is anticipated that a Provincial Certificate will address the changing needs of the residential side of the industry, while minimizing problems related to task overlap with the trades of both RACM and Sheet Metal Worker (SMW).

Requests for Trades Designation

During the fiscal year of 2007/08, two requests for trade designation were received by the Apprenticeship and Trades Qualifications Board.

On October 3, 2007, the Manitoba Committee of the Propane Gas Association of Canada submitted a request for the designation of the Gasfitter trade in the province of Manitoba. Strong industry support for separate trade designation is due to the lack of specialized set of skills available for gas fitting in apprenticeship training programs, as apprentices do not work under a licensed gas fitter and therefore do not meet gas-fitting licensing requirements and industry’s safety standards. Currently, gas-fitting is considered a sub-task of Plumbing, Steamfitter-Pipefitter and Refrigeration and Air Conditioning Mechanic (RACM) trades. The request was considered by the Board at its November 14, 2007 meeting, with a commitment to undertake a preliminary assessment of related issues in the next fiscal year.

On February 20, 2008, the Manitoba Marine Dealers Association (MMDA) submitted a request for the designation of the Marine and Outdoor Power Equipment trade in the province of Manitoba. MMDA expanded the scope of the proposed trade to include outdoor recreational vehicles, in addition to marine equipment. The letter was first presented for consideration by the Board at its December 12, 2007 meeting but was deferred until the Apprenticeship Futures Commission (AFC) presented its findings to

the Minister of Competitiveness, Training and Trade. At the Board's March 12, 2008 meeting, the request was considered again and support was obtained for designation, although no motions were passed.

Other Related Work

In January 2006, the Board formed a sub-committee to review the Board By-Law in response to concerns raised by the Branch regarding the procedures for appointment and membership requirements for the Provincial Trade Advisory Committees (PTAC). From April 2007 to February 2008, the Committee provided draft revisions and submitted them to Civil Legal Services (CLS) for review and subsequently came to a consensus on the required changes. Through this process, it was determined that the Board could only make a By-Law to govern its own activities and conduct. As per section 3(e) of the Act, the Board chose to develop a separate PTAC policy and procedure to guide the regular conduct and functions of the PTACs.

Major substantive revisions were made to sections 5, 6, 10 and the attached Conflict of Interest Policy of the proposed ATQB By-Law No. 1 with the remainder of the changes being made to the wording and sections for clarification purposes only. The proposed amendments to the ATQB Board By-Law No. 1/07 and the new PTAC Policy and Procedure were approved in principle by the Board at the February 13, 2008 meeting. The changes that were incorporated will serve the purpose of streamlining these procedural documents and will help clarify outstanding issues with respect to PTAC recruitment, nomination and terms of membership for both the Board and PTACs.

Program Standards Development

The Program Standards Unit establishes technical training for each trade in consultation with the Provincial Trade Advisory Committees (PTAC). Apprenticeship Branch staff facilitate the curriculum development process and the Apprenticeship and Trades Qualifications Board approves curriculum content and certification standards in all Manitoba trades.

The Program Standards Unit of the Manitoba Apprenticeship Branch has responsibility for a number of core functions related to the training of apprentices:

- develop, revise, and secure industry approval of curricula, apprenticeship placement tests, examinations, and occupational analyses
- oversee Manitoba's contributions to Interprovincial examinations, common core curricula, and the National Occupational Analysis (NOA) series
- process requests for the accreditation of training programs and accredit those programs that meet designated trade standards
- administer PLAR services
- coordinate the Branch's Red Seal and other Interprovincial activities

2007-2008 Highlights

In 2007-08, highlights in the area of Program Standards Development included the following activities:

- Manitoba had responsibility for hosting and leading the development the National Occupational Analysis (NOA) and Interprovincial (IP) Examinations in 5 trades including Floorcovering Installer, Industrial Mechanic (Millwright), Lather (Interior Systems Mechanic), Steamfitter-Pipefitter and Transport Trailer Technician.
- New technical training standards were developed in the trades of Insulator (June 2007) and Welder (March 2008), while the standards for the trades of Sprinkler (May 2007) and Aircraft Maintenance Journeyperson (November 2007) were revised.
- Provincial Exams were updated for the following trades: Crane and Hoisting Equipment Operator (Boom Truck), Esthetician (Practical – Nail and Skincare Technician) and Computer Numerical Control Machinist
- Manitoba Apprenticeship contributed to the development of national standards for IP Exams in the trades of Roofer, Sheet Metal Worker, Cook, Heavy Duty Equipment Technician, Motor Vehicle Mechanic, Motor Vehicle Body Repairer, Motor Vehicle Body Repairer (Painter), Refrigeration and Air Conditioning Mechanic, Carpenter, Welder, Industrial Instrument Mechanic, Machinist, Steel Fabricator, Tool and Die Maker, Cabinetmaker, Hairstylist, Construction Electrician, Insulator (Heat and Frost), Painter and Decorator and Plumber.
- Manitoba contributed to the review and/or validation of NOA in the trades of Agricultural Equipment Technician, Boilermaker, Cabinetmaker, Construction Electrician, Insulator (Heat and Frost), Industrial Electrician, Plumber, Refrigeration and Air Conditioning Mechanic and Transport Trailer Technician.
- Revisions were made to Placement Tests in the trades of Crane and Hoisting Equipment Operator (Level 1), Boilermaker (Entry Level), Plumber (Levels 2 and 3).
- There were a total of 14 meetings with various Industry Working Groups (IWG) convened to facilitate provincial program development or the Interprovincial (IP) Standards Red Seal Program development process.

National Workshops

In 2007-2008, Manitoba participated in the following National Workshops:

National Workshop	Trades Covered
Item Bank Development	Industrial Mechanic (Millwright), Instrumentation and Control Technician, Painter and Decorator, Truck and Transport Mechanic, Ironworker, Cabinetmaker, Agricultural Equipment Technician, Lather (Interior Systems Mechanic) Sub-Total Total: 8
National Occupational Analysis	Rig Technician, Plumber, Boilermaker, Glazier, Transport Trailer Technician, Metal Fabricator, Construction Worker, Hairstylist, Welder, Powerline Technician Sub-Total: 10

Translation	Motorcycle Mechanic, Sprinkler System Installer, Recreation Vehicle Service Technician, Crane and Hoisting Equipment Operator and Painter and Decorator Sub-Total: 5
Editing	Steamfitter-Pipefitter, Industrial Mechanic (Millwright) Sub-Total: 2
Interprovincial Program Guide	Cook, Industrial Mechanic (Millwright), Truck and Transport Mechanic and Heavy Duty Equipment Technician Sub-Total: 4
Competency Statement – Pilot Project	Hairstylist and Plumber Sub-Total: 2
Total	31

Advisory Committees

Provincial Trade Advisory Committees (PTACs)

The Board appoints PTACs to assist it in making sound decisions regarding trade regulations, training, and certification standards for Manitoba apprenticeship trades. PTAC members are appointed to serve three years per term with a maximum of six consecutive years.

In Manitoba, there are now at least 240 PTAC members serving on 39 PTACs covering 41 trade areas.

PTACs represent employee and employer interests equally. Each committee must meet at least once a year to review its trade regulation, curriculum, and practical experience components.

In general, PTACs make recommendations to the Board regarding:

- the designation of trades and the specification of designated trades for compulsory certification
- apprenticeship training in designated trades, including the form and content of training programs, technical and practical training requirements and the assessment of training programs suitable for apprenticeship training
- qualifications and experience required for certification in a designated trade
- upgrading standards and
- the content of trade regulations.

PTAC Members serving during the fiscal year period of April 1, 2007 to March 31, 2008:

■ Agricultural

Equipment Technician

Roger Vermette (Chair)
Chris Brown
Brooke Rossnagel
Kory Jonasson
Harold Trefiak
Raymond Letkeman
Raymond Klassen

■ Aircraft Maintenance Journeyperson

William Grassick (Chair)
Michael Bertrand
Brad Nichols
Scott Edward
Kevin Forbes
Dale Robins
Edward Scott

■ Boilermaker

Norman Ross (Chair)
Grant Jacobs
Dallas Rogers
Karl Thiessen
Rob Warren

■ Bricklayer

Harry Laarveld (Chair)
Karl Heymann
John Stiles
Frank Krauthaker
Kurt Funk

■ Cabinetmaker

Norman Falk (Chair)
Todd Birtwhistle
Wayne Koss
Rick Mostert

■ Carpenter

Randy Weibe (Chair)
Travis Paul (Chair)
Gerry Harms
Troy Nepinak
Wayne McLennan
Bruce Sworyk
Rod Wiebe
David Schoor

■ CNC Machinist

Lawren Bate (Chair)
Brad Wallin
Blaine Sitarz
Gerry Plant
Ken Smith
Ron Ruekert
Herman Sawatsky

■ Concrete Finisher

Wally Rooke (Chair)
Jeffrey Anders
Ted Horbaty
Randall Klassen

■ Construction Electrician

Ron Stecy (Chair)
Jared Desrosiers
Robert Di Lazzaro
Richard Robertson
Darryl Pastula
Russell Shewchuk
Chuck Lewis

■ Cook

Peter Ecker Jr. (Chair)
Marty Barton (Chair)
Tom Tibble
Ronald Dobrinsky
Wesley Osborne
Michael Lummerding
Marion MacDonald
Scot McTaggot

■ Crane & Hoisting Equipment Operator

Clair Hayward (Chair)
Richard Ashdown
Terry Gramiak
Andrew Coulombe
Alan Neumann

■ Esthetician Electrologist

Robyn Lazar (Chair)
Anita Tandon
Patti Hillier
Janice Colatruglio
Shirli Vilenski East
Brenda Richer
Chantal McCrindle

■ Floorcovering Installer

Heidi Streu (Chair)
Herald Boychuk
John Babian
Bill Knight
Blair Weerts
John Beddome
Bryan Tannahill

■ Hairstylist

Frank Vinci (Chair)
Rebecca Geiger (Chair)
Judy Campbell
Nina Caplette
Angela Doherty
Janice Froese
Lee Anne Gibbs
Nancy Hutchinson
Louise MacKenzie
Doris Patterson
Cheri Paizen
Shannon Rudy
Achille Scerbo

■ Heavy Duty Equipment Technician

Brett Hachkowski
(Chair)
David Wiens
Kerry Campbell
Eric Cox
Shane Walters
Mark Hnatishin
Alford Henry

■ Industrial Electrician

Brent Charron (Chair)
Steve Gogo
Terry Hollett
Norm Ilchyna
Randy Bowman

■ Industrial Mechanic (Millwright)

Brent Alarie (Chair)
Alan Szmerski
Paul Berard
Ian Kacpinski
Mercil Lutzek
Ted Salamandyk
Brad Poole

■ Industrial Welder

Linda Cwiak
(Chair)
Les Evinger
Wolfgang Rolke
Norman Cetkovski
Ted Stark

■ Insulator (Heat & Frost)

Peter Wightman (Chair)
Scott Ostroman
Robert Gray
David Willoughby
Paul Horishney
Dennis Wilk

■ **Ironworker**

Merv Anderson (Chair)
Laurier Trudeau
Perry Bernier
David McMillan
Ronald Cwiak
Michael Walker

■ **Landscape Technician**

Ken Land (Chair)
Craig Fordyce
Bruce Jaspersen
Ross Glanfield
Jack Lubinski

■ **Lather (Interior Systems Mechanic)**

Arnold Graham (Chair)
Ricardo Frias
Lorne Greig
Pat Lee
Chris Precourt

■ **Machinist**

Lawren Bate (Chair)
Brad Wallin
Blaine Sitarz
Gerry Plant
Ken Smith

■ **Motor Vehicle Body Repairer (Painter)**

Dave Mack (Chair)
Morley Nordal (Chair)
George Dyck
Steven Freund
Dan Kosc
Robert Michalyszyn
Steven Hudey
Terrance Sherb

■ **Motor Vehicle Mechanic**

Chance Henderson (Chair)
Henry Froese
Garry Sweeting
Allan Gordon
Brett Rocha
Daryl Schroeder
Walter Whitfield

■ **Painter & Decorator**

John Sedor (Chair)
Gerald Hince
Karl Loepf
Albert Turcotte
Dieter Regehr
Gord Parley
Jack Phillips
Dan Precourt

■ **Partsperson**

Dave (Rick) Wishart (Chair)
Bert Gregoire (Chair)
Philip Grandmont
Karen Moroz
Rick Scanlan
Chester Wawrzyniak

■ **Plumber**

Dave Yallits (Chair)
Kris Wright (Chair)
Jim Bornhorst
Coram Lalonde
Perry Snedden
Steven Crownshaw

■ **Pork Production Technician**

Dennis Stevenson (Chair)
James Hofer
Alan Harkness
Karl Prater
Kelly Tellier

■ **Power Electrician**

Kim Gibson (Chair)
Bob Labossiere
Don Malchuk
Rick Etsell
Kelly Ericson
Dan Hildebrand
Brian Fortney

■ **Recreational Vehicle Service Technician**

Ken Langevin, Chair
Kevin Betzold
George Doell
Cal Spratt
Albert Yzer

■ **Refrigeration & Air Conditioning Mechanic**

Grant Hein, Chair
Terry Goodson
Jim Kryzyk
Dennis Smith
Jake Tschetter
Guido Uebel
Don Williams

■ **Roofer**

Arnold Otto (Chair)
Dan Nosaty
Darren McCallum
Peter Bialowas
Grayson Doerksen
Daniel Jolicoeur

■ **Sheet Metal Worker**

Jim Young (Chair)
Larry Boyko
Wayne Smith
Michael Forgala
Jim Takacs

■ **Sprinkler System Installer**

Craig Ross (Chair)
James Bryden
Aaron Jackson
David Skromeda
Norbert Tanguay

■ **Steamfitter-Pipefitter**

Walter Petik (Chair)
Louis Lachuta
Roland La Fleche
Jamie McNabb
Tim Furlong

■ **Tool & Die Maker**

Lawren Bate (Chair)
Blaine Sitarz
Brad Wallin
Gerry Plant
Ken Smith

■ **Transport Trailer Technician**

Gerald Bingham (Chair)
Gilles Rondeau
Jim Schwab
Darren Desender
Brad Sudeyko

■ **Truck and Transport Mechanic**

Phil Wilson (Chair)
Glen Kuhl
Gene-Paul Fraser
Douglas J. Coulthart
Howard Holigroski
Darren Cameron
Glen Trippier

Recognition of PTAC Chairs and Members

The following PTAC members, whose service ended on June 30, 2008 were acknowledged with a letter of appreciation from the Chair of the Apprenticeship and Trades Qualifications Board. The Board wishes to thank them for their assistance and commitment to apprenticeship training in Manitoba.

- Raymond Klassen – Agriculture Equipment Technician
- Merdo McKay - Carpenter
- Travis Paul - Carpenter
- David Wilson - Carpenter
- Ronald Reuckert – CNC Machinist
- Robert Di Lazzaro – Construction Electrician
- Chuck Lewis – Construction Electrician
- Russell Shewchuck – Construction Electrician
- Marty Barton - Cook
- James Murphy – Crane & Hoisting Equipment Operator
- Bryan Tannahill – Floor Covering Installer
- Paul Borys - Glazier
- Rebecca Gieger - Hairstylist
- Cheri Paizen - Hairstylist
- Gregory Kosh – Industrial Welder
- Dennis Wilk – Insulator (Heat & Frost)
- Gerry Plante – Machinist Tool and Die
- Daniel Kosc – Motor Vehicle Body Repairer (Painter)
- David Mack – Motor Vehicle Body Repairer (Painter)
- Terrance Sherb – Motor Vehicle Body Repairer (Painter)
- Garry Sweeting – Motor Vehicle Mechanic
- Karl Loepp – Painter and Decorator
- Rick Wishart – Parts Person
- Jim Bornhorst - Plumber
- William Leake - Plumber
- Brad Marr - Plumber
- Dave Yallits - Plumber
- Darcy Pauls – Pork Production
- Synthia Thibert – Pork Production
- Guido Uebel – Refrigeration & Air Conditioning Mechanic
- Daniel Jolicoeur – Roofer
- Brad Sudeyko – Transport Trailer Technician
- Glen Trippier – Truck and Transport Mechanic

The Apprenticeship Branch recruits qualified people to participate on PTACs and to serve on Industry Working Groups. Annually nomination packages are mailed to organizations throughout the province, asking for their continued support or for new nominations. Individuals interested in serving on a PTAC may contact the Apprenticeship Branch for an application.

PTAC Highlights

During the 2007-08 fiscal year, there were a total of 47 PTAC meetings. Most PTACs averaged one to two meetings while committees considering major changes to their regulations met more often. Several PTACs continued, as needed, to review trade regulations, program content and practical and technical training standards and materials. Some of the committees have reviewed Interprovincial examinations and have developed and/or validated examination items.

The following is a summary of PTAC highlights:

- The PTAC for Lather (Interior Systems Mechanic) met once to finalize its recommendations regarding the wage rate amendment and these were accepted by the Board for the revised regulation.
- The PTAC for Sheet Metal Worker met twice to finalize its recommendations regarding the wage rate amendment and the extension of the designated trainer transition clause and these were accepted by the Board for the revised regulation.
- The PTAC for Sprinkler System Installer met once to finalize its recommendations for a proposed amendment to the regulation in order to defer to the General Regulation standard ratio requirement of one journeyman to one apprentice ratio for the purposes of supervising the practical experience portion of an apprenticeship training program. This recommendation was accepted by the Board for the revised regulation.
- The PTAC for Carpenter met three times to finalize its recommendations regarding the wage rate amendment that was accepted in principle by the Board. Further consultation may be required before the proposed amendment is approved by the Minister.
- The PTAC for Welder finalized its recommendations regarding an updated definition of Welder, the deferral to the General Regulation standard for supervisory ratio requirements for journeymen to apprentices, educational entry requirements, Apprenticeship term, Trades Qualifications and the written and practical Interprovincial Certification Examination. The recommendations also included a wage amendment and a transitional provision for a designated trainer. These recommendations were approved by the Board at its March 12, 2008 meeting and sent to Civil Legal Services for drafting.
- The PTAC for Landscape Technician finalized its recommendations regarding a wage amendment, a reduction in the term of apprenticeship, and the inclusion of a designated trainer provision. In conjunction with Program Standards, additional changes were recommended in order to defer to the General Regulation standard for educational entry requirements, the supervisory ratio of apprentices to journeymen and the Trades Qualifications process. These will be presented to the Board in the next fiscal year.
- The PTAC for Plumber incorporated the Board's advice and finalized recommendations for the proposed revisions to its regulation regarding a reduction in the term of apprenticeship with a transition provision and a wage rate amendment. The PTAC decided to defer to the General Regulation standard for educational entry requirements, Trades Qualifications and the supervisory ratio of apprentices to journeymen. These recommendations were approved by the Board at its May 7, 2007 meeting and sent to Civil Legal Services for drafting.
- The PTAC for Refrigeration and Air-Conditioning Mechanic (RACM) proposed the designation of a separate Residential Heating, Ventilation and Air Conditioning (RHVAC) trade that was approved by the Board. The PTAC for the trade of RACM also recommended the removal of the definition and tasks related to residential from the existing RACM trade regulation. Both of these recommendations were approved by the Board in support of the revised regulation.

- PTACs for Floorcovering Installer, Industrial Mechanic (Millwright), Lather (Interior Systems Mechanic), Motor Vehicle Body Repairer, Motor Vehicle Body Painter and Recreation Vehicle Service Technician, actively contributed to the development of Interprovincial (IP) Examinations primarily through a peer review process.
- The PTACs for the trades of Agricultural Equipment Technician, Cabinetmaker, Construction Electrician, Insulator (Heat/Frost), Lather (Interior Systems Mechanic), Plumber and Refrigeration and Air Conditioning Mechanic met to review and/or validate their NOA.
- PTACs for the trades of Machinist, Motor Vehicle Mechanic, Motor Vehicle Body Repairer and Motor Vehicle Body Painter and Sheet Metal Worker met to review and/or validate their Interprovincial Program Guides.
- The PTAC for Aircraft Maintenance Journeyman created new level exams and updated its level chart, which was approved by Board.
- The PTAC for Cabinetmaker reviewed its Level 1 placement exam.
- The PTAC for Crane and Hoisting Equipment Operator reviewed its Level 1 Placement Exam.
- The PTAC for Welder reviewed its Placement Level 1 test, Work Experience Form, Technical Training Profile Chart, Units of Instruction and Level Chart.
- The PTAC for Insulator (Heat and Frost) reviewed its new technical training standards and submitted their draft instructional units for the Board's review.
- The PTAC for Welder and Esthetician (Nail and Skin Care) revised its practical examinations.
- The PTAC for Hairstylist conducted a pilot project with competency statements from the National Occupational Analysis (NOA).
- Based upon a Board decision in the previous fiscal year to review practical exam requirements either through the apprenticeship or Trades Qualification (TQ) route, PTACs representing the trades of Bricklayer (apprenticeship and TQ), Carpenter (TQ only), Machinist (TQ only), Motor Vehicle Body Repairer (TQ only), Motor Vehicle Body Painter (TQ only), Tool and Die Maker (TQ only) and Sheet Metal Worker (TQ only) considered the Board's rationale and the supporting research provided by the Branch regarding the removal of the practical exam requirement in their respective trades.
- Throughout 2007, the majority of PTACs, except Bricklayer and Sheet Metal Worker, decided that they did not support the removal of their practical exam requirements. Further deliberation on these issues will take place in the next fiscal year, as at its February 13, 2008 meeting, the Board decided to post-pone their decision-making on this issue to a future date.
- At its June 14, 2007 meeting, the PTAC for Sheet Metal Worker passed a motion in support of the Board's recommendation to remove the practical exam requirement for TQ candidates. While the Board did not pass any additional motions, no regulatory amendments are required for this trade to remove the practical exam.
- The PTACs for Construction Electrician and Power Electrician continued discussions on the development of common core curriculum for the electrical trades and the standardization of text books, in conjunction with the Industry Working Groups (IWG).
- The PTACs for the trades of Motor Vehicle Mechanic, Motor Vehicle Body Repairer (Painter) and Motor Vehicle Body Repairer finalized the content of the Public Consultation Guide on Compulsory Certification for their trades and monitored the public consultation process undertaken by the Branch.

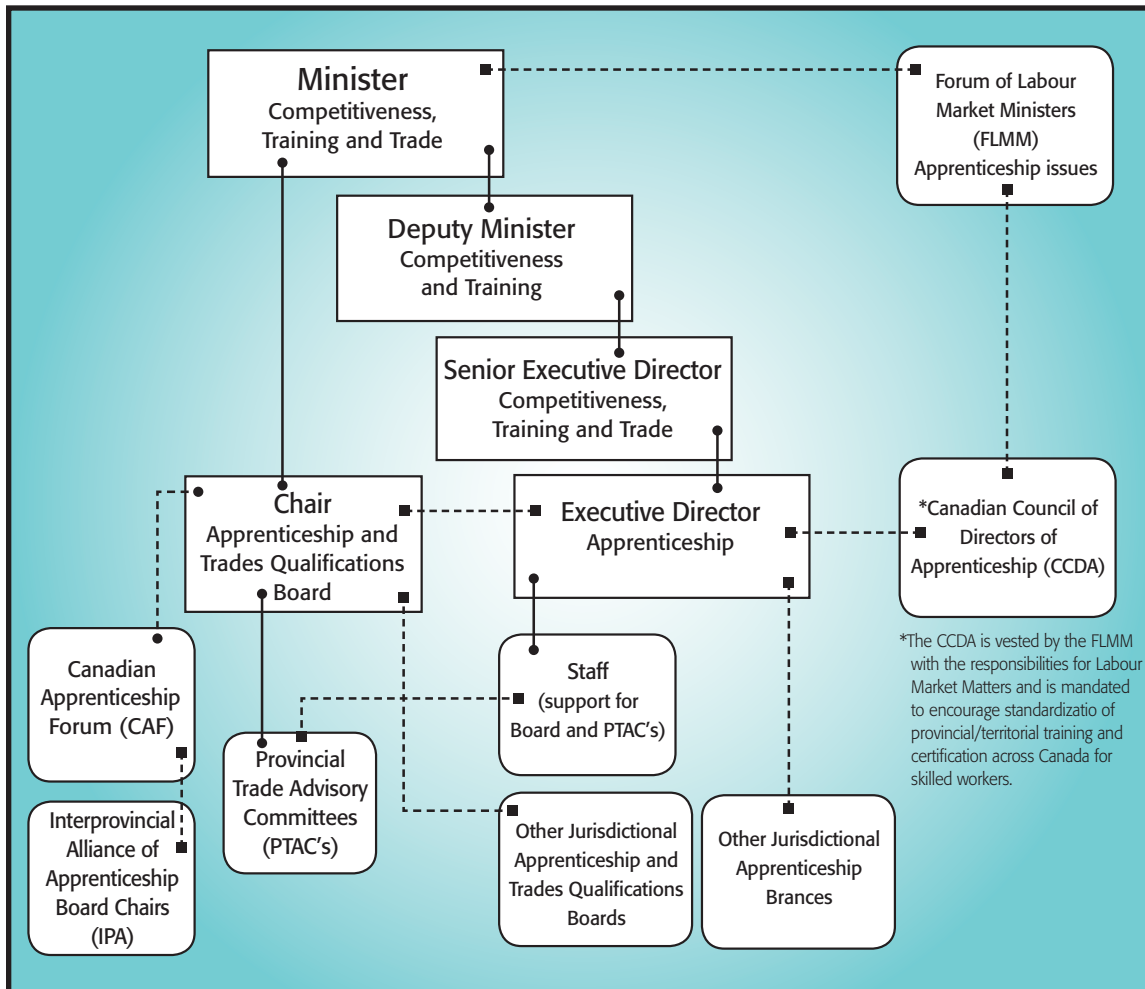
Aboriginal Apprenticeship Provincial Advisory Committee (AAPAC)

In 2001, the Apprenticeship Branch began its partnership with the Colleges and First Nations and Métis communities to deliver Community Based Training (CBT) in Aboriginal communities. Community based training allows apprentices to receive the technical training component of their apprenticeship in their home communities or in close proximity to the community. Combined with trade-specific essential skills assessment and upgrading, community based training provides increased opportunities for success in apprenticeship training. Community based training is a partnership between the First Nation or Métis community, the participating College, and the Apprenticeship Branch. The Community Based Training Guidelines for Apprenticeship and an information brochure continue to be distributed to promote community based apprenticeship training to Aboriginal and Northern Affairs communities.

The Board continues to encourage Aboriginal participation in the apprenticeship system and recognizes the distinct training needs and labour market characteristics of northern Manitoba. In 2007-2008, the Aboriginal Apprenticeship Program Advisory Committee (AAPAC) held one meeting on December 7, 2007 and was comprised of 6 First Nations and Métis representatives, including Loretta McGinnis (Chair), Victor Pierre, Dale Beck, Jamie Harper, Michael Garson and James Erwin to discuss its plan to increase awareness and promotion of apprenticeship training programs and Trades Qualification (TQ) in northern Aboriginal communities. Based on an assessment of options undertaken by the Branch, the AAPAC made a recommendation that the Branch initiate a mail campaign that focuses on the 60+ First Nations communities in Manitoba by sending a letter out to the employment counsellors in all Employment Manitoba offices asking them to identify designated trainers in these communities. This recommendation was part of the development of a broader communication strategy to reach designated trainers of Aboriginal ancestry to promote the TQ process in northern communities that began in the previous fiscal year. AAPAC also recommended that the Board extend the designated trainer provision 10.4 (1) in the Apprenticeship and Trades Qualifications General Regulation from March 1, 2009 to March 1, 2012. The Board took AAPAC's recommendations under advisement.



Manitoba Apprenticeship System Organizational Chart



Apprenticeship Trades Training Requirements in Manitoba

Trade	Certificate of Qualification	Length (Levels)	Total Level Hours (On-the-job & school)	Level Requirements	
				Technical Training (In-School Weeks)	Delivered By
Industrial					
Boilermaker	Interprovincial	4	1600	6-6-6-6	RRC
Industrial Electrician	Interprovincial	4	1800	10-10-10-10	UCN (Level 4 only), RRC, ACC
Industrial Instrument Mechanic	Interprovincial	4	1600	10-10-10-10	NAIT, SAIT, SIAST
Industrial Mechanic (Millwright)	Interprovincial	4	1600	8-8-8-8	UCN
Welder	Interprovincial	3	1600	8-8-8	ACC
Machinist	Interprovincial	4	1800	9-8-8-4	RRC
CNC Machinist	Provincial	1	1800	<i>Under development</i>	
Miner	Provincial	3	1600	Certificate Only	
Power Electrician	Provincial	4	1600	10-10-10-10	RRC (LEVEL 4 ONLY), UCN, ACC
Steel Fabricator	Interprovincial	4	1800	8-8-8-0	NAIT
Tool & Die Maker	Interprovincial	4	1800	9-8-8-9	RRC
Transportation					
Agricultural Equipment Technician	Inter-provincial	4	1800	8-8-6-4	ACC
Aircraft Maintenance Journeyman	Provincial	4	1800	9-9-9-9	RRC (SAATC)
Heavy Duty Equipment Technician	Inter-provincial	4	1800	8-8-6-4	ACC
Motor Vehicle Body Painter	Inter-provincial	2	1800	6-5	RRC
Motor Vehicle Body Repairer	Inter-provincial	4	1800	7-6-7-6	RRC
Motor Vehicle Mechanic	Inter-provincial	4	1800	8-8-6-5	RRC, ACC
Recreation Vehicle Service Technician	Inter-provincial	3	1600	8-8-8	SAIT
Transport Trailer Technician	Inter-provincial	3	1800	8-8-8	RRC
Truck & Transport Mechanic	Inter-provincial	4	1800	8-8-6-4	RRC

- ACC Assiniboine Community College, Brandon
- NAIT Northern Alberta Institute of Technology, Edmonton
- RRC Red River College, Winnipeg
- SAIT Southern Alberta Institute of Technology, Calgary
- SAATC Stevenson Aviation and Aerospace Training Centre (Southport), Portage la Prairie
- SIAST Saskatchewan Institute of Applied Science and Technology, Moose Jaw/Saskatoon
- UCN University College of the North, The Pas

Trade	Certificate of Qualification	Length (Levels)	Level Requirements		
			Total Level Hours (On-the-job & school)	Technical Training (In-School Weeks)	Delivered By
Construction					
Bricklayer	Inter-provincial	4	1200	9-8-6-0	RRC
Cabinetmaker	Inter-provincial	4	1600	9-9-8-8	RRC
Carpenter	Inter-provincial	4	1800	8-8-9-7	RRC, ACC, UCN
Concrete Finisher	Inter-provincial	3	1200	4-4-0	SAIT
Construction Electrician	Inter-provincial	4	1800	10-10-10-10	RRC, ACC, UCN (UP TO LEVEL 3)
Crane and Hoisting Equipment Operator*:					
• Mobile Crane Operator	Inter-provincial	3	1700	7-7-0	RRC
• Boom Truck Operator	Provincial	2	1250	7-8-0	RRC
• Tower Crane Operator	Provincial	2	1500	7-7	RRC
Glazier	Inter-provincial	4	1800	6-6-6-6	SAIT
Insulator (Heat & Frost)	Inter-provincial	4	1500	6-6-6	RRC
Ironworker	Inter-provincial	3	1800	8-8-8	RRC
Lather (Interior Systems Mechanic)	Inter-provincial	4	1800	8-8-8-8	RRC
Painter & Decorator	Inter-provincial	4	1600	8-8-8	RRC
Plumber	Inter-provincial	5	1800	10-9-7-0-4	RRC, ACC
Refrigeration & Air Conditioning Mechanic*					
• Commercial	Inter-provincial	5	1800	9-9-7-0-7	RRC
• Residential	Provincial	4	1800	9-7-0-9	RRC
Roofer	Inter-provincial	3	1400	6-6-6	Under Development
Residential Heating, Ventilation and Air Conditioning (RHVAC)	Provincial			Under Development	
Sheet Metal Worker	Inter-provincial	4	1800	8-8-8-6	RRC
Sprinkler System Installer*	Inter-provincial	4	1700	7-7-0-7	RRC
Steamfitter - Pipefitter*	Inter-provincial	5	1800	9-8-7-0-5	RRC
Service					
Cook	Interprovincial	3	2700	12-12	RRC
Esthetician:	Provincial	2	1600	1060	Various locations in MB
• Skin Care Technician	Provincial	2	1100 hrs.	800 hrs.	Various locations in MB
• Nail Technician	Provincial	1	1000 hrs.	400 hrs.	Various locations in MB
Electrologist*/**	Provincial	1	1000 hrs.	500 hrs.	Various locations in MB
Landscape Technician	Provincial	4	1500	8-9-9-9	RRC
Floorcovering Installer	Inter-provincial	3	1400	7-6-0	SAIT
Hairstylist*/**	Interprovincial	2	1500	1400 hrs.	Various locations in MB
Partsperson	Interprovincial	3	1800	8-8-6	SIAST
Pork Production Technician	Provincial	2	1800	185 hrs.	ACC

Other Accredited Training Institutions

Name of Institution Number of Accredited Programs

High Schools:	
Crocus Plains Regional Secondary School	5
Dauphin Regional Comprehensive Secondary School	3
Garden Valley Collegiate	1
Helen Betty Osborne Ininew Resource Centre	1
Kildonan East Collegiate	4
Lord Selkirk Regional Comprehensive School	3
Louis Riel Arts and Technology Centre	5
Maples Collegiate	2
Miles Macdonell Collegiate	2
Minnedosa Collegiate	1
Morden Collegiate Institute	1
Murdoch Mackay Collegiate	2
Portage Collegiate Institute	2
R.B. Russell Vocational School	3
R.D. Parker Collegiate	3
Red River Technical Vocational Area, Altona MB	2
Red River Technical Vocational Area, St. Jean MB	1
Red River Technical Vocational Area, Winkler MB	2
St. James Collegiate	1
Steinbach Regional Secondary School	2
Sturgeon Creek Collegiate	4
Swan Valley Regional Secondary School	3
Technical Vocational High School	5
Virden Collegiate	1
Other Public Institutions:	
Winnipeg Technical College	9
Private Schools:	
Capelli Academy	1
Advanced School of Hairstyling	2
E-Hair College*	3
M.C. College Ltd.**	3
European School of Esthetics	3
Giselle's School of Aesthetics	3
Patal Vocational Preparation School	1
Scientific-Marvel	3
Carpentry Training Institute of Manitoba	1
Neeginan Institute of Applied Technology/CAHRD	1

Colleges***

University College of the North	6
University College of the North, Margaret Barbour Collegiate	2
Red River College (RRC)	17
Assiniboine Community College (ACC)	9

One Time Run Courses

University College of the North (UCN), Norway House	1
University College of North, Manitoba Métis Federation (MMF)	1
University College of the North, Split Lake	1
Red River College (RRC)	1

Total Programs for April 1, 2007 – March 31, 2008 **127**

* Name change occurred in 07/10/21 with previous name: Classic Hairstyling Academy

** Name change occurred in 06/07/15 with previous name: Colewaves

*** Colleges (ACC, RRC, UCN) offer accredited programs in addition to mainstream apprenticeship programs