

Apprenticeship and Certification Board
Strategic Plan 2013-2014

Presented to:

Honourable Peter Bjornson, Minister
Entrepreneurship Training and Trade

Introduction to the Strategic Plan 2013-2014

The Apprenticeship and Certification Act requires the Apprenticeship and Certification Board (Board) to prepare an annual strategic plan based on consultations with stakeholders to help guide and coordinate the apprenticeship training and certification system. Developing the strategic plan allows the Board to effectively meet the changing needs of apprentices and employers while maintaining transparency and accountability to the Minister of Entrepreneurship, Training and Trade as well as to stakeholders.

To support the consultation process, the Board identified key subject areas for stakeholder consideration, including both ongoing and new areas of focus. Using these subject areas to initiate discussion, the Board engaged stakeholders by soliciting written responses from September to November 2012 through a Consultation Guide. Comments received during this consultation process inform, and are reflected in, the Board's Strategic Plan. The areas of focus listed here are not ranked according to importance or priority, although it should be noted that updating program standards and the review of regulations are mandated requirements of the Board.

New Areas of Focus

- Review of the Trades Qualification Program
- Pilot Projects

Continuing Areas of Focus

- Employer Engagement and Participation
- Participation and Completion of Target Groups
- Review of Regulations
- Updating Program Standards
- Youth Involvement and Engagement

The Board will continue to promote apprenticeship training and certification to all stakeholders, including all levels of government; industry; the education system; and the general public. In particular, the Board will endorse apprenticeship training and certification as a desirable first-choice post-secondary option.

In addition to these efforts, the Board is committed to the Government of Manitoba's "Respectful Workplace Policy" and will continue to apply these standards throughout the apprenticeship and certification system in Manitoba. The application of respectful workplace standards has special significance to the participation and completion of targeted groups.

The Board will also continue working on completing any unfinished priorities from the Strategic Plan 2012-2013 to ensure a continuity of efforts.

As a next step, the Board will develop an action plan to determine the decision-making process in pursuing the identified projects for 2013-2014. Additionally, performance measures will be used for reporting activities in the Board's annual report. While the action plan will be consistent with the strategic priorities identified in this document, the Board is also responsible to respond to unexpected or emerging issues as they arise throughout the year.

New Areas of Focus for 2013-2014

Review of the Trades Qualification Program

One of the key pathways towards certification is through Trades Qualification (TQ). Typical TQ applicants need to demonstrate that they have been employed in the trade for at least 1.5 times the term of apprenticeship in the last ten years and that they have experience in at least 70% scope of the trade. If TQ applicants are successful during their assessment, they are then permitted to write the certification examination in the trade.

The Board will be looking at TQ as a key route towards certification, and through a process of evaluation assess whether or not changes need to be made to ensure that it is a useful and applicable option for applicants. The Board will evaluate the criteria required of TQ applicants as well as pathways in and out of the TQ process.

Pilot Projects

Exploring pilot projects relating to the sequencing of technical and practical training elements of apprenticeship has been identified as a priority for the Board. The Board will be looking at innovative approaches to training delivery which provide alternatives to the existing model, with the aim of making apprenticeship more accessible while maintaining high quality standards.

Continuing Areas of Focus for 2013-2014

Employer Engagement and Participation

Engagement/Awareness

The Board recognizes that it is important to increase awareness and knowledge among employers not currently using the apprenticeship model to train employees in the trades. Building on the activities of previous years, the Board is committed to engaging employers who traditionally have not registered apprentices, including public entities, by effectively communicating the benefits of apprenticeship to industry.

Participation

The Board recognizes that increased employer participation is the key to apprenticeship training and certification programs' future success. In order for the apprenticeship model to be fully realized, employers must be hiring apprentices. The Board is committed to looking at ways to increase employer participation in the apprenticeship model.

Participation and Completion of Targeted Groups

The participation and completion rates of targeted groups, including women in non-traditional trades, persons with disabilities, Aboriginal People, and new Canadians is an ongoing, systemic challenge which the Board is committed to addressing over the long term. In 2012-2013, the Board established the Target Groups Advisory Committee to develop policy recommendations for the Board regarding the participation and completion of target groups. This Committee will begin its work in 2013-2014.

Review of Regulations

As a multi-year project which was identified as a primary priority in the 2011-2012 Strategic Plan, the Board continues to be committed to reviewing and revising regulations to ensure they are consistent with *The Apprenticeship and Certification Act*, which was proclaimed on April 1, 2010. The *Appeals Procedure Regulation* was reviewed in 2012-2013 and the Board will begin reviewing the *Apprenticeship and Trades Qualification Fees Regulation* and the *Apprenticeship and Certification – General Regulation* in 2013-2014.

Updating Program Standards

The Board has identified the following trades for a review of technical training, exams or regulations. The lists provided are in no particular order.

Trades identified for technical training development:

- a) Millwright
- b) Welder
- c) Sprinkler System Installer
- d) Hairstylist
- e) Painter/Decorator
- f) Lather
- g) Roofer
- h) Insulator
- i) Crane and Hoisting Equipment Operator – Mobile

Tasks identified for review:

- a) Incorporating Geothermal where necessary
- b) Seeking common core for Agriculture Equipment Technician, Heavy Duty Equipment Technician, and Truck and Transport Mechanic

Trades identified for regulatory development:

- a) Hairstylist
- b) Lather
- c) Gas Turbine Repair and Overhaul Technician
- d) Trades carried over from the 2011/12 and 2012/13 years

Occupations identified for development:

- a) Commercial Truck Driver

Trades identified for certification exam development or updating:

- a) Rig Technician
- b) Mobile Crane Operator
- c) Boilermaker
- d) Transport Trailer Technician
- e) Refrigeration and Air Conditioning Mechanic
- f) Carpenter

The Board will also continue to develop a “green lens” in its review of training standards and actively seek input regarding the adoption of sustainable work practices, processes or technology and their incorporation into training standards. Developing a “green lens” in this case means taking a point of view that values program or service features that are designed to help protect Manitoba’s environment and sustainably manage natural resources while balancing diverse community interests.

The Board is also committed to following up with any requests from industry regarding the designation of new trades and occupations.

Youth Involvement and Engagement

As a multi-year project, the Board recognizes the importance of continuing to build interest and awareness of apprenticeship among youth.

There are two main youth initiatives being looked at by the Board in 2013-2014.

The High School Apprenticeship Program (HSAP): HSAP is designed to facilitate early entry into the trades and build awareness and interest through the option of practical, paid on-the-job work experience in the skilled trades to high school youth. The Board continues to support, promote and evaluate the program as an effective option to enter into apprenticeship.

Broader Youth: The Board is also focused on youth and the broader education system. The Community Liaison Standing Committee will make contact with key decision-makers in the education system in order to increase awareness of, and interest in, the apprenticeship and certification system at both the middle school and high school levels.

Approved

March 25, 2013

DATE

Minister of Entrepreneurship, Training and Trade

Original signed by

Peter Bjornson