

# Apprenticeship and Certification Board

*Strategic Plan 2015–2016*

*Year Two*

RELEVANT

ACCESSIBLE

RESPONSIVE

EFFECTIVE

COLLABORATIVE

*The following trades have been identified for updating and development in 2015-2016, and include trades carried over from previous strategic planning years. Please note that updates may take longer than one fiscal year to complete.*

## **Regulatory Development**

### *Trades Carried Over*

Crane and Hoisting Equipment Operator  
Floorcovering Installer  
Gasfitter  
Glazier  
Sprinkler System Installer

### *Newly Identified Trades*

Boilermaker  
Carpenter  
Crane and Hoisting Power Generation Transmission  
Refrigeration and Air Conditioning Mechanic  
Welder

## **Technical Training Development**

### *Trades Carried Over*

Aircraft Maintenance Journeyperson  
Boilermaker  
Bricklayer  
Cabinetmaker  
Carpenter  
Construction Electrician  
Industrial Electrician  
Ironworker  
Painter and Decorator  
Plumber  
Power Electrician  
Steamfitter-Pipefitter

### *Newly Identified Trades*

Agricultural Equipment Technician  
Automotive Painter  
Crane and Hoisting Equipment Operator  
Heavy Duty Equipment Technician  
Landscape Horticulturist  
Machinist

Motor Vehicle Body Repairer  
Refrigeration and Air Conditioning Mechanic  
Truck and Transport Mechanic  
Sprinkler System Installer  
Welder

### **Level Placement Exam Updates**

Agricultural Equipment Technician, Heavy Duty Equipment Technician, Truck and Transport Mechanic – *Common Core*  
Automotive Painter and Motor Vehicle Body Repairer (Metal and Paint) – *Common Core*  
Automotive Service Technician  
Cabinetmaker  
Carpenter  
Cook  
Construction Electrician, Industrial Electrician, and Power Electrician – *Common Core*  
Industrial Mechanic (Millwright)  
Machinist  
Marine and Outdoor Power Equipment Technician  
Plumber  
Refrigeration and Air Conditioning Mechanic  
Welder

### **Red Seal Exam Development**

Baker  
Bricklayer  
Construction Craft Worker  
Construction Electrician  
Hairstylist  
Heavy Equipment Operator (Excavator)  
Heavy Equipment Operator (Tractor-Loader-Backhoe)  
Heavy Equipment Operator (Dozer)  
Ironworker (Generalist)  
Ironworker (Reinforcing)  
Ironworker (Structural/Ornamental)  
Landscape Horticulturist  
Partsperson  
Sheet Metal Worker  
Truck and Transport Mechanic  
Steamfitter/Pipefitter

### **New Trade**

Powerline Technician

The Board will 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.

## ACCESSIBLE

### Under-represented Groups

The Board will continue to focus on increasing participation in the apprenticeship and certification system by under-represented groups. These groups include Indigenous persons, new Canadians (internationally experienced tradespeople), women in non-traditional trades and persons with disabilities. Special attention will be given to addressing barriers for women in non-traditional trades over the 2015-2016 fiscal year.

### Employer Engagement

The Board will continue to engage with Manitoba's employers to gain knowledge about the needs of industry and to encourage increased participation in the apprenticeship and certification system.

## RESPONSIVE

### Youth Engagement

The Board will continue to support and promote the High School Apprenticeship Program and look for ways to improve accessibility to the program. The Board will also continue to make contact with stakeholders 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 for all youth.

### Practical Experience

As part of the priority to evaluate practical experience in the apprenticeship and certification system, the Board will look at ways to improve the quality of on-the-job training. A pilot project to develop a record book of practical skills gained on the job began in the previous fiscal year and will continue throughout 2015-2016. Additional methods will be explored, including the development of a "train the trainer" program to support journeypersons and help them excel in their supervisory role.

## EFFECTIVE

### Review of Practical Exams

The Board will undertake a review of practical exams, which are required by some trade regulations to achieve certification. The review will include evaluating the process of administering the exams, reporting requirements, fees and legislated requirements.

### Accredited Programs

The Board will undertake a review to determine the efficacy of its current accreditation practice and policy. Included in the review will be an evaluation of the number of levels which should be accredited for “pre-employment” programs, current requirements for accreditation, and the “time credit” policy for those who have completed an accredited training program prior to registering as an apprentice.

## COLLABORATIVE

The Board will continue to collaborate and consult with stakeholders throughout the year to maintain transparency and accountability. A variety of consultation methods will be employed in order to best meet the needs of industry. Methods will include in-person discussions, teleconferences and requests for written responses.

The Board will continue to engage with Provincial Advisory Committees to identify trades for development and make recommendations based on consultations with industry.

The Board will provide industry stakeholders with access to the Board through the Community Liaison Standing Committee, which allows the Board to remain responsive to the needs of industry in a timely manner. Consultation may also be initiated by the Community Liaison Standing Committee regarding topics that have been raised by industry stakeholders in order to provide opportunities for enhancements to the apprenticeship and certification system.

The Board will foster opportunities to work in partnership with Apprenticeship Manitoba on provincial and national initiatives through the Interprovincial Alliance of Apprenticeship Board Chairs (IPA) and the Canadian Council of Directors of Apprenticeship (CCDA).

FOR MORE INFORMATION, contact:

Apprenticeship and Certification Board  
c/o Manager, Policy, Legislation and Board Operations  
100 – 111 Lombard Avenue  
Winnipeg, MB R3B 0T4  
Phone: 204-945-3337  
Fax: 204-948-2539  
[www.manitoba.ca/tce/apprent/board](http://www.manitoba.ca/tce/apprent/board)

**Toll-free from rural Manitoba**

1-877-978-7233  
(1-877-97-TRADE)

[facebook.com/apprenticeshipmanitoba](https://facebook.com/apprenticeshipmanitoba)

