

**Apprenticeship  
and Certification Board**  
*Strategic Plan 2016–2017*  
*Year Three*

**RELEVANT**

**ACCESSIBLE**

**RESPONSIVE**

**EFFECTIVE**

**COLLABORATIVE**

**Apprenticeship**  
Manitoba

**Manitoba** 

## RELEVANT

*The trades in the table below have been identified for updating and development in 2016-2017 and include trades carried over from previous strategic planning years. Please note that updates may take longer than one fiscal year to complete.*

*Due to extenuating circumstances such as the unavailability of Provincial Advisory Committees (PACs) to meet, work on harmonization and other factors, trades may be carried over from previous years.*

Trade	Regulatory Development	RSOS*	Technical Training Development	Level Placement Exam Update	Certification Exam Update	Red Seal Exam Development
Agricultural Equipment Technician		NI	CO	CO		
Automotive Service Technician		NI	NI	NI		NI
Bricklayer						CO
Cabinetmaker				CO		
Carpenter	CO	CO		NI		
CNC Machinist	NI					
Construction Electrician		NI	CO	CO		
Cook						CO
Crane and Hoist Operator — Power Generation and Transmission	CO		NI	NI	NI	
Crane and Hoisting Equipment Operator	CO	CO	CO	NI	NI	
Diesel Engine Mechanic	NI					
Esthetician	NI					
Gas Turbine Repair and Overhaul Technician	NI		NI			
Gasfitter	CO					NI
Hairstylist						CO
Heavy Duty Equipment Technician		CO	CO	CO		
Heavy Equipment Operator						CO
Industrial Electrician		NI	CO	CO		NI
Industrial Mechanic (Millwright)		NI				
Insulator (Heat and Frost)	NI					
Ironworker		CO	CO	CO		CO
Landscape Horticulturist	NI		CO			
Machinist			CO			
Marine and Outdoor Power Equipment Technician				CO		
Motor Vehicle Body Repairer (Metal and Paint)				CO		
Painter and Decorator			CO			
Plumber	NI	NI	NI	CO		CO
Power Electrician			CO	CO	NI	
Pre-Engineered Building Erector	NI					
Refrigeration and Air-Conditioning Mechanic	CO		CO	CO		
Roofer				NI		
Sloped Roofer				NI		
Sprinkler System Installer	CO		CO			
Steamfitter-Pipefitter		NI	NI	NI		
Tool and Die Maker			CO			
Transport Trailer Technician				NI		
Truck and Transport Mechanic	NI	NI	CO	CO		CO
Welder	CO	CO	CO			

\*RSOS – Indicates that the trade has been identified for Red Seal Occupational Standard development by the CCDA.

CO – indicates Carry Over from a past fiscal year

NI – indicates Newly Identified for this fiscal year

## RELEVANT (continued)

### Regulatory Update

Designated Trainer provision in the *Apprenticeship and Certification — General Regulation*

### Inactive Trades\*

Floorcovering Installer, Glazier

*\*Trades that currently have limited apprenticeship participation or desire from industry for regulatory development or updates to technical training standards.*

### 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

### Women in the Trades

The Board will explore ways to increase the number of women in the skilled trades through employer incentives and the promotion of the trades as a viable career to women in Manitoba. The Board remains committed to increasing the participation and completion rate of target groups in the apprenticeship and certification system to diversify the trades and ensure equal access to apprenticeship for all Manitobans.

### Indigenous Engagement

As part of its commitment to encourage the participation of Indigenous Manitobans in the apprenticeship system, the Board will work with employers to raise awareness of the value of hiring an Indigenous apprentice and identify opportunities for these apprentices to gain access to practical training. The Board will also work with Indigenous apprentices to better understand the barriers that prevent them from accessing apprenticeship in order to come

up with policy solutions to address these challenges. Pre-employment programs may be used to provide Indigenous and non-Indigenous apprentices with the opportunity to gain experience in a trade prior to registering as an apprentice.

## RESPONSIVE

### **Youth Engagement**

The Board will continue to work with Manitoba educational institutions to accredit new programs as part of the High School Apprenticeship Program (HSAP). The HSAP remains an important part of the apprenticeship system as it exposes students to the apprenticeship system while they are still in high school, allowing them to get a head start on their apprenticeship training.

The Board is committed to exploring opportunities like the Provincial Accreditation Through High Schools (PATHS) program which allows students to gain recognition for their apprenticeship level one technical training through their high school. PATHS was piloted in the trades of Carpenter and Automotive Service Technician and is currently being reviewed. Initiatives like this are part of the Board's plan to find new ways to be responsive to industry need.

### **Train the Trainer**

As part of the Board's priority to evaluate practical experience in the apprenticeship and certification system, and build on the findings of the practical experience log book pilot, the Board will continue to explore opportunities to assist certified journeypersons. Journeypersons will be able to gain customer service, leadership and business skills through "train the trainer" resources so that they can excel as business owners and supervisors.

## EFFECTIVE

### **Review of the Regulatory and Technical Training Development Process**

The Board will undertake a review of the process for updating trade regulations and technical training standards to respond to the challenges that these practices create for industry. While the Board will continue to consult with industry tradespersons through Provincial Advisory Committees (PACs) and other means, the overall process will be studied to consider how improvements to the process can be realized. As part of this process, the Board will review the by-laws, policies and procedures that support the governance and reporting framework for the Board.

### **Practical Exam Review**

The Board will conduct a review of practical exams, a practice that is required by some trades to gain certification. The parameters of the review will include evaluating the process of administering the exams, reporting requirements, fees and legislated requirements.

## COLLABORATIVE

Collaboration and consultation with industry stakeholders and partners across Canada continues to be a Board priority to ensure that the apprenticeship and certification system is responsive and relevant to current industry needs. The Board consults with Provincial Advisory Committees and Industry Working Groups on updates to trade regulations and technical training development.

As part of the Board's ongoing priority to work with the Canadian Council of Directors of Apprenticeship (CCDA), the Board will continue to support the CCDA in harmonizing Red Seal trades.

The Board will also support the implementation of the Forum of Labour Market Ministers' (FLMM) Mobility Protocol. Once implemented, the Mobility Protocol will enhance Manitoba's apprenticeship system by making it easier for apprentices to move between provinces and territories while completing their training and certification.

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