

Apprenticeship and Certification Board

Strategic Plan: 2017–2018

RELEVANT

ACCESSIBLE

RESPONSIVE

EFFECTIVE

COLLABORATIVE

PREAMBLE

The Apprenticeship and Certification Board (Board) provides a governance and leadership role within its advisory mandate to coordinate a relevant, accessible and responsive apprenticeship and certification system in Manitoba. Apprenticeship Manitoba provides the necessary technical and administrative support to the Board and the provincial advisory committees (PACs) to allow members to provide informed recommendations to the Minister of Education and Training.

The Board is proud to support the sustainable economic growth of the province through innovative and efficient ways of delivering apprenticeship and certification services. The Board is committed to listening to industry in order to build an apprenticeship system that is transparent, accountable and based on the principle of value for money. Through the five pillars listed below – Relevant, Accessible, Responsive, Effective and Collaborative – the Board has developed a strategy for responding to the needs of industry for 2017-2018. While the Board will endeavor to complete as much of the work as possible within the given time frame, some of the identified activities will likely require more than one year to complete.

RELEVANT

The Board is committed to the reduction of unnecessary red tape in the apprenticeship and certification system. As part of a broader plan to support economic growth, the Board will consider regulatory accountability when reviewing trade regulations to ensure that their components are supported by industry.

In addition, 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.

The trades in Appendix A have been identified for updating and development in 2017-2018. This list includes trades carried over from previous strategic planning years, as updates may take longer than one fiscal year to complete. In addition, the unavailability of PACs to meet and the ongoing work on harmonization may result in trades being carried over from previous years.

Industry employers and employees are encouraged to apply for PAC membership and provide recommendations to the Board on technical training and regulatory development. To be considered for PAC membership, please submit an application through the following link: www.manitoba.ca/tradecareers.

ACCESSIBLE

Increasing Youth Engagement

The Board will continue to work with the education system and employers to promote and encourage the participation of students in the High School Apprenticeship Program (HSAP). HSAP provides students with on-the-job work experience while they are still in high school, giving them the opportunity to get a head start on their post-secondary apprenticeship training. The skilled trades will continue to be promoted to youth as viable career options to support an improved labour market workforce.

Increasing the Engagement of Underrepresented Groups

As part of its commitment to increase the participation of underrepresented groups, the Board will build on the work of the Target Groups Advisory Committee to identify barriers to participation, and increase opportunities in the apprenticeship and certification system. This committee was established in 2012-2013 to identify challenges faced by underrepresented groups in the apprenticeship and certification system. A report was developed in 2013-2014 for the Board with recommendations for increasing opportunities for these groups. Underrepresented groups include women in non-traditional trades, persons with disabilities, new Canadians and Indigenous people.

Enhancing Accommodation

The Board will identify barriers to certification and explore alternative pathways for persons with disabilities. In addition, the Board will evaluate accommodation options for individuals who experience language barriers to certification.

RESPONSIVE

Innovative Technical Training Solutions

The Board believes that education and training form the fundamental building blocks for future economic success. It is with this principal in mind that the Board will work in consultation with technical training providers and industry stakeholders to identify opportunities to broaden accessible technical training across Manitoba, particularly in rural and northern regions.

Labour Market Information

The Board will seek opportunities to contribute to Labour Market Information (LMI) as well as incorporate LMI in its decision-making.

Development of the 2018-2021 Apprenticeship and Certification Board Strategic Plan

The Board will conduct a comprehensive public consultation to help inform the development of the next multiple-year strategic plan for 2018-2021. A focus on outcomes will be emphasized throughout the strategic plan.

EFFECTIVE

Review of the Designated Trainer Provision

The Designated Trainer provision is currently set to expire on March 1, 2018. The Board will discuss the issue of designated trainers as supervisors in voluntary trades, and make a decision informed by consultation with industry and other stakeholders.

Practical Exam Review

The Board will continue to review practical exams, which are required by some trades to gain certification. The parameters of the review include evaluating the process of administering the exams, reporting requirements, fees and legislated requirements.

Commitment to Efficiency and Streamlining Services

A regulatory review will be conducted to explore opportunities to enhance the apprenticeship and certification system and streamline services. As part of the review, the Board will look for ways to improve efficiency for industry employers and apprentices through a focus on value for money. This will include, but is not limited to, identifying ways in which the PACs can be more effectively engaged.

COLLABORATIVE

Collaboration and consultation with industry stakeholders and partners across Canada continues to be a priority of the Board to ensure that the apprenticeship and certification system is responsive and relevant to current industry needs. The Board consults with Manitobans, PACs and Industry Working Groups when updating trade regulations, technical training development, and regarding other matters. The Board will continue to listen to Manitobans in order to respond to industry and labour market needs.

As part of its 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 continue to support the implementation of the Forum of Labour Market Ministers’ (FLMM) Mobility Protocol. The Mobility Protocol enhances Manitoba’s apprenticeship system by making it easier for apprentices to move between provinces and territories while completing their training towards certification.

Manitoba recently joined the New West Partnership Trade Agreement (NWP) to strengthen and expand a barrier-free interprovincial market. The Board supports Manitoba’s membership to the NWP to reduce barriers to, and provide support for, labour mobility.

APPENDIX A: Trades for Review in 2017-2018

Trade	Regulatory Development	RSOS*	Technical Training Development	Level Placement Exam Update	Certification Exam Update	Red Seal Exam Development
Agricultural Equipment Technician	NI		CO	NI		
Automotive Service Technician			CO	CO		CO
Boilermaker				CO	CO	CO
Bricklayer				CO	CO	CO
Cabinetmaker				CO		
Concrete Finisher		NI				NI
Construction Electrician	NI		CO	CO		
Cook						CO
Crane and Hoisting Equipment Operator			CO	CO	CO	
Electrologist	NI					
Esthetician	CO					
Gas Turbine Repair and Overhaul Technician					NI	
Hairstylist						CO
Heavy Duty Equipment Technician	NI		CO	CO		
Industrial Electrician	NI	CO	CO	CO		CO
Industrial Mechanic (Millwright)		CO	CO	CO		CO
Insulator (Heat and Frost)		NI	NI			
Ironworker			CO	CO		CO
Landscape Horticulturist		NI	CO			
Machinist		NI	NI	NI	NI	NI
Marine and Outdoor Power Equipment Technician				NI	NI	
Motor Vehicle Body Repairer (Metal and Paint)				CO		
Plumber		CO	CO			CO
Power Electrician	NI		CO	CO	CO	
Refrigeration and Air-Conditioning Mechanic	CO	NI	NI			
Rig Technician	NI	NI				
Roofer	NI			CO		
Sheet Metal Worker		NI	NI			
Sloped Roofer				CO		
Sprinkler System Installer	CO		NI	NI		
Steamfitter-Pipefitter			CO	CO		
Tool and Die Maker		NI	NI	NI	NI	NI
Transport Trailer Technician				CO		
Truck and Transport Mechanic	NI		CO	CO		CO

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 Under Development

Powerline Technician

FOR MORE INFORMATION, contact:

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***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