

## Regulation Update

### Changes to the Sheet Metal Worker Trade

On March 17, 2008, the Government of Manitoba registered a revised regulation for the Sheet Metal Worker Trade, outlining new apprenticeship eligibility and training requirements.

#### For Apprentices

To be eligible to enter an apprenticeship agreement an apprentice must meet one of the following criteria:

- A Canadian High School Diploma or the equivalent in a non-Canadian jurisdiction
- If you are in grade 11 or 12 of your high school diploma, you can start your apprenticeship training through the Senior Years Apprenticeship Option (SYAO). You must have completed Grade 10 and be at least 16 years of age
- If you have not completed high school and are at least 19 years old, you may apply as a mature student.

#### Minimum Wage Rates

The wage rate has changed from a percentage of the provincial minimum wage rate to a percentage of the reference wage rate. Please note that the "reference wage rate" means the minimum wage rate per hour for a Sheet Metal Worker journeyman under the Construction Industry Minimum Wage Act (CIWA) Regulation Manitoba. The new wage schedule is as follows:

##### Level One:

50 per cent of the reference wage rate

##### Level Two:

65 per cent of the reference wage rate

##### Level Three:

75 per cent of the reference wage rate

##### Level Four:

85 per cent of the reference wage rate

*More information about "Training Wages" found on the main page of the Apprenticeship web site under [www.manitoba.ca/tradecareers](http://www.manitoba.ca/tradecareers)*

#### Changes to Certification Requirements

Apprentices and trades qualifiers no longer have to take a practical exam as part of their certification process.

Trades qualifiers must have been employed in the trade within the last 10 years for 1.5 times the term of apprenticeship (6 years) and demonstrate knowledge of 70 per cent of the scope of the trade and successfully complete the Certification Examination.

#### For Employers

Work experience is the most significant component of apprenticeship training. Each apprentice must have on-site access to a certified journeyman (or designated trainer) to receive the supervision and guidance necessary to perform the tasks of the trade safely and efficiently. As stated under the General Regulation, an employer must maintain a 1:1 ratio of one certified journeyman to one apprentice on-site, ensuring the apprentice is directly supervised by a certified journeyman (or designated trainer). If an adjustment beyond the one to one ratio is required, a Request to Change Apprentice to Journeyman Training Ratio Application can be made to the Apprenticeship Branch and approval may be granted on a case-by-case basis.

#### Designated Trainers

Until March 17, 2013, the new regulation permits employers in the Sheet Metal Worker to continue using designated trainers in the calculation of supervision ratios in order to provide practical training to apprentices. This transitional measure will assist employers who lack certified journeymen to provide supervision to apprentices. A designated trainer must have been employed in the trade for at least six of the preceding 10 years and have experience in 70 per cent of the tasks of the trade.

*For more information please contact the Apprenticeship Branch closest to you, or visit our website.*

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