

Update on Apprenticeship Futures Commission Recommendations

On March 26, 2008, following a series of public consultations across Manitoba, the Apprenticeship Futures Commission (AFC), a Manitoba government initiative, provided 23 recommendations concerning the strategic direction of Manitoba's apprenticeship and certification system. Recommendations that resulted from the industry and public consultations relate to:

- Manitoba's skilled labour shortage and increased labour market demands
- competition for skilled labour as a result of economic growth and activity in western Canada
- increased interest in apprenticeship participation from employers
- increased employer demand for technical training

Applying AFC recommendations involved a three-phase strategic plan. Phase one acted on initiatives such as increasing training seats and enhancing tax incentives. Phase two consisted of initiatives such as new legislation proclaimed in 2010, enhanced marketing and awareness campaigns, and updated regulatory and policy procedures. Phase three involved long-term initiatives that addressed the remainder of the 23 AFC recommendations.

All 23 recommendations have been addressed. Apprenticeship Manitoba continues to actively develop and engage new initiatives to support the intent of the AFC recommendations. The following is a summary of the recommendations and their status.

Review of Apprenticeship Futures Commission Recommendations

Recommendation	Status - Synopsis
1. Confirm the role/purpose of apprenticeship in the development of a skilled workforce and clarify the mandate of the branch.	<ul style="list-style-type: none"> • <i>The Apprenticeship and Certification Act</i> provides a clear educational mandate to the Apprenticeship and Certification Board and Apprenticeship Manitoba. The Act mandates the Board to make strategic plans and coordinate an accessible, transparent apprenticeship model in Manitoba.
2. Develop and implement a governance model and operating framework.	<ul style="list-style-type: none"> • The Apprenticeship and Certification Board has four standing committees that are comprised of Board members: <ul style="list-style-type: none"> - Governance Standing Committee - Community Liaison Standing Committee - Nominating Standing Committee - Program Standards Standing Committee
3. Develop and implement a comprehensive and consistent strategic and operational planning process.	<ul style="list-style-type: none"> • <i>The Apprenticeship and Certification Act</i> requires the Board to annually produce a strategic plan outlining objectives and activities. • The annual strategic plan is available in print and online at the Apprenticeship Manitoba website.
4. Adopt the use of 'new technology' to enhance the system and process of registering and tracking apprentices.	<ul style="list-style-type: none"> • Access Manitoba is an online registration system for apprentices, which reduces paperwork and wait times for technical training. The self-service website allows Manitobans to interact with business, employment and

	<p>training-related provincial government organizations. It also helps government staff serve the public directly.</p> <ul style="list-style-type: none"> • E-Apprenticeship is a new technology platform providing online technical training in specific trades through cohort-based learning for apprentices located primarily in rural and northern areas.
5. Align the organization culture and operations of the Branch to support a 'client-centred' and 'service' approach.	<ul style="list-style-type: none"> • A one-stop shop for employment, the Manitoba Jobs and Skills Development Centre provides client services to apprentices, including: <ul style="list-style-type: none"> - getting started in an apprenticeship; - registering for technical training; - implementing an apprenticeship program in a workplace; and - challenging the Certificate of Qualification as a skilled tradesperson.
6. Implement a public promotional and educational campaign about apprenticeship.	<ul style="list-style-type: none"> • Since 2010/11 a large marketing campaign has included: <ul style="list-style-type: none"> - Apprenticeship Recognition Week - The Women in the Trades Forum - Winnipeg Rotary Career Symposium - increased social media presence - streamlined online advertising - traditional media
7. Harmonize the legislation, regulations and processes related to apprenticeable trades.	<ul style="list-style-type: none"> • The Board's strategic plan harmonizes language, regulations and wage rate references in legislation. Ensuring consistent trade regulations for the 55 trades in Manitoba is an ongoing process. Learn about Manitoba trades at: <p>http://www.gov.mb.ca/wdis/apprenticeship/discover/mbtrades/index.html</p>
8. Transfer accountability for enforcement of apprenticeship regulations to the Department of Labour.	<ul style="list-style-type: none"> • As of July 1, 2015 the enforcement of certain regulatory requirements for the compulsory certification trades was delegated to appointed directors within Workplace Safety and Health, Employment Standards and the Office of the Fire Commissioner.
9. Implement and promote a framework of 'career pathing' and 'laddering' within the broader education system.	<ul style="list-style-type: none"> • Apprenticeship Manitoba is a one-stop shop for individuals to register for in-class training and gain credit for practical work experience. Apprenticeship Training Coordinators are responsible for tracking the progression of apprentices within their respective programs. • The branch provides support for students in the High School Apprenticeship Program (HSAP) looking to transition to a full-time apprenticeship program following graduation.
10. Introduce a competency-based training system for both in-school and on-the-job training.	<ul style="list-style-type: none"> • Apprenticeship Manitoba is observing a competency-based training pilot project known

	<p>as Multiple Assessment Pathways (MAP) with the Canadian Council of Directors of Apprenticeship, British Columbia, Saskatchewan, New Brunswick and Nova Scotia as partners.</p> <ul style="list-style-type: none"> • MAP aims to develop and apply an alternate competency assessment process for Trades Qualification (TQ) candidates seeking certification.
11. Increase the capacity of the technical training system to meet the projected need for skilled tradespeople.	<ul style="list-style-type: none"> • Technical training capacity has been increased at the colleges to meet increasing apprenticeship registrations. • Apprenticeship Manitoba continues to assess the technical training needs of industry and works with the colleges to meet demand.
12. Review the ratio requirements of journeypersons to apprentices to more accurately reflect the training requirements of the trades.	<ul style="list-style-type: none"> • Apprenticeship Manitoba and the Community Liaison Standing Committee conduct ongoing meetings with industry about apprentice to journeyperson ratio requirements. • In an effort to increase flexibility for employers experiencing challenges meeting supervisory requirements, Apprenticeship Manitoba has developed ratio adjustments. On a case-by-case basis, employers may apply for temporary ratio adjustments. Since 2010, temporary ratio adjustments have been reviewed and granted for 613 employers participating in the apprenticeship system.
13. Explore the introduction of a variety of incentives to encourage increased employer participation in the apprenticeship system.	<ul style="list-style-type: none"> • Manitoba offers incentives and grants to encourage employer participation in the apprenticeship system including: <ul style="list-style-type: none"> - Journeyperson Hiring Incentive; - Advanced Level Apprentices Hiring Incentive; - Early-Level Apprentices Hiring Incentive; - New Employer Hiring Grant; and - Paid Work Experience Tax Credits
14. Enhance financial support to apprentices during in-school training and significantly reduce the waiting period for apprentices.	<ul style="list-style-type: none"> • Many supports exist for apprentices to continue training such as: <ul style="list-style-type: none"> - Tuition Fee Income Tax Rebate - Apprenticeship Incentive Grant - Tradesperson's Tool Deduction - Apprenticeship Completion Grant - HSAP Financial Incentive - Journeyperson Business Start-Up Program
15. Develop and implement strategies to increase the engagement and completion rates of Aboriginal people in apprenticeship training.	<ul style="list-style-type: none"> • In 2008/09, Apprenticeship Manitoba introduced an Aboriginal Liaison Coordinator (ALC) to act as a connection between communities, apprentices, colleges and Apprenticeship Manitoba. • An initial ALC project has been the Northern

	<p>Apprenticeship Training Co-op (NATC) pilot project, which concluded in July 2014.</p> <ul style="list-style-type: none"> • Building on the best practices of the NATC, the Northern Construction Trades Training (NCTT) program prepares northern residents for sustainable employment with northern industry, Manitoba Hydro and other construction projects.
16. Develop and implement strategies to increase the participation of underrepresented groups in the apprenticeship system (new Canadians, women, and disabled).	<ul style="list-style-type: none"> • The Board established the Target Groups Advisory Committee to explore participation by underrepresented groups in the apprenticeship system and a recent report led to: <ul style="list-style-type: none"> - partnership with the Prairie Arctic Regional Council and International Brotherhood of Electrical Workers to provide pre-employment training combining technical training and practical work experience; - collaboration with aWest; - hosting a forum called Building Bridges: Increasing Women in the Trades; and - investigating new ways to accommodate apprentices with a disability.
17. Enhance the quality of on-the-job training with alternatives, encourage updating of journeypersons, and incorporate mentoring and supervisory skill development.	<ul style="list-style-type: none"> • In 2007, the Board completed a report about on-the-job training. This resulted in a new instruction unit to help train journeypersons in instructing and mentoring apprentices. • The Board has developed the “Map to Certification” logbook for journeypersons and apprentices to utilize on a voluntary basis as a way to connect on-the-job and in-school training.
18. Reinstate the ‘designated trainer’ provision.	<ul style="list-style-type: none"> • The Board extended the designated trainer provision until March 1, 2018 in the <i>Apprenticeship and Certification - General Regulation</i> to allow for experienced tradespersons without a Certificate of Qualification to supervise apprentices in non-compulsory trades.
19. Conduct a review of compulsory certification.	<ul style="list-style-type: none"> • Compulsory trades require workers to be certified as a journeyperson, registered as an apprentice or hold a temporary permit to work in the trade. • Under the Act, it is now the responsibility of the Minister with a final decision made by the Lieutenant Governor in Council on whether to designate a trade as compulsory. • Apprenticeship Manitoba has conducted an industry-wide consultation on the compulsory certification of the Plumber trade. A report of the results will be presented to the Minister for review once the data has been fully analysed.

<p>20. Develop a junior and high school strategy to promote trades as careers and provide pathways into the apprenticeship system.</p>	<ul style="list-style-type: none"> • The Department provides a grant to Skills Canada Manitoba to fund skills awareness presentations for Manitoba students. • Students in the High School Apprenticeship Program (HSAP) can be accredited with their level one technical training if they receive a minimum of 70% on their level placement exam and transition to a regular apprenticeship program within two years. • Apprenticeship Manitoba has established the Youth Apprenticeship Program, which includes three main strategies for public schools: <ul style="list-style-type: none"> - HSAP accredited pre-employment programs; - trades awareness; and - HSAP – Professional Learning Group.
<p>21. Facilitate and promote the trades qualifications process to northern, rural and remote areas.</p>	<ul style="list-style-type: none"> • The Board streamlined certification for Trade Qualification applicants by removing the ten year requirement from the <i>Apprenticeship and Certification – General Regulation</i>. • The <i>Military Trades Recognition Regulation</i> helps military personnel earn interprovincial certification in their trades.
<p>22. Discuss and promote the apprenticeship model with other occupations not currently ‘designated’.</p>	<ul style="list-style-type: none"> • Apprenticeship Manitoba and the Board are engaged in ongoing consultations with industry over designated occupations. • <i>The Certified Occupations Act</i> was passed to create a certification framework for skills training in occupations that do not fit the traditional apprenticeship and certification model. This new legislative framework provides flexibility to address the needs of industry sectors where a standardized curriculum and on-the-job training are not available and where a competency-based assessment will benefit the industry and support labour market demands for identified skills gaps.
<p>23. The Province of Manitoba commits to leading by example by training apprentices within its workforce. Apprenticeship training should be required in all publicly tendered work contracts as well.</p>	<ul style="list-style-type: none"> • The Province created the <i>Public Sector Apprenticeship Training Strategy</i>, to promote apprenticeship within public sector organizations. • <i>The Apprenticeship Employment Opportunities Act (Public Works Contracts)</i> requires all contractors and subcontractors who are bidding on publically funded capital projects to be engaged in apprenticeship training by fiscal year 2014-2015.