

# Apprenticeship and Certification Board 2014-2015 Annual Report



Manitoba 

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## Executive Summary

This annual report accounts for and communicates the activities performed by the Apprenticeship and Certification Board (Board) that relate to the goals and objectives pledged by the Strategic Plan 2014-2015. The Board consulted with industry stakeholders in setting the priorities for 2014-2015.

### ■ Participation and Completion of Target Groups

The Board's Target Groups Advisory Committee (TGAC) was established in 2013 and tasked with identifying barriers and challenges facing individuals from under-represented groups. Target groups include women in non-traditional trades, Indigenous persons, persons with disabilities, and new Canadians. In 2014-2015, the final TGAC report was developed and completed. The report outlines the main barriers to the participation and completion of these groups in the apprenticeship and certification system, and makes recommendations to address these challenges.

### ■ Employer Engagement and Participation

Over the 2014-2015 fiscal year, the Board continued to engage with employers to increase knowledge of, and participation in, the apprenticeship and certification system. As part of its Employer Action Plan, the Community Liaison Standing Committee met with the Manitoba Employers Council to promote apprenticeship training and build collaborative relationships with employer groups. The committee also travelled to southern Manitoba to tour training facilities and meet with employers and educators who are involved in the apprenticeship system in order to further develop partnerships. In addition, the Board promoted the celebration of Apprenticeship Manitoba's 70<sup>th</sup> anniversary by hosting an event for industry stakeholders in November 2014. Finally, the Chair of the Board accompanied the Premier of Manitoba during the Premier's Skills Tour to promote the apprenticeship and certification system and engage with rural and northern employers.

### ■ Youth Involvement and Engagement

The Board's ongoing focus on youth involvement and engagement continued throughout 2014-2015. Promoting the High School Apprenticeship Program was an ongoing priority throughout the year and expanded programs increased the opportunities available to students. As part of its employer engagement strategy, the Community Liaison Standing Committee also met with educators and high school instructors to strengthen partnerships and gather information for future policy direction. In addition, a new accreditation process was established through a pilot project in selected programs to enable students to gain credit for Level One technical training in a post-secondary apprenticeship program. It is expected that this program will be extended to other trades over the next fiscal year.

### ■ Review of the Trades Qualification Program

The Board continues to review and assess the trades qualification program for effectiveness. During 2014-2015, the Board reviewed the assessment criteria for trades qualification applicants and found that the 10-year requirement for applicants was a barrier particularly for new Canadians. Upon the Governance Standing Committee's recommendation, the Board approved the removal of the 10-year requirement. Once legislative changes have been made, trades qualification applicants will no longer be required to demonstrate experience in the trade within the past 10 years. Instead, demonstrated competencies within the scope of the trade will be emphasized.

### ■ Practical Training Assessment

Over 2014-2015, the Board set a priority to continue its review and assessment of practical, on-the-job training in the apprenticeship and certification system. An initiative to increase the quality of practical training and assessment is currently underway. The Practical Training Logbook pilot project features one employer who will assist in developing and implementing

a training book to monitor on-the-job training. The project will then be assessed to determine the most effective way to incorporate this tool into the workplace.

- **Updating Program Standards: Regulations**  
 The Board continuously reviews and updates legislation under *The Apprenticeship and Certification Act*. In 2014-2015, the Board identified 10 trades for regulatory updates and completed its review of the *Apprenticeship and Certification – General Regulation*. A review of the *Apprenticeship and Trades Qualification Fees Regulation* is still ongoing. In 2014-2015, the Board also established the *Military Trades Recognition Regulation* under *The Apprenticeship and Certification Act*. This regulation provides the opportunity for former military personnel with trades-related credentials to challenge the certification examination in their trade to become Red Seal journeypersons.
- **Updating Program Standards: Technical Training**  
 The Board continuously reviews and updates the technical training requirements for Manitoba’s provincial and interprovincial designated trades. In 2014-2015 the Board identified 20 trades for technical training updates, to ensure apprentices are receiving the most up-to-date standards of training. In addition, the certification examinations in eight designated trades were identified for examination development in 2014-2015.



## Sommaire

Le présent rapport annuel fait état des activités réalisées par la Commission de l'apprentissage et de la reconnaissance professionnelle (« la Commission ») qui se rapportent aux objectifs énoncés dans le plan stratégique 2014-2015. La Commission a consulté les parties intéressées de l'industrie dans le cadre de son processus d'établissement des priorités pour l'exercice 2014-2015.

### ■ Participation et réussite des groupes cibles

En 2013, la Commission a créé le Comité consultatif sur les groupes cibles qui est chargé de définir les obstacles et les difficultés que doivent surmonter les personnes appartenant aux groupes sous-représentés. Ces groupes comprennent les femmes exerçant des métiers non traditionnels, les Autochtones, les personnes handicapées et les néo-Canadiens. En 2014-2015, le Comité a rédigé un rapport final. Ce rapport indique les principaux obstacles à la participation et à la réussite de ces groupes au régime d'apprentissage et de reconnaissance professionnelle. Des recommandations quant à la manière de surmonter ces difficultés y figurent également.

### ■ Participation des employeurs

Durant l'exercice 2014-2015, la Commission a continué d'établir des liens avec les employeurs afin de leur faire mieux connaître le régime d'apprentissage et de reconnaissance professionnelle et de les engager à y participer. Dans le cadre de son plan d'action de l'employeur, le comité permanent de liaison communautaire a rencontré le Manitoba Employer's Council afin de promouvoir la formation en apprentissage et d'établir des relations de collaboration avec les groupes d'employeurs. Par ailleurs, le comité s'est aussi rendu dans le sud du Manitoba pour visiter des installations de formation et rencontrer les employeurs et les éducateurs qui participent au régime d'apprentissage afin de renforcer ces partenariats. De plus, la Commission s'est occupée de la promotion de la célébration du 70<sup>e</sup> anniversaire d'Apprentissage Manitoba en organisant une activité en l'honneur des

intervenants de l'industrie en novembre 2014. Enfin, le président de la Commission a accompagné le premier ministre du Manitoba au cours de sa visite Skills Tour pour promouvoir le régime d'apprentissage et de reconnaissance professionnelle et établir des liens avec les employeurs des régions rurales et du Nord.

### ■ Participation des jeunes

La Commission a continué de concentrer ses efforts constants sur la participation des jeunes tout au long de l'année 2014-2015. La promotion du Programme d'apprentissage au secondaire a été une priorité permanente tout au long de l'année, et de nouvelles possibilités sont offertes aux étudiants par le biais de programmes élargis. Dans le cadre de sa stratégie axée sur la participation des employeurs, le comité permanent de liaison communautaire a également rencontré des éducateurs et des enseignants du secondaire pour renforcer des partenariats et recueillir des renseignements en vue de l'orientation des futures politiques. De plus, un nouveau processus afférent à la reconnaissance professionnelle a été élaboré dans le cadre d'un projet pilote portant sur certains programmes qui permet aux étudiants d'obtenir des crédits pour la formation technique de niveau un dans un programme d'apprentissage postsecondaire. On s'attend à ce que ce programme soit offert à d'autres métiers au cours du prochain exercice.

### ■ Examen du Programme de qualification professionnelle

La Commission continue d'examiner et d'évaluer l'efficacité du Programme de qualification professionnelle. Durant l'année 2014-2015, la Commission a examiné les critères d'évaluation des candidats à la qualification professionnelle et a découvert que l'exigence de dix ans pour les candidats était un obstacle, en particulier pour les néo-Canadiens. Sur la recommandation du comité permanent de gouvernance, la Commission a approuvé la suppression de l'exigence de dix ans. Une fois que les modifications législatives seront mises en œuvre, les candidats à la qualification

professionnelle ne devront plus démontrer qu'ils possèdent de l'expérience dans le métier au cours des dix dernières années. Cependant, l'accent sera mis sur la preuve des compétences qui relèvent du métier.

■ **Évaluation de la formation pratique**

Durant l'année 2014-2015, la Commission s'est attachée en priorité à continuer l'examen et l'évaluation de la formation pratique en milieu de travail dans le cadre du régime d'apprentissage et de reconnaissance professionnelle. Une initiative visant à améliorer la qualité de la formation pratique et l'évaluation est en cours. Le projet pilote relatif au carnet de formation pratique prévoit que l'employeur doit aider à l'élaboration et à la mise en œuvre d'un carnet de formation pour contrôler la formation en milieu de travail. Le projet sera ensuite évalué en vue de déterminer la façon la plus efficace d'incorporer cet outil dans le milieu de travail.

■ **Mise à jour des normes du Programme : règlements**

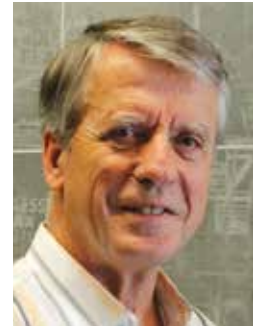
La Commission examine et met à jour continuellement la législation visée par la *Loi sur l'apprentissage et la reconnaissance professionnelle*. En 2014-2015, la Commission a identifié dix métiers pour des mises à jour réglementaires

et a achevé sa révision du *Règlement général sur l'apprentissage et la reconnaissance professionnelle*. Une révision du *Règlement sur le tarif des droits d'apprentissage et de qualification professionnelle* est toujours en cours. En 2014-2015, la Commission a également établi le *Règlement sur la reconnaissance des métiers militaires* en vertu de la *Loi sur l'apprentissage et la reconnaissance professionnelle*. Ce règlement offre aux anciens membres du personnel militaire ayant des titres de compétences reliés à un métier la possibilité de passer l'examen d'obtention du certificat d'exercice de leur métier pour devenir ouvrier spécialisé titulaire du Sceau rouge.

■ **Mise à jour des normes du Programme : formation technique**

La Commission examine et met à jour continuellement les exigences de formation technique pour les métiers désignés à l'échelle provinciale et interprovinciale au Manitoba. En 2014-2015, la Commission a identifié vingt métiers pour des mises à jour de la formation technique afin de veiller à ce que les apprentis reçoivent une formation répondant aux normes les plus actuelles. Par ailleurs, huit métiers désignés ont été identifiés pour l'élaboration d'examens d'obtention du certificat d'exercice en 2014-2015.

## Letter from the Chair



Kevin Chief  
Minister of Jobs and the Economy  
Room 333, Legislative Building  
450 Broadway  
Winnipeg, Manitoba R3C 0V8

Dear Minister:

On behalf of the Apprenticeship and Certification Board, I am pleased to submit the Annual Report for the fiscal year of April 1, 2014 to March 31, 2015.

As mandated by *The Apprenticeship and Certification Act*, the Board is required to develop an annual strategic plan, based on consultations with stakeholders, and then report on the accomplishments of the strategic plan through an annual report. The Annual Report provides an opportunity for the Board to be accountable for its work as well as report the accomplishments of the preceding year.

The 2014-2015 year was characterized by a substantial level of Board activity. In the fall of 2014 I was delighted to join the Premier of Manitoba on the Skills Tour in rural and northern regions of the province to promote the apprenticeship and certification system. I also had the chance to connect with industry stakeholders and employers to better understand the labour market needs of these regions and establish collaborative relationships.

Though the Board has responsibility for setting the legislative and policy framework for the delivery of services, we acknowledge that it is the dedicated efforts of the management and staff at Apprenticeship Manitoba that transform our intentions into tangible services to clients.

We also would like to acknowledge the many participants in the apprenticeship and certification system who support the Board's work, including the many organizations and stakeholders within Manitoba as well as our interprovincial counterparts.

We look forward to continuing to work with you and your Department to meet Manitobans' growing expectations in the area of apprenticeship training and trades certification.

Sincerely,

*Original signed by*

Leonard Harapiak  
Chair  
Apprenticeship and Certification Board

## Governance and Committees



### The Apprenticeship and Certification Board

Front Row (left to right): Leonard Harapiak, Ryan Einarson, Betty McInerney, Bruce Harris.  
Back Row (left to right): Cordella Friesen, Ron Stecy, Bob Senff, Ron Koslowsky, Marc Lafond, Rick Ullman,  
Daniel Blaikie, Allan Beach, Doug Lauvstad.  
Missing: Anita Campbell, Trent Siemens.

The Apprenticeship and Certification Board (Board) provides a governance and leadership role within its advisory mandate to co-ordinate a relevant, accessible and responsive apprenticeship and certification system in Manitoba. The Board's governance role involves responsibility for the development of an annual strategic plan based on consultations with stakeholders to identify and provide leadership on issues that have an impact on the apprenticeship system as a whole.

The Board is comprised of a Chair and a maximum of 14 members. The Chair is the official spokesperson for the Board, and is responsible for communication between the Board and the Minister. Five members

represent the interests of employees, five members represent the interests of employers, two members represent the public interest and one non-voting member represents the interests of apprentices.

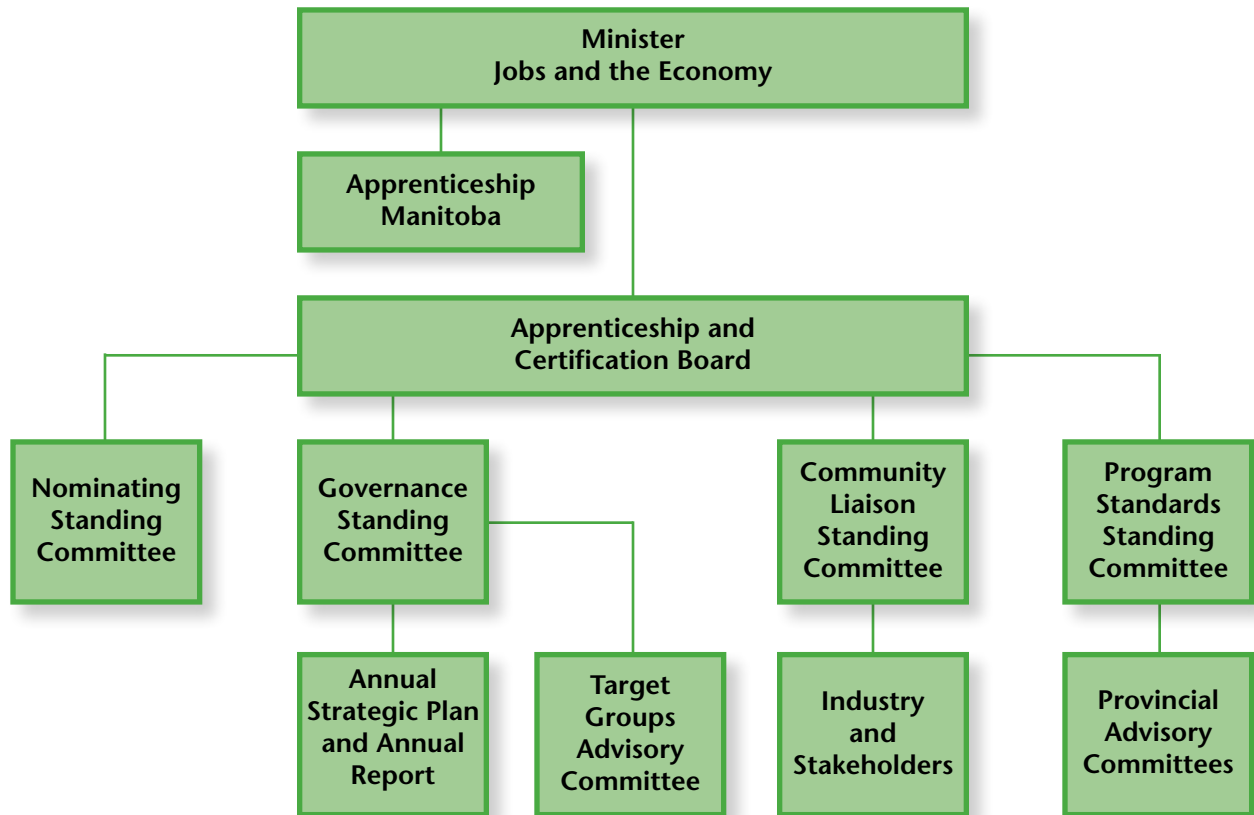
The Minister of Jobs and the Economy is responsible for appointing Board members and the Chair. The Board, in turn, appoints Provincial Advisory Committees (PACs) from which it receives and reviews recommendations about trade regulations, training standards, examinations and certification requirements.

Apprenticeship Manitoba provides the necessary technical and administrative support to the Board and the PACs.



## Organization

The Board's 2014-2015 organization structure is illustrated in the Organization Chart below. The Vision, Mission, Principles, Critical Priorities, and Roles and Responsibilities of the Board are outlined in the following section.



## The Vision

*The Apprenticeship and Certification Board provides leadership and direction to ensure a relevant, accessible, responsive and effective apprenticeship system.*

## Mission

*To deliver an enhanced apprenticeship and certification system in Manitoba by effectively meeting the changing needs of apprentices and employers, promoting greater stakeholder engagement, and improving transparency and accountability of the Board to the Minister of Jobs and the Economy as well as to stakeholders.*

The Board ensures its accountability by striving to:

- establish certification standards that meet industry needs
- establish program and delivery standards to ensure quality technical and practical training
- be respectful of the individual and shared responsibilities, and the expertise and experience of Apprenticeship Manitoba
- develop an annual Strategic Plan and Annual Report documenting the Board's work for each planning year in consultation with stakeholders
- report to and advise the Minister of Jobs and the Economy
- provide an apprenticeship system that is a viable, equitable post-secondary option

## Principles

The following values and principles provide the foundation for the Board's decision-making and conduct in carrying out its mandate.

### 1. Fiduciary Rather Than Representative Capacity

The Board acts for the greater good and in the best interests of the apprenticeship and certification system, seeking to advance the achievement of the Board's mandate.

### 2. Policy and Strategy Focus

The Board establishes strategic direction and policy for the apprenticeship and certification system in Manitoba and respects the management and implementation responsibilities of Apprenticeship Manitoba.

### 3. Commitment

The Board respects that an effective Board team requires individual as well as group commitment. Board members' individual commitment is reflected in their level of preparation, attendance and participation as well as in the portrayal of apprenticeship in members' community associations.

### 4. Safe and Respectful Environment

The Board creates and maintains a healthy environment for Board deliberations that respects the multiple perspectives and diverse experiences of Board members while ensuring that members remain focused on the Board's mandate and responsibilities.

### 5. Integrity and Courage

Board members shall be open, honest and transparent in all interactions and do what is right regardless of a decision's impact on individual members.

### 6. Single Voice

After sufficient deliberation and a fair voting process, Board members shall support Board decisions both publicly and privately.

### 7. Informed Decision-making

The Board bases its decisions on factual, objective and empirical information where available.

## Roles and Responsibilities

The Board is responsible for:

- promoting apprenticeship training and certification
- supporting employer and employee participation in apprenticeship and certification
- advising the minister about the training needs of Manitobans and the needs of the Manitoba labour market for skilled and trained persons
- participating in interprovincial apprenticeship initiatives

The Board has four Standing Committees that are solely comprised of Board members:

### 1. Governance Standing Committee (GSC)

This committee advises the Board regarding the development of the annual Strategic Plan and Annual Report, and performs other functions assigned by the Board.

- a. Reporting to the Governance Standing Committee is the Target Groups Advisory Committee (TGAC). The purpose of this committee is to develop recommendations for the Board on achieving greater participation and completion rates of target groups.

### 2. Community Liaison Standing Committee (CLC)

This committee serves as a liaison between the Board and stakeholders in the apprenticeship system, and works to build and maintain relationships with stakeholders. The CLC also advises the Board about Manitoba's needs for skilled and trained trades people, and provides recommendations for how to meet those needs.

### 3. Program Standards Standing Committee (PSSC)

This committee develops and revises apprenticeship programs, including content, training standards and examinations, and the qualifications required for certification in designated trades and occupations. The PSSC also upgrades qualifications as well as the content of regulations respecting designated trades and occupations.

#### 4. Nominating Standing Committee (NSC)

This committee establishes and maintains a list of potential candidates for appointment to Provincial Advisory Committees and other committees established by the board. When establishing a list of potential candidates for appointment to a Provincial Advisory Committee for a designated

trade or occupation, the Nominating Standing Committee must:

- consult with representatives of employers and employees in the trade or occupation and
- ensure that each candidate is associated with and knowledgeable about the trade or occupation

## Apprenticeship Manitoba

The Board receives assistance from Apprenticeship Manitoba (AM), which provides technical, administrative and financial support to the Board and PACs. AM is responsible for the administration of *The Apprenticeship and Certification Act*, the *Apprenticeship and Certification – General Regulation*, the *Apprenticeship and Trades Qualification Fees Regulation*, the *Appeals Procedure Regulation*, the *Administrative Penalty Regulation*, and apprenticeship programs for over 55 trades designated under the Act. AM also co-ordinates the training and qualifications system that delivers accredited, structured, workplace-based skills and technical training to apprentices, leading to journeyperson certification.

AM provides further support to the Board by helping the Board reach goals set within the annual Strategic Plan. In its role within this partnership, AM promotes trades training and certification to industry standards; co-ordinates information and planning for the designation of new trades; develops competency standards and curricula in co-operation with Manitoba industry and other provincial/territorial apprenticeship systems; processes requests for the accreditation of training programs to designated

trade standards; assists under-represented groups to access apprenticeship training; counsels on trades careers and certification matters and performs other essential support services to facilitate apprenticeship training and certification.

The Executive Director of AM is the Secretary to the Board, and is the main contact for inter-provincial and pan-Canadian apprenticeship initiatives. The Executive Director is responsible for consulting with industry, and represents Manitoba at the Canadian Council of Directors of Apprenticeship (CCDA).

### APPEALS PROCEDURE

The *Appeals Procedure User Guide* assists clients in understanding the process for appealing a decision made by the Executive Director of Apprenticeship Manitoba.

### FINANCIAL INCENTIVES

The Manitoba government provides financial incentives for apprentices, employers and journeypersons.

For apprentices, the Manitoba government provides:

- the majority of tuition fees for technical training
- Tuition Fee Income Tax Rebate
- HSAP Financial Incentive
- Tim McLean Memorial Bursary
- Access to Apprenticeship Bursary
- Final Year Apprenticeship Bursary

For employers, the Manitoba government provides:

- New Employer Hiring Grant
- Co-op Education and Apprenticeship Tax Credits

## Strategic Plan Review

This annual report accounts for and communicates the activities the Board has undertaken that relate to the goals and objectives committed through the 2014-2015 Strategic Plan.

The plan committed to the following areas of focus:

- Participation and Completion of Target Groups
- Employer Engagement and Participation
- Youth Involvement and Engagement
- Review of the Trades Qualification Program
- Practical Training Assessment
- Updating Program Standards: Regulations
- Updating Program Standards: Technical Training

An overarching Board priority is its commitment to the Manitoba government’s “Respectful Workplace Policy” and the application of these standards throughout the apprenticeship and certification system. These standards have special significance to the participation and completion of target groups.

Additionally, the Board continues to encourage the Manitoba government to continue to position apprenticeship training and certification as a viable, valuable post-secondary education option.

The following is a status update on the commitments made in the Strategic Plan 2014-2015. The Board will continue working on completing any unfinished priorities from previous strategic planning years to ensure continuity of efforts.



## Strategic Plan Priorities

### ■ Participation and Completion of Target Groups

In 2012-2013, the Board established the Target Groups Advisory Committee (TGAC) to research barriers to the participation and completion of target groups in the apprenticeship and certification system. The TGAC was also tasked with making policy recommendations to address these barriers. The target groups include women in non-traditional trades, Indigenous persons, new Canadians and persons with disabilities.

During the 2014-2015 strategic planning year, the TGAC developed and finalized a report outlining the main challenges for each under-represented group. The committee also met with a number of Manitoba stakeholders, such as employers, non-profit organizations and journeypersons, to determine the particular challenges facing stakeholder groups. Some of the barriers identified in the report include:

- stereotyping
- unwelcoming workplaces

- lack of long-term sustainable employment opportunities
- shortages of certified journeypersons in rural and northern regions
- language barriers
- lack of available data

The committee's recommendations fall into two broad categories: general and group-specific. Some of the general recommendations identified in the report include:

- increasing the development of strategies to promote the hiring and retention of target groups
- increasing the number of resources required to meet the needs of target group members
- educating those who influence the career choices of the target groups about opportunities within the skilled trades

### WOMEN IN TRADES FORUM

A forum for women in non-traditional trades called *Building Bridges: Increasing Women in the Trades* was held in October 2014. The Target Groups Advisory Committee report was the impetus for organizing this forum as a way to hear directly from female apprentices, employers and journeypersons about their experiences in non-traditional skilled trades. The forum featured guest speakers as well as panel discussions with apprentices and journeypersons. The panels included participants giving personal accounts of the barriers they have experienced and the solutions required to increase the representation of women in the skilled trades.



- further promoting respectful workplace and anti-harassment policies
- encouraging the public sector to lead by example in hiring apprentices and tradespeople in the target groups
- addressing challenges through alternative training delivery models

The Target Groups Advisory Committee report is publicly available on the Apprenticeship Manitoba website at [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers), and will also be published in hard copy in fall 2015.

Over the 2014-2015 year the Board conducted a policy cafe to prioritize the committee's recommendations. Work has already begun to implement some of the prioritized activities. In October 2014 a forum was held for women in non-traditional trades so they could share personal accounts of their experiences in the trades and discuss ways to address challenges and barriers. In addition, work has started on the establishment of a professional learning group for women in non-traditional trades.

## **NORTHERN CONSTRUCTION TRADES TRAINING PROGRAM**

The Northern Manitoba Sector Council, in collaboration with Apprenticeship Manitoba and Industry Training and Employment Services, will be providing northern residents with training opportunities with an overall objective of sustainable employment. The program, which is expected to start in spring of 2015, focuses on the trades of Industrial Electrician, Industrial Mechanic (Millwright), and Steamfitter-Pipefitter. The Sector Council will facilitate work placements for the apprentices during their practical training to ensure that they are exposed to the full scope of the trade.

## **TRADES BRIDGING PROGRAM**

The Trades Bridging Program is being offered in the trade of Automotive Service Technician (AST) to support internationally experienced ASTs in gaining language skills, increasing awareness of Canadian culture, developing theoretical and practical skills, and obtaining required experience to be eligible to write the certification exam in the trade of AST. Six applicants have been accepted into the program and are receiving supports through Apprenticeship Manitoba and its partners. The intended outcome of the program is that participants will successfully challenge the certification examination to become certified journeypersons.

## ■ Employer Engagement and Participation

The Board continues to uphold its commitment to increasing employer engagement and participation in the apprenticeship and certification system. In 2014-2015 the Board met with the Manitoba Employers Council to promote apprenticeship programs and build collaborative relationships.

In addition, the Community Liaison Standing Committee toured training and employment facilities in southern Manitoba to learn more about industry needs in that region. The committee met with industry stakeholders and educators to develop partnerships and determine future apprenticeship training opportunities.

The CLC is accessible to industry representatives who have questions about the apprenticeship and certification system, or want to request the designation of a new trade or occupation in Manitoba. During the 2014-2015 year, the CLC met with industry stakeholders about issues of concern and designation requests.

## ■ Youth Involvement and Engagement

The Board continued its commitment to increasing youth involvement in apprenticeship training throughout 2014-2015.

One particular focus has been increasing awareness within the broader education system to existing opportunities for youth in the skilled trades.

The Community Liaison Standing Committee strengthened partnerships with education stakeholders in 2014-2015. The Committee travelled to the Red River Technical Vocational Area to learn more about training programs for high school students and meet with employers to discuss trades training with Manitoba's youth. The CLC also focused on encouraging participation in the high school apprenticeship program and promoting awareness of this program to educators.

### DESIGNATING A TRADE OR OCCUPATION

The Apprenticeship and Certification Board has a toolkit available to the public that explains the designation process and provides information about how to apply for the designation of a new trade or occupation.

### STREAMLINING HSAP

The High School Apprenticeship Program (HSAP) has been streamlined by incorporating the HSAP application form into the primary apprenticeship application to clarify the process and make it easier to apply. In addition, the change of employer and change of trade fees have been waived for HSAP students so that they have more opportunities to explore different options during their program.



## HSAP INCENTIVE

The High School Apprenticeship Program (HSAP) Incentive was created in 2010 to increase employer and youth engagement in the HSAP and the post-secondary apprenticeship and certification system. Eligible apprentices receive a tuition exemption for one level of technical training for each 220 hours of work experience gained through HSAP. This incentive aims to encourage youth to pursue a career in the skilled trades, and is designed to increase youth transition and retention rates from secondary to post-secondary apprenticeship training in Manitoba. Since its implementation in 2011, 530 HSAP participants have taken advantage of the incentive.



## HIGH SCHOOL ACCREDITATION

Accreditation is available to high schools throughout the province to provide students with the opportunity to gain experience in the skilled trades. Students who successfully complete these programs can also gain credit toward a post-secondary apprenticeship program. There are 90 accredited programs currently being offered through approximately 30 Manitoba high schools.

The Provincial Accreditation Through High Schools (PATHS) program is a new recognition process for skilled trades technical training offered by high schools. Students who successfully complete the prescribed technical training with a cumulative average of at least 70 per cent are eligible to challenge the final exam for level 1 of their trade. Students who pass the final exam with a minimum of 70 per cent will receive a certificate from Apprenticeship Manitoba giving them credit toward level 1 of their post-secondary apprenticeship program. PATHS was piloted in 2014-2015 in the trades of Carpenter and Automotive Service Technician, and will continue to be piloted in these trades for the 2015-2016 school year.

## ■ Review of the Trades Qualification Program

A review of the trades qualification program was one of the Board's priorities for 2014-2015. One of the requirements for trades qualification has been that applicants must demonstrate a prescribed number of years' experience within the immediate past 10 years. After considering the criteria the Board determined that the 10-year requirement is unduly onerous to trades qualification applicants. The Board approved the elimination of the 10-year requirement,

which will be implemented through a change in legislation in 2015. The trades qualification process will continue to evaluate applicants according to high standards, and will focus on competencies obtained through on-the-job work experience as well as the achievement of scope in the trade.

The Board will continue to review trades qualification as a pathway to certification over the next fiscal year.

## ■ Updating Program Standards

Program standards involve both regulations and technical training.

Regulations set the parameters for the apprenticeship system. The Board approves the creation, updates and amendments of trade regulations, which are also informed by Provincial Advisory Committees (PACs).

Technical training is classroom-based instruction provided to apprentices in school, and includes theoretical units associated with the trade. Apprentices then apply the theoretical learning during their on-the-job training. Based on the recommendations from PAC members through the Program Standards Standing Committee (PSSC), the Board sets benchmarks for program standards.

Updating program standards is a core Board responsibility. PACs provide trade-specific expertise and recommend potential changes to program standards to keep them relevant and up-to-date. PACs help inform the PSSC, which in turn makes recommendations to the Board. The number of PAC meetings varies from year to year according to the trades identified in the Board's strategic plan.

Should an issue arise in a trade when it is not included in the strategic plan, the PAC Chair or an individual from industry may request a meeting with the Board's Community Liaison Standing Committee (CLC) to discuss the matter. More information on this process

can be obtained by contacting Apprenticeship Manitoba's Manager of Policy, Legislation and Board Operations at [apprenticeshipboard@gov.mb.ca](mailto:apprenticeshipboard@gov.mb.ca).

### Regulations

The Board continuously reviews and updates legislation under *The Apprenticeship and Certification Act*. In 2014-2015, the Board undertook the review of a number of trade regulations, and completed its review of the *Apprenticeship and Certification – General Regulation*. A review of the *Apprenticeship and Trades Qualification Fees Regulation* is still ongoing. Table 1.1 lists the trades for which a regulation review was undertaken in 2014-2015.

In 2014-2015 the Board established the *Military Trades Recognition Regulation*. This piece of legislation provides a pathway for former military personnel to challenge the Red Seal examination in one of 12 designated trades without further assessment. This provides the opportunity for eligible applicants to become certified in a trade for which they have already received training through the Canadian Military.

This past year the Board also approved in principle the designation of Powerline Technician as a trade in Manitoba. The Board continues to work with industry to develop the program standards and engage employers to fill membership spots for a Provincial Advisory Committee (PAC).

**Table 1.1** – The following trades were identified for regulatory review in 2014-2015 and include those trades carried over from previous strategic planning years:

| Trade                                 | Status                       | Date      |
|---------------------------------------|------------------------------|-----------|
| Esthetician                           | Registered                   | May 2014  |
| Boilermaker                           | Registered                   | Sept 2014 |
| Hairstylist                           | Registered                   | Sept 2014 |
| Crane and Hoisting Equipment Operator | On hold due to harmonization | 2015-2016 |
| Floorcovering Installer               | No PAC                       | 2015-2016 |
| Gasfitter                             | In progress                  | 2015-2016 |
| Glazier                               | No PAC                       | 2015-2016 |
| Insulator (Heat & Frost)              | In progress                  | 2015-2016 |
| Powerline Technician                  | In progress                  | 2015-2016 |
| Sprinkler System Installer            | In progress                  | 2015-2016 |

## MILITARY TRADES RECOGNITION REGULATION

Former Canadian Forces personnel who hold a QL5 credential in one of the military trades in column one are eligible to challenge the Red Seal exam free of charge in a corresponding designated trade listed in column two.

| Military Trade                                       | Designated Trade   |
|--|--|
| Construction Technician                              | Carpenter  |
| Cook   | Cook   |
| Electrical Distribution Technician                   | Construction Electrician   |
| Electrical Technician – including Marine Electrician | Industrial Electrician   |
| Marine Engineering Technician                        | Industrial Mechanic (Millwright)<br>or Machinist   |
| Material Technician                                  | Welder   |
| Plumbing and Heating Technician                      | Plumber  |
| Refrigeration and Mechanical Technician              | Refrigeration and Air-Conditioning Mechanic  |
| Vehicle Technician                                   | Automotive Service Technician<br>or Heavy Duty Equipment Technician<br>or Truck and Transport Mechanic |

## PUBLIC WORKS CONTRACTS

*The Apprenticeship Employment Opportunities Act (Public Works Contracts)* was proclaimed Nov. 3, 2014 and requires authorities under the Act to develop and implement a policy respecting the employment of apprentices by contractors who enter into public works contracts. A policy has been developed outlining the parameters for compliance under the Act, including general information, scope of application and the responsibilities of contracting authorities, contractors and subcontractors. More information on the policy and legislated requirements are on the Apprenticeship Manitoba website at [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers).

### Technical Training

The Board continuously reviews and updates technical training standards for Manitoba's designated provincial and interprovincial trades. The Board's strategic plan identifies which trades are due for review based on updates made to the trade's occupational analysis or other changes to the trade's standards. Table 1.2 lists the trades for which a technical training review was undertaken in 2014-2015. Table 1.3 lists the trades that were identified for certification exam development.

**Table 1.2** – The following trades were identified for technical training review in 2014-2015 and include those trades carried over from previous strategic planning years:

| Trade                                      | Status                       | Date      |
|--|------------------------------|-----------|
| Agricultural Equipment Technician          | On hold due to harmonization | 2015-2016 |
| Carpenter                                  | On hold due to harmonization | 2015-2016 |
| Crane and Hoisting Equipment Operator      | On hold due to harmonization | 2015-2016 |
| Heavy Duty Equipment Technician            | On hold due to harmonization | 2015-2016 |
| Ironworker (Generalist)                    | On hold due to harmonization | 2015-2016 |
| Truck and Transport Mechanic               | On hold due to harmonization | 2015-2016 |
| Welder                                     | On hold due to harmonization | 2015-2016 |
| Aircraft Maintenance Journeyman            | In progress                  | 2015-2016 |
| Boilermaker                                | In progress                  | 2015-2016 |
| Bricklayer                                 | In progress                  | 2015-2016 |
| Cabinetmaker                               | In progress                  | 2015-2016 |
| Construction Electrician                   | In progress                  | 2015-2016 |
| Gas Turbine Repair and Overhaul Technician | In progress                  | 2015-2016 |
| Industrial Electrician                     | In progress                  | 2015-2016 |
| Painter and Decorator                      | In progress                  | 2015-2016 |
| Plumber                                    | In progress                  | 2015-2016 |
| Power Electrician                          | In progress                  | 2015-2016 |
| Powerline Technician                       | In progress                  | 2015-2016 |
| Roofer                                     | In progress                  | 2015-2016 |
| Steamfitter-Pipefitter                     | In progress                  | 2015-2016 |

**Table 1.3** – The following trades were identified for certification exam development in 2014-2015:

| Trade                                 | Status    | Date |
|---------------------------------------|-----------|------|
| Agriculture and Equipment Technician  | Completed | 2014 |
| Boilermaker                           | Completed | 2014 |
| Cabinetmaker                          | Completed | 2014 |
| Glazier                               | Completed | 2014 |
| Machinist                             | Completed | 2014 |
| Recreation Vehicle Service Technician | Completed | 2014 |
| Roofer                                | Completed | 2014 |
| Transport Trailer Mechanic            | Completed | 2014 |

## CCDA HARMONIZATION EFFORTS

The Canadian Council of Directors of Apprenticeship (CCDA) is undertaking a national project to harmonize apprenticeship programs across the country in order to increase apprentice mobility. Manitoba has taken a leadership role in harmonization efforts, including as co-chair of one of the subcommittees, and has provided significant research and analytical support to the task force.

The following 10 Red Seal trades are being harmonized: Carpenter, Welder, Metal Fabricator (Fitter), Ironworker (Generalist), Ironworker (Reinforcing), Ironworker (Structural/Ornamental), Heavy Duty Equipment Technician, Mobile Crane Operator, Mobile Crane Operator (Hydraulic), and Tower Crane Operator. The CCDA has made significant progress on its recommendations, which are expected to be finalized by summer 2015. More information on the harmonization project can be found at [www.red-seal.ca](http://www.red-seal.ca).



### Sustainability in Apprenticeship

The Board has committed to promoting the use of sustainable technologies and process in technical training standards, and incorporating a “green lens” into the standards has been ongoing since 2011-2012. A green lens is defined as program or service features that are designed to help protect Manitoba’s environment and sustainably manage natural resources, while balancing diverse community interests. As technical training standards are updated, green lens objectives are incorporated into the curriculum units. These units are taught when apprentices attend the in-school portions of their apprenticeship program. Green technologies and processes have been added to the technical training for the following trades:

- Agricultural Equipment Technician
- Automotive Painter
- Automotive Service Technician
- Carpenter
- Motor Vehicle Body Repairer (Metal and Paint)
- Esthetician
- Heavy Duty Equipment Technician
- Industrial Mechanic (Millwright)
- Insulator (Heat and Frost)
- Landscape Horticulturist
- Lather (Interior Systems Mechanic)
- Machinist
- Painter and Decorator
- Pork Production Technician
- Refrigeration and Air Conditioning Mechanic (Residential and Commercial)
- Sprinkler System Installer
- Tool and Die Maker
- Transport Truck Mechanic
- Welder



### PUBLIC SECTOR APPRENTICESHIP TRAINING STRATEGY

The Public Sector Apprenticeship Training Strategy was introduced in June 2014. The Civil Service Commission, in joint effort with Apprenticeship Manitoba, developed and increased trade work experience opportunities for apprentices, high school students and college graduates in the public sector, with a particular focus on northern and rural regions.

## Statistics

### CURRENT ACTIVITIES AT A GLANCE

As of March 31, 2015

| <b>Apprentices</b> |                          |               |                  |
|--------------------|--------------------------|---------------|------------------|
|                    | <b>New Registrations</b> | <b>Active</b> | <b>Completed</b> |
| Male               | 1,891                    | 8,083         | 923              |
| Female             | 348                      | 1,168         | 217              |
| Total*             | 2,753                    | 10,941        | 1,249            |

| <b>Trade Qualifiers</b> |                              |                           |                               |
|-------------------------|------------------------------|---------------------------|-------------------------------|
|                         | <b>Applications Received</b> | <b>Exams Administered</b> | <b>TQ Certificates Issues</b> |
| Male                    | 312                          | 337                       | 188                           |
| Female                  | 98                           | 72                        | 22                            |
| Total*                  | 469                          | 456                       | 241                           |

\*Totals also include undisclosed gender.

### TARGET GROUPS

As of March 31, 2015

Note: Equity group declarations are voluntary. Statistical information is not currently available for new Canadians or persons with disabilities.

| <b>Women in Non-Traditional Trades**</b> |                          |               |                  |
|--|--------------------------|---------------|------------------|
| <b>Year</b>                              | <b>New Registrations</b> | <b>Active</b> | <b>Completed</b> |
| 2014-2015                                | 79                       | 262           | 18               |

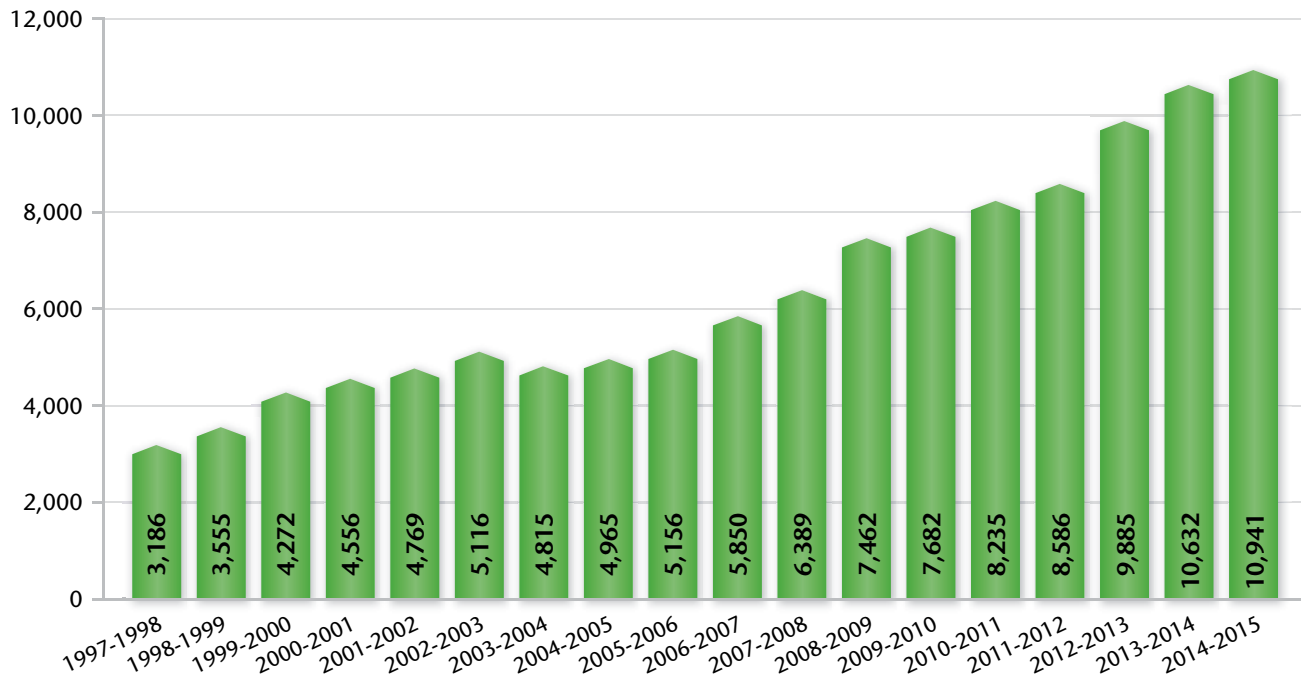
\*\*Non-traditional trades exclude Cook, Hairstylist, Esthetician (including Nail Technician and Skin Care Technician) and Electrologist.

| <b>Women in Traditional Trades**</b> |                          |               |                  |
|--------------------------------------|--------------------------|---------------|------------------|
| <b>Year</b>                          | <b>New Registrations</b> | <b>Active</b> | <b>Completed</b> |
| 2014-2015                            | 269                      | 906           | 199              |

\*\*\*Traditional trades include Cook, Hairstylist, Esthetician (including Nail Technician and Skin Care Technician) and Electrologist.

| <b>Indigenous Apprentices</b> |                          |               |                  |
|-------------------------------|--------------------------|---------------|------------------|
| <b>Year</b>                   | <b>New Registrations</b> | <b>Active</b> | <b>Completed</b> |
| 2014-2015                     | 241                      | 949           | 82               |

## Active Apprentices at Fiscal Year End (March 31st)



## ACTIVE APPRENTICES BY TRADE AND GENDER

As of March 31, 2015

| OCCUPATION  | FEMALE | MALE  | UNDISCLOSED | TOTAL |
|---|--------|-------|-------------|-------|
| Agricultural Equipment Technician   | 2      | 107   | 56          | 165   |
| Aircraft Maintenance Journeyman   | 10     | 66    | 9           | 85    |
| Automotive Painter  | 2      | 20    | 6           | 28    |
| Automotive Service Technician   | 14     | 401   | 81          | 496   |
| Boilermaker   | 2      | 35    | 11          | 48    |
| Bricklayer  | –      | 72    | 10          | 82    |
| Cabinetmaker  | 8      | 57    | 10          | 75    |
| Carpenter   | 36     | 1,113 | 249         | 1,398 |
| Computer Numerical Control Machinist  | 1      | –     | 1           | 2     |
| Concrete Finisher   | –      | 29    | 6           | 35    |
| Construction Craft Worker   | 1      | 45    | 5           | 51    |
| Construction Electrician  | 42     | 1,630 | 265         | 1,937 |
| Cook  | 134    | 115   | 77          | 326   |
| Crane and Hoist Operator – Power Generation and Transmission<br>Branch 1: Mobile Crane Operator | –      | 4     | –           | 4     |



| OCCUPATION  | FEMALE | MALE | UNDISCLOSED | TOTAL |
|---|--------|------|-------------|-------|
| Crane and Hoist Operator – Power Generation and Transmission<br>Branch 2: Boom Truck Hoist Operator | –      | –    | –           | –     |
| Crane and Hoisting Equipment Operator<br>Branch 1: Mobile Crane Operator                            | 1      | 59   | 5           | 65    |
| Crane and Hoisting Equipment Operator<br>Branch 2: Boom Truck Hoist Operator                        | –      | 9    | –           | 9     |
| Crane and Hoisting Equipment Operator<br>Branch 3: Tower Crane Operator                             | 1      | 6    | –           | 7     |
| Diesel Engine Mechanic  | 4      | 169  | 27          | 200   |
| Electric Motor System Technician  | –      | 2    | 1           | 3     |
| Electrologist   | 1      | –    | 3           | 4     |
| Esthetician   | 153    | 8    | 32          | 193   |
| Esthetician – Nail Technician   | 79     | 4    | 49          | 132   |
| Esthetician – Skin Care Technician  | 5      | –    | 2           | 7     |
| Floorcovering Installer   | –      | 10   | 2           | 12    |
| Gas Turbine Repair & Overhaul Technician  | 4      | 36   | 5           | 45    |
| Gasfitter (Commercial A)  | –      | 16   | 5           | 21    |
| Gasfitter (Domestic B)  | 2      | 34   | 12          | 48    |
| Glazier   | –      | 10   | 2           | 12    |
| Hairstylist   | 534    | 56   | 132         | 722   |
| Heavy Duty Equipment Technician   | 5      | 268  | 53          | 326   |
| Industrial Electrician  | 8      | 173  | 15          | 196   |
| Industrial Mechanic (Millwright)  | 11     | 286  | 34          | 331   |
| Instrumentation and Control Technician  | 1      | 21   | 4           | 26    |
| Insulator (Heat and Frost)  | 7      | 70   | 4           | 81    |
| Ironworker (Generalist)   | –      | 97   | 9           | 106   |
| Landscape Horticulturist  | 17     | 66   | 13          | 96    |
| Lather (Interior Systems Mechanic)  | 1      | 105  | 6           | 112   |
| Machinist   | 1      | 76   | 9           | 86    |
| Marine and Outdoor Power Equipment Technician   | 3      | 36   | 14          | 53    |
| Motor Vehicle Body Repairer (Metal and Paint)   | 3      | 206  | 39          | 248   |
| Painter and Decorator   | 7      | 32   | 10          | 49    |
| Partsperson   | 7      | 29   | 3           | 39    |
| Plumber   | 10     | 760  | 113         | 883   |
| Pork Production Technician  | 10     | 73   | 11          | 94    |
| Power Electrician   | 12     | 107  | 5           | 124   |
| Pre-Engineered Building Erector   | –      | 5    | –           | 5     |
| Railway Car Technician  | 6      | 207  | 47          | 260   |

| OCCUPATION  | FEMALE | MALE  | UNDISCLOSED | TOTAL  |
|---|--------|-------|-------------|--------|
| Recreation Vehicle Service Technician                             | –      | 4     | 1           | 5      |
| Refrigeration and Air Conditioning Mechanic – Commercial          | 7      | 265   | 23          | 295    |
| Refrigeration and Air Conditioning Mechanic – Residential         | –      | 70    | 15          | 85     |
| Rig Technician  | –      | –     | –           | –      |
| Roofer  | –      | 50    | 5           | 55     |
| Sheet Metal Worker  | –      | 191   | 24          | 215    |
| Sloped Roofer   | –      | 2     | –           | 2      |
| Sprinkler System Installer  | –      | 65    | 8           | 73     |
| Steamfitter-Pipefitter  | 1      | 120   | 16          | 137    |
| Steel Fabricator  | –      | 9     | 5           | 14     |
| Tool and Die Maker  | –      | 9     | –           | 9      |
| Transport Trailer Technician                                      | –      | 35    | 6           | 41     |
| Truck and Transport Mechanic                                      | 3      | 311   | 54          | 368    |
| Water and Wastewater Technician                                   | –      | 3     | –           | 3      |
| Water and Wastewater Technician<br>Wastewater Collection Operator | –      | –     | –           | –      |
| Water and Wastewater Technician<br>Wastewater Treatment Operator  | –      | –     | –           | –      |
| Water and Wastewater Technician<br>Water Distribution Operator    | –      | –     | –           | –      |
| Water and Wastewater Technician<br>Water Treatment Operator       | –      | –     | –           | –      |
| Welder  | 12     | 219   | 81          | 312    |
| Grand Total   | 1,168  | 8,083 | 1,690       | 10,941 |

## NEW REGISTRATIONS BY TRADE AND GENDER

As of March 31, 2015

| OCCUPATION                           | FEMALE | MALE | UNDISCLOSED | TOTAL |
|--------------------------------------|--------|------|-------------|-------|
| Agricultural Equipment Technician    | 2      | 33   | 21          | 56    |
| Aircraft Maintenance Journeyperson   | 1      | 20   | –           | 21    |
| Automotive Painter                   | 1      | 3    | 2           | 6     |
| Automotive Service Technician        | 2      | 120  | 26          | 148   |
| Boilermaker                          | 2      | 40   | 11          | 53    |
| Bricklayer                           | –      | 14   | 2           | 16    |
| Cabinetmaker                         | 1      | 16   | 6           | 23    |
| Carpenter                            | 7      | 212  | 57          | 276   |
| Computer Numerical Control Machinist | –      | –    | –           | –     |

| OCCUPATION  | FEMALE | MALE | UNDISCLOSED | TOTAL |
|---|--------|------|-------------|-------|
| Concrete Finisher   | –      | 7    | –           | 7     |
| Construction Craft Worker   | –      | 12   | 1           | 13    |
| Construction Electrician  | 9      | 360  | 75          | 444   |
| Cook  | 61     | 54   | 24          | 139   |
| Crane and Hoist Operator – Power Generation and Transmission<br>Branch 1: Mobile Crane Operator     | –      | 2    | –           | 2     |
| Crane and Hoist Operator – Power Generation and Transmission<br>Branch 2: Boom Truck Hoist Operator | –      | –    | –           | –     |
| Crane and Hoisting Equipment Operator<br>Branch 1: Mobile Crane Operator                            | –      | 11   | 4           | 15    |
| Crane and Hoisting Equipment Operator<br>Branch 2: Boom Truck Hoist Operator                        | –      | 5    | –           | 5     |
| Crane and Hoisting Equipment Operator<br>Branch 3: Tower Crane Operator                             | 1      | 2    | –           | 3     |
| Diesel Engine Mechanic  | 1      | 44   | 1           | 46    |
| Electric Motor System Technician  | –      | –    | –           | –     |
| Electrologist   | –      | –    | 1           | 1     |
| Esthetician   | 36     | –    | 14          | 50    |
| Esthetician – Nail Technician   | 35     | –    | 28          | 63    |
| Esthetician – Skin Care Technician  | 1      | –    | 2           | 3     |
| Floorcovering Installer   | –      | 1    | –           | 1     |
| Gas Turbine Repair & Overhaul Technician  | –      | –    | –           | –     |
| Gasfitter (Commercial A)  | –      | 7    | 2           | 9     |
| Gasfitter (Domestic B)  | 1      | 12   | 5           | 18    |
| Glazier   | –      | 3    | –           | 3     |
| Hairstylist   | 136    | 10   | 56          | 202   |
| Heavy Duty Equipment Technician   | 3      | 73   | 20          | 96    |
| Industrial Electrician  | 2      | 31   | 2           | 35    |
| Industrial Mechanic (Millwright)  | 3      | 70   | 7           | 80    |
| Instrumentation and Control Technician  | –      | 5    | –           | 5     |
| Insulator (Heat and Frost)  | –      | 3    | –           | 3     |
| Ironworker (Generalist)   | –      | 24   | 3           | 27    |
| Landscape Horticulturist  | 9      | 29   | 8           | 46    |
| Lather (Interior Systems Mechanic)  | 1      | 35   | 3           | 39    |
| Machinist   | –      | 14   | 1           | 15    |
| Marine and Outdoor Power Equipment Technician   | 2      | 7    | 7           | 16    |
| Motor Vehicle Body Repairer (Metal and Paint)   | 2      | 37   | 9           | 48    |
| Painter and Decorator   | 2      | 8    | 3           | 13    |

| OCCUPATION  | FEMALE | MALE  | UNDISCLOSED | TOTAL |
|---|--------|-------|-------------|-------|
| Partsperson   | 6      | 13    | –           | 19    |
| Plumber   | 3      | 153   | 31          | 187   |
| Pork Production Technician  | 6      | 25    | 2           | 33    |
| Power Electrician   | 2      | 14    | –           | 16    |
| Pre-Engineered Building Erector                                   | –      | 1     | –           | 1     |
| Railway Car Technician  | 2      | 43    | –           | 45    |
| Recreation Vehicle Service Technician                             | –      | –     | –           | –     |
| Refrigeration and Air Conditioning Mechanic – Commercial          | 3      | 36    | 5           | 44    |
| Refrigeration and Air Conditioning Mechanic – Residential         | –      | 10    | 4           | 14    |
| Rig Technician  | –      | –     | –           | –     |
| Roofer  | –      | 17    | 4           | 21    |
| Sheet Metal Worker  | –      | 43    | 10          | 53    |
| Sloped Roofer   | –      | 2     | –           | 2     |
| Sprinkler System Installer  | –      | 10    | –           | 10    |
| Steamfitter-Pipefitter  | –      | 26    | 5           | 31    |
| Steel Fabricator  | –      | –     | –           | –     |
| Tool and Die Maker  | –      | 2     | –           | 2     |
| Transport Trailer Technician                                      | –      | 7     | 3           | 10    |
| Truck and Transport Mechanic                                      | –      | 88    | 21          | 109   |
| Water and Wastewater Technician                                   | –      | –     | –           | –     |
| Water and Wastewater Technician<br>Wastewater Collection Operator | –      | –     | –           | –     |
| Water and Wastewater Technician<br>Wastewater Treatment Operator  | –      | –     | –           | –     |
| Water and Wastewater Technician<br>Water Distribution Operator    | –      | –     | –           | –     |
| Water and Wastewater Technician<br>Water Treatment Operator       | –      | –     | –           | –     |
| Welder  | 5      | 77    | 28          | 110   |
| Grand Total   | 348    | 1,891 | 514         | 2,753 |

## HIGH SCHOOL APPRENTICESHIP PROGRAM

As of March 31, 2015

| OCCUPATION  | NEW REGISTRATIONS | ACTIVE |
|---|-------------------|--------|
| Agricultural Equipment Technician   | 18                | 36     |
| Aircraft Maintenance Journeyperson  | 1                 | 1      |
| Automotive Painter  | 3                 | 3      |
| Automotive Service Technician   | 38                | 65     |
| Boilermaker   | –                 | –      |
| Bricklayer  | –                 | 2      |
| Cabinetmaker  | 4                 | 13     |
| Carpenter   | 77                | 184    |
| Computer Numerical Control Machinist  | –                 | –      |
| Concrete Finisher   | 6                 | 13     |
| Construction Craft Worker   | 13                | 28     |
| Construction Electrician  | 28                | 43     |
| Cook  | 114               | 235    |
| Crane and Hoist Operator – Power Generation and Transmission<br>Branch 1: Mobile Crane Operator     | –                 | –      |
| Crane and Hoist Operator – Power Generation and Transmission<br>Branch 2: Boom Truck Hoist Operator | –                 | –      |
| Crane and Hoisting Equipment Operator<br>Branch 1: Mobile Crane Operator                            | –                 | –      |
| Crane and Hoisting Equipment Operator<br>Branch 2: Boom Truck Hoist Operator                        | –                 | –      |
| Crane and Hoisting Equipment Operator<br>Branch 3: Tower Crane Operator                             | –                 | –      |
| Diesel Engine Mechanic  | –                 | –      |
| Electric Motor System Technician  | –                 | –      |
| Electrologist   | –                 | –      |
| Esthetician   | 3                 | 3      |
| Esthetician – Nail Technician   | 1                 | 1      |
| Esthetician – Skin Care Technician  | –                 | –      |
| Floorcovering Installer   | 1                 | 10     |
| Gas Turbine Repair & Overhaul Technician  | –                 | –      |
| Gasfitter (Commercial A)  | 1                 | 1      |
| Gasfitter (Domestic B)  | 2                 | 2      |
| Glazier   | 1                 | 3      |
| Hairstylist   | 18                | 30     |
| Heavy Duty Equipment Technician   | 24                | 41     |
| Industrial Electrician  | 4                 | 6      |

| OCCUPATION  | NEW REGISTRATIONS | ACTIVE |
|---|-------------------|--------|
| Industrial Mechanic (Millwright)                                  | 9                 | 18     |
| Instrumentation and Control Technician                            | –                 | 2      |
| Insulator (Heat and Frost)  | –                 | 2      |
| Ironworker (Generalist)   | 1                 | 1      |
| Landscape Horticulturist  | 27                | 52     |
| Lather (Interior Systems Mechanic)                                | 4                 | 10     |
| Machinist   | 3                 | 6      |
| Marine and Outdoor Power Equipment Technician                     | 7                 | 13     |
| Motor Vehicle Body Repairer (Metal and Paint)                     | 17                | 31     |
| Painter and Decorator   | 2                 | 6      |
| Partsperson   | 15                | 20     |
| Plumber   | 20                | 36     |
| Pork Production Technician  | 18                | 46     |
| Power Electrician   | 1                 | 1      |
| Pre-Engineered Building Erector                                   | 1                 | 1      |
| Railway Car Technician  | –                 | –      |
| Recreation Vehicle Service Technician                             | –                 | 2      |
| Refrigeration and Air Conditioning Mechanic – Commercial          | 2                 | 5      |
| Refrigeration and Air Conditioning Mechanic – Residential         | 2                 | 5      |
| Rig Technician  | –                 | –      |
| Roofer  | 8                 | 16     |
| Sheet Metal Worker  | 11                | 17     |
| Sloped Roofer   | 1                 | 1      |
| Sprinkler System Installer  | –                 | 2      |
| Steamfitter-Pipefitter  | 1                 | 2      |
| Steel Fabricator  | –                 | 8      |
| Tool and Die Maker  | –                 | –      |
| Transport Trailer Technician                                      | 5                 | 10     |
| Truck and Transport Mechanic                                      | 25                | 46     |
| Water and Wastewater Technician                                   | –                 | 1      |
| Water and Wastewater Technician<br>Wastewater Collection Operator | –                 | –      |
| Water and Wastewater Technician<br>Wastewater Treatment Operator  | –                 | –      |
| Water and Wastewater Technician<br>Water Distribution Operator    | –                 | –      |
| Water and Wastewater Technician<br>Water Treatment Operator       | –                 | –      |
| Welder  | 48                | 88     |
| Grand Total   | 585               | 1,168  |

## **CONTACT INFORMATION**

Apprenticeship and Certification Board  
c/o Manager of Policy, Legislation and Board Operations  
100 – 111 Lombard Ave.  
Winnipeg MB R3B 0T4  
Email: [apprenticeshipboard@gov.mb.ca](mailto:apprenticeshipboard@gov.mb.ca)

## **USEFUL LINKS**

A list of informative links for employers, apprentices, stakeholders and jurisdictions can be found at: [manitoba.ca/tce/apprent/links](http://manitoba.ca/tce/apprent/links).

