

**Minutes of a Meeting
The Apprenticeship and Certification Board
1010-401 York Ave.
Wednesday, April 27, 2011
12:00 p.m. – 4:00 p.m.**

BOARD MEMBERS

In attendance:

Campbell, Anita	Public Interest Representative
Harapiak, Leonard	Chair
Lengyel, Les	Employer Representative
Martin, Dave	Employee Representative
McNabb, Jamie	Employer Representative
Stecy, Ron	Employee Representative
Ullman, Rick	Employee Representative
Ware, Greg	Employer Representative
Vacant	Employee Representative
Scott Sinclair	Ex-Officio Member, Board Secretary

Regrets/absent:

Beach, Allan	Employee Representative
Braun, Tim	Apprentice Representative
Lauvstad, Doug	Employer Representative

Guests:

Mr. Mark Frison, President, Assiniboine Community College
Mr. Alan Copeland, Vice President, Assiniboine Community College
Mr. Barry Gooden, Dean of Trades Assiniboine Community College
Ms Stephanie Forsyth, President, Red River College
Mr. Ken Webb, Vice President Academic, Red River College

APPRENTICESHIP MANITOBA STAFF

Karine Levasseur, Policy Analyst

.1 Call to Order

The meeting was called to order at 12:150 p.m.

.2 Approval of Agenda

The agenda was approved as amended.

Motion 2011.04.1 moved by **Anita Campbell** seconded by **Rick Ullman**
Motion carried 8 in favour 0 opposed 0 abstained.

.3 Approval of past minutes

The Board minutes of March 23, 2011 approved as amended.

Motion 2011.04.2 moved by **Dave Martin** seconded by **Rick Ullman**
Motion carried 8 in favour 0 opposed 0 abstained.

.4 Review of previous meeting

The Chair noted the generally positive feedback from March 23/11 and that no specific issues were identified.

.1 Chair's Update

Leonard Harapiak reported that as a representative of the Interprovincial Alliance of Board Chairs (IPA), he recently attended a meeting of the Canadian Council of Directors of Apprenticeship (CCDA) Stakeholder Relations Committee meetings in Ottawa and Toronto. This committee is focused on developing stronger relations between stakeholders and apprenticeship training with a specific focus on Red Seal.

He also noted the recent announcement by the Premier that Apprenticeship Manitoba is on target to double seat capacity to 4,000/year.

.2 Executive Director's Update

Scott Sinclair noted that he has met with the Manitoba Heavy Construction Association regarding the value of participating in apprenticeship training for a number of trades in particular; Construction Craft Worker, Heavy Duty Mechanic, Concrete Finisher and for the potential designation of a Heavy Equipment Operator trade.

Adding to Leonard's comments on the increase of training capacity, Scott noted that Apprenticeship continues to have strong support from the government and that the budget for 2011/2012 has increased by over 4 million dollars to a total of 21 million. In comparison, the total budget for 2007 was approximately 10 million dollars.

.1 Nominating Committee

No current meeting to report on.

.2 Governance Committee (GC) and Community Liaison Committee (CLC)

Motion 2011.04.3 moved by Ryan Einarson seconded by Greg Ware
The Board accepts as information, the GC records of decision from March 22, 2011.
Motion carried 8 in favour 0 opposed 0 abstained

.3 Community Liaison Committee (CLC)

Motion 2011.04.4 moved by Ron Stecy seconded by Dave Martin
The Board accepts as information, the GC records of decision from March 22, 2011.
Motion carried 8 in favour 0 opposed 0 abstained

.4 Program Standards Committee

The Chair reviewed the recommendations from the April 20, 2011 meeting:

- Trade Regulations

Rail Car Technician – deferred for further review at the request of industry
 Diesel Engine Mechanic – deferred for further review at the request of industry

Pre-Engineered Building Erector (PEBE)

The Provincial Advisory Committee (PAC) for PEBE consulted industry on the proposed regulation from March 25, 2011 to April 15, 2011. It reviewed the feedback and made a recommendation that the Board approve the regulation. The Board discussed whether installing windows and doors and pouring the concrete foundations had been considered or included in word “systems”. It asked the Branch to ensure that the scope of the trade is consistent with the Provincial Occupational Analysis.

Motion 2011.04.05 moved by Dave Martin seconded by Les Lengyel

That, without making a motion on every section, the Board accepts the trade regulation as recommended by the PAC.

Motion carried 9 in favour 0 opposed 0 abstained

Landscape Horticulturalist

The Red Seal name for Landscape Technician is Landscape Horticulturalist. The current name does not reflect the horticultural tasks and the current regulation does not reflect “Block D” tasks in the National Occupational Analysis (NOA). The current program standard however, does include the specific training. To maintain consistency between the regulation and the occupational analysis upon which it is based, it is recommended that the regulation be updated to include the tasks outlined in Block D of the NOA.

Motion 2011.04.06 moved by **Dave Martin** seconded by **Anita Campbell**

That, without making a motion on every section, the Board accepts, without amendments, the trade regulation as recommended by the PAC.

Motion carried 9 in favour 0 opposed 0 abstained

- **Program Standards**

- Water and Wastewater Technician

The Water and Wastewater Technician PAC consulted 208 industry stakeholders on the proposed program standards. No responses were received and the PAC recommends the Board to accept the standards as presented. Technical training will be delivered either in-school or on-line. This will be the first Water and Wastewater Technician apprenticeship program in Canada.

Motion 2011.04.07 moved by **Ron Stecy** seconded by **Anita Campbell**

To accept the proposed technical training Profile and the Level Chart as the form and format for delivery of the trade of Water and Wastewater Technician.

Motion carried 9 in favour 0 opposed 0 abstained

- Administration of Hairstylist Practical Exams

The process of scheduling and administration of Hairstylist exams will now be transferred to accredited institutions via embedding it in the technical training. This change means the program needs to be amended to incorporate the 7-hour exam. This is achieved by removing the outdated 14-hour WHMIS, First Aid and CPR unit and replacing it with the current, Board-approved 7-hour Trade Safety Awareness unit. The remaining 7 hours will be allotted to the examination.

Motion 2011.04.08 moved by **Ron Stecy** seconded by **Les Lengyel**

To accept the proposed the Level Chart as the basis of technical training for the trade of Hairstylist.

Motion carried 9 in favour 0 opposed 0 abstained

- Gasfitter "A"

Motion 2011.04.09 moved by **Ron Stecy** seconded by **Anita Campbell**

To accept the proposed the Level Chart as the basis of technical training and the units of instructions as the content and format for delivery of the trade of Gasfitter A.

Motion carried 9 in favour 0 opposed 0 abstained

- Regulations & Standards

Steamfitter/Pipefitter

The Steamfitter/Pipefitter PAC consulted with industry and reviewed the following feedback:

- Of 8 submissions 7 favour mandatory gasfitter training
- Merit Contractors suggested a two-stream system whereby and employer and employee could decide, based on their particular needs, between specific trade training with Gasfitter certification or specific trade training without Gasfitter certification.

The PAC recommends that Gasfitter be mandatory.

Change needed to move to mandatory gasfitter training is with the term of apprenticeship. Currently, the fifth level is a hollow leg year with no technical training. Gasfitter technical training will now occur in this level and section 5 of the regulation will be modified to reflect that.

With an amendment to the term of apprenticeship, a coming-into-force provision is required and the Board-approved minimum 60-day coming-into-force provision will be included.

Unrelated to gasfitter training, a review of the trade regulation revealed that s. 10 (transition: extended period for grandparenting) will automatically be removed by MB Justice because the "window" to grandparent closed Jan 2010.

An information letter and copies of the regulation and standards will be sent to all industry employers, employees and the colleges. The information will be posted to Apprenticeship's website.

Motion 2011.04.10 moved by Rick Ullman seconded by Jamie McNabb

To accept the trade regulation and program standards for the trade of Steamfitter/Pipefitter as presented.

Motion carried 9 in favour 0 opposed 0 abstained

Plumber

The Plumber PAC consulted with industry and reviewed the following feedback:

- Of 38 submissions 35 favour mandatory gasfitter training
- 3 favour optional because for rural apprentices who are very likely not to get much if any, on the job gasfitting experience, it will be very difficult to attain the required hours to complete.
- Merit Contractors suggested a two-stream system whereby and employer and employee could decide, based on their particular needs, between specific trade training with Gasfitter certification or specific trade training without Gasfitter certification.

The PAC recommends that Gasfitter be mandatory.

Trade Regulation sections that need amendment to establish mandatory gasfitter are:

- Section. 3 to increase the term of apprenticeship from four to five years.
- Section 4(1) and 4(3) to add minimum wage rates for the additional fifth level.

- Amendment to section 6 to provide for a transition period for previously registered apprentices. This amendment is required to transition plumber apprentices in levels 3 and 4 on the day the new trade regulation comes into force. On this day the new trade regulation comes into force, level 3 and 4 Plumber apprentices will be eligible to receive a certification of qualification in the trade upon successful completion of the written certification examination in level 4. Comparatively, level 1 and 2 apprentices on the day the new trade regulation comes into force will fall under the new provisions and will be eligible to receive a certification of qualification in the trade in level 5.
- With amendments to the term of apprenticeship and minimum wage rates, a coming-into-force provision is required and the Board-approved minimum 60-day coming-into-force provision will be included.

An information letter and copies of the regulation and standards will be sent to all industry employers, employees and the colleges. The information will be posted to Apprenticeship's website.

Motion 2011.04.11 moved by Rick Ullman seconded by Jamie McNabb

To accept the trade regulation and program standards for the trade of Plumber as presented.

Motion carried 9 in favour 0 opposed 0 abstained

Refrigeration and Air Conditioning Mechanic (Commercial)

The RACM (C) PAC consulted with industry and reviewed the following feedback:

- Of 11 submissions 10 favour mandatory gasfitter training
- The respondents felt that as most RACM companies service gas equipment, optional training would lead to mechanics not being properly qualified to do the work as well as them being restricted to only working on commercial projects if not qualified to install and service refrigeration heating and cooling systems.

The PAC recommends that Gasfitter be mandatory.

The recommendation for a dual-stream was received after the PAC had met so it did not deliberate on the option.

Trade Regulation sections that need amendment to establish mandatory gasfitter are:

- Removal of s. 4 (entry requirements) to rely on s. 3 of the General Regulation. NOTE: The RACM Residential PAC has approved this deletion on April 14, 2011)
- Amendment of s. 5(1)(a) to reflect technical training in the fifth level for RACM Commercial and removal of s. 5 (2 and 3) (credit for prior learning) to rely on s. 18 of the General Regulation
- Removal of s. 9 (certification outside apprenticeship) to rely on s. 22 of the General Regulation (NOTE: The RACM Residential PAC has approved this deletion on April 14, 2011)
- Removal of s. 10 (transitional: certification without examination). Please note, this transition has expired and will be removed automatically by MB Justice since the one-year grandparenting window closed after the trade was designated compulsory. Approval from the PAC or Board is not required.

Motion 2011.04.12 moved by Ron Stecy seconded by Les Lengyel

To accept the trade regulation and program standards for the trade of Refrigeration and Air Conditioning Mechanic as presented.

Motion carried **9 in favour** **0 opposed** **0 abstained**

Refrigeration and Air Conditioning Mechanic (Residential) –

Decision on the regulation was deferred pending the Sheet Metal PAC's review and consideration of whether or not duct work should be included in the limitation. The standards were approved as presented.

Motion 2011.04.13 **moved by Ron Stecy** **seconded by Les Lengyel**

To accept the Level chart as the basis for technical training and the units of instruction as the content and form for delivery of technical training.

Motion carried **9 in favour** **0 opposed** **0 abstained**

2011.04.04 CONTINUING BUSINESS

2011.04.05 NEW BUSINES

1. Discussion with guests from Assiniboine Community College and Red River College.

Representatives from the Colleges were invited to meet with the Board to discuss issues of common interest including:

- Opportunities for partnership between the Board and the college
- The new strategic plan consultation process and how the colleges felt it worked for them
- The role of the Colleges/instructors in the PAC consultation process
- Labour market demand/training opportunities/emerging industries

Mr. Mark Frison, President, Mr. Alan Copeland, Vice President and Mr. Barry Gooden, Dean of Trades represented Assiniboine Community College. Ms Stephanie Forsyth, President and Mr. Ken Webb Vice President Academic, represented Red River College.

All of the guests indicated that the college and the Branch have a very good working relationship. The group discussed the value of instructor participation on advisory committees, the need to increase employer engagement and to make positive change in the public perception of the trades as valuable post-secondary options. ACC noted that they are scheduled to meet with secondary counsellors and will begin to move the message into the school system more. Leonard Harapiak noted the need to engage School Superintendants & Trustees who, along with parents, may have the biggest influence in changing attitudes.

Other discussion focused on:

- the need to increase the number of people trained in order to meet the anticipated need for skilled workers within coming years
- the need for more tools and equipment & the lack of capital for them
- the need to explore modified apprenticeship programs to suit people from First Nation and rural communities
- The colleges appreciated the opportunity to provide feedback on the strategic priorities but that consultation with the colleges could be on a multi –year cycle rather than yearly

2011.04.06 BOARD ASSESSMENT ON MEETING EFFECTIVENESS

Attached and discussed under the Governance Committee report.

2011.04.07 RECENTLY GAZZETTED REGULATIONS (information only)

2011.04.08 FUTURE AGENDA ITEMS

2010.04.09 CORRESPONDENCE/INFORMATION

1. Letters to and from the Minister and Mechanical Contractors Association re: compulsory certification for the trade of Plumber.

2011.04.10 NEXT MEETING / EVENTS

MEETING: **June 8, 2011**

EVENTS: **Awards of Distinction – Friday, November 4, 2011**

2011.04.11 ADJOURNMENT

Adjourned at 4:20 p.m.

July 22, 2011

*Date approved by the
Apprenticeship and
Certification Board*

*Leonard Harapiak, Chair
Apprenticeship and
Certification Board*

*Scott Sinclair, Secretary
Apprenticeship and
Certification Board*