

Minutes of a Meeting
The Apprenticeship and Certification Board
111 Lombard Ave.
Monday, December 16, 2013
9:00 a.m. – 4:00 p.m.

BOARD MEMBERS

In attendance:

Beach, Allan	Employee Representative
Blaikie, Daniel	Apprentice Representative
Campbell, Anita	Public Interest Representative
Einarson, Ryan	Employer Representative
Harapiak, Leonard	Chair
Harris, Bruce	Employee Representative
Koslowsky, Ron	Employer Representative
Lafond, Marc	Employee Representative
Lauvstad, Doug	Employer Representative
McInerney, Betty	Employer Representative
Senff, Bob	Public Interest Representative
Stecy, Ron	Employee Representative
Ullman, Rick	Employee Representative

Regrets:

Siemens, Trent	Employer Representative
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Staff:

Alisa Ramrattan, Executive Director
Nancy Eller, A/Director, Program Standards
Cordella Friesen, Manager of Policy, Research & Regulatory Development
Julie Kennedy, Manager, Board Operations and Relations

.1 Call to Order

The meeting was called to order at 9:00 a.m.

.2 Approval of Agenda

The agenda was approved as written.

***Motion 2013.12.01 moved by Anita Campbell seconded by Ron Stecy
Carried***

.3 Approval of past minutes

The Board minutes of September 11, 2013 were approved as amended.

***Motion 2013.12.02 moved by Bob Senff seconded by Betty McInerney
Carried***

.4 Review of previous meeting

Leonard noted that again the number of responses was good and that no serious issues have been identified.

.1 Chair's Update

The Chair reported on the following:

- The Governance Committee has been meeting with stakeholders in Thompson, Brandon and Winnipeg for feedback on the proposed 2014-2017 Strategic Plan.
- He met with the new Minister of the newly named department of Jobs and the Economy, the Honourable Theresa Oswald. The Minister will be invited to attend a future Board meeting.
- The Minister opened the Manitoba Jobs and Skills Development Centre at 111 Lombard on November 14, 2013 officially bringing together the provincial government's apprenticeship, employment and workforce development services.

.2 Executive Director's Update

Alisa Ramrattan reported on the following:

- On December 5, 2013, an announcement was made including information on:

- Public Sector Strategy

The 3 objectives of the strategy are:

1. To increase the number of High School Apprenticeship students in work placements
 2. To link college graduates to apprenticeship opportunities in the public sector
 3. To increase the training by government of northern and rural apprentices.
- The introduction of the Apprenticeship Opportunities (Public Works Contracts) Act
This bill has not been passed yet but the goal of the bill is to ensure that public entities that are awarded public contracts are hiring and training apprentices. The bill is expected to be debated at next session and if passed, Apprenticeship Manitoba will be administering employer assessments to determine suitability for apprenticeship training and issuing letters of compliance.

The Board had a broad discussion on the apprenticeship system in general which included these points:

- Buy-in to the system is needed from more employers
- The system may not work for all but perhaps could be adjusted to fit more
- More practical experience may be needed during technical training
- More financial supports may be needed to move apprentices through to completion

2013.12.03 COMMITTEE REPORTS

.1 Nominating Standing Committee (NSC)

No report at this time.

.2 Program Standards Standing Committee (PSSC)

Bob Senff presented the notes from the November 6, 2013 meeting for acceptance.

***Motion 2013.12.03 moved by Ron Stecy seconded by Rick Ullman
To accept the Program Standards Standing Committee notes as information.***

Information:

- Hairstylist Provincial Advisory Committee update

Shannon Rudy, Chair of the Hairstylist PAC met with the committee to discuss a potential recommendation and to get a sense for how the Board might feel about it. Ms. Rudy presented the PAC position that paying level 2 apprentices 20% above the provincial minimum is an unsustainable burden to employers and the wage rate should be dropped to provincial minimum wage only in the first year or the trade ought to be reduced to 1 level which would avoid having to pay a 2nd level increase.

The PSSC had a very detailed discussion with the Chair and noted several options and opinions that were brought forward including:

- That wage progression is a basic tenant of the apprenticeship system and removing it would be a negative precedent to establish.
- Most employers in the other trades pay above the regulated minimum but the beauty trades are the exception and generally adhere to the regulated wage only.
- It was noted by both staff and the PSSC that reducing the trade to one level would mean apprentices couldn't qualify for the 2nd level grant; however the PAC felt that this was not a serious issue.
- Consultation with industry is needed but the PAC is delaying that until they can put forward the changes as requested.

The Board Chair will meet with Shannon Rudy to discuss concerns and options with her.

Recommendations:

- Motor Vehicle Body Repairer (Metal & Paint) technical training update
The PSSC considered the staff request to change the names of a couple of units in the MVBR training to align with what is to be taught. Information considered included:
 - Red River College uses I-CAR units to meet these requirements of Apprenticeship training. I-CAR has recently updated its suite of training resources such that the I-CAR DAM 02:

Front Impact Analysis unit used towards MVBR (Metal and Paint) Level 3 has been replaced by I-CAR DAM 12: Steel Structure Damage Analysis. The replacement unit has the same I-CAR unit credit value.

- Similarly, unit I-CAR DAM 04: Interior Glass Impact Analysis also used towards MVBR (Metal and Paint), has been replaced by I-CAR DAM 11: Restraint Systems Damage Analysis. The replacement unit has the same I-CAR unit credit value.
- To facilitate Red River College's continued use of the I-CAR series of resources, Red River College has recommended a renaming of Apprenticeship Manitoba's unit E4: Damage Analysis and Estimating Costs to E4: Restraint System Damage Analysis and Estimating Costs. Objective 3 should be clarified to read "Describe the procedures used to perform restraint systems damage analysis".
- The changes recommended will allow the use of the most current I-CAR units and better reflect what is to be taught. There would be no change to the number of I-CAR unit credits that MVBR (Metal and Paint) apprentices may earn through the technical training.

Motion 2013.12.04 moved by Marc Lafond seconded by Anita Campbell
To accept the Program Standards Standing Committee recommendation for MVBR (Paint) changes as presented.
Carried.

- Gas Turbine Repair and Overhaul Technician (GTROT)
After industry consultation and feedback review, the GTROT PAC Chair presented recommendations to the PSSC for trade regulation amendments including:
 - The term of apprenticeship will change to 2 levels of 12 months & 1800 hours
 - All technical training will be in Level 1
 - Practical training will be in both Level 1 & Level 2
 - The certification exam will be written immediately after the successful completion of Level 1 technical training.
 - The certification of qualification would be issued after successful completion of all technical training, hours and calendar time.
 - The total amount of time in the program and the standards established by the Canadian Council for Aviation and Aerospace remain the same.
 - Current apprentices transitioning to the new program will not have the 70 hour pre-certification review but Standard Aero will ensure that they are scheduled for a review prior to writing the exam.

The Board made the following motion:

Motion 2013.12.05 moved by Betty McInerney seconded by Allan Beach
To approve the Gas Turbine Repair and Overhaul Technician trade regulation as presented.
Carried

.3 Community Liaison Standing Committee (CLSC)

Leonard Harapiak presented the information from the December 13, 2013 meeting on the following:

Employer Engagement meetings

The Committee met with two employer groups with the intent to provide information on the apprenticeship program and to encourage them to participate.

- Winnipeg Centennial Centre Corporation (MBCCC)

Currently, the Winnipeg Centennial Centre Corporation (MBCCC) has journeypersons on staff; one construction electrician, one carpenter and one refrigeration mechanic but has no apprentices. The guests explained the training routes currently in place in Winnipeg for stagehands that includes rigging, lighting and sound. There is an Entertainment Technician program in Quebec but most of the people employed in Winnipeg are trained here. In the future there may be interest in a stage hand occupation or trade. The guests noted that as the property under MBCCC's control expands there may be opportunities to increase the number of apprentices in an expanded variety of trades.

- Manitoba Liquour and Lotteries (MBL & L)

Mr. Gerry Sul & Mr. Don Penner attended the meeting. They noted that MB L & L is committed to employee development and does participate in apprenticeship. Currently there are a number of staff either registered or preparing to register as an apprentices. The corporation hasn't yet looked at apprenticeship for cook staff but will explore the possibility. Employment equity is a factor in all the corporations hiring and through that they have found that low language skills are the greatest barrier for new employees. Others include low awareness, not enough financial incentives for employers and the interruption to income for technical training.

Leonard noted that there is ongoing discussion on how to streamline the employment insurance process for apprentices in technical training.

.4 Governance and Planning Standing Committee (GSC)

Leonard Harapiak presented the notes from the October 9, 2013 meeting for acceptance followed by information from December 11, 2013.

***Motion 2013.12.06 moved by Ron Stecy seconded by Anita Campbell
To accept the Governance Standing Committee notes as information.
Carried***

Information

- Commercial Truck Driver
Discussions are on going with the Manitoba Trucking Association on their request for occupation designation. Leonard asked that the meeting process be expedited so a PAC can be established and the work continue.
- 2014-2017 Strategic Plan consultation feedback
A draft report will be provided for the Board for review/revision and approval before it is sent to the Minister by April 1, 2014.
Board members were asked to review the information and provide feedback to the Branch.
- Targeted Groups Advisory Committee
Allan Beach presented the notes from the October 4, November 7 and November 26, 2013 meetings as information.

***Motion 2013.12.07 moved by Allan Beach seconded by Betty McInerney
To accept the Target Groups Advisory Committee notes as information.
Carried***

Key information from the meetings included:

- The committee is very busy meeting with representatives of the four target groups and has had valuable conversations with people from all except women in non-traditional trades. Guests from that group are expected at the first meeting in the New Year.
- A report and recommendations will be provided to the Board by the end of the fiscal year.

2013.12.04 CONTINUING BUSINESS

Translated Regulations: N/A

2013.12.05 NEW BUSINESS

N/A

2013.12.06 FUTURE AGENDA ITEMS

2013.12.07 CORRESPONDENCE/INFORMATION

N/A

2013.12.08 NEXT MEETING / EVENTS

Next Board meeting: February 12, 2014
Highest Achievers Awards: Spring 2014

2013.12.09 ADJOURNMENT

The meeting adjourned at 4:00 p.m.

February 12, 2014

*Date approved by the
Apprenticeship and
Certification Board*

Original signed by

*Leonard Harapiak, Chair
Apprenticeship and
Certification Board*

Original signed by

*Alisa Ramrattan, Secretary
Apprenticeship and
Certification Board*