

APPRENTICESHIP AND CERTIFICATION BOARD MINUTES

100 - 111 LOMBARD AVENUE

MARCH 30, 2021

BOARD MEMBERS

Charron, Brent	Employee Representative
McCutcheon, David	Secretary and Ex-Officio Member
Miller, Harvey	Chair
Paul, Carol	Employee Representative
Sloane, Bruce	Public Interest
Stecy, Ron	Employee Representative
Pellaers, Neil	Apprentice Representative
Guilbault, Rick	Employer Representative

REGRETS

Garet, Laura	Public Interest
Roe, Karen	Employer Representative
Sine, Geoff	Employer Representative

ABSENT

GUESTS

STAFF

May, Vanessa	Acting Manager, Policy, Legislation and Board Operations
Enns, Alexandra	Policy Analyst
Chung, Gabriel	Manager, Training Standards



2021.03.01

OPENING

1.1 Call to Order

The Chair called the meeting to order at 9:18 a.m.

1.2 Approval of Agenda

Closed.

Motion 2021.03.01

The Board motions to approve the March 30, 2021 agenda as written.

***Consensus of 6 in favour 0 opposed 0 abstained
Carried.***

1.3 Approval of previous minutes

Closed.

Motion 2021.03.02

The Board motions to approve the December 16, 2020 minutes as written.

***Consensus of 6 in favour 0 opposed 0 abstained
Carried.***

2021.06.02

UPDATES: BOARD AND EXECUTIVE DIRECTOR

2.1 Chair's Update

Closed.

The Chair:

- Informed the Board that he has been engaged in several conversations over the past three months with respect to regulatory changes.
- The CLC met with some stakeholders to hear their concerns.
- Maintained it is important to listen to any concerns and explain why the decision to change ratios was made.
- Informed the Board that Steve Ducharme has resigned and that a thank you letter would be sent to him for the time he served on the Board. A thank you letter will be drafted for the Board Chair to send to Mr. Ducharme.

2.2 Review of previous Board Meeting Evaluation

Closed.

The Board reviewed the December 16, 2020 Board meeting evaluation results and comments. Board members discussed:

- How it is valuable to let people express their thoughts.
- The importance of spending equal time on each item to ensure the meeting adjourns in a timely manner, and to share items on screen.

It was determined that Board members would take an opportunity to clarify roles and Board representation. The Board Chair confirmed employer representatives are part of the Board to

represent employers rather than a specific company. It was suggested an item be added to the next agenda to discuss how the Board engages stakeholders and represents their interests.

2.3 Executive Director's Update **Closed.**

The Executive Director advised Board members that:

- The branch has been busy with Bill 61 which is now at the committee stage and is expected to come into force in the summer.
- The Board Coordinator has left Apprenticeship Manitoba for a new position and noted any inquiries can be sent to the Board email.
- More Board meetings may be held than would normally occur in the coming months due to the implementation of Bill 61 requirements.
- There has not been a huge increase in apprentice registration numbers. Registration for the next technical training year concluded in February, and 50 per cent of seats filled right away.

2.4 Review of Action Sheet **Closed.**

- The Board reviewed the action items from the December 16, 2020 Board meeting.

2021.06.03 COMMITTEE REPORTS

3.1 Nominating Standing Committee (NSC) **Closed.**

No report.

3.2 Program Standards Standing Committee (PSSC) **Closed.**

Motion 2021.03.3 *The Board motions to approve the March 3, 2021 Program Standards Standing Committee Record of Proceedings as written.*

*Consensus of 6 in favour 0 opposed 0 abstained
Carried.*

Cook Technical Training Update

The Board reviewed the technical training update for the trade of Cook. Throughout 2018-2021, Training Standards Unit (TSU) consulted with industry representatives and instructors for input during the Harmonization webinars and the Manitoba redevelopment process.

- The Cook Industry Working Group (IWG) met on January 21, 2021 and reviewed the changes to the technical training that incorporated the Harmonization webinar discussions and resultant recommendations.
- As a result of the changes specified through the Harmonization Initiative and related consultations, the Cook technical training standards have been redeveloped and written to reflect a proposed transition from a two-level (12-12) framework to a three-level (8-8-8) technical training framework.
- Industry was consulted from January 28, 2021 to February 19, 2021. In total, two responses were received.

- The Cook IWG met again on February 25, 2021 to consider the consultation responses and after further discussion, the IWG recommended the PSSC to approve the technical training update as written.

Motion 2021.03.04 ***The Board motions to approve the Cook technical training update.***

Consensus of 6 in favour 0 opposed 0 abstained
Carried.

Hybrid Technical Training Survey Results

The Board reviewed the results from the hybrid technical training assessment which was distributed from January 28, 2021 to February 5, 2021 to apprentices who attended technical training since the beginning of the pandemic. Board members noted:

- There have been instances of cheating during the pandemic and the use of the hybrid model needs to be addressed. The branch will review the issue and report back to the Board.
- The technical proficiency and availability of instructors to use an online learning system were concerns that were raised frequently in the assessment.
- Another assessment should be distributed in the fall to determine if there is a change in responses after the colleges have had time to adapt to the new model. Suggestions on what variables to measure included the success rate of hybrid training, and the number of contact hours that students have with instructors.

Motion 2021.03.05 ***The Board approves to the continued development of the hybrid training model by monitoring the functionality and effectiveness of hybrid technical training through future assessments.***

Consensus of 6 in favour 0 opposed 0 abstained
Carried.

Micro-credential Exploration

The Board reviewed research on the use of micro-credentials in trades for information and discussed:

- Concerns that persons with one micro-credential will be able to work on certified worksites without supervision, and that micro-credentials will lower wages for workers due to lack of certification. Board members questioned who monitors micro-credentials.
- Micro-credentials serve as an entry point for underrepresented groups but does not replace apprenticeship. Micro-credentials allow people to gain academic skills to move into college programs.

Branch staff advised the Board that:

- Employers will not be able to recognize credentials unless the province recognizes it as valid. Apprenticeship Manitoba can advise the employer when a person has a standard recognized by the province. Micro-credentials will be further explored at future meetings to see how it can enhance the success of apprentices.
- A decision on how micro-credentials should be implemented in the apprenticeship and certification system should be made when traction is gained on Bill 61. The Board agreed to explore micro-credentialing further in future meetings.

3.3 Community Liaison Standing Committee (CLC) Closed.

Motion 2021.03.06 *The Board approves the Community Liaison Standing Committee February 23, 2021 Record of Proceedings as written.*

*Consensus of 6 in favour 0 opposed 0 abstained
Carried.*

Tower Technician Designation Request

The Board was informed that:

- The branch has received a request from the Structure, Tower and Antenna Council to designate Telecommunications Tower Technician as an occupation in Manitoba.
- There appears to be support from employers to designate this as an occupation.
- The CLC will meet with subject experts who submitted the application to further explore this opportunity and provide a recommendation to the Board at its next meeting.

Employer Engagement Update – Coffee with the Chair

The Board discussed a letter it received from a stakeholder and considered if topics that were raised should be included in the Coffee with the Chair. The group agreed to invite the stakeholder to a separate meeting with the CLC.

The Board also reached a consensus to hold multiple Coffee with the Chair sessions on the topics related to the ratio and supervision amendments, as there is a large number of stakeholders impacted by these changes. The branch will provide the Board with options and guest lists following the Board meeting.

3.4 Governance Standing Committee (GSC) Closed.

No report.

2021.03.04 CONTINUING BUSINESS

4.1 NIL report.

2020.03.05 NEW BUSINESS

5.1 NIL report. **Closed.**

2021.03.06 UPDATES

6.1 **Closed.**

Tooling Up Teens

The Board was informed of an initiative called *Tooling Up Teens: Youth Teaching Other Youth About Construction Careers*. The initiative is a digital content strategy which will feature a podcast and video snippets in which youth teach their peers about the value of construction careers. The initiative is set to launch on April 16, 2021.

Skills, Talent and Knowledge Strategy

The Board was updated on the recent launch of the Skills, Talent and Knowledge Strategy by the department of Advanced Education, Skills and Immigration. With regards to apprenticeship, aligning opportunities with the labour market, and increasing the number of skilled journeypersons, particularly those from underrepresented groups, were indicated as markers of success. The branch informed the Board that going forward the strategy will be considered as part of the Board's decision making.

Bill 61: The Apprenticeship and Certification Amendment Act

The Board was informed that when Bill 61 comes into force, the new Apprenticeship and Certification Act (Bill 61) will enact the following changes:

- Reduce the size of the Board from 15 to 12 members. One employer, one employee, one Public Interest representative and the Apprentice position will be eliminated, while one Educational representative will be added to the Board.
- The Board will be required to submit a strategic plan every five years, rather than annually.
- The four existing standing committees— Governance, Program Standards, Nominating, and Community Liaison—will be replaced with sector-based committees.
- Provincial Advisory Committees will be replaced with industry working groups.
- The voluntary trade regulations will be repealed and replaced with Board by-laws, which will allow the Board to have more authority over changes to voluntary trades. Under the new Act, the Board would receive recommendations from the sector-based committees with regards to the scope of trade and the term of apprenticeship, and will be able to amend the by-law to update the program requirements instead of undergoing the extensive regulatory change process.
- Language for designated occupations will be modernized to clarify the occupation designation process.

The branch anticipates that Bill 61 will come into force in approximately June 2021. The Board was informed that it will have to update its General By-law to align with the new legislative requirements, and determine which trades will constitute each sector committee.

2021.03.30

REGULATIONS FOR BOARD SIGNATURE

7.1 NIL report.

Closed.

2021.03.30

RECENTLY REGISTERED REGULATIONS / INFORMATION

8.1

- Apprenticeship and Certification – General Regulation

- Trade of Electrologist Regulation
- Trade of Esthetician Regulation
- Trade of Hairstylist Regulation
- Trade of Gasfitter Regulation
- Trade of Plumber Regulation
- Trade of Refrigeration and Air-Conditioning Mechanic Regulation
- Trade of Steamfitter-Pipefitter Regulation

2021.03.30 FUTURE AGENDA ITEMS

9.1 Next Board Meeting

The next anticipated meeting will take place in June 2021 but due to Bill 61, additional meetings may be scheduled in the interim.

9.2 Future Agenda Items:

- Sector Committee Lists
- Telecommunications Tower Technician Occupation Designation Request
- Board Annual Report 2020-21
- Program Updates 2021-22

2020.06.10 CORRESPONDENCE / INFORMATION

10.1 Correspondence

- Christian Labour Association of Canada Email
- Manitoba Building Trades Email
- Local 254 Email
- Joint Email from Manitoba Building Trades, Construction Labour Relations Association, Mechanical Contractors Association of Manitoba, and Construction Association of Rural Manitoba.

2020.06.11 CALENDAR EVENTS

11.2 Highest Achievement Awards—June 17, 2021 (tentative)

2020.06.12 IN CAMERA (IF REQUIRED)

12.1 In Camera (NIL)

2020.06.13 ADJOURNMENT

13.1 Meeting adjourned at 1:34 p.m.

June 22, 2021

Original signed by

Original signed by

*Date approved by the
Apprenticeship and Certification Board*

*Harvey Miller, Chair
Apprenticeship and Certification Board*

*David McCutcheon, Secretary
Apprenticeship and Certification Board*