

APPRENTICESHIP AND CERTIFICATION BOARD MINUTES

100 - 111 LOMBARD AVENUE

February 24, 2022

BOARD MEMBERS

Garet, Laura	Public Interest Representative
Harrison, Darryl	Employer Representative
Henry, Shawn	Employee Representative
Korving, Richard	Employer Representative
McCutcheon, David	Secretary and Ex-Officio Member
Miller, Harvey	Chair
Morin, Adam	Employee Representative
Novo, Davide	Employee Representative
Poirier, Kevin	Training Provider Representative
Weber, Ashley	Employee Representative

REGRETS

Paul, Carol	Employer Representative
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ABSENT

MacKenzie, Don	Employer Representative
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GUESTS

STAFF

May, Vanessa	Manager, Policy, Legislation and Board Operations
Buccini, Antonio	Communications and Board Coordinator
Chung, Gabriel	A/Manager, Training Standards

2022.02.01

OPENING

1.1 Call to Order

The Chair called the meeting to order at 9:08 a.m.

1.2 Approval of Agenda

Closed.

Motion 2022.02.01

The Board motions to approve the February 24, 2022 agenda as written.

*Consensus of 7 in favour 0 opposed 0 abstained
Carried.*

1.3 Approval of Previous Minutes

Closed.

Motion 2022.02.02

The Board motions to approve the February 4, 2022 minutes as written.

*Consensus of 7 in favour 0 opposed 0 abstained
Carried.*

2022.02.02

UPDATES: BOARD AND EXECUTIVE DIRECTOR

2.1 Chair's Update

Closed.

The Chair:

- Advised Board members that the Chair Report would be brief. Instructed the focus of the Board meeting was to review Sector Committees applications and select and approve members to each Committee. This work will be instrumental in transitioning to the new governance model.
- Thanked all Board members who completed the evaluation survey. Stressed that the surveys inform how well the meetings are being delivered and how efficient they are.

2.2 Review of previous Board Meeting Evaluation

Closed.

- The Chair invited all members to review the February 4, 2022 Board Meeting Evaluation summary.

2.3 Executive Director's Update

Closed.

The Executive Director advised Board members:

- That as a result of the recent Cabinet shuffle, Apprenticeship Manitoba has maintained the same Minister but the Branch is now part of a new Department: Advanced Education, Skills and Immigration. This new opportunity presents a learning curve for both the Branch and the Board, as we are now under a new Deputy and Assistant Deputy Minister, and will have to adapt to new processes and expectations.
- Apprenticeship Manitoba has received approval to enter into an agreement with the federal government to promote the trades to youth and under-represented groups with funding through

the Skilled Trades Awareness and Readiness program. The project will have dedicated staff who will develop a strategy to promote the trades within the province. The project is structured for three years and will commence in May 2022.

- There is ongoing work to review how programs are delivered through the training institutions during COVID-19. The pandemic has created an interest in apprentices to see how well the programs are delivered and examine ways to continue to improve the delivery model(s).
- The Department continues to work on implementing the new regulatory requirements under Bill 61. Under the Act, industry have gain an interest in designated occupations as it will provide greater opportunities to help grow these occupations.

2.4 Review of Action Sheet

Closed.

- Action items presented in the report were reviewed and their status was reported.

2022.02.03

COMMITTEE REPORTS

3.1 NIL Reports

Closed.

2022.02.04

DISCUSSIONS/DECISIONS

4.1 Review of Board By-law.

Closed.

The Manager of Policy, Legislation and Board Operations provided an overview to the Board on the changes that had been made to update the Apprenticeship and Certification Board's General By-law during a previous Board meeting. Changes that had been approved by the Board were documented in the Board minutes of October 13, 2021. Integral to this meeting, it was highlighted that Sector Committees were added to the General By-law and Provincial Advisory Committees and Standing Committees were removed as they have been disbanded under the Act. The By-law changes require the Chair to sign off on the approved new By-law and the final document will be submitted to the Minister for signature. In addition to changes to committees, the General By-law also permits the Board to develop by-laws for the voluntary trades which prescribe the program standards. The regulations for the compulsory trades will remain in effect and will still require Ministerial approval.

Based on the new model, industry will make recommendations to the Board on changes to the apprenticeship and certification system. The Board will task the Sector Committees with establishing an Industry Working Group, comprised of experts in their trade, to obtain expertise in formulating recommendations through industry consultations, which the Sector Committees will present to the Board for approval.

Q: How will the Board weigh the interests of employers, apprentices and journeypersons when make decisions about apprenticeship programs?

A: Decisions will have to be driven by what is in the best interest for all Manitobans. Based on the current trend models, Canada will be short 700,000 apprentices over the next 10 years. Competition will increase to incentivise apprentices to remain in their province or to be enticed to move to a new province once they have completed their training. Consequently, all provinces will need to ensure that their training systems are such that they make their industries competitive. Currently, Ontario

does not use the Red Seal certification system as the primary certification process; it uses the Ontario certification process. However, it is working to adopt the Red Seal certification process. Once that system is fully adopted, Manitoba could lose journeypersons to Ontario's labour force.

As part of the Board meeting, members will need to address the following:

1. Review the Sector Committees applications;
2. Determine the size of the membership for each Sector Committee. Each Sector Committee will need to be composed of between 5 – 11 members;
3. Select and approve the members for each Sector Committee; and
4. Determine the membership terms for each member.

The Board should ensure that there is a balance in representation on the Sector Committees and Board members cannot be represented on the Sector Committee.

4.2 Review of Sector Committee Applications and Approval of Committee Members. Closed.

Q: How will the Sector Committees report back to the Board?

A: Staff will create issue sheets outlining the issues and recommendations that came out of the Sector Committee meetings and present them to the Board. In addition, the Chair of each Sector Committee can be invited to attend Board meetings to provide further information when needed.

Q: If a Sector Committee wants to remove its Chair, what are the procedures?

A: The Sector Committee will need to submit their request in writing to the Board and it will be the decision of the Board to remove the Chair.

The Board reviewed the Sector Committee applications and proposed the following motions:

Motion 2022.02.03 The Board motions to approve the following composition for the Service Sector Committee:

<i>The Committee will have a membership of 5 (1 Chair and 4 members);</i>			
NAME	POSITION	AREA	LENGTH OF TERM
Golda Ferrer	Chair	Urban	February 24, 2022 – February 28, 2025
Lydia Fraser	Member	Rural	February 24, 2022 – February 28, 2024
Bing Yang	Member	Urban	February 24, 2022 – February 28, 2025
Wesley Osborne	Member	Rural	February 24, 2022 – February 28, 2024
Blake Crothers	Member	Urban	February 24, 2022 – February 28, 2025

***Consensus of 7 in favour 0 opposed 0 abstained
Carried.***

Motion 2022.02.04

The Board motions to approve the following composition for the Construction Sector Committee:

<i>The Committee will have a membership of 11 (1 Chair and 10 members);</i>			
NAME	POSITION	AREA	LENGTH OF TERM
Peter Wightman	Chair	Urban	February 24, 2022 – February 28, 2023
Brent Bromley	Member	Rural	February 24, 2022 – February 28, 2024
Dan Nosaty	Member	Rural	February 24, 2022 – February 28, 2025
Matthew Schiak	Member	Urban	February 24, 2022 – February 28, 2024
Ryan Lentz	Member	Urban	February 24, 2022 – February 28, 2025
Leah Peters	Member	Urban	February 24, 2022 – February 28, 2025
Brian Cornelsen	Member	Rural	February 24, 2022 – February 28, 2024
Ivan LaRoche	Member	Urban	February 24, 2022 – February 28, 2024
Casey Norman	Member	Urban	February 24, 2022 – February 28, 2024
Sudhir Sandhu	Member	Urban	February 24, 2022 – February 28, 2025
Robert Wiebe	Member	Rural	February 24, 2022 – February 28, 2025

Consensus of 7 in favour 0 opposed 0 abstained
Carried.

Motion 2022.02.05

The Board motions to approve the following composition for the Manufacturing Sector Committee:

<i>The Committee will have a membership of 7 (1 Chair and 6 members);</i>			
NAME	POSITION	AREA	LENGTH OF TERM
Norm Cetkovski	Chair	Urban	February 24, 2022 – February 28, 2025
Norm Falk	Member	Rural	February 24, 2022 – February 28, 2024
Marney Stapley	Member	Urban	February 24, 2022 – February 28, 2025
Richard Trudeau	Member	Northern	February 24, 2022 – February 28, 2025
Scott Sanders	Member	Urban	February 24, 2022 – February 28, 2024
John Anderson	Member	Rural	February 24, 2022 – February 28, 2025
Adeleke Dada	Member	Urban	February 24, 2022 – February 28, 2024

Consensus of 7 in favour 0 opposed 0 abstained
Carried.

Motion 2022.02.06

The Board motions to approve the following composition for the Transportation Sector Committee:

<i>The Committee will have a membership of 11 (1 Chair and 10 members);</i>			
NAME	POSITION	AREA	LENGTH OF TERM
Darren Inocentes	Chair	Urban	February 24, 2022 – February 28, 2025
Morley Nordal	Member	Rural	February 24, 2022 – February 28, 2024
Derek Quinn	Member	Rural	February 24, 2022 – February 28, 2025
Karl Roberts	Member	Urban	February 24, 2022 – February 28, 2024
Matthew Styba	Member	Rural	February 24, 2022 – February 28, 2025
Nick Wall	Member	Urban	February 24, 2022 – February 28, 2024
David Coholan	Member	Northern	February 24, 2022 – February 28, 2025
Aaron Dolyniuk	Member	Urban	February 24, 2022 – February 28, 2024
J. Neil Gilley	Member	Rural	February 24, 2022 – February 28, 2024
Glen Laycock	Member	Northern	February 24, 2022 – February 28, 2025
Lynsey Wilson	Member	Urban	February 24, 2022 – February 28, 2025

***Consensus of 7 in favour 0 opposed 0 abstained
Carried.***

Motion 2022.02.07

The Board motions to approve the following composition for the Mechanical Electrical Sector Committee:

<i>The Committee will have a membership of 11 (1 Chair and 10 members);</i>			
NAME	POSITION	AREA	LENGTH OF TERM
John Schubert	Chair	Urban	February 24, 2022 – February 28, 2025
Dan Hartley	Member	Urban	February 24, 2022 – February 28, 2025
Bradley Hooper	Member	Rural	February 24, 2022 – February 28, 2025
Brad Poole	Member	Urban	February 24, 2022 – February 28, 2025
Richard Robertson	Member	Urban	February 24, 2022 – February 28, 2024
Alex Apostle	Member	Rural	February 24, 2022 – February 28, 2024
Brenda Brown	Member	Urban	February 24, 2022 – February 28, 2024
Dave McPhail	Member	Urban	February 24, 2022 – February 28, 2024
Bruce McWhirter	Member	Urban	February 24, 2022 – February 28, 2024
James Szmerski	Member	Urban	February 24, 2022 – February 28, 2025
Will Truman	Member	Urban	February 24, 2022 – February 28, 2025

***Consensus of 7 in favour 0 opposed 0 abstained
Carried.***

Staff will develop appointment letters for members under the Board Chair signature and will distribute them to the Committees members and to set up orientation meetings starting in April.

4.3 Review of Designated Trainer Provision

Closed.

The Manager of Policy, Legislation and Board Operations advised the Board that the purpose of Designated Trainers is to train apprentices when there is no available journeyperson. Under the Apprenticeship and Certification – General Regulation, the use of Designated Trainers expires March 1, 2023. The Department sought direction from the Board to determine if it wanted to extend the use of Designated Trainers by five years, allow for the use of Designated Trainers without an expiry date or, allow the use Designated Trainers to be eliminated once the clause expires.

Designated Trainers can challenge the Red Seal exams and become certified journeypersons if they meet the Trades Qualification requirements. Also, the ratio changes that were implemented for the number of apprentices to journeypersons does apply to Designated Trainers in voluntary trades. Following the discussion that ensued, the Board felt Designated Trainers positively affected the delivery of the apprenticeship and certification system as the need for Designated Trainers has not diminished over time and they contribute to certifying more apprentices.

Motion 2022.02.08 ***The Board motions to remove the sunset clause for Designated Trainers and allow Designated Trainers to remain permanent under the Apprenticeship and Certification – General Regulation. The Designated Trainer status will expire once the apprentice becomes a certified journeyperson.***

Consensus of 7 in favour 0 opposed 0 abstained
Carried.

4.4 Review of Hybrid Technical Survey Results Closed.

The Manager of Policy, Legislation and Board Operations reviewed the results of the Hybrid Technical Survey. Based on the results, areas of note were:

- 49% reported they were satisfied with the delivery model; however, this was a decrease of 3% from the last survey;
- 38% reported they found the delivery model to be a challenge; a decrease of 17% from the last survey;
- 87% reported they would not prefer to move to a part-time training model; and
- 88% reported they wanted to maintain week day training

Q: Did the Department track if the pass rate went down during the current delivery model though the pandemic?

A: Nationally, completion rates and registration rates decreased. However, once we come out of COVID-19, we anticipate training demand to increase. The Department will present a report on certification pass/fail rates during the pandemic, at a future Board meeting.

The Board discussed whether, based on the survey results the Department should work with the training providers to implement a more permanent hybrid technical training model. Many felt that before a decision could be made the Board would need more data. They would like to know what other jurisdictions have done and how successful they have been. Also, if Manitoba were to move to a more permanent hybrid model, what type of training would the Department provide students and educators to use the computerized system and how would we standardize the system across the province. Many saw the model as having stronger potential in the North and remote areas of Manitoba as a means to provide more training opportunities.

Motion 2022.02.09 ***The Board motions to accept the results of the Hybrid Technical Survey as information only.***

Consensus of 7 in favour 0 opposed 0 abstained
Carried.

4.5 Lather Technical Training Issue Sheet Closed.

The Board reviewed the recommended technical changes to the trade as presented in the issue sheet which would change the delivery of the program from a 4 Level, 6 week program to a 3 Level, 8 week program. Concerns were raised that Manitoba would be decreasing the total number of training hours from 7,200 to 5,400 hours as a result of fewer levels being offered to meet the Red Seal harmonization requirements. However, it was presented that all provinces had to make compromises in the delivery of their programs in order to align with harmonization recommendations; which is a direction from the Ministers in each province

Motion 2022.02.10 The Board motions to accept the Lather Industry Working Group recommendation as written.

**Consensus of 5 in favour 1 opposed 1 abstained
Carried.**

As the motion passed, the new regulation will be implemented into the new By-law.

2022.02.05 NEW BUSINESS

5.1 NIL Closed.

2022.02.06 UPDATES

6.1 NIL Closed.

2022.02.07 REGULATIONS FOR BOARD SIGNATURE

7.1 NIL report. Closed.

2022.02.08 RECENTLY REGISTERED REGULATIONS / INFORMATION

8.1 NIL report. Closed.

2022.02.09 FUTURE AGENDA ITEMS

9.1 Review of proposed dates for the next Board Meeting Closed.

The Communications and Board Coordinator advised the Board that the proposed timeline for the next Board meeting would be the end of June 2022. Details will be confirmed at a later date.

2022.02.10 CORRESPONDENCE / INFORMATION

10.1 NIL report. Closed.

2022.02.11 CALENDAR EVENTS

11.1 NIL report **Closed.**

2022.02.12 IN CAMERA (IF REQUIRED)

12.1 NIL report. **Closed.**

2022.02.13 ADJOURNMENT

13.1 Meeting adjourned at 2:50pm

June 14, 2022

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*