

Apprenticeship 101

Apprenticeship in Canada

A Public and Private Sector Partnership

March 6, 2009
Toronto

Joe Black, Chair
Canadian Council of
Directors of Apprenticeship



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Presentation Overview

- Apprenticeship in Canada – An Overview
- Apprenticeship – A Provincial/Territorial Responsibility
- Linkages between Industry and the CCDA
- Interprovincial Standards Red Seal Program
- Challenges for Apprenticeship in Canada



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Apprenticeship in Canada An Overview



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What is Apprenticeship?

- Apprenticeship is a proven industry-based method of workplace training that leads to certification that meets industry standards in a skilled trade;
 - Combines alternating periods of on-the-job (80 %) and technical training (20%) [in Quebec technical training is front-end loaded];
 - Duration can be 2-5 years (4 years for most trades), depending on trade and jurisdiction.
- Apprentices are paid employees receiving incremental wage increases as they acquire additional skills and progress through the levels of apprenticeship training.
- The apprenticeship agreement is signed by the employer and the apprentice and registered with the province/territory.



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Why is Apprenticeship Important?

- There are presently over 2 million* tradespersons in Canada certified to an industry standard (workforce of 17 million) in many sectors of the economy.
- Apprenticeship registrations follow economic cycles and participation has been on the increase for more than a decade. In 2006, there were 328,165** registered apprentices – an increase of 65% since 2000.
- Apprenticeship training leads to a new generation of highly-skilled and certified journeypersons who work in well-paying, mobile and satisfying careers.
- Apprenticeship is a proven model for workplace training in a trade or occupation.

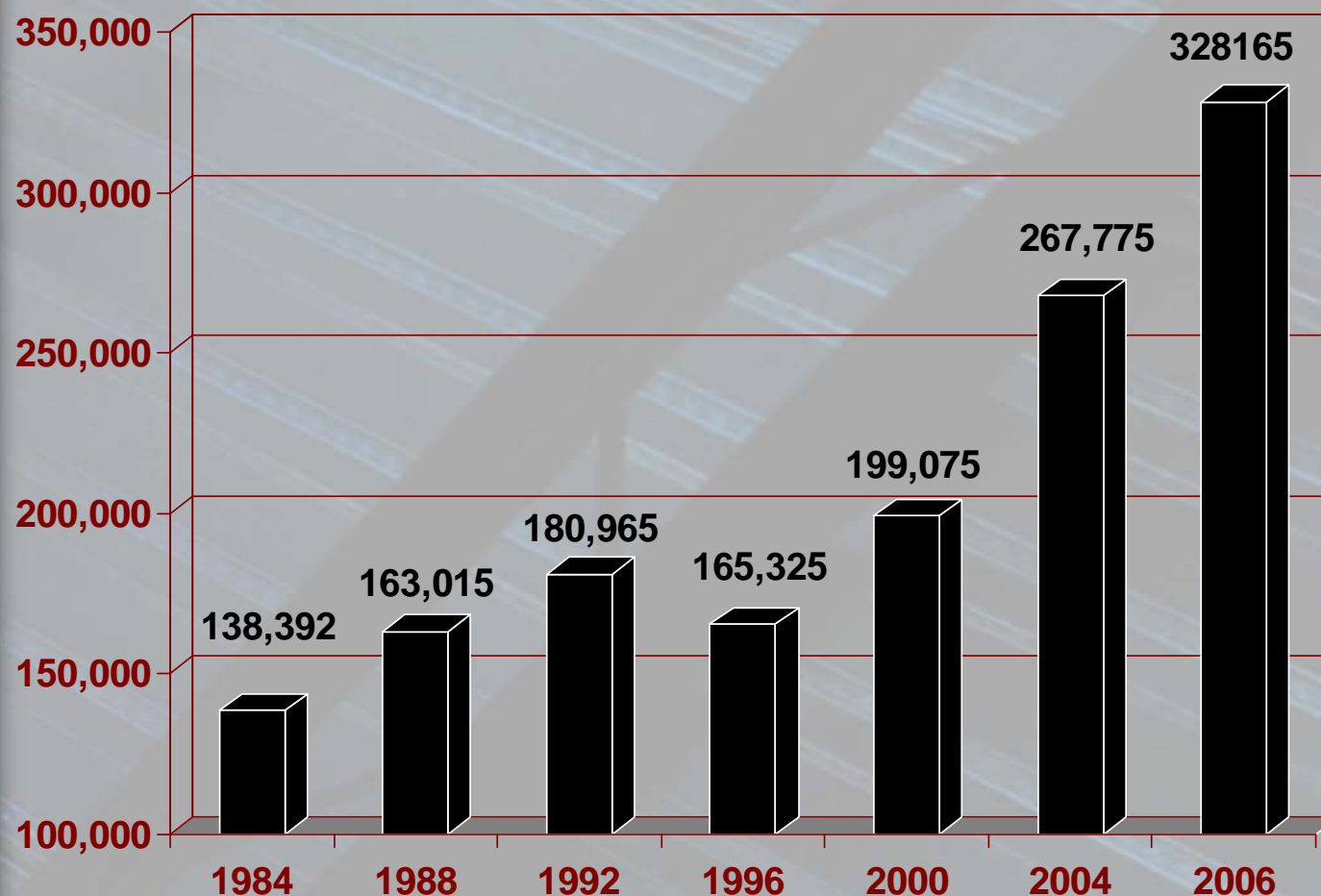
* Source: 2006 Census Data

** Source: Statistics Canada ,Registered Apprenticeship Information System (RAIS) 2006.
Number of apprentices registered at anytime during calendar year 2006.



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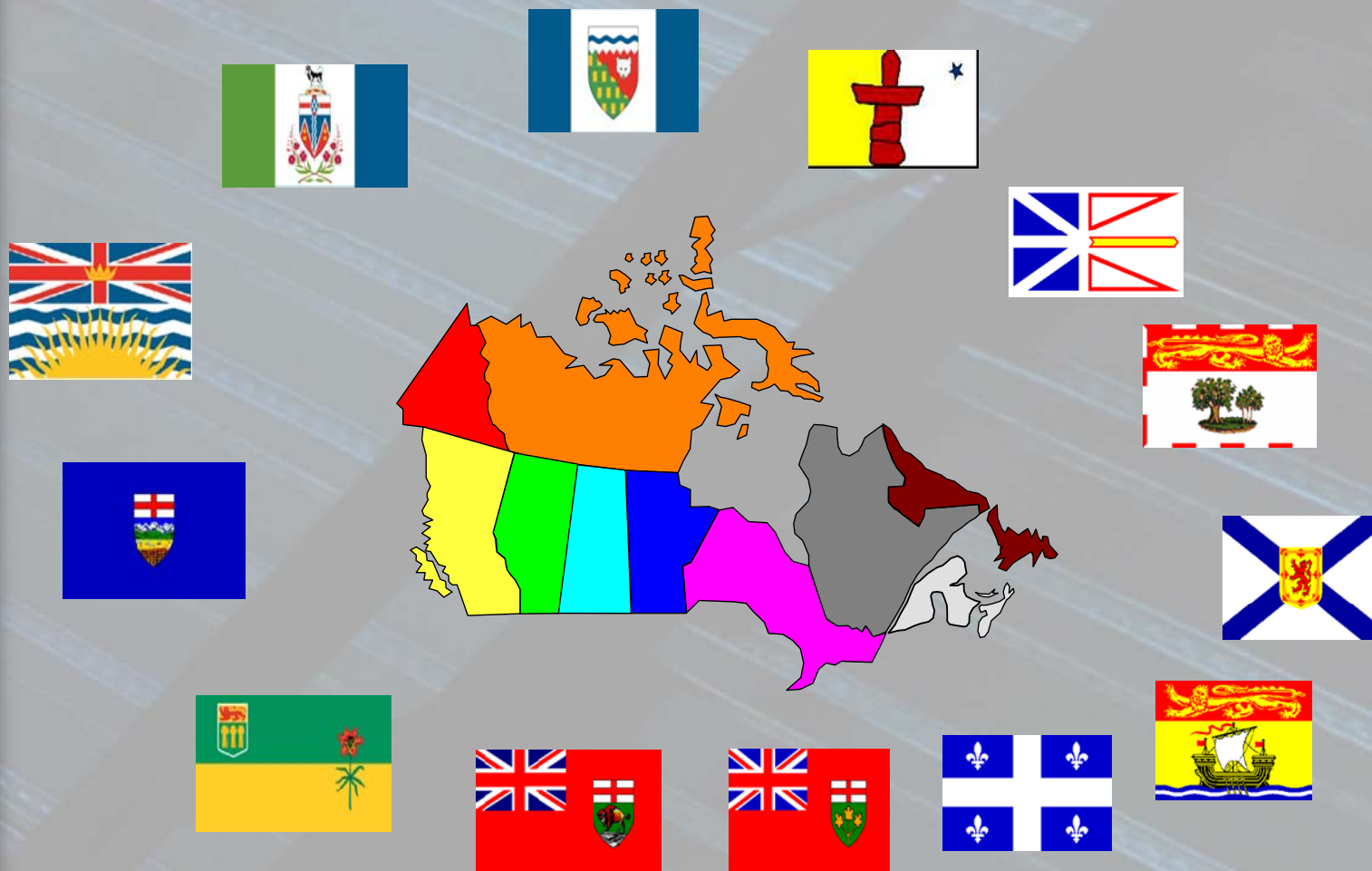
Number of Active Registered Apprentices in Canada





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A Provincial/Territorial (P/T) Responsibility 13 Legislated Authorities





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A P/T Responsibility – Multiple Approaches

- At the request of industry, P/Ts designate the individual trades they choose to be part of their apprenticeship system. The result is 13 different apprenticeship systems, over 200 regulated trades, and a mix of compulsory and non-compulsory designated trades.
- P/Ts are responsible for regulating and administering apprenticeship programs and certifying tradespersons.
- Each P/T establishes its own Apprenticeship legislation.



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A P/T Responsibility – Multiple Approaches

- Each P/T determines which trades it regulates:
 - the scope and definition of each trade;
 - whether the trade will be designated voluntary (non-compulsory) or mandatory (compulsory);
 - apprentice wages and journeyperson to apprentice ratios;
 - the specific training and certification requirements for the trade.
- For compulsory trades, one must be either a registered apprentice or a certified journeyperson to work in that trade. No such requirement applies to voluntary or non-compulsory trades.
- P/T/Fs collaborate through the Red Seal Program to address labour mobility in skilled trades and to create a standard of excellence in the trades.



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Provincial/Territorial/National Key Players

- Industry
- Boards and Commissions
- Trade Advisory Committees
- Directors of Apprenticeship
- P/T Apprenticeship Staff
 - Program Development Officers
 - Field Officers
 - Administrative Staff



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Provincial/Territorial Roles and Responsibilities

Apprenticeship Boards/Commissions

Composition

- Industry representatives
 - Employers: self employed, owners, contractor associations
 - Employees: organized labour and open shops
- Others

Mandate

- Advisory or statutory
- Trade designations
- Compulsory or voluntary designations
- Training and certification standards
- Provide industry perspective and advice



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Provincial/Territorial Roles and Responsibilities

Trade Advisory Committees

Composition

- Industry representatives
 - Employers: self employed, owners, contractor associations
 - Employees: organized labour and open shops
- Others

Mandate

Provide advice on:

- Trade standards
- Examinations
- Curriculum
- On-the-job training
- Trade regulations



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Provincial/Territorial Roles and Responsibilities

Directors of Apprenticeship (within a Branch of Government or a Government Agency)

Mandate

- Administration of apprenticeship and certification legislation (Act and Regulations)
- Administration of apprenticeship training
 - Development
 - Implementation
 - Scheduling
 - Monitoring
- Administration of certification
 - Verification of credentials
 - Administration of examinations
 - Issuance of P/T certification
 - Issuance of Red Seal endorsement



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Provincial/Territorial Roles and Responsibilities

P/T Apprenticeship Staff

(some variation by jurisdiction)

- Program Development Officers – work with Trade Advisory committees to develop, validate and update occupational analyses, training standards, exams.
- Field Officers – work directly with employers, apprentices and tradespersons.
- Administrative Staff – functions include support for registration, scheduling, verification, exam administration, certification.



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P/T/F Web Site Addresses

- Newfoundland
<http://www.ed.gov.nl.ca/edu/post/app.htm>
- Nova Scotia
<http://nsapprenticeship.ca/>
- New Brunswick
<http://www.gnb.ca/0381/index-e.asp>
- Prince Edward Island
www.apprenticeship.pe.ca/
- Québec
<http://emploiQuebec.net/anglais/index.htm>
- Ontario
<http://www.edu.gov.on.ca/eng/welcome.html>
- Manitoba
<http://www.gov.mb.ca/tradecareers>
- Saskatchewan
<http://www.saskapprenticeship.ca>
- Alberta
www.tradesecrets.org
- British Columbia
<http://www.itabc.ca/>
- Northwest Territories
<http://www.ece.gov.nt.ca/>
- Yukon
www.education.gov.yk.ca/
- Nunavut
<http://www.gov.nu.ca/education/eng/index.htm>
- Red Seal Program
www.red-seal.ca
- Ellis Chart
www.ellischart.ca



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The Players

Canadian Council of Directors of Apprenticeship (CCDA)

**Interprovincial Alliance of Apprenticeship Board Chairs
(IPA)**

**Human Resources and Skills Development Canada
(HRSDC)**



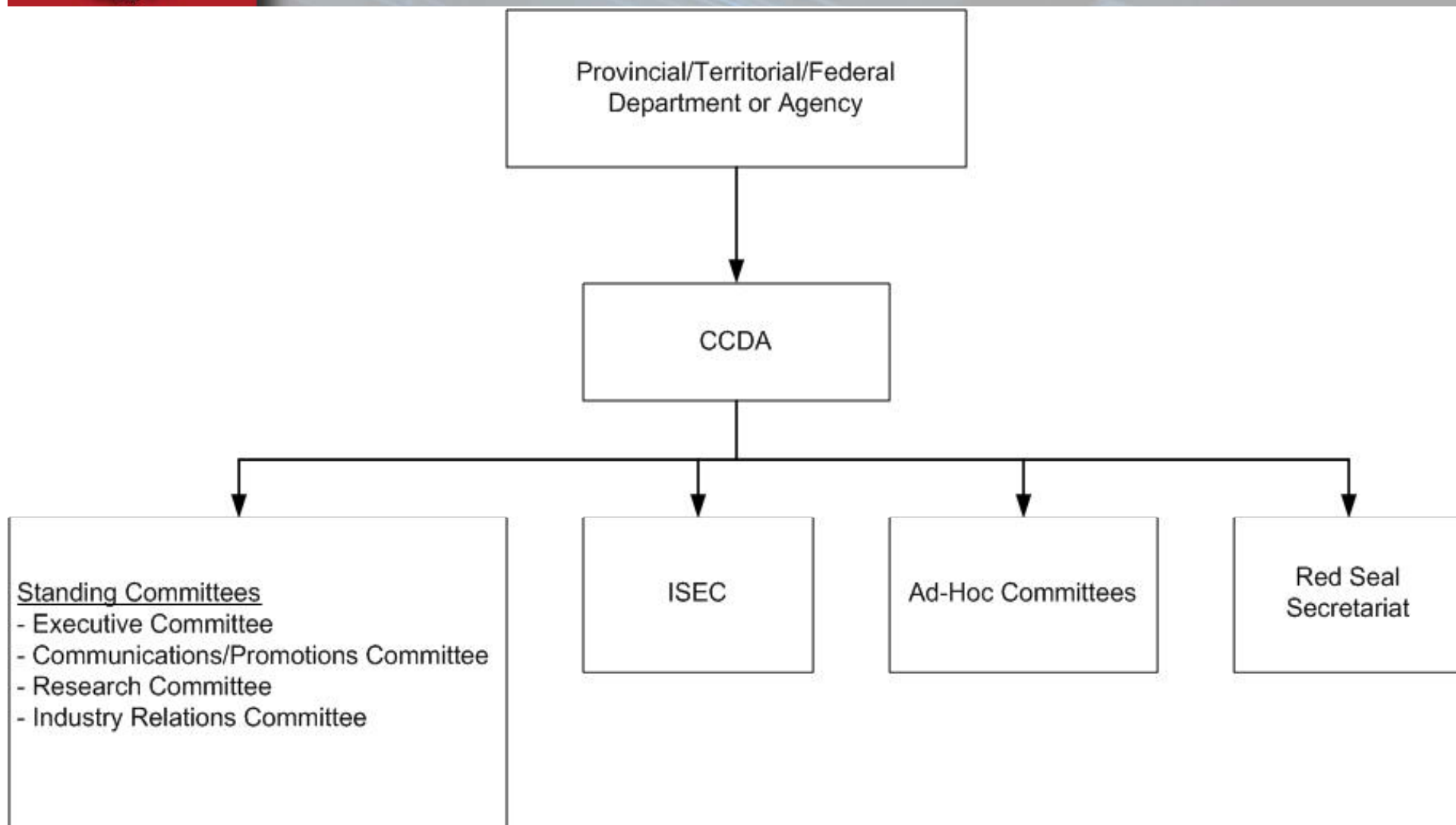
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Canadian Council of Directors of Apprenticeship

- The CCDA consists of each provincial and territorial representative with responsibility for apprenticeship in their jurisdiction and two representatives from the Federal Government.
- The core purpose of the CCDA is to facilitate the development of a certified, highly competent and mobile skilled trades workforce in Canada.



CCDA Structure





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CCDA Committees and Working Groups

Executive

- Carries out the business of the CCDA between full council meetings.

Communication/Promotion

- Works with partners to promote apprenticeship and the skilled trades.

Industry Relations

- Develops and maintains linkages and relationships with national industry groups.

Research

- Develops an agenda and timetable for research projects to be undertaken by the CCDA.

Interprovincial Standards and Examination Committee (ISEC)

- Working group of the CCDA responsible for Red Seal products.



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Interprovincial Alliance of Apprenticeship Board Chairs

Composition

- Chairs of Board/Agency/Commission from jurisdictions where they exist.

Mandate

- Share information about jurisdictional activities and plans
- Provide advice to the CCDA
- Members of the Canadian Apprenticeship Forum



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Human Resources and Skills Development Canada

- Supports:
 - The development of National Occupational Analyses
 - The development of interprovincial examinations
- Provides secretariat and research support to the CCDA



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Federal Role in Apprenticeship

- The Government of Canada (GoC) has an interest in supporting apprenticeship system efforts to develop a highly skilled and mobile labour force as part of Canada's competitiveness and productivity.
- The GoC contributes to apprenticeship through:
 - Support to the Interprovincial Standards Red Seal Program.
 - Federal instruments such as:
 - Employment Insurance for apprentices enrolled in technical training;
 - Apprenticeship Incentive Grant for apprentices;
 - Tax-based assistance: Apprenticeship Job Creation Tax Credit for employers, Apprentice Vehicle Mechanics Tools Tax Deduction, Tradesperson Tools Deduction.



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Linkages between Industry and the CCDA



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Industry Relations Committee

Representation

- CCDA
- HRSDC
- Interprovincial Alliance of Apprenticeship Board Chairs (IPA)
- jurisdictional industry representatives

Mandate

- Develop and maintain linkages and relationships with national industry groups
- Act as focal point for industry inquiries about the CCDA and its activities
- Consult with partner groups on matters of common interest



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Interprovincial Standards Red Seal Program



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What is the Red Seal Program?

- The Red Seal Program represents 50 trades and approximately 90% of registered apprentices in Canada, and a substantial portion of the skilled trades workforce.
- A model of successful federal/provincial/territorial partnership first established in the 1950s. The first Red Seal was issued in 1959.
- Since 1959, in excess of 450,000 Red Seal endorsements have been issued.
- Recognized as a standard of excellence by employers. Workers with Red Seal endorsement received high-quality training based on national standards and a common interprovincial examination.
- Promotes labour mobility and portability of trades skills.



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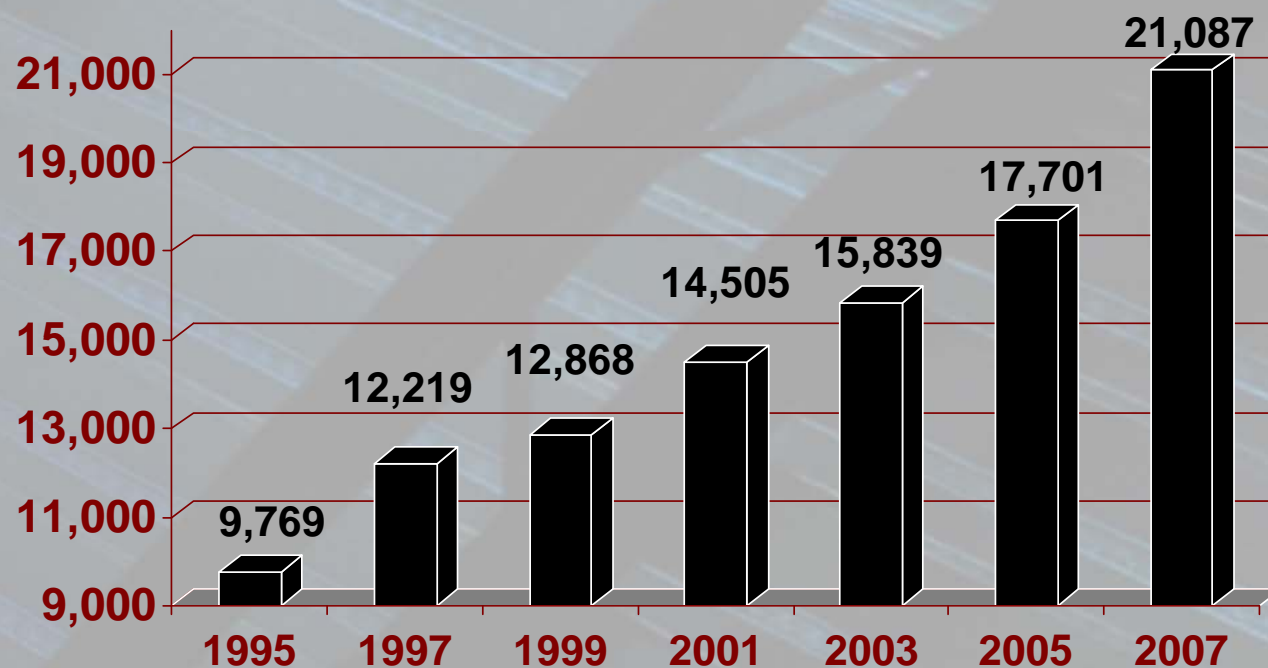
Red Seal Designation

If a trade is designated in 2 or more jurisdictions, any Provincial or Territorial jurisdiction with that trade designated may request approval from the CCDA for it to be designated as Red Seal.



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Annual Number of Red Seal Endorsements*





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What are the Outcomes of the Red Seal Program?

- Interprovincial mobility of certified skilled-trades workers across Canada
- Recognized in Chapter 7 (Labour Mobility) of the Agreement on Internal Trade as the primary vehicle for labour mobility in the regulated trades.
- The Red Seal examination has been adopted as the final certification examination for skilled trades under the Red Seal Program in most provinces and territories.
- Provides efficiencies and economies of scale for P/Ts by creating the basis for harmonizing trades training and certification across the country through national standards and interprovincial examinations.



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What are the Benefits of the Red Seal Program?

For Employers:

- Recognition of employee competence – meeting a national industry standard

For Skilled Tradespersons:

- High level of employment
- Higher wages
- Mobility – among employers, within the province/territory and nationally
- Improved opportunities for advancement

For the Economy:

- Mobility of labour – national skilled trades workforce



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How Does the Red Seal Program Work?

- First and foremost, the Red Seal Program is industry-driven. Once a trade becomes designated Red Seal, the first 'core' product developed is the National Occupational Analysis (NOA) – a foundation document that maps out the scope of the trade in each P/T and identifies the elements of the trade that are common.
- The interprovincial (IP) examination, another 'core' product, is developed from the common core elements of the trade identified in the NOA.
- Red Seal core products (NOAs and IP examinations) are developed by HRSDC in partnership with P/Ts who provide technical expertise and content through industry and trade experts.



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How Is the Red Seal Program Administered?

- The Canadian Council of Directors of Apprenticeship (CCDA) is the body responsible for administering the Red Seal Program.
- The CCDA facilitates effective alignment of interprovincial standards with the apprenticeship system within each participating jurisdiction.
- In addition to facilitating the development of NOAs and the Interprovincial Computerized Examination Management System (ICEMS), HRSDC provides secretariat support to the CCDA and its committees.



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Interprovincial Standards and Examination Committee

Composition

- Representatives of Apprenticeship authorities from all provinces and territories and HRSDC

Mandate

- Participate in the development, validation and revision of Red Seal products such as:
 - National Occupational Analyses
 - Interprovincial examinations
 - Examination items
 - Guidelines and Procedures



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Interprovincial Standards Red Seal Program Products

- National Occupational Analyses (NOA)
- Interprovincial Red Seal Examinations
- Interprovincial Program Guides



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National Occupational Analyses (NOAs)

- The NOA series is the foundation of the Interprovincial Standards Red Seal Program.
- Documents that detail tasks and sub-tasks performed by workers in a trade or occupation.
- The NOAs are developed with industry practitioners.



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Interprovincial Red Seal Examinations

- Red Seal examinations are developed from the NOAs with industry practitioners.
- Upon successful completion of the interprovincial examination, candidates receive a Red Seal endorsement on their P/T journeyperson certificates.



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Interprovincial Program Guides

- A list of validated technical training outcomes, based upon those sub-tasks identified as common core in the National Occupational Analyses.
- Validated by industry in the Provinces and Territories as incorporating the essential tasks, knowledge and skills associated with a given trade.



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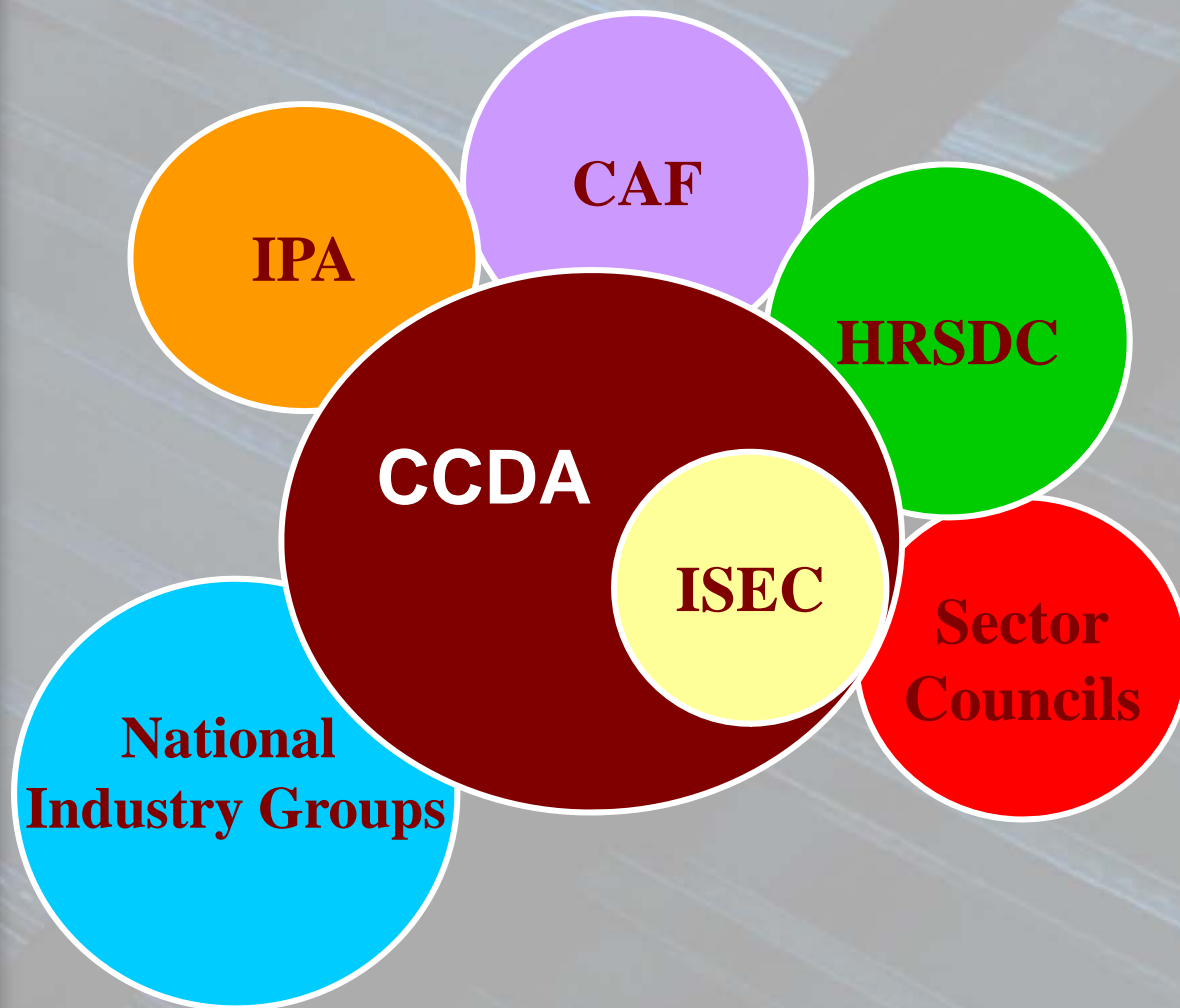
Interprovincial Standards Red Seal Program Partners

- Employers
- Employees
- Contractor Associations
- Organized and Open Shop Labour
- Provincial/Territorial Apprenticeship Authorities
- Government of Canada
- Training Providers
- Sector Councils, including the Canadian Apprenticeship Forum
- Equity Groups



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Relationships





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The 50 Red Seal Trades (as of Feb.08)

- | | | |
|---|--|--|
| 1. Agricultural Equipment Technician | 17. Glazier* | 34. Oil Burner Mechanic* |
| 2. Appliance Service Technician* | 18. Hairstylist* | 35. Painter and Decorator* |
| 3. Automotive Painter* | 19. Heavy Duty Equipment Technician | 36. Partsperson |
| 4. Automotive Service Technician* | 20. Industrial Electrician* | 37. Plumber* |
| 5. Baker | 21. Instrumentation and Control Technician | 38. Powerline Technician |
| 6. Boilermaker* | 22. Industrial Mechanic (Millwright)* | 39. Recreation Vehicle Service Technician* |
| 7. Bricklayer* | 23. Insulator (Heat and Frost)* | 40. Refrigeration and Air Conditioning Mechanic* |
| 8. Cabinet Maker | 24. Ironworker (Generalist)* | 41. Rig Technician* |
| 9. Carpenter* | 25. Ironworker (Reinforcing)* | 42. Roofer* |
| 10. Concrete Finisher* | 26. Ironworker (Structural/Ornamental)* | 43. Sheet Metal Worker* |
| 11. Construction Craft Worker | 27. Landscape Horticulturist* | 44. Sprinkler System Installer* |
| 12. Construction Electrician* | 28. Lather (Interior Systems Mechanic)* | 45. Steamfitter/Pipefitter* |
| 13. Cook | 29. Machinist | 46. Tilesetter* |
| 14. Electric Motor System Technician | 30. Metal Fabricator (Fitter) | 47. Tool and Die Maker |
| 15. Electronics Technician (Consumer Products)* | 31. Mobile Crane Operator* | 48. Transport Trailer Technician* |
| 16. Floorcovering Installer* | 32. Motorcycle Mechanic* | 49. Truck and Transport Mechanic* |
| | 33. Motor Vehicle Body Repairer (Metal and Paint)* | 50. Welder* |

*The trade is compulsory in at least one jurisdiction.

38 of the Red Seal trades are compulsory in one or more P/Ts.



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Challenges for Apprenticeship in Canada



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Jurisdictional Differences

Achieving consensus
among 13 jurisdictions on
issues pertaining to the
Red Seal Program.



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Skilled Trade Shortages in Some Regions and Sectors of Canada

- There are emerging skills shortages across regions of Canada. Alberta and British Columbia have created regional lists of occupational pressures, some of which are creating high demand for temporary foreign workers.
- The shortage of skilled labour is becoming more problematic for SMEs. For the second consecutive year, the construction sector reports the highest long-term vacancy rate (high of 6%).*
- The Construction Sector Council estimates that by 2015 the construction industry will need to recruit and train 230,000 workers because of retirements and a growing economy.

* Source: Help Wanted, Canadian Federation of Independent Business, March 2008.



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Meeting the Retirement Challenge

Across Canada, the median age of workers in many Red Seal trades is steadily rising, and the number of retirements is expected to be significant over the next decade.

Source: Census Data 2006

	Median Age	% Aged 45 and over
Steamfitters Pipe fitters and Sprinkler System Installers	40	42%
Carpenters	40	40%
Bricklayers	41	42%
Glaziers	39	36%
Electricians (Except Industrial and Power System)	38	35%
Boilermakers	40	42%
Ironworkers	39	36%
Construction Millwrights and Industrial Mechanics (Except Textile)	45	51%
Heavy-Duty Equipment Mechanics	42	46%
Refrigeration and Air Conditioning Mechanics	40	34%
Elevator Constructors and Mechanics	40	35%
Total Labour Force	38	40%



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Employer Participation Needs to Improve

- Employer participation is essential to apprenticeship. On-the-job requirements make up a minimum of 80% of apprenticeship.
- A recent CCDA study looked at the extent of employer participation in selected trades and provinces. The study found that among non-participating employers, the risk of skilled workers being poached was among the top three selected reasons for not participating in apprenticeship.



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Other Challenges for Apprenticeship in Canada

- High demand for skilled workers
- Skills required for a more technological market
- Promotion of skilled trades as a career choice
- Opportunity for apprentices to gain broad scope of work experience within skilled trades



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Yet More Challenges for Apprenticeship in Canada

- Foreign Credential Recognition
- Cost/time required to develop standards and keep them current
- Access to the apprenticeship system
- Completion of the apprenticeship program



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