

Industry Engagement Mechanisms

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Skilled Trades Chair

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Alberta's Skilled Trades Sector

What are the Skilled Trades?

- A skilled trade is a career path that requires hands-on work and specialty knowledge.
 - Many skilled trades workers obtain certification, typically by completing an apprenticeship education program
- Skilled trades are a key component of Alberta's workforce and are vital to the strength and diversity of the economy.
- The trades can be categorized into 5 sectors: architectural construction, electrical, mechanical, metal, and other (e.g. service trades).

Alberta's Skilled Trades Sector

In Alberta's designated trades, there's always been a partnership between industry and government, and that continues:

- Industry establishes the journeyperson certification standards to provide direction to the system (through its Alberta Board of Skilled Trades (ABST)).
- The government provides the framework and other supports.
- The professionals in the designated trades apply their knowledge and skills in careers that support them, their families, and the province.

The Alberta Board of Skilled Trades is the
Voice of Industry so how does Industry
support its new Board?

Industry Network Reimagined

- The greatest strength of the former industry network was its grassroots connection.
- The mandate of the ABST requires industry consultation (just as before).
 - The need to engage with industry stakeholders is still there but it does not look the way it did under the former Act.

A Little Bit About TACE

- During the pandemic, engagement with industry subject matter experts (SMEs) was different and led to the concept of a Trades and Apprenticeship Community of Expertise (TACE)
 - In its current form TACE database collects very limited information about its SMEs.
 - The ABST has worked to enhance the TACE database to include greater detailed information to better suit its engagement needs.

The Engagement Matrix

- A new evaluation process to identify the different types of engagement
- Could include:
 - generalized surveys/polls,
 - system wide communications,
 - trade/sector specific surveys,
 - focus groups,
 - town halls,
 - convening a trade panel(s), etc.

Activities of the Alberta Board of Skilled Trades

The Alberta Board of Skilled Trades

Role of the ABST:

- Deliver on its priorities by overseeing a revitalized and responsive skilled trades sector in Alberta.
- Deliver on its mandate as outlined in the *Skilled Trades and Apprenticeship Education Act* and in the next few slides.

The Alberta Board of Skilled Trades

Establish the Industry Network:

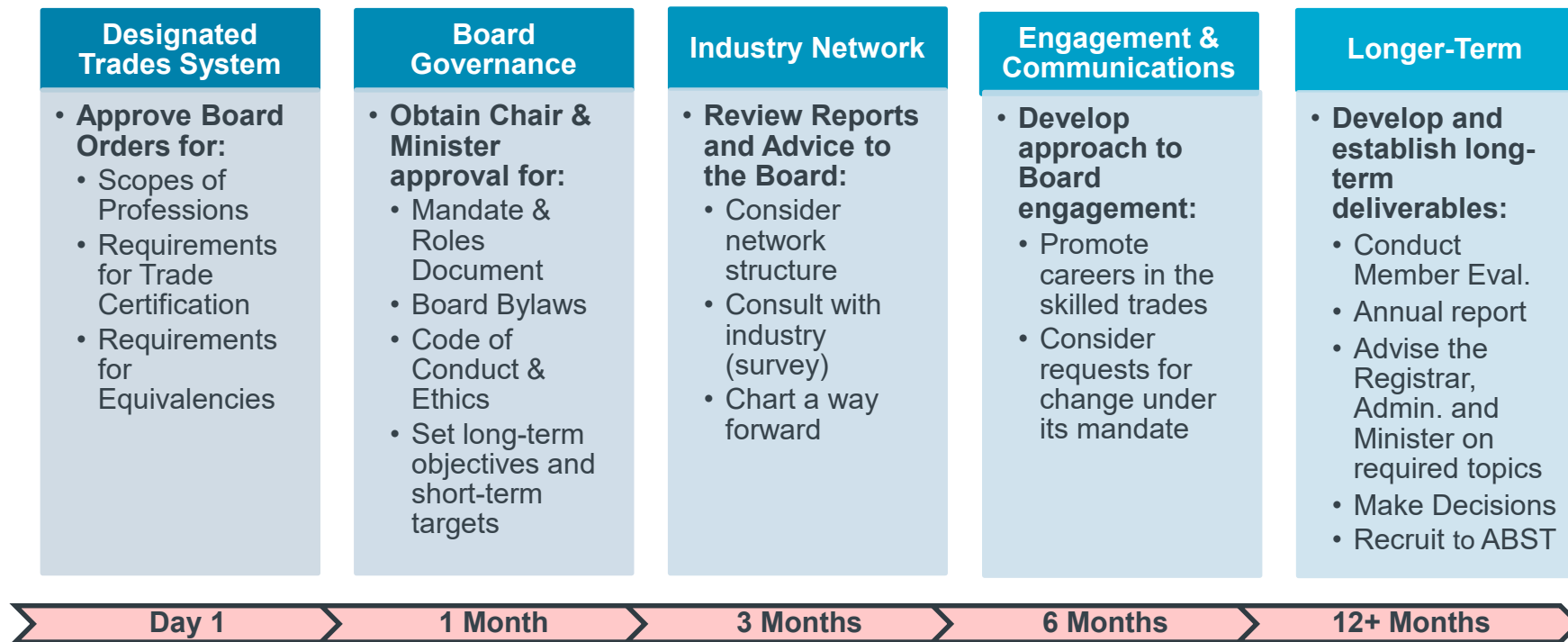
- Setting up its network to assist and advise the Board in exercising its powers and carrying out its functions.
- This includes:
 - Reviewing requests of intent from various industry sectors affecting the standards of designated trades,
 - Setting the terms of review to consult with industry subject matter experts, and
 - Considering, and providing a decision and/or advice - dependent on the matter before the Board.

Work Plan

Significant deliverables for the ABST:

- Under the new Act, the new Board is empowered to make some decisions, advise, and consult with industry.
- However, this resulted in a significant workload, particularly as the ABST began its initial set-up.
- The ABST recognized that some deliverables were legislative requirements and were therefore dealt with immediately.
 - Other deliverables were prioritized due to stakeholder interest.

ABST Activities



Roles and Responsibilities

Role of Government/Minister

- Accountable for outcomes
- Provides funding
- Appoints the ABST
- With input from Industry through its new Board:
 - Designates trades
 - Prescribes restricted activities
- Delegates Registrar and Administrator roles
- Establishes apprenticeship education programs

Role of the ABST

- Develop and implement a strategy for industry involvement.
- Define the scope of profession for a designated trade.
- Advise the Minister on designation of trades, restricted activities, and who may perform them.
- Establish standards and certification requirements.
- Recognize trade certificates from other jurisdictions.
- Provide the Minister advice labour market issues, evolution of the designated trades professions, and talent development.

Role of Administrator

- Issue trade certification (journeyperson certificate).
- Facilitate access to Red Seal examination and endorsement.
- Evaluate individual's certifications, assessments, and work experience.
- Provide secretariat support to the ABST.
- Engage system partners and stakeholders.
- Monitor compliance and carry out enforcement activities

Role of Registrar

- Register apprentices.
- Support and track the progression of apprentices.
- Issue the education credential (Completion of an Apprenticeship).
- With input from Industry maintain the standards of the AEPs.
- Monitor compliance and carry out enforcement activities.

Compliance



Compliance

Trade Certification

- Performing restricted activities when not permitted (class of individual)
- Use of a restricted title (eg. “certified”)
- Misrepresenting qualifications
- Making a false statement
- Selling, or misrepresenting an assessment (eg. employer declaration letter)

Apprenticeship Education

- Not paying correct wage percentage
- Providing limited mentorship
- Poor quality assessments on-the-job
- Apprentice prevented from attending classroom instruction
- Lack of instruction in the full-scope of the program

What to Connect with the ABST on?



Connect With the ABST

So what matters should you reach out to your Board on? The following items would require either an ABST decision or the provision of advice to the Minister:

- Designation or rescission of a trade (advice).
- Designating or removal of restricted activities (advice).
- Adding or removing classes of individuals who can perform restricted activities (advice)
- Establishing/maintaining designated trade certification criteria (decision).
- Specifying the scope of profession for a designated trade (decision).
- Recognizing equivalency to Alberta issued trade certification (decision).
- Promotion of careers in the designated skilled trades profession (advice).

How to Connect

For now if you wish to express a concern, make a request, or promote a position related to matters the ABST has decision-making authority or provide advice to the Minister on, you connect by sending an email to the ABST at this address:

Board.SkilledTrades@gov.ab.ca

Questions?



Registration Without a Sponsor

The STAEA allows for individuals to register into an AEP with no sponsor and policy developed this far establishes the following:

- Receive competence portfolio (blue book)
- Start looking for a sponsor
- May enroll in classroom instruction
 - One attempt at one period of classroom instruction, after which they will be expected to find a sponsor to gain on-the-job instruction.

More Background on What the ABST Does?

The Alberta Board of Skilled Trades

Make orders that:

- Define the scope of each of the professions that are a designated trade;
- Establish the certification standards and requirements for those same professions;
- Recognize equivalent certifications from outside Alberta as being valid trade certificates in this province.



The Alberta Board of Skilled Trades

Direct the Administrator on:

- Changes regarding endorsements (eg. Red Seal).
- Changes to trade certification standards
- Recognitions, suspensions, or revocations of trade certifications or endorsements.

Advise the Registrar on:

- When Board-changes to a trade's scope of profession may impact on an apprenticeship education program.



The Alberta Board of Skilled Trades

Advise the Minister on:

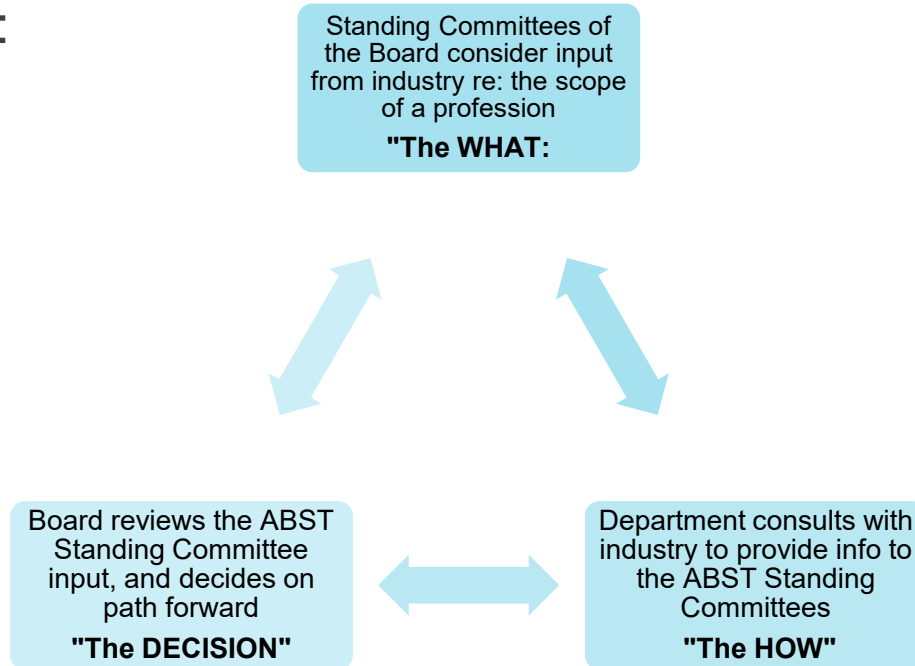
- The designation of new trades;
- The rescission of a trade designation;
- Changes to the restricted activities identified within a trade.



Roles & Responsibilities

Understanding the scope of the Board's role:

- Example:



Roles & Responsibilities

Understanding the scope of the Board's role:

- Example:

