

# Industry Leadership Meeting

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Mike Fernandez

June 29, 2023



**CONFIDENTIAL – Contains advice to Minister**

Alberta

# Agenda

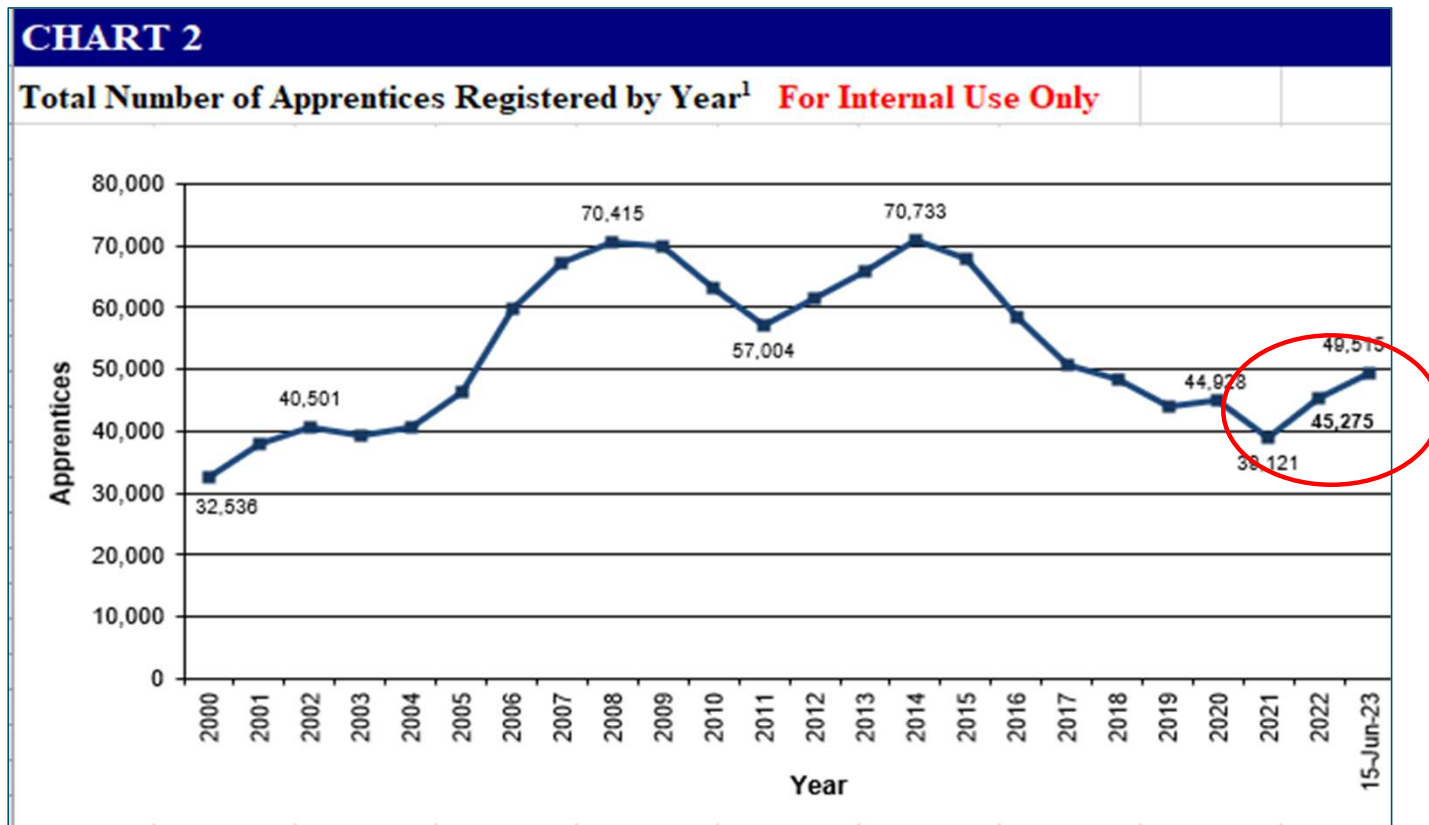
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- 22/23 Academic Year Enrolment
- Period Exam Re-Introduction
- Business Case for Apprenticeship
- 2022 Statistical Profile
- ABST Update
- Assessment Working Group
- Recognition of Foreign Credentials
- Sharing data with Industry
- GoA/Industry/PSI Collaboration

# 22/23 Academic Year Enrollment Update

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# Registration Trend – June 2023

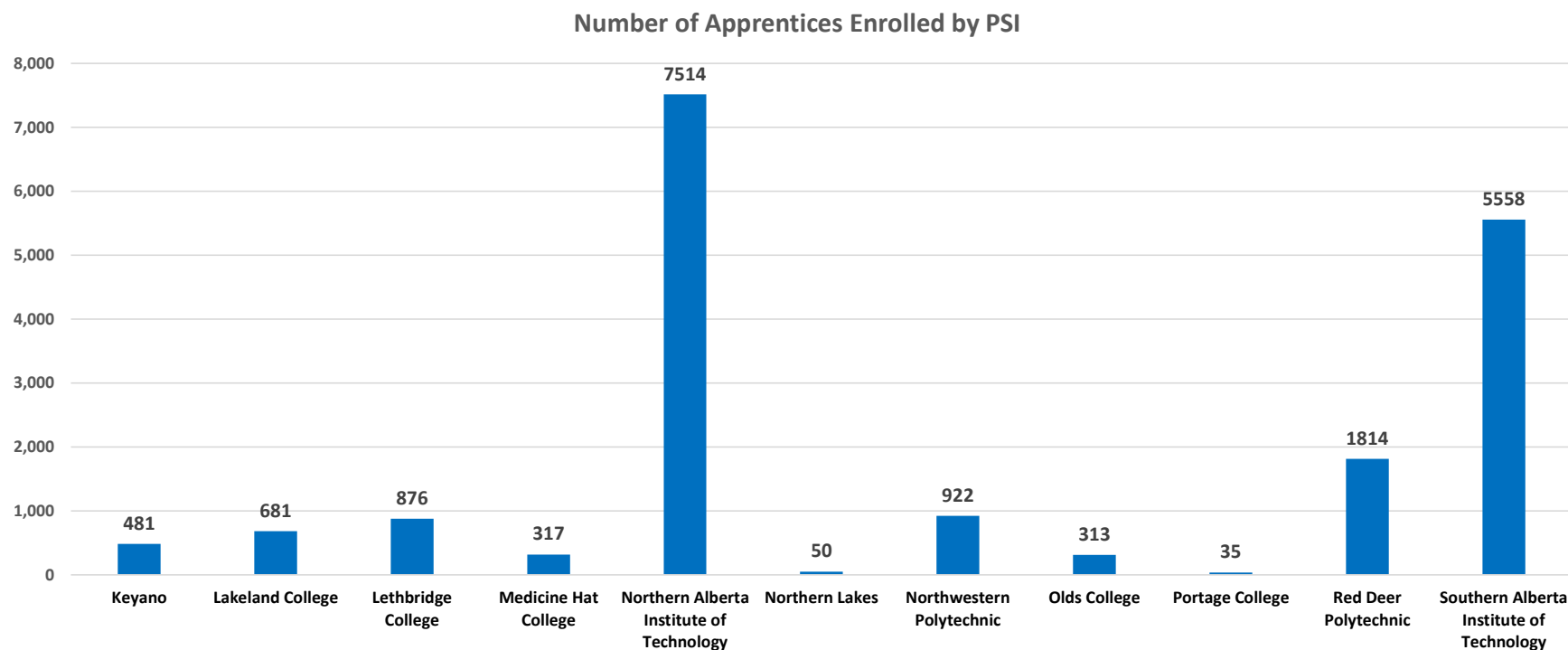


# Apprentice Registration & Seats

(June 2023)

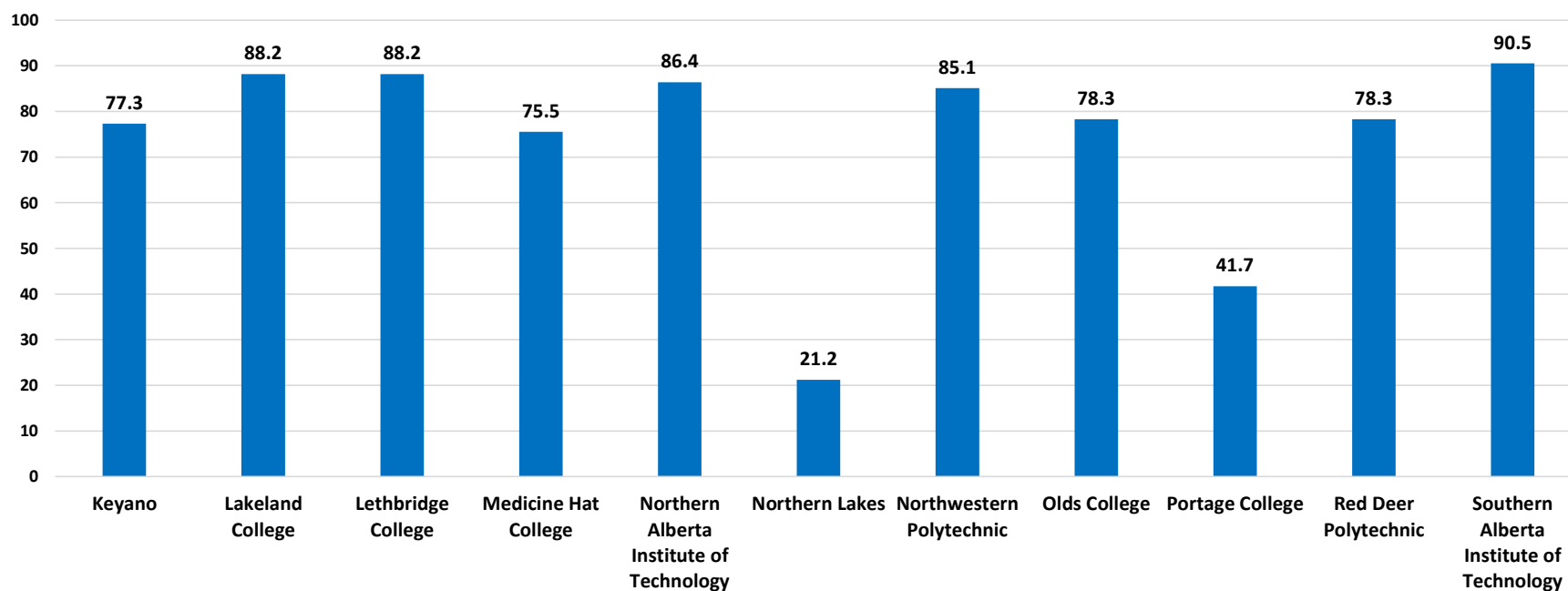


# Apprenticeship Enrollment - 22/23 (June 2023)



# Apprenticeship Enrollment - 22/23 (June 2023)

Fill Rate of Total Apprentices Enrolled in Each PSI



# Period Exam Update

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# Reintroduction Plan

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- Communications
  - Prepare & issue communication affected stakeholders
    - Tradesecrets, MyTradeSecrets, email
- Exam preparation
  - Review all existing exams (~300) to ensure alignment with:
    - STAEA and current standards – completed
    - Code updates – will be completed soon

# Reintroduction Plan

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- Exam schedules
  - Develop exam schedules to align with classes
  - Work with PSIs to ensure adequate facilities for exam sessions
  - Identify and source resources required for administration and invigilation of exams
    - Department staff, contracted vendors (i.e. invigilators, readers, scribes, etc.)

# Business Case for Apprenticeship

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# Apprenticeship ROI

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- In June 2023, Canadian Apprenticeship Forum (CAF) published findings from their 2022 research study “The Business Case for Apprenticeship in Alberta”
- Goals:
  1. Assess costs and benefits of training apprentices
  2. Assess why qualified/able employers do not hire apprentices
- Scope:
  - Automotive Service Technician (AST)
  - Electrician
  - Carpenter

# Findings...

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- Cost-benefit analysis of return on training investment:

| Trade       | Total Cost | Total Benefits | Net Benefits | ROTI   |
|-------------|------------|----------------|--------------|--------|
| AST         | \$435,291  | \$703,579      | \$268,288    | \$1.62 |
| Electrician | \$267,686  | \$378,652      | \$111,293    | \$1.43 |
| Carpenter   | \$309,730  | \$372,919      | \$63,189     | \$1.20 |

| Employer Reported Benefits of Hiring Apprentices | % of Employers |
|--------------------------------------------------|----------------|
| Better fit with the organization                 | 91%            |
| Better retention of employees                    | 81%            |
| In-house mentors                                 | 79%            |
| Potential for career advancement in the company  | 76%            |
| Avoids risks of skills shortages                 | 73%            |
| Greater overall productivity                     | 72%            |
| Better relationships with customers              | 71%            |
| Fewer mistakes                                   | 68%            |
| Better health and safety performance             | 66%            |

**CONFIDENTIAL – Contains advice to Minister**

| Reasons for not Hiring Apprentices                                | % of Employers |
|-------------------------------------------------------------------|----------------|
| Not enough continuous contracts to sustain apprenticeships        | 57%            |
| Not enough apprentices / no-one applies to job postings           | 23%            |
| Insufficient journeypersons to supervise apprentices              | 19%            |
| Not a compulsory trade                                            | 14%            |
| Potential for apprentice to be recruited by another company       | 13%            |
| Apprentices require too much of the journeyperson's time          | 10%            |
| In the past, my apprentices had too many essential skills issues  | 8%             |
| In the past, my apprentices had too many life management issues   | 6%             |
| Interruption in apprentice availability due to technical training | 5%             |
| Insurance costs                                                   | 4%             |
| Health and safety concerns related to apprentice training         | 3%             |
| Worker's compensation costs for apprentices                       | 3%             |
| Other                                                             | 18%            |

**CONFIDENTIAL – Contains advice to Minister**

# Apprenticeship ROI

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- Report link: [https://caf-fca.org/research\\_reports/full-report-the-business-case-for-apprenticeship-training-in-alberta-roti-2023/](https://caf-fca.org/research_reports/full-report-the-business-case-for-apprenticeship-training-in-alberta-roti-2023/)
- Fact Sheet: <https://caf-fca.org/wp-content/uploads/2022/10/ROTI-fact-sheet.pdf>
- Accessing report requires CAF registration:
  - <https://caf-fca.org/non-member-registration/>

# 2022 AIT Statistical Profile

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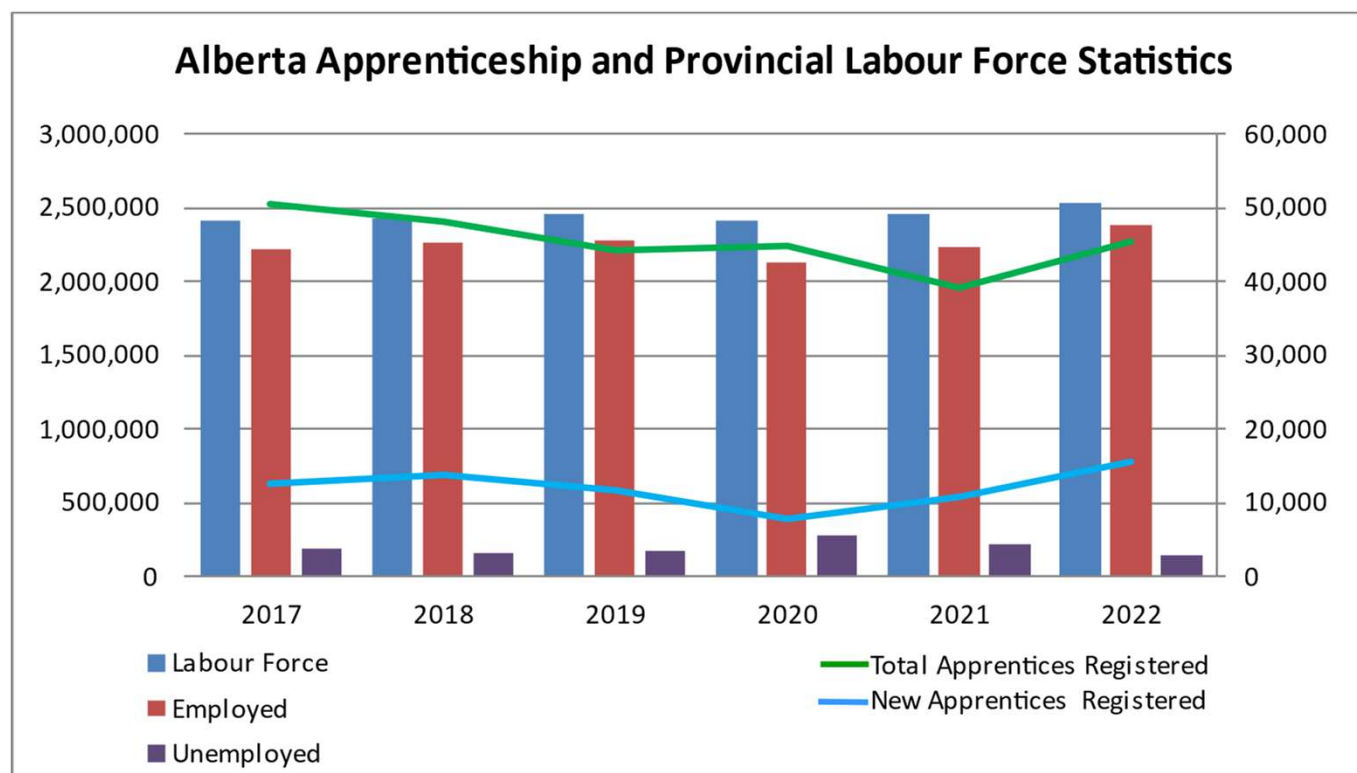
- As of December 31, 2022, there were approximately 45,200 registered apprentices
  - Up from 39,000 in 2021 & 44,900 in 2020.
- Of those:
  - 5,700 were women;
  - 3,000 self-identified as Indigenous;
  - 2,300 began in RAP;
  - 181 began in a CTS Apprenticeship Pathway; and
  - 80 per cent were registered in 12 programs.

# 2022 AIT Statistical Profile

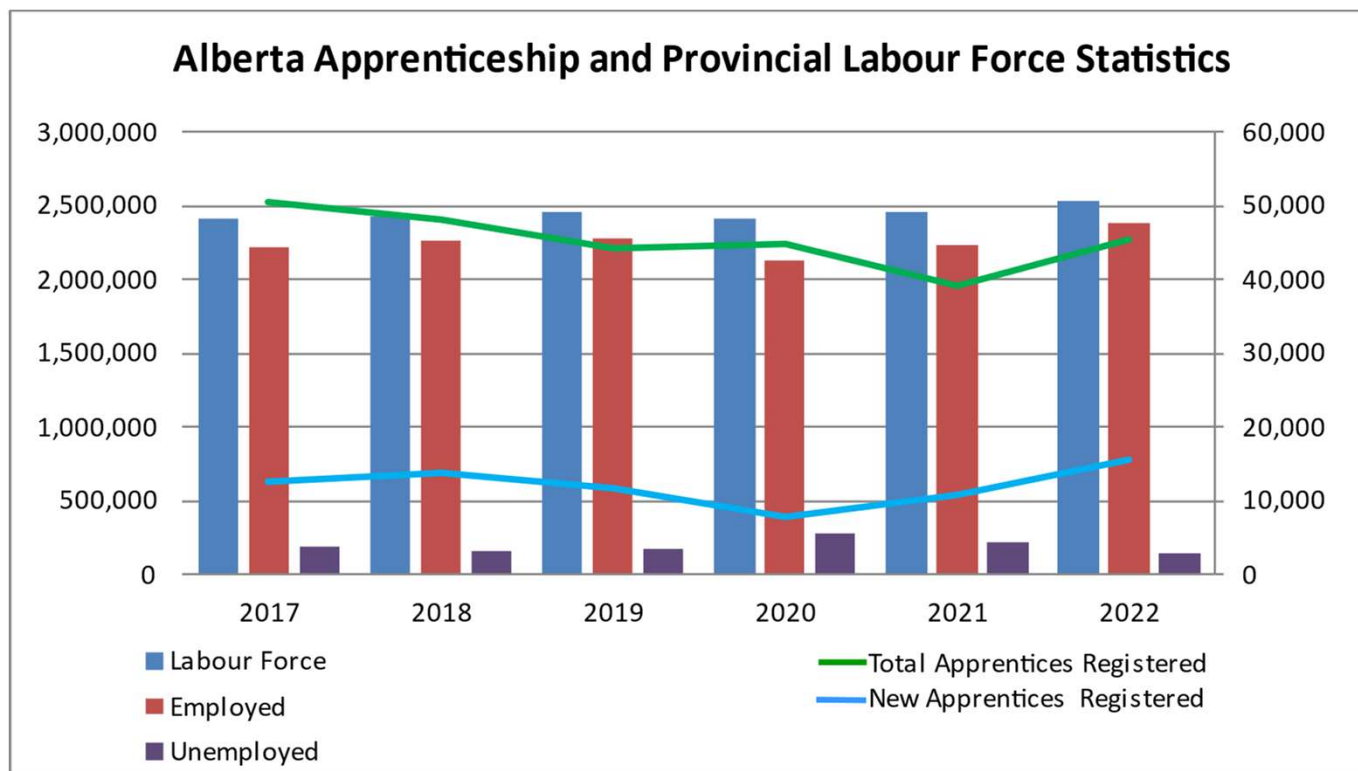
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- In 2022...
  - 15,600 new apprentice registrations (79% w/ Sponsor).
  - 6,000 Journeyperson or Qualification certifications issued.
  - 1,500 education credentials issued between STAEA's July launch and December.
  - Department staff visited over 9,500 employer sites or shops.

# 2022 AIT Statistical Profile



# 2022 AIT Statistical Profile



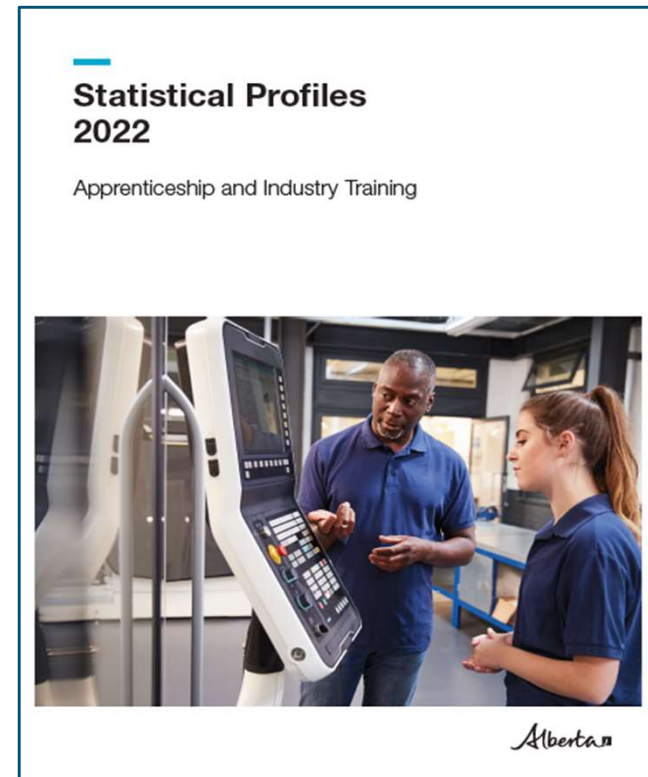
# Discussion

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- How do you (industry) use the information in the Statistical Profile?
- What additional data, insights, or information might be useful to you?

# 2022 AIT Statistical Profile

- 2022 AIT Statistical Profile link:  
<https://tradesecrets.alberta.ca/regulation-resources/publications/>



# ABST Update

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# ABST Update and Board Operations

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- In fall 2022, the ABST formed three standing committees to carry out the board's legislated functions and ensure the board meets its mandate.

## **Board Operations Standing Committee (BOSC)**

- Ensures effectiveness of ABST operations
- Address promotional opportunities for the ABST and skilled trades
- Develop operational and strategic plans for the board.

# Industry Network

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## **Industry Network Standing Committee (INSC)**

- Establish and maintain the Board's industry advisory mechanism, and
- Consult with industry on issues related to the skilled trades professions in Alberta that fall under the Board's mandate.
- New MySkilledTrades Network framework has been developed and the model is issues-driven.

# Industry Standards

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## **Industry Standard Standing Committee (ISSC)**

- The ISSC is responsible for reviewing industry recommendations, in advance of them being brought to the board, related to:
  - trade designations,
  - certification standards,
  - scope of profession,
  - restricted activities, and
  - classes of individuals for designated trades.

# Contact the ABST

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Issues? Questions? Suggestions?

Email the Board at

[Board.SkilledTrades@gov.ab.ca](mailto:Board.SkilledTrades@gov.ab.ca)

Stay informed at [Tradesecrets.alberta.ca/ABST](http://Tradesecrets.alberta.ca/ABST)

# Assessment Working Group

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# AIT Assessment Review - Overview

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- Overarching look all assessments currently used in Alberta apprenticeship system
  - AIT period exams, practical exams, competence portfolio
  - Trainer assessments
  - Red Seal exams
- Expand on previous research completed on other jurisdictions
  - All other P/T across Canada
  - Germany, Ireland, South Korea, Switzerland, Austria, USA, others

# AIT Assessment Review - Overview

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- Other items/policies to be review
  - Delivery of assessments (period exams)
  - Credit pass (68% vs 70%)
  - Exam weighting (i.e. PSI mark and period exam mark)
- Project is expected to last ~2 years
  - Complete report at conclusion of project
  - Interim recommendations as project progresses
    - i.e. change to credit pass policy
    - No need to wait for completion of project for implementation

# Working Group

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- Initiating recruitment for a working group
- Consist of individuals from:
  - Industry (associations, unions, business owners/ reps, individuals)
  - PSIs (chairs, instructors, SMEs, others)
  - Government
- Initial meeting to be held in July (online)
- Apprentices to be consulted throughout process
- Seeking input on individuals to include from PSIs

# Project Terms of Reference/Outline

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- Timeline – 2 years
- Group size – 16-24 members
- Meetings - 4-6 weeks (online)
- 2 subcommittees
  - Apprenticeship systems
  - Assessment models
- Recommendations to Registrar

# Questions

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- What do you think would be good outcomes from this project?
  - To support Industry?
  - To support apprentices?
- What do you think could be some major challenges that this project will face?
  - Resistance to change?
  - Incompatibility between Alberta and other jurisdictions?
- Who would be an effective member for this group?
  - Trades background vs non-trades background?

# Foreign Credential Recognition

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# Meeting the needs of Industry



Alberta

- Registered Apprentices
- RAP/CTS
- Technology/Technician programs



Canada

- Red Seal
- Trades Qualifier Program
- Dept. of National Defence



International

- Direct recognition of foreign credentials
  - USA
  - Ireland
- Trades Qualifier Program

# Recognized Trade Credentials

- Alberta recognizes select credentials for USA, Ireland and Dept. of National Defence
- Jurisdiction
- Trade
- Credential
- [Tradesecrets Link](https://tradesecrets.alberta.ca)

**For your Information**

**Summary of Recognized Trade Credentials**

Alberta's growing trades industry sees talented employees from all over the world entering our province's job market. The following information lists **recognized trade credentials in Alberta**, categorized first by the issuing jurisdiction, the Alberta trade, followed by the equivalent credential. Individuals holding a recognized trade credential are eligible to work in the full scope of the trade in Alberta based on their credential without having to sit for examinations. Visit [tradesecrets.alberta.ca](https://tradesecrets.alberta.ca) for more information on recognized credentials for each of Alberta's trades.

**United States of America**

| Alberta trade          | Recognized trade credential                                                                                                                                                                                                                                                                                                                             |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Boilermaker            | Certificate of Accomplishment in the Boilermakers National Apprenticeship Program issued by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers in the United States of America.                                                                                                                          |
| Electrician            | Certificate of Completion for Journeyman Inside Wireman issued by the National Joint Apprenticeship and Training Committee for the International Brotherhood of Electrical Workers and the National Electrical Contractors Association in the United States of America.                                                                                 |
| Elevator Constructor   | Certificates issued by the Canadian Elevator Industry Educational Program (CEIEP) or National Elevator Industry Educational Program (NEIEP) in the United States of America.                                                                                                                                                                            |
| Ironworker             | Certificate of Completion of Apprenticeship in the Ironworker Apprenticeship Certification Program issued by a Local Union Apprenticeship Program that is certified by the Apprenticeship and Training Department of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers Union in the United States of America. |
| Steamfitter-Pipefitter | Certificate of Completion of Apprenticeship for Steamfitter-Pipefitter issued by the Joint Apprenticeship and Training Committee for the United Association in the United States of America.                                                                                                                                                            |
| Welder                 | Certificate of Accomplishment in the Boilermakers National Apprenticeship Program issued by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers in the United States of America.                                                                                                                          |

**Republic of Ireland**

| Alberta trade                                             | Recognized trade credential                                                                                                                                                                                                     |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Carpenter                                                 | Level 6 Certificate or Level 6 Advanced Certificate for the craft of Carpentry and Joinery issued by the Further Education and Training Awards Council (FETAC) in Ireland and/or Quality and Qualifications in Ireland (QQI).   |
| Heavy Equipment Technician – Truck and Transport Mechanic | Level 6 Certificate or Level 6 Advanced Certificate for the craft of Heavy Vehicle Mechanics issued by the Further Education and Training Awards Council (FETAC) in Ireland and/or Quality and Qualifications (QQI) in Ireland. |

[tradesecrets.alberta.ca](https://tradesecrets.alberta.ca)  
Classification: Protected A

Alberta Government Apprenticeship and Industry Training

# Role of the ABST

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- Administrator/Industry will work on identifying which trades and which jurisdictions will be examined
  - STP currently designing a process to analyse foreign certification
- STAEA section 13(2) The Board may make orders
  - (c) recognizing documents issued outside Alberta as being the equivalent of a trade certificate, if the Board considers it appropriate to do so;

# Discussion

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- What information do you have to help us identify potential trades or jurisdictions we could consider?

# Sharing data with Industry

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# Sharing data with Industry

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- Tradesecrets to be restructured for Fall 2023
- Focused on increased transparency, information sharing, and functionality. Increased access to data:
  - Statistical Profiles
  - Survey Reports
  - Task Force Reports
  - Alberta Economic Dashboard
  - Other resources (eg, BuildForce, CAF, Petroleum LMI)

# Discussion

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- What reports, surveys, data, or labour market information is relevant to you?
- What additional information would be useful?

# GoA Industry PSI Collaboration

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# Opportunities for the System

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- What opportunities exist for Industry, PSI's and the department to provide advice to GOA?
- Are there opportunities to share information that would better serve both PSI's and Industry?
- The ministry will bring people to the table

# Next Steps

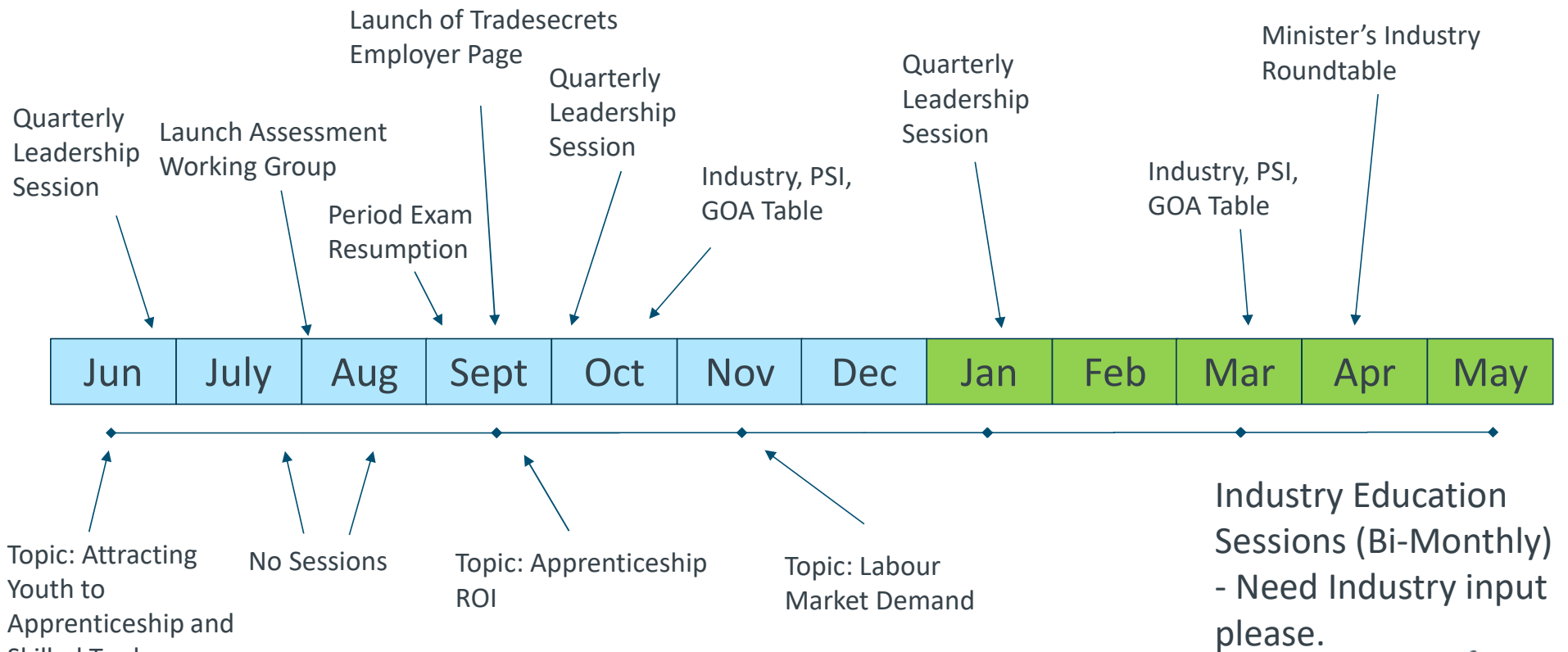
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# Fall Agenda Items

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- Update from the Registrar
- Sharing Data with Industry
- Minister's Mandate
- Labour Market Dashboard
- Industry's Role in Decision Making

# Next Steps



# Questions?

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Alberta