

Skilled Trades and Apprenticeship Education Act

Stakeholder Briefing

April/May 2022



Alberta

Agenda

- Employers and Sponsors
- Mentors and Mentorship
- Strengthening the Apprenticeship Education Program
- Advice to the ABST re: Industry Engagement
- Timeline
- Next steps

Sponsors – Who are Sponsors?

- Sponsors may include employers, consortia of employers, labour organizations, non-profit organizations and more
- Why change from language of employers?

Sponsor Responsibilities

- Ensure apprentices receive on-the-job instruction through mentorship
- Ensure apprentices are paid
- Ensure mentor responsibilities are met, including ratios
- Encourage and enable progression and completion
- Maintain records of employment for apprentices
- Ensure forms, documents, and records of period completion are submitted to the Registrar

Mentor Responsibilities

- Key responsibility to support apprentices with on-the-job education.
- Provide opportunities for apprentices to develop knowledge and skills.
- Assess apprentice competence and provide feedback.
- Provide a supportive learning environment that fosters continuous development.
- Incorporate knowledge and skills learned at school with on-the-job instruction.

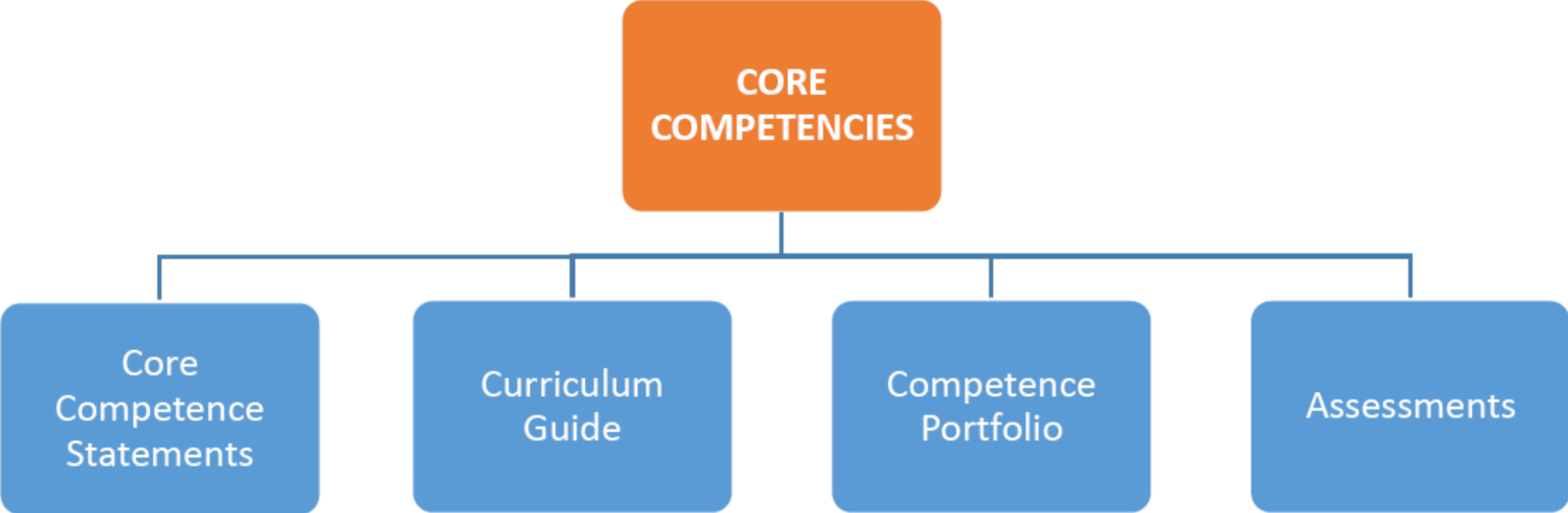
Program Oversight

AIT Officers will continue to have responsibilities for both compliance and education, including:

- Educating sponsors, mentors, and apprentices
- Ensuring responsibilities of sponsors and mentors are met
- Visiting work locations with active apprentices
- Addressing compliance concerns
- Supporting high schools and youth

Strengthening the Apprenticeship Education Program (AEP)

- The current AEP standards will form the basis of what must be formally established under the STAE Act but also brings with it an opportunity for improvement, not just to the standards, it will lead to:
 - A move from just supervision to true mentorship
 - Further identification of barriers to progression and completion
- These are outcomes that align with a number of the recommendations of the Skills for Jobs Task Force.



Strengthening the AEP – Industry Working Group

Outcome: To ensure that AEP standards are updated using best practices and increase the role of on-the-job learning in AEPs

- The industry group has a minimum target participation of 10 – 15 members.
- 5 current and engaged industry network members have already agreed to participate
- Target date for initial meeting is May 3rd.

Strengthening the AEP – Preparatory Work

- AE solicited the input of curriculum development specialists.
- Bi-weekly meetings commenced Jan 2022.
- This engagement is targeted at developing a draft framework of the AEP program standards.
- The discussion for the development of the draft framework has not been trade specific.

Strengthening the AEP – OTJ Pilot

- A limited pilot of the Competence Portfolio (updated Blue Book) with a target implementation date of September 2022.
- Pilot to include a sampling of small, medium, and large sized apprenticeship education programs.
- The department will seek the participation of supportive sponsors (TrailBlazers).
 - Entities (many will be employers) that have exhibited best practices and support within the current system and have a desire to participate.

Advice to the ABST

- When the Alberta Board of Skilled Trades (ABST) is appointed, one of its first responsibilities is to develop a Stakeholder Engagement Plan.
- AE has prepared a report to help the ABST develop its strategy.
 - The report provides background information on the existing industry network, a jurisdictional e-scan, committee options, a review of additional engagement tools, consideration of sub-committees and ad-hoc working groups, and advice from the Ministry.

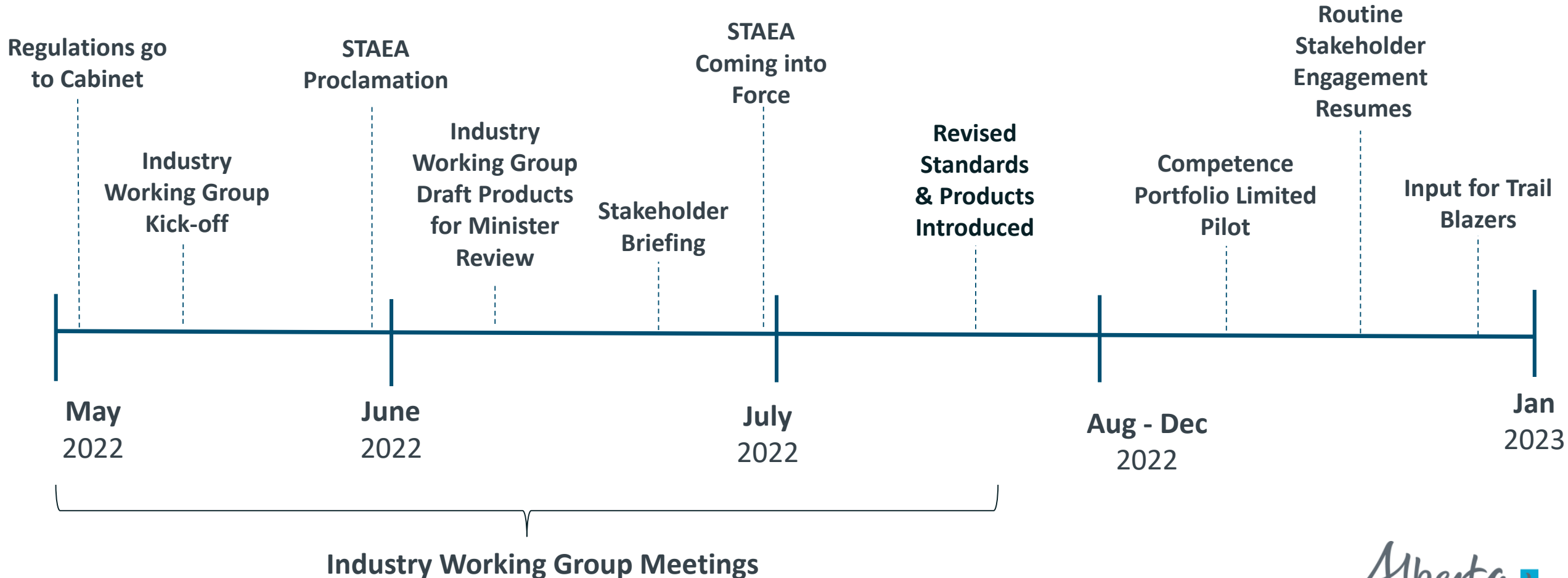
Advice from AE

- AE's stakeholder engagement report does not recommend a specific engagement strategy for the ABST, but it does offer some advice:
 - Engage with stakeholders right away, potentially even consulting on the development of an engagement strategy.
 - Plan for an iterative approach, meaning start with a strategy that seems appropriate and expect to review and amend at least annually.
 - Seek efficiencies in deploying available resources.
 - Include online and digital tools in the engagement strategy (e.g., Trades and Apprenticeship Community of Expertise).

Advice from AE (cont'd)

- The report also provides additional advice based on lessons learned:
 - Committees are valuable forums for discussing issues and making recommendations, but most jurisdictions still rely on subject matter experts in ad hoc working groups or sub-committees to do the foundational drafting/analysis work.
 - Maintain even representation of employers and employees providing input, and expand to include other stakeholders as appropriate.
 - Schedule and plan meetings to ensure timeliness of input and effective use of resources and stakeholders' time.
 - Minimize potential for bureaucratic delays.

Act Implementation Timeline (Updated)



Next Steps

- Future Agenda Items
 - STAEA Implementation and Regulations
 - Routine Engagement

Questions?

