

Skilled Trades and Apprenticeship Education Act

Stakeholder Briefing

January 2022



Agenda

- The Road to Future State
- Skilled Trades and Apprenticeship Education Act
- Policy Review
- Alberta Board of Skilled Trades
- Next steps
- Discussion

The Road to Future State

New directions

- Government identified a number of key issues
 - Concerned about unemployment for young people
 - Concerned about predicted shortages in skilled labour
- Identified strategies to address them
 - Create the Trades Hall of Fame
 - Appoint the Skills for Jobs Task Force
 - Expand the apprenticeship model into other occupations
 - Improve parity of esteem

Skills for Jobs Task Force

- Mandate was to:
 - Evaluate Alberta's skills and apprenticeship system and its place in Canada and the world
 - Propose changes to strengthen Alberta's skills and apprenticeship system
 - Support parity of esteem
 - Examine ways to expand the apprenticeship model to other careers

Task Force Recommendations

1. Renew Legislation
2. Expand Apprenticeship Model
3. Improve Parity of Esteem

Skilled Trades and Apprenticeship Education Act

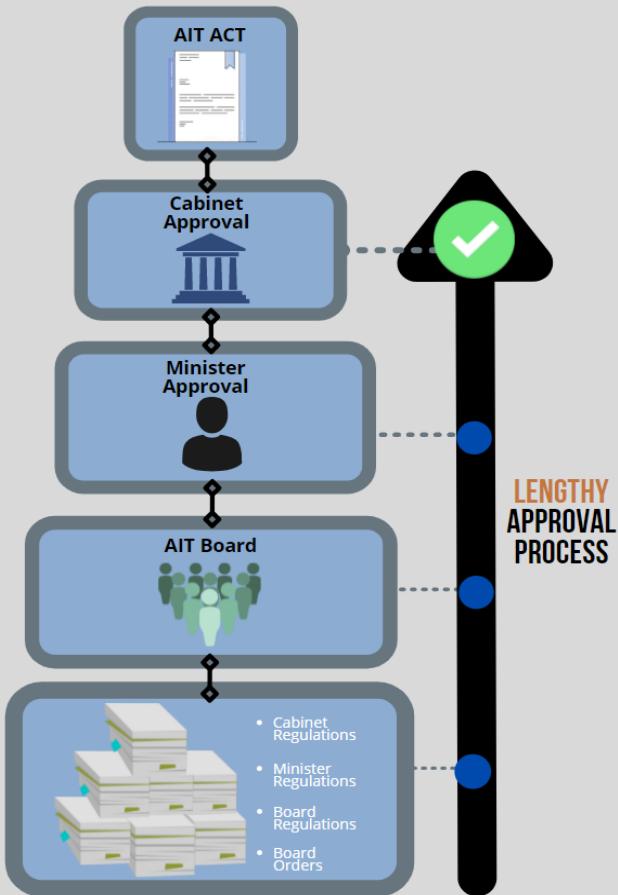
Why update the legislation?

The Skilled Trades and Apprenticeship Education Act is necessary to:

- Increase flexibility, nimbleness, and create educational pathways.
- Expand the apprenticeship model to other occupations.
- Strengthen the parity of esteem of apprenticeship education and skilled trades.
- Strengthen the quality of education provided to apprentices.
- Support Alberta's economic recovery while addressing future skill development needs
- Modernize roles and governance and reduce red tape.

Improve Responsiveness to Industry

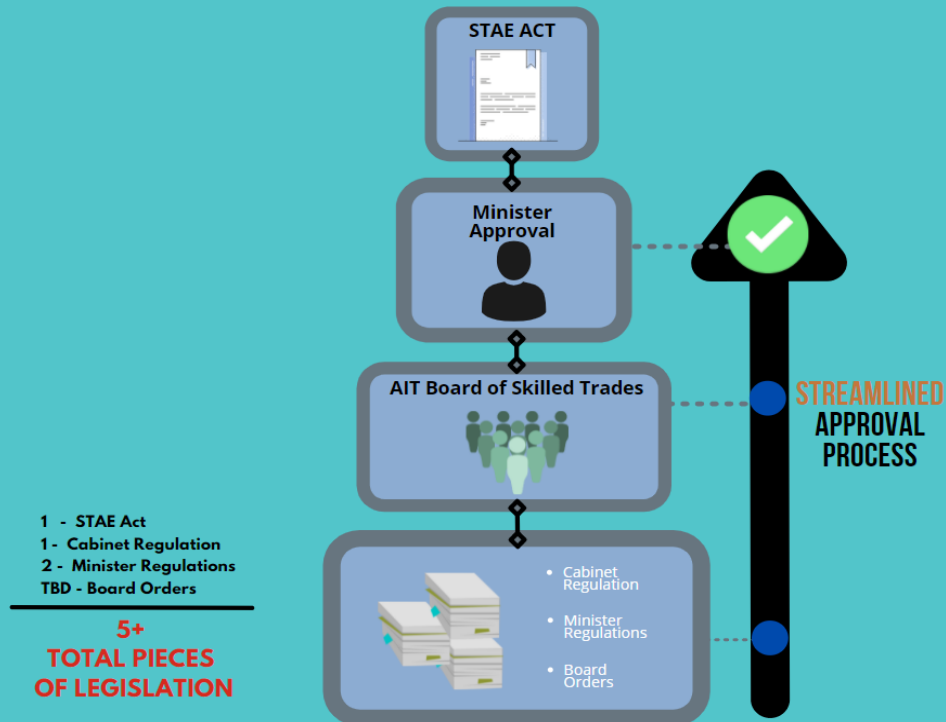
CURRENT STATE



- 1 - AIT Act
- 2 - Cabinet Regulations
- 3 - Minister Regulations
- 64 - Board Regulations
- 31 - Board Orders

**~101
TOTAL PIECES
OF LEGISLATION**

FUTURE STATE



- 1 - STAE Act
- 1 - Cabinet Regulation
- 2 - Minister Regulations
- TBD - Board Orders

**5+
TOTAL PIECES
OF LEGISLATION**

Language Changes

From

To

Apprenticeship and Industry Training Act

Skilled Trades and Apprenticeship Education Act

Journeyman/Journeyman Certificate

Journeyperson/Journeyperson certificate

Employers

Sponsors and mentors

Executive Director

Registrar and Administrator

Apprenticeship Programs

Apprenticeship Education Programs

Apprenticeship contracts

Apprenticeship education agreements

Compulsory/optional

Restricted activities

Technical Training

Classroom instruction

Indentured

Registered

Certificate/certification

Credentials and certificates

Not Everything is Changing

- All trades currently designated will remain designated.
- Industry will continue to play a critical role in setting the standards for certification.
- Apprenticeship will continue to include a combination of on-the-job and classroom instruction.
- Apprentices will still require on-the-job instruction from a certified journeyperson, and will need to be paid while doing so.
- Advanced Education will be responsible for enforcement and promotion of programs.
- Alberta will continue to be a leader in apprenticeship training.

Policy Review and Regulation Development

Engagement – What Was Done

- External engagement occurred June – October 2021
- Consisted of online surveys, focus groups, in-depth interviews, workbook submissions
- Topics included:
 - June/July: Sponsors, Mentorship, certification models, compliance
 - September/October: Wage rates, ratios, exceptions to restricted activities, establishing trades and education programs, credentials
- Participants included:
 - Apprentices, journeypersons, employers, industry network, industry associations, community organizations, labour organizations, post-secondary institutions

Industry Engagement – What We Heard

- Strong role of industry in Alberta is a hallmark and must be maintained.
- Opportunities exist to strengthen ways to gather input, including surveys, committees, formal or informal meetings, online forums, industry associations, and other organizations.
- Support exists for introduction of sponsors and an increased focus on effective mentorship.
- Support for the introduction of education credentials.

Industry Engagement – What We Heard

- Clarification is needed on the intent to move from compulsory and optional trades to restricted activities.
 - Don't want to negatively impact public safety or decrease integrity of trade certification.
- More emphasis needed on improving and enforcing compliance activities.
- Need an increased frequency of industry communications and engagement.

Restricted Activities

- Shifting from compulsory & optional to restricted activities.
 - Restricted activities are tasks within a trade required to be completed by a class of individual that meet the standard of that trade.
 - They may include all, some, or none of the activities within a trade depending on industry preference.
- Restricted activities are not micro-credentials.
 - There is no ability for apprentices to learn one activity outside of a trade and be certified to complete it.
- Porting/creating restricted activities for each trade will be developed by the new Board.

Wages

Minister will set wage rates, as a percentage of a journeyperson's wage, for apprentices in each apprenticeship education program in regulation.

Apprentices will continue to fall under the Employment Standards Code, including the minimum wage provisions.



Wage rates will initially follow the percentages currently set in trade regulations.

Ratios

Minister will set apprentice to mentor ratios for each apprenticeship education program in regulation.

Apprentice to mentor ratios will initially follow the ratios set in trade regulations.

Any future changes to wages and ratios will be made in consultation with industry

	AE Role	AE Functions	Credential/Certificate issued...
Academic Credentials 	Registrar	<ul style="list-style-type: none"> • Register apprentices • Support and track progression • Monitor compliance • Issue credential 	<p>Upon successful completion of an apprenticeship education program or an industry training program.</p> <p>Several levels of credential will likely be available, depending on the length of training.</p>
Skilled Trades Certification 	Administrator	<ul style="list-style-type: none"> • Evaluate credentials, certifications, assessments and work experience • Monitor compliance • Issue trade certificate • Facilitate access to Red Seal testing and endorsement 	<p>Upon completion of certification requirements.</p> <p>Trade certificate can include a Red Seal endorsement.</p>

Alberta Board of Skilled Trades

Alberta Board of Skilled Trades (ABST)

- Comprised of industry representatives.
- Key roles/functions:
 - Develop strategy for industry involvement
 - Define the scope of profession for a designated trade
 - Establish standards/requirements for trade certification
 - Advise minister on designation of trades, restricted activities and who may perform them
 - Recognize credentials from other jurisdictions as being the equivalent of a trade certificate in Alberta
 - Provide advice on competencies for apprenticeship programs related to skilled trades

First Days of the Board

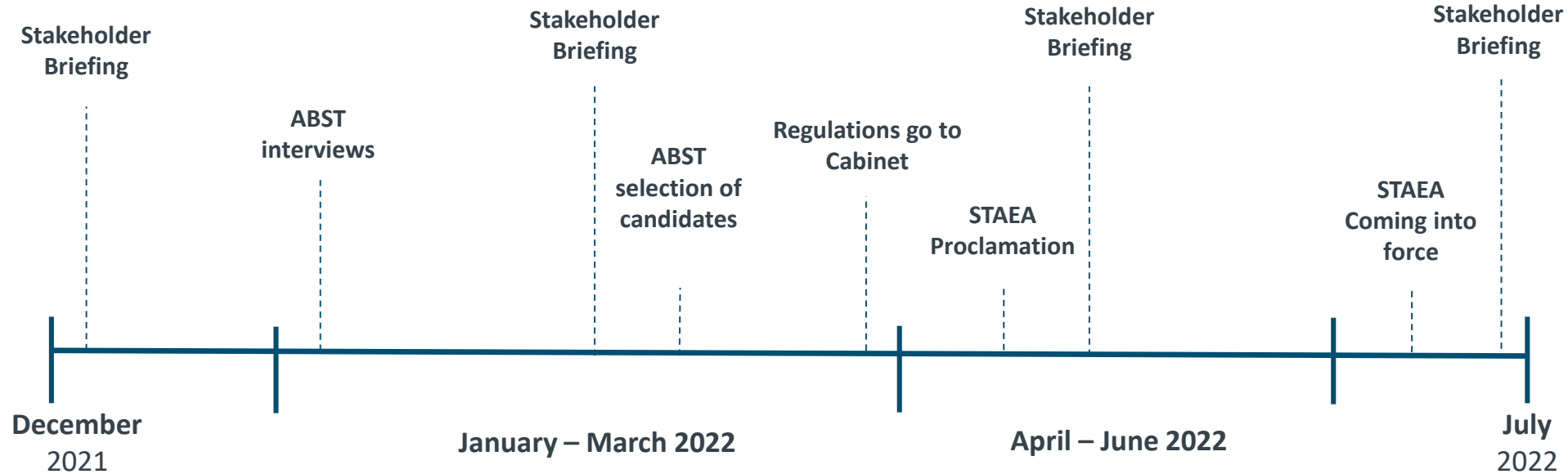
1. Approve Board Bylaws, Code of Conduct, Board Orders and Board Policies.
 - Critical Board Orders and Board Policies will be drafted in advance to ensure seamless transition in the transition from one act to the next.
 - No significant changes will be proposed in these documents.
2. Determine how it will engage with industry to gather input/feedback and leverage expertise.
 - The Board will have the flexibility to employ a range of strategies to engage industry

Board Recruitment Update

- Recruitment posting on September 15, 2021 and the deadline was October 29, 2021.
- Applications are being reviewed and interviews will be conducted in early 2022.
- Minister approves Board appointments winter 2022.
- Announcement of ABST members and onboarding will occur in spring 2022.

Where are we now and what's next?

Act Implementation Timeline



Next Steps

- Stakeholder briefings will be scheduled every two months.
- Advanced Education will provide updates regarding legislation, policy, and implementation of the STAE Act.
- February agenda items include:
 - Roles and responsibilities of system partners
 - Education vs regulation
 - Options for industry in apprenticeship education and designated trades
- Draft your advice to submit to the new ABST re: industry engagement.

Discussion / Q&A
