

# Skilled Trades and Apprenticeship Education Act

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Stakeholder Briefing

July - 2022



# Agenda

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- Assessment Review
- Regulations
- Alberta Board of Skilled Trades
- Plans for ongoing engagement
- Next steps and timelines

# Assessment Review

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# Assessment – Current State

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Alberta's apprenticeship education model contains a number of categories of assessment:

- Assessment of the learner
  - On-the-job – learning obtained in hours/months, competence documented through observance.
  - Off-the-job (classroom instruction) – post-secondary quizzes, pre and post tests, mid-terms, practicals, and finals.
  - Off-the-job (period examination) – administered through the GoA.

# Assessment – Current State

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- Assessment of the quality of instruction off-the-job (PSI's)
  - Review of individual PSI submissions (year over year)
  - Comparison of individual PSI submissions against provincial aggregated results of all PSI submissions (where multiple PSIs deliver same field of classroom instruction)
  - Review of bi-annual survey (employer/apprentice)
  - Comparison of PSI submissions against period exam results

# Assessment – Current State

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- Assessment of the quality of instruction on-the-job (Sponsor/Employer)
  - Site visitation – utilized to review the suitability of a worksite as a training environment. Also during these visits department staff conduct apprentice interviews
  - Review of submitted Competence Portfolio (Blue Book) – completeness of submission, etc.
  - Review of bi-annual survey of (employer/apprentice)

# Assessment - Impacts of COVID

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- March of 2020 a number of classes were cancelled
- Site visitations were severely curtailed
- PSIs moved to a blended learning model
- Period exams were suspended

# Observed Changes in Progression

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- Apprentice pass rates for classroom instruction (with period exams suspended) increased.
  - Since the pandemic began, approximately 97 to 98 per cent of apprentices passed the classroom instruction portion and progressed to their next period, approximately 6 per cent more than recent pre-pandemic years.
- This change in progression rates likely reflects both the waiving of period exams and an increase in the pass rates of post-secondary institutions.
  - Between September and December 2019, approximately four percent failed only the period exam, which is less than the 6 per cent rise we observed.

# Influencing Factors

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- A number of factors may have contributed to increased progression rates during the pandemic. For example:
  - Absence of period exams to act as gatekeeper.
  - Online/hybrid instruction deterring apprentices who struggle academically from enrolling in school.
  - Poor performing apprentices leaving the industry due to lack of work.
  - Instructors uncertain about assessment standards in such unfamiliar circumstances.
  - Fewer reluctant students being encouraged by AIT officers visiting worksites to attend classroom instruction.

# Apprentice Assessment Review

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- Before returning to the default requirements of the past (period exams), the department is undertaking a review of apprentice assessment.
- The review will focus on how government should be involved in both apprentice assessment and quality assurance monitoring of classroom instruction/assessment.
- The department anticipates developing recommendations that can be implemented for September 2023.

# Skilled Trades and Apprenticeship Education Act and Regulations

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# Skilled Trades and Apprenticeship Education General Regulation

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Cabinet  
Regulation

- Matters the Minister must consider before establishing Apprenticeship Education Programs and Industry Training Programs, designating Trades, or restricting activities and prescribing who may perform them.
- Offenses/penalties related to wage rates/ratios
- ABST remuneration
- Transitional provisions related to STAEA and the repeal of AIT and its framework

# Apprenticeship Education and Industry Training Regulation

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## Minister Regulation

- Provisions respecting the administration of apprenticeship education programs and industry training programs.
- It also includes additional powers and functions of the registrar, and the reconsiderations and review of decisions made under Part 1 of the Act.
- Schedule 1 – Wages
- Schedule 2 – Ratios

# Designated Trades and Restricted Activities Regulation

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Minister  
Regulation

- Provisions respecting the designation of trades, the ABST and its committees, and the prescribing of restricted activities and classes of individuals permitted to perform these restricted activities.
- Powers and functions of the board, and administrator, and the reconsiderations and review of decisions made under Part 2 of the Act
- Schedules contain content previously captured in individual Trade Regulations (approx. 60)

# Designated Trades Activities and Certification Requirements Order

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Board Order

Alberta Board of  
Skilled Trades

- Part 1 – Undertakings and Activities
  - Defines the scope of practice for each designated trade
- Part 2 – Journeyperson Certificates
- Part 3 – Equivalency
- Part 4 – Recognized Education
- Approval of the board order is the top priority.

# Appointment and Delegation Orders

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- In addition to the regulations, the following ministerial orders are required for implementation:
  - 2 Ministerial Orders to appoint a Registrar and Administrator for Designated Trades
  - 1 Ministerial Order to repeal all non-regulatory MOs under the former Act
  - 1 Ministerial Order to delegate ministerial powers under the STAEA and regulations

# Alberta Board of Skilled Trades (ABST)

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# ABST Recruitment Update

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- The ABST members were announced on June 30, 2022 when STAEA was proclaimed. The members are:

Ray Massey, Chair

Sheldon Anderson

Rob Calver

Caitlin Hartigan

Miriam Jordi

Matthew Lindberg

Declan Regan

Nancy Suryani

Carol Moen, Chair Designate

Blaine Boutin

Paul de Jong

Ryan Hartman

David Kavanagh

Heather MacCallum

Chris Schneider

- Questions and input can be provided to the ABST at [Board.SkilledTrades@gov.ab.ca](mailto:Board.SkilledTrades@gov.ab.ca). More information can also be found at [Tradesecrets.alberta.ca](https://Tradesecrets.alberta.ca).

# Alberta Board of Skilled Trades (ABST)

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- 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

# Early Days of the ABST

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- Approve Board Bylaw, Board Order, Mandate and Roles, Code of Conduct, and Board Policies.
  - Critical Board Order and Board Policies will be signed on the day STAEA comes into force to ensure transition from one act to the next.
- The ABST will develop an engagement strategy to gather industry feedback for its use. Future opportunities for stakeholder awareness and involvement could include:
  - A regular ABST bulletin outlining Board activities and information, available on [Tradesecrets.alberta.ca](https://www.tradesecrets.alberta.ca).
  - An ABST-led survey to gather information on the industry network and industry expertise, set to launch in late summer 2022.

# Industry Engagement

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# Industry Education Sessions

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- Objective is to deliver regular training sessions for employers/sponsors and industry about how to participate in the new system.
- Online sessions to be held monthly on areas of interest.
- Proposing to start with sponsorship in mid-Sept.
  - Go forward calendar for next 6 months to be established and rolled out in August
- What other subjects do you want to know more about?

# Industry Information Sessions

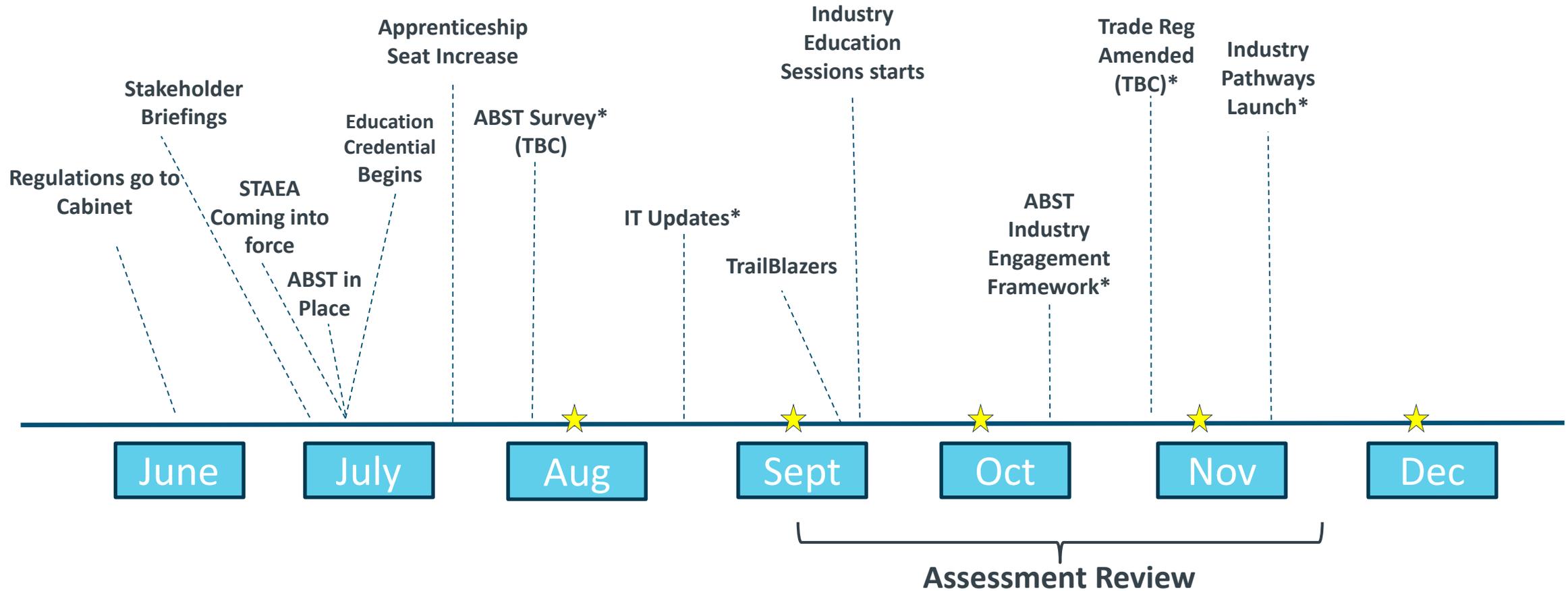
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- Quarterly information sessions with AE leadership, similar to what we've been doing this year.
- Running 1 (not 5) per quarter that will be open to all invitees.
- More of a general update on apprenticeship and trade certification that is not focused on technical details.

# Next Steps

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# Next Steps – July 2022



★ = ABST Bulletin (TBC)

\* Timing is TBD



# Questions?

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