



# Alberta Apprenticeship and Industry Training Board

Annual Report - 2018-2019



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## Message from the Board Chair



On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2018-2019 Annual Report.

The board continues its valuable work to ensure the integrity of the apprenticeship system in Alberta is maintained and improvements are made as we evolve. We continually ensure we are following the operating principles of the Alberta apprenticeship and industry training system: accessible to those wanting to pursue a career, funded by all, industry-driven, collaborative and integrated into the post secondary education system. The board recognizes the value and importance of a highly skilled workforce and what that means to the people and economy in Alberta.

Alberta's economy continued to experience challenges to its recovery in 2018, mainly due to continued issues with lack of market access and lower global oil prices. Alberta's apprenticeship registration and completion numbers reflect the state of the economy, especially in the oil and gas and construction industries. Albertans, and Alberta's industry, are resilient and will recover from the economic downturn. As we look forward, a large segment of the current workforce will enter into retirement ages as well as large projects in other provinces will be seeking skilled workers from across Canada. Doing what we can now to ensure we have a skilled Alberta workforce available is critical to our ability to be successful and internationally competitive. Hiring and training apprentices and occupational trainees is the best workforce strategy to mitigate the effects of future skilled tradespeople shortages.

The board supports the Government of Alberta's commitment to maintaining our province's position as a national and international leader in trades training and workforce development. To that end, the board reaffirms its mandate to work collaboratively with our industry partners to establish and maintain high quality training and certification standards in the designated trades and occupations that keeps pace with technology changes and industry best workplace practices. We also commit to influencing the enhancement of the apprentices' and occupational trainees' knowledge and competency development.

The board will continue to work towards achieving its mandate and contribute to Alberta's skilled workforce development. Working together with our stakeholders and partners, we will all be successful in achieving our goals and especially in providing our young and diverse workforce, the future of our economic and societal success, with the opportunities they need to learn, contribute, and achieve productive and valuable careers.

I would like to take this opportunity to thank our industry stakeholders and partners, our apprenticeship technical training providers, and the Government of Alberta for supporting our apprenticeship and industry training system.

We have accomplished a great deal in shaping the future success of our skilled trades workforce, and I look forward to continuing to ensure the strength of our apprenticeship and industry training system, keeping it relevant and responsive to industry's needs, now and well into the future.

j'Amey Bevan  
Chair

## Introduction

Alberta's apprenticeship and industry training system (system) is a collaborative partnership that is designed to develop and certify highly knowledgeable and skilled journeypersons in more than 50 designated trades and occupations. Industry sets training and certification standards and provides direction to the system through an industry committee network (employer and employee representatives) and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the-job learning component of apprenticeship and occupational training programs. Post-secondary institutions provide the classroom instruction component of apprenticeship programs, as well as offer formal training in some designated occupations.

The board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Advanced Education about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

The board consists of a board chair and 12 public members, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in the designated trades and occupations and the needs of the Alberta labour market for skilled and trained professionals. In addition to the board chair, eight of the board members represent employers and employees in designated trades and four board members represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers. The board also addresses the interests of Alberta's industry sectors, geographic regions and economic activities. The board is committed to increasing diversity and inclusion in the trades' community.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues that affect the system. Members represent the board on organizations such as Skills Canada Alberta and as advisors to apprenticeship-related programs such as the Registered Apprenticeship Program (RAP) and Career and Technology Studies (CTS) program in the K-12 education system. Board members attend annual general meetings of provincial apprenticeship committees and occupational committees to act as a liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's system as the chair of the Interprovincial Alliance of Board Chairs (IPA). IPA connects with the Canadian Council of Directors of Apprenticeship (CCDA). CCDA represents the jurisdictional authorities for the delivery of apprenticeship across Canada and IPA represents industry across Canada.

In addition, the board chair is a member of the Canadian Apprenticeship Forum – Forum Canadien sur l'apprentissage (CAF-FCA), an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country.

The board works collaboratively with system clients and stakeholders (industry, government, junior and senior high schools, and post-secondary institutions) to ensure that Alberta has the skilled and educated workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental practices in the workplace.

As a Government of Alberta public agency, the board's work is aligned with the government direction. The focus of the 2018-2021 Government of Alberta Strategic Business Plan was in building a more resilient, diversified and stable economy.

## Goal 1 Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and the future needs of industry.

### Key Strategy 1: Building a high quality apprenticeship and industry training system

<i>Priority Initiative</i>	<i>Results Achieved</i>
<ul style="list-style-type: none"> <li>➤ The board will continue to ensure that high quality training and certification standards are developed and implemented so that apprenticeship and occupational learning programs are relevant and keep pace with technology changes and industry best practices.</li> <li>➤ The board will show leadership in influencing employers to provide a high quality on-the-job learning experience to increase apprentices' and occupational trainees' skills, competencies, program progression and life-long career success.</li> <li>➤ The board will engage more efficiently and often with apprentices, employers, industry associations, and system stakeholders to gain their perspectives and knowledge about building a more efficient apprenticeship and industry training system.</li> <li>➤ The board will encourage the government to explore opportunities to diversify programs delivered through the apprenticeship model.</li> <li>➤ The board will encourage government to enhance apprenticeship and industry training system processes and technologies to better meet clients' needs.</li> </ul>	<ul style="list-style-type: none"> <li>➤ The board regularly reviewed and approved designated trades and occupations' course outlines, record books, regulation amendments, policies, etc.</li> <li>➤ The board supported the government's work in connecting with employers through site visits and providing counselling and advice on registering and training apprentices and occupational trainees.</li> <li>➤ The board, through its industry network, collaborated with apprentices, employers, industry associations and other stakeholders on apprenticeship and occupational program changes and industry-specific issues.</li> <li>➤ The board supported the government's work in research and discussions regarding expanding the application of the apprenticeship model to other industries (i.e., technology sector).</li> <li>➤ The board supported the government's work in improving processes and technologies that serve their client's needs such as the expanding on-line class registrations through MyTradesecrets and enabling individuals to electronically provide their program documentation.</li> </ul>

### Key Performance Measures:

Performance Measures	Previous Years' Results			Current Results	Target
	(2009-10)	(2011-12)	(2014-15)	(2016-17)	(2016-17)
1.a Satisfaction of recent apprentice graduates with the overall quality of on-the job training <sup>1</sup>	91%	95%	93%	89%	90+%
1.b Satisfaction of recent apprentice graduates with overall quality of technical training <sup>1</sup>	93%	96%	94%	93%	90+%
1.c Percentage of apprentice graduates employed <sup>2</sup>	93%	94%	86%	85%	90+%

<sup>1</sup> The Survey of Graduates of Apprenticeship and Industry Training is conducted typically every second year; however, the 2013-2014 apprentice graduate survey was deferred in order to do a full review of the survey. The Survey of 2016-2017 Graduates of Apprenticeship and Industry Training was conducted in late 2017/early 2018 and reported in 2018.

<sup>2</sup> The percentage of graduates from 2016/2017 who are currently employed is on par with the 2014/2015 graduating class after a significant decrease from the 2011/2012 graduating class (drop to 86% from 94%). This drop in employment may be in part due to the shift in the economic situation in Alberta between these survey years.

## Goal 2 Alberta’s apprenticeship and industry training system is aligned with and responsive to labour market demand.

### Key Strategy 2: Alignment with labour market supply and demand

<b>Priority Initiative</b>	<b>Results Achieved</b>
<ul style="list-style-type: none"> <li>➤ The board will collaborate with government and industry stakeholders to understand the cyclical nature of Alberta’s labour market supply and demand in order to develop strategies that anticipate, rather than respond to, industry’s need for resilient and diverse skilled professionals.</li> <li>➤ The board will continue to encourage and motivate employers to hire, register and train apprentices and occupational trainees through to the completion of their learning programs as the best means to control workforce costs and meet current and future workforce development requirements.</li> <li>➤ The board will support and champion the government’s priority to ensure industry compliance to the certification requirements outlined in the <i>Apprenticeship and Industry Training Act</i>.</li> <li>➤ The board will encourage government, post-secondary institutions, and other stakeholders to develop and deliver alternate and traditional apprenticeship pathways, including apprenticeship preparatory programs.</li> <li>➤ The board will encourage increased diversity and inclusion in the skilled workforce by supporting stakeholder partners that offer programming and supports to under-represented or barriered individuals or groups.</li> </ul>	<ul style="list-style-type: none"> <li>➤ The board regularly reviewed labour market supply and demand reports and information during its board and standing committee meetings.</li> <li>➤ The board continued to encourage and motivate employers to engage in the apprenticeship and industry training system through contacts made through industry events and meetings.</li> <li>➤ The board continued to support the Government of Alberta’s priority to ensure industry compliance to the <i>Apprenticeship and Industry Training Act</i>.</li> <li>➤ The board supported the Government of Alberta’s efforts to expand preparatory programs that combine academic training, employability training, and occupational-related essential skills with work experience that enable individuals to pursue entering into an apprenticeship program.</li> <li>➤ The board continued to support the Government of Alberta’s grant-based programs to community organizations that provided wrap-around services to Indigenous people, women and youth to enable them to pursue successful trades careers.</li> </ul>

### Key Performance Indicators:

Performance Indicators <sup>1</sup>	Previous Years’ Results			Current Results
	2015	2016	2017	2018
2.a Number of new apprentices registered	17,227	13,004	12,637	13,760
2.b Number of apprentices registered	67,955	58,337	50,611	48,206
2.c Number of apprentices completing their program	8,738	9,206	9,190	8,458
2.d Number of individuals issued Occupation Certificates	406	337	287	160
2.e Number of individuals issued Qualification Certificates	1,537	1,021	813	683

<sup>1</sup> Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board’s activities, therefore, performance targets have not been set.

### Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

#### Key Strategy 3: Building awareness of careers in designated trades and occupations

<i>Priority Initiative</i>	<i>Results Achieved</i>
<ul style="list-style-type: none"> <li>➤ The board will advocate for increased promotion of the designated trades and occupations careers to young Albertans currently in their primary and secondary levels of the education system, women, people of Indigenous heritage, and other individuals and groups.</li>   <li>➤ The board will encourage better and more effective communications to the apprenticeship community stakeholders through social media technologies and platforms.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Board members promoted the apprenticeship and industry training system at various local and regional events, including Skills Canada Alberta competitions.</li> <li>➤ The board continued to support organizations such CAREERS: The Next Generation, Skills Canada Alberta, Tribal Chiefs Employment and Training Services Association - Northeast Alberta Apprenticeship Initiative, Tradewinds to Success, Women Building Futures, and others, who either promote, facilitate or provide opportunities for individuals to pursue careers in the designated trades and occupations.</li> <li>➤ The board continued to encourage excellence in the apprenticeship and industry training system by recognizing exceptional apprentices, employers, instructors, and mentors at its annual Board Awards event.</li> <li>➤ In 2018, the Alberta Apprenticeship and Industry Training Board Family of Scholarships was promoted to almost 14,500 apprentices and approximately 1,600 high school students.</li> <li>➤ The board continued to support strategies that promote public and industry awareness of opportunities in the industry network.</li> <li>➤ The board worked with the government to explore and develop strategies that would utilize social media technologies and platforms to enhance communications with the apprenticeship community stakeholders and partners.</li> </ul>

#### Key Performance Measures:

Performance Measures	Previous Years' Results			Current Results	Target
	2015	2016	2017	2018	2018
3.a Number of new registrants in the Registered Apprenticeship Program (RAP)	742	849	934	959	950
3.b Number of individuals awarded scholarships	883	802	697	634	900

## Members of the Board

### Chair

**j'Amey Bevan**      **Current Term:** May 27, 2019 to May 26, 2022; member since May 27, 2016



j'Amey Bevan holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the boilermaker trade, an Achievement in Business Competencies Program (Blue Seal) certificate and a Master's degree of Arts in Leadership through Royal Roads University. Ms. Bevan has worked in the industrial construction and maintenance industry for over 20 years and is the Boilermaker National Training Coordinator for Canada. She is a Director on the Alberta Workplace Essential Skills Board (AWES), the Canadian Apprenticeship Forum Board (CAF-FCA) and Chair of the Interprovincial Alliance of Board Chairs of Canada.

### Representing employers in designated trades

**Shawna Boreen**      **Current Term:** December 12, 2017 to June 11, 2019; member since June 12, 2013



Shawna Boreen holds a Bachelor of Commerce degree from the University of Alberta. Ms. Boreen has extensive experience in the crane industry and is employed as Director of Operations at Women Building Futures.

**Joerg John**      **Current Term:** September 18, 2018 to September 17, 2021



Joerg John holds a trade certificate with an Interprovincial Red Seal endorsement in the baker trade, as well as a Bachelor of Arts in Public Administration and Master Journeyman Baker certification from Germany. Mr. John is currently employed as a Bakery Supervisor at the Real Canadian Superstore in Airdie, Alberta. Mr. John has previously participated as a member on the Baker Provincial Apprenticeship Committee as well as held the position of presiding officer on the Baker – Local Apprenticeship Committee Calgary until his appointment to the board.

**Craig Mathes**      **Current Term:** May 28, 2017 to May 27, 2020; member since May 28, 2014



Craig Mathes holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the Refrigeration and Air Conditioning Mechanic trade, and a journeyperson certificate in the Gasfitter (A) trade. He also holds an Achievement in Business Competencies (Blue Seal) certificate from Alberta Apprenticeship and Industry Training, and a Certificate of Professional Management specializing in Strategic Management through the University of Calgary. Mr. Mathes is currently employed as Service Manager at Modern Niagara. Mr. Mathes has served as a member of the Refrigeration and Air Conditioning Mechanic Local and Provincial Apprenticeship Committees over a nine year period. While a member of the PAC, he also held the position of Presiding Officer for one year.

**Simone Schendel Reese**      **Current Term:** June 12, 2019 to June 11, 2022



Simone Schendel Reese holds a Bachelor of Computer Science degree from the DeVry Institute of Technology. Ms. Schendel Reese is currently employed as a Senior Partner and hiring manager at Schendel Mechanical Contracting Ltd.

**Michael (Mike) Yorke**      **Current Term:** May 9, 2017 to May 8, 2020



Mike Yorke holds a trade certificate with an Interprovincial Red Seal endorsement in the steamfitter-pipefitter trade, as well as trade certificate in the gasfitter trade. Mr. Yorke is currently employed as the Senior Manager, Industrial Relations at Fluor Constructors Canada.

### Representing employees in designated trades

**Blaine Boutin**      **Current Term:** May 27, 2019 to May 26, 2022; member since May 27, 2016



Blaine Boutin holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the automotive services technician trade. Mr. Boutin is currently employed as an automotive service technician and shop foreman at DynEco Automotive Service. Mr. Boutin participated on the Automotive Service Technician Provincial Apprenticeship Committee from 2009 to 2015.



## Members of the Board (continued)

### Representing employees in designated trades (continued)



**Delaine Coleman**

**Current Term:** May 9, 2017 to May 8, 2020

Delaine Coleman holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the electrician trade as well as Bachelor of Arts and Bachelor of Education degrees from the University of Lethbridge. Ms. Coleman is currently employed as an electrician in the industrial sector.



**Brian Dort**

**Current Term:** February 7, 2018 to February 6, 2021

Brian Dort holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the industrial mechanic (millwright) trade. Mr. Dort is currently employed as a business agent for the Millwrights Local 1460 for the Fort McMurray/Wood Buffalo district. Mr. Dort participated on the Industrial Mechanic (Millwright) Provincial Apprenticeship Committee and the Industrial Mechanic (Millwright) Local Apprenticeship Committee – Fort McMurray from 2017 until his appointment to the board.



**Gursewak Mann**

**Current Term:** May 9, 2017 to May 8, 2020

Gursewak Mann holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter trade and a trade certificate with an Interprovincial Standards Red Seal endorsement in the plumber and gasfitter (B) trades. He also holds an Achievement in Business Competencies (Blue Seal) Certificate from Alberta Apprenticeship and Industry Training. Mr. Mann is currently employed as a Construction Coordinator at Sherritt International Metals Business Unit in Fort Saskatchewan.

### Representing employers in industry other than designated trades



**Jordan Jolicoeur**

**Current Term:** March 8, 2019 to March 7, 2022

Jordan Jolicoeur holds a trade certificate in the electrician trade as well as a Master Electrician Certificate of Competency from the Safety Codes Council. Mr. Jolicoeur is the President and Chief Executive Officer of Carvel Electric.

### Representing employees in industry other than designated trades



**Delanee Daviau**

**Current Term:** May 9, 2018 to May 8, 2021

Delanee Daviau holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade. Mrs. Daviau is currently employed as the Charitable Fund Coordinator at the Building Trades of Alberta.



**Freeman Willerton**

**Current Term:** February 7, 2018 to February 6, 2021

Freeman Willerton holds a trade certificate with an Interprovincial Red Seal endorsement in the electrician trade. He is currently employed as an electrical contractor and is the owner/operator of Intuition Electric Group.

## Outgoing Board Members

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### Outgoing Board members

#### Kenneth (Ken) R. Bird



Kenneth R. Bird served on the board from June 15, 2011 to May 8, 2018, including serving as the board vice chair from May 28, 2014 until May 8, 2018. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade, a Bachelor of Engineering from Ryerson University as well as a Master of Business Administration degree from Athabasca University. Mr. Bird is currently employed as Director of Fabrication at Supreme Steel.

#### Richard Daley



Richard Daley served on the board from May 28, 2014 to May 12, 2018. He holds an Alberta trade certificate in the cook trade as well as a Bachelor of Commerce from the University of Guelph and Hotel and Restaurant Administration Degree. Mr. Daley is a chef and owner/operator of Earls Restaurant in Lethbridge. Mr. Daley served as a member of the Cook Provincial Apprenticeship Committee. He was the presiding officer of the committee until his appointment to the board. He is also a member of the Lethbridge College Culinary Advisory Committee.

#### Shannon Eitzen



Shannon Eitzen served on the board from May 28, 2014 to March 25, 2019. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the hairstylist trade. Ms. Eitzen is the owner/operator of Manhattan Hair Co. in Red Deer. Ms. Eitzen served as a member of the Hairstylist Local Apprenticeship Committee in Red Deer.

#### Tyrone John (Deceased)



Tyrone John served on the board from February 7, 2018 to November 18, 2018. Mr. John held an Alberta trade certificate in the electrician trade and was the owner/operator of T6 Electric.