



# Alberta Apprenticeship and Industry Training Board

Annual Report 2019-2020



*For more information about the Alberta Apprenticeship and Industry Training Board and the Apprenticeship and Industry Training System, please contact:*

*contact*

Alberta Apprenticeship and Industry Training Board Secretariat

*Internet*

[tradesecrets.alberta.ca](http://tradesecrets.alberta.ca)

*phone*

1-800-248-4823 (Toll Free in North America)

*fax*

780-422-7376

*mail*

10<sup>th</sup> Floor, Commerce Place  
10155 – 102 Street  
Edmonton, Alberta T5J 4L5



Deaf callers with TTY equipment

*phone* 780-427-9999 (Edmonton)

*toll free* 1-800-232-7215 (other Alberta locations)

Copyright © 2020, the Crown in Right of the Province of Alberta as represented by the Minister of Advanced Education.

Permission is given by the copyright owner for any person to reproduce this document for educational purposes and on a non-profit basis.

*ISSN*

1189-8844

## Message from the Board Chair



On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2019-2020 Annual Report.

The board continues its valuable work to ensure that the integrity of the apprenticeship system in Alberta is upheld and is responsive to industry needs amid evolving economic conditions. The board is guided by these fundamental principles: accessible to all wishing to pursue a career, industry-driven, collaborative, funded by all and a valuable post-secondary education option. Now, more than ever, we need to embrace these principles to ensure Alberta rebounds from the current challenges we face.

Over the past year, the board has worked towards its goals of maintaining a high-quality apprenticeship and industry training system; ensuring the system is aligned with and responsive to labour market demand and promoting careers in designated trades and occupations. We continue to focus on the needs of apprentices and industry during these times of fiscal restraint and explore how we can support the system as it finds efficiencies and collaborative solutions. Through activities such as site visits and attending industry events and meetings, the board continues to contribute to a shift in public perception to increase awareness of the value of skilled trades careers and encourage enrolment in apprenticeship programs. I have been involved as a representative for the board on the Government of Alberta's Skills for Jobs Task Force, which has been appointed to find ways to expand and strengthen apprenticeship education and skilled trades opportunities to meet Alberta's dynamic labour market. Additionally, the board has been regularly engaging with members of its provincial industry network and soliciting new appointees to provincial, local, and occupational committees. A strong and vibrant industry network is critical to the board's operations, and ultimately Alberta's apprenticeships system success.

Alberta's economy continued to struggle in 2019 due to global factors impacting commodity prices and our limited access to new markets. Alberta's apprenticeship registration and completion numbers reflect the state of the economy, especially in the oil and gas and construction industries. Continuing to invest in a skilled Alberta workforce is critical to our ability to be successful and internationally competitive. This is especially pertinent in light of the COVID-19 global pandemic and the impact the subsequent actions taken to prevent its spread will have on Alberta and the economy for the foreseeable future.

I would like to thank our industry partners, our apprenticeship training providers, and the Government of Alberta for their continued support of the apprenticeship and industry training system. Under the leadership of the board, I believe that the apprenticeship and industry training system can continue to respond and adapt to the needs of industry and contribute to Alberta's long-term economic recovery.

ORIGINAL SIGNED BY

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 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.

Established by the Government of Alberta, the board's role is 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, system clients and stakeholders (industry, government, junior and senior high schools, and post-secondary institutions) collaborate together 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.

The board consists of a board chair and up to 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.

Board members engage with industry to discuss 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.

In addition to chairing the board, 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.

As a Government of Alberta public agency, the board's work is aligned with the government direction. The focus of the 2020-2023 Government of Alberta Strategic Plan was in supporting job creation, making life better for Albertans, and standing up for Alberta.

## 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>Actions Taken</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> </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> </ul>
<ul style="list-style-type: none"> <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> </ul>	<ul style="list-style-type: none"> <li>➤ The board supported the government's work in connecting with employers through site visits and providing advice on registering and training apprentices and occupational trainees.</li> </ul>
<ul style="list-style-type: none"> <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> </ul>	<ul style="list-style-type: none"> <li>➤ The board enhanced engagement with its industry network through actions such as assigning board members as regular points of contact for PACs, conducting welcome calls to new industry network members, and providing follow-up information</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> </ul>
<ul style="list-style-type: none"> <li>➤ The board will encourage the government to explore opportunities to diversify programs delivered through the apprenticeship model.</li> </ul>	<ul style="list-style-type: none"> <li>➤ The board provided input to the government's work to explore expanding the application of the apprenticeship model to other industries.</li> </ul>
<ul style="list-style-type: none"> <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 supported the government's work in improving processes and technologies that serve client needs such as expanding on-line class registrations through MyTradesecrets and enabling individuals to provide their program documentation electronically.</li> <li>➤ During the 2019-2020 fiscal year over 19,000 apprentices registered online for classes using MyTradesecrets and clients uploaded approximately 10,500 documents to their MyTradesecrets account.</li> </ul>

### Key Performance Measures:

Performance Measures	Previous Years' Results			Current Results	Target
	(2011-12)	(2014-15)	(2016-17)	(2018-19)	(2018-19)
1.a Satisfaction of recent apprentice graduates with the overall quality of on-the job training <sup>1</sup>	95%	93%	89%	90%	90+%
1.b Satisfaction of recent apprentice graduates with overall quality of technical training <sup>1</sup>	96%	94%	93%	93%	90+%
1.c Percentage of apprentice graduates employed	94%	86%	85%	89%	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 2018-2019 Graduates of Apprenticeship and Industry Training was conducted in late 2019/early 2020 and reported in 2020.

## 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

<i>Priority Initiative</i>	<i>Actions Taken</i>
<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 at 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 provided input to the Government of Alberta preliminary analysis of alternative apprenticeship pathways. This analysis was put on hold as a result of fiscal constraints and the launch of the Skills for Jobs Task Force in fall 2019.</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> <li>➤ As part of a broader strategy to enhance the participation of under-represented groups in the trades, the board created an Indigenous Advisory Panel. The panel will provide advice and make recommendations to support Indigenous people entering and progressing through apprenticeship programs.</li> </ul>

### Key Performance Indicators:

Performance Indicators <sup>1</sup>	Previous Years’ Results			Current Results
	2016	2017	2018	2019
2.a Number of new apprentices registered	13,004	12,637	13,760	11,627
2.b Number of apprentices registered	58,337	50,611	48,206	44,115
2.c Number of apprentices completing their program	9,206	9,190	8,458	7,900
2.d Number of individuals issued Occupation Certificates	337	287	160	107
2.e Number of individuals issued Qualification Certificates	1,021	813	683	592

<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>Actions Taken</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> </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 that promote, facilitate or provide opportunities for individuals to pursue careers in the designated trades and occupations. These organizations included CAREERS: The Next Generation, Skills Canada Alberta, Tribal Chiefs Employment and Training Services Association - Northeast Alberta Apprenticeship Initiative, Women Building Futures, and others.</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 Awards of Excellence event.</li> </ul>
<ul style="list-style-type: none"> <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>➤ The board continues to work with the government to explore and develop strategies that enhance communications with the apprenticeship community stakeholders and partners using social media tools and platforms.</li> </ul>

#### Key Performance Measures:

Performance Measures	Previous Years' Results			Current Results	Target
	2016	2017	2018	2019	2019
3.a    Number of new registrants in the Registered Apprenticeship Program (RAP)	849	934	959	840	950
3.b    Number of individuals awarded scholarships	802	697	634	1,794	1380

## 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 Director of National Training for the Boilermakers National Training Trust Fund (NTTF). 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

**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. Mr. John is also a PTC (Technical Committee member) and judge for Skills Canada Alberta.

**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 at Modern Niagara as General Manager of Building Services and Controls for Alberta. Mr. Mathes has served as both a member and Presiding Officer of the Refrigeration and Air Conditioning Mechanic Local and Provincial Apprenticeship Committees prior to becoming a Board Member.

**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. Ms. Schendel Reese is a strong advocate for education and building community connections. She is committed to integrity, equality and safety in the workplace.

**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. Mr. Yorke has more than 27 years of industry experience. Throughout his career, he has championed the hiring and training of apprentices on numerous large industrial construction projects in the oil and gas sector. Mr. Yorke has participated in the development of several industry best practices and continues to chair the Construction Owners Association of Alberta's Workforce Development and Sustainment Committee.



## Members of the Board (continued)

### 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 Red Seal endorsement in the automotive services technician trade. He has over 30 years of experience in the automotive service industry and is currently employed as an automotive service technician and shop foreman at DynEco Automotive Service, where he has mentored and trained many apprentices and technicians. Mr. Boutin participated on the Automotive Service Technician Provincial Apprenticeship Committee from 2009 to 2015. In 2013, he was awarded Canadian Technician of the Year by Canadian Technician Magazine.

**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 an industrial construction crew supervisor occupational certificate. She previously obtained Bachelor of Arts and Bachelor of Education degrees from the University of Lethbridge. During her time as an educator, Ms. Coleman worked with a diverse cross-section of learners, including elementary to adult education, with an emphasis on Special Education programs. Ms. Coleman has experience as an electrical and safety instructor. She is an active member of the International Brotherhood of Electrical Workers-Local 424 and 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. He is currently employed as a business agent for the Millwrights Local 1460 for the Fort McMurray/Wood Buffalo district. Prior to his current position, he held positions as a millwright instructor at the Southern Alberta Institute of Technology (SAIT) and at Nova Scotia Community College. Mr. Dort has participated as a judge in skills competitions hosted by Skills Canada, Skills Canada Alberta and the Alberta Regional Council of Carpenters for the Millwrights competition. In 2017, he represented Alberta as a subject matter expert at the Millwright Exam Bank review in Ottawa. Mr. Dort has sat on the Skills Canada/Alberta board since 2019, is a member of Millwrights Local 1460 Executive Committee, and a delegate for Alberta Regional Council of Allied Workers.

**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 Supervisor 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 an Alberta trade certificate in the electrician trade as well as a Master Electrician Certificate of Competency from the Safety Codes Council. He is the President and Chief Executive Officer at Carvel Electric. In 2018, Mr. Jolicoeur received the “National Aboriginal Youth Entrepreneur of the Year Award” from the Canadian Council for Aboriginal Business.

## Members of the Board (continued)

---



**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 worked as a welder with the Ironworkers' Local 720 and then as a Haul Truck Operator with the International Union of Operating Engineers Local 955, where she now works as a Membership Development Advisor. In 2018, Mrs. Daviau received the ACTIMS: Women in Trades Award as an ironworker apprentice for her contributions to the unionized construction industry.



**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. They focus their efforts on Common Intelligence, a business management and consulting firm. As a long-time business owner and entrepreneur, Freeman has extensive experience in strategic thinking, developing concepts, and change management. They have also been involved in policy and operational development with several boards and committees.

## Outgoing Board Members

---

### Outgoing Board members



**Shawna Boreen**

Shawna Boreen served on the board from June 12, 2013 to June 11, 2019. Ms. 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.