



*Alberta Apprenticeship
Excellence Through
Training and Experience*

Alberta Apprenticeship and Industry Training Board

1997/98 Annual Report

August, 1998

Honourable Clint Dunford
Minister
Advanced Education and Career Development
229 Legislature Building
10800 - 97 Avenue
Edmonton, Alberta
T5K 2B6

Dear Mr. Dunford:

I am pleased to forward the sixth annual report of the Alberta Apprenticeship and Industry Training Board to you. This report covers the Board's operations for the period from April 1, 1997 to March 31, 1998, and presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "C. Williams", written in a cursive style.

C.J. (Cliff) Williams
Chairman
Alberta Apprenticeship and Industry Training Board

Contents

	<u>Page</u>
A Message from the Board Chairman	1
The Alberta Apprenticeship and Industry Training Board Members.....	2
Highlights of 1997 - 98	3
The Board and the Apprenticeship and Industry Training System.....	12
Biographies of the Board Members.....	15
Apprenticeship Output Statistics	22

A Message from the Board Chairman

➤ *Looking back*

In October 1997, a renewed vision and principles for the apprenticeship and industry training system were approved by the Minister of Alberta Advanced Education and Career Development. These changes were the result of extensive public consultation held by the Board in partnership with the Department. The vision and principles are on page 12 of this report.

The Board, with the Department, used the public input to determine how to best meet Alberta's future needs for a skilled workforce. The following recommendations were forwarded to and approved by the Minister for implementation. The new policy actions include:

- More options for training.
- Enhanced financial support for apprentices.
- More promotion of ways to begin learning a trade and to recognize prior learning.
- More training opportunities for youth.
- Increased flexible certification of workers.
- A stronger industry advisory committee network.

➤ *Looking ahead*

I am pleased to chair the Board at this point in the evolution of the province's apprenticeship and industry training system. Alberta's vibrant economy challenges the system to train increasing numbers of trades people in more flexible and effective ways. I am confident the new actions will help us meet those challenges. The Board will continue to work with its partners to encourage innovation while making the system even more responsive and accessible to apprentices and employers.



C.J. Williams
Chairman

The Alberta Apprenticeship and Industry Training Board Members



C.J. (Cliff) Williams - Chairman
(see page 15)



Jakob T. (Jake) Thygesen*
Past Board Chairman
(see page 15)



Lawrence W. Bates
(see page 16)



Brian G. Bickley
(see page 20)



Brent Bish
(see page 18)



John Briegel*
(see page 18)



William A. (Bill) Bussing
(see page 16)



James (Jim) Courtney*
(see page 17)



Leonard J. Gabert
(see page 20)



Donald (Don) Henderson
(see page 18)



Markus Jenni
(see page 21)



Donald (Don) Lezetz
(see page 18)



A. McLean (Mac) Millar*
(see page 20)



Alexander (Alex) J. Munro
(see page 17)



Melvin (Mel) Raffard
(see page 17)



Rose Simpson
(see page 21)



Douglas Smith
(see page 19)



Jack Strause*
(see page 19)



Ronald (Ron) Townsend*
(see page 19)

* Jake Thygesen served as a Board Chairman, and John Briegel, Jim Courtney, Mac Millar, Jack Strause and Ron Townsend served as Board members until December 31, 1997.

Note: Biographies of the Alberta Apprenticeship and Industry Training Board members can be found starting on page 15.

Highlights of 1997/98

Realizing a Renewed Vision for the Alberta Apprenticeship and Industry Training System

During the 1996/97 fiscal year the Alberta Apprenticeship and Industry Training Board, in partnership with the Department of Advanced Education and Career Development, consulted extensively with Albertans to develop a renewed vision for apprenticeship and industry training. In 1997/98, Board and Department used this public input to make recommendations to the Minister, which he approved in October 1997. New policy actions include:

- ◆ **More options for training:** developing new ways, complementing the traditional six-to-twelve week blocks of in-class training, for apprentices to take the technical training component of their apprenticeship training program. Examples include one-day-a-week instruction, individually-paced learning, distance delivery and mobile delivery.
- ◆ **Improved financial support for apprentices:** student loan and grant arrangements were revised in August 1997 so that expanded financial support is now available. The money, most of which is a grant, helps apprentices with their training and living costs while they attend technical training.
- ◆ **More promotion of ways to begin learning a trade and to recognize prior learning:** improving awareness of the number of ways (such as work experience, accredited pre-employment, technician and technologies programs) to begin learning a trade. A wider understanding of the options will increase interest and participation in apprenticeship training.
- ◆ **More training opportunities for youth:** making more apprenticeship training available through programs like the high-school based Registered Apprenticeship Program (RAP) and *Careers: The Next Generation* initiative. The Board and the Department will continue to work with employers to encourage greater participation in apprenticeship training. The Board and the Department will also continue to support Career and Technology Studies in high school and initiatives like Skills Canada-Alberta.
- ◆ **Increased flexible certification of workers:** pursuing training and certification of workers in broad craft areas at industry's request in response to changing technologies and more specialized business. This approach allows apprentices to earn their certification more quickly.

- ◆ **A strengthened industry advisory committee network:** measures will be taken, where necessary, to achieve broader industry involvement and to encourage cross-trade dialogue among the provincial apprenticeship committees (PACs). The apprenticeship committees are the foundation of Alberta's apprenticeship and industry training system.

The Board and Department continued the public consultation. In *A Vision for the Future, Phase I*, the Board asked Albertans about the need to review the apprenticeship and industry training regulatory framework, and the need to clarify the criteria for designating compulsory certification trades. There was general support for a review, and a significant number of respondents indicated support for clarification. In response, the Board and the Department developed and distributed *A Vision for the Future, Phase II Discussion Paper*. The paper seeks public input on the Board's proposals relating to regulations and the regulatory framework, and the designation of trades and occupations.

The responses to the discussion paper will serve as a basis for further recommendations concerning apprenticeship and industry training in Alberta.

Responding to Industry's Changing Skill and Training Requirements

The Board recognizes that as changes occur in the workplace and labour market, technology and business practice, so do employers' skill requirements and employees' training needs. During the 1997/98 fiscal year, the Board responded to changing industry, employer and trainee needs in the following ways, while maintaining standards:

➤ *Meeting new skill requirement needs*

- The Board received a proposal from an industry group requesting the designation of outdoor power equipment technician as an occupation. The Board established a provisional committee to review the application and make recommendations to the Board.

➤ *Facilitating the creation of craft areas within an existing trade*

- The Board, on recommendation of the auto body technician provincial apprenticeship committee (PAC), approved the creation of three craft areas in the auto body technician trade. Those three craft areas are collision, refinishing, and collision and refinishing. This move responds to rapid manufacturing advances in the automobile industry and reflects a long-standing industry goal of allowing people to specialize.

➤ *Changing the content of technical training in the trades*

- During the 1997/98 reporting period, the Board, on the recommendation of the respective PACs, approved updated course content for the following trades: agricultural mechanic, auto body technician, automotive service technician, bricklayer, concrete finisher, insulator (approved in principle), landscape gardener and locksmith. The Board and the PACs regularly review course content to keep it current with emerging skill requirements.

- ***Implementing the Achievement in Business Competencies program***
 - The Board implemented the Achievement in Business Competencies (ABC) program to enable qualified journeymen to demonstrate supervision and management skills gained through technical training, work experience or both. The program addresses employer demand for skilled journeymen who are competent supervisors or managers. Journeymen who qualify receive an ABC seal that is attached to their Alberta trade certificate.
- ***Improving training standards***
 - The Board continued to promote the *Blue Book* as an effective way of keeping comprehensive on-the-job training records for apprentices. The *Blue Book* is an enhanced version of the traditional record book that is in place for each and every trade. The *Blue Book* outlines the tasks, activities and functions of each trade that should be performed by the apprentice. Employers use the *Blue Book* to evaluate their apprentices. On the PACs' recommendation, the Board approved *Blue Books* for the following trades: automotive service technician, baker, cook, crane and hoisting equipment operator, motorcycle mechanic, partsman and welder. There are now *Blue Books* for 26 trades.
- ***Ensuring industry representation in trades and occupational training***
 - In January 1998, the Minister appointed a new chairman and five new members. The current Board represents a broad cross-section of Alberta's industrial sectors, such as the oil sands; gas transmission; forestry, pulp and paper; industrial, commercial and residential construction; automotive sales and service; and the food and hospitality industries. The Board members are strongly committed to training, as demonstrated by their work-related involvement with training and their affiliations with professional associations that support human resource development.

Maintaining a Responsive and Affordable Training System

To maintain a responsive and affordable training system, the Board further enhanced the training partnerships with industry, government and the training institutions. The Board also supported and encouraged innovations that would enhance training while achieving operational cost-efficiencies. Highlights include:

- ***Enhancing the effectiveness and efficiency of the apprenticeship and industry training system***
 - The Board continued its support of the Department's developmental work on learning modules in the automotive service technician, agricultural mechanic, heavy equipment technician and motorcycle mechanic trades, and in the millwright and machinist trades. The Board supports the Department in its efforts to attain and enhance apprenticeship and industry training by developing and using standardized, modular curriculum materials. These individualized learning modules (ILMs) can be used to train apprentices in different trades who receive similar training. This innovation creates efficiencies by reducing the curriculum development activities required of instructors and allowing the institutions to focus their efforts on delivering the training in more creative and effective ways.

- The Board continued to support more creative and effective methods of providing technical training to apprentices. In partnership with industry and the training institutions, the Board provided mobile delivery of technical training to apprentices in the bricklayer, carpenter and crane and hoisting equipment operator (boom truck) trades in a number of Alberta locations. Distance delivery was also provided in the electrician, instrument mechanic and locksmith trades. In addition, weekly apprenticeship training (WATS) was provided in both the baker and cook trade. Finally, Competency Based Apprenticeship Training (CBAT) was provided in the carpenter, electrician, locksmith and welder trades.

➤ ***Strengthening the industry advisory network***

- The Board, in response to industry's request, began developing policy guidelines and implementation strategies for strengthening the Alberta apprenticeship and industry training advisory network. These efforts will help to maintain and improve the responsiveness of the network.

➤ ***Strengthening industry-government partnerships***

- The Board continued to strengthen its ties with two levels of government. At the provincial level, the Board contributed to the development of Alberta government policy by participating in the *Minister's Forum on Adult Learning*, the *Capital Region Mini-Summit* and the *Alberta Growth Summit*. At the national level, the Board chairman, with his counterparts from the other provinces and territories, attended the Canadian Council of Directors of Apprenticeship's (CCDA) biannual meetings. The Board chairman also met with his counterparts through the Interprovincial Alliance of Apprenticeship board chairs committee.

➤ ***Enhancing training partnerships with industry***

- The Board continued to partner with large Alberta employers and employer associations to encourage them to register and train apprentices and employ certified journeymen. Officials from some of Alberta's largest companies and organizations attended Board meetings as guests. These included representatives from Syncrude Canada Ltd., General Motors of Canada, the Society of Beauticians, and Construction Labour Relations - an Alberta Association. In addition, Board members attended meetings with, or made presentations to, a number of employer and employee associations.
- The Board participated in award ceremonies that honoured Alberta's top apprentices and employers who support apprenticeship and industry training. Board members participated in the first graduation ceremony of the Fort McMurray Cooperative Apprenticeship Training program, the Seventh Annual Calgary Apprenticeship Awards ceremony, the Carpenters' Council Apprenticeship Awards ceremony, the Alberta Construction Association Awards ceremony, and the Skills Canada/Alberta competitions. The Board is committed to quality training, and acknowledges the excellence of the apprenticeship system's graduates.

- The Board sponsored its annual apprentice awards, the Alberta Apprenticeship and Industry Training Board's *Top Apprentice Awards*. Awards are presented to the top apprentice in the final period of training in each trade. The ceremony honours the achievements of apprentices, promotes awareness of apprenticeship and industry training, and recognizes employers who participate in apprenticeship training. In 1997 the ceremony was province-wide for the first time, raising the profile of the awards.
- Board members participated in the *Best Practices Workshop* of the Construction Owners Association of Alberta, attended *Maintenance Showcase '97*—an event sponsored in large part by the Alberta Building Trades Council—and attended the *Careers: the Next Generation Foundation* and *Canadian Construction Association* conferences. This participation has heightened the awareness of, and renewed appreciation for, the apprenticeship and industry training system in some critical industry sectors. It has also resulted in the formation of new links with influential industry representatives.
- The Board is interested in hearing from the perspectives of each trade and continued its tradition of inviting presiding officers from the PACs and occupational training committees (OTCs) to attend Board meetings as guests. This initiative makes intra-industry communication easier and enables a meaningful exchange of information between the Board and industry committees.
- Senior officials from the Northern Alberta Institute of Technology, the Southern Alberta Institute of Technology and Lakeland College attended Board meetings as advisors on technical training matters. In addition, Alberta colleges were invited to make presentations on training activities and issues in their respective institutions. In 1997/98 representatives from Red Deer College, Olds College, Lethbridge Community College, Keyano College, Fairview College and Olds College attended Board meetings.
- The Board chairman and the executive director of Apprenticeship and Industry Training continued to visit Alberta training institutions to meet their Board members, senior officials and apprenticeship instructors, and to tour the facilities.

➤ *Enhancing relationships with Alberta training institutions*

Enhancing Access to Training and Certification

While Alberta has 9 percent of Canada's working age population, it trains 18 percent of apprentices trained in Canada¹. As of March 31, 1998, there were 28, 228 registered apprentices in Alberta—the highest number of registrants since 1981. Some sectors are reporting shortages. To help meet the challenge of skill shortages, the Board made it easier for people to access apprenticeship training or to get recognition for experience already gained:

¹ Statistics Canada, 1995

- ***Accrediting other training programs***
 - The Board continued to develop policies governing the accreditation of pre-employment, technician and technology training programs, so that a person's existing training may be recognized and applied towards technical training in designated trades or occupations.
 - The Board urged PACs and OTCs to accredit institutional training programs that are equivalent to training provided in apprenticeship and industry training, to improve accreditation that provides for advanced standing in the trades and occupations. For example, the PACs and OTCs have accredited 32 two-year technology programs, 21 one-year technician programs, 16 high school vocational education/career and technology studies programs, 22 other programs and a number of allied trades. In the 1996/97 school year, 36 pre-employment programs were accredited.
- ***Continuing support for the Registered Apprenticeship Program***
 - The Board continued to support the Registered Apprenticeship Program (RAP). Under this initiative, high school students get work experience in a trade while receiving credit towards both a high school diploma and a journeyman certificate. At the end of March 1998, 646 students had participated or were participating in RAP. Of this number, 368 were attending high school. The others had graduated and were training full-time in the trade of their choice. Thirty apprentices who began their apprenticeship training in the RAP program have become certified journeymen.
- ***Continuing support for CAREERS: The Next Generation Foundation***
 - The Board continued to support *CAREERS: The Next Generation Foundation* which is based on a public/private sector partnership. The Foundation strives to improve school-to-work transitions for Alberta youth, and to create a skilled and motivated workforce for Alberta businesses. This Foundation encourages industry-school partnerships to increase enrollments in the trades and technologies, and to create more work-experience opportunities for high school students.
- ***Expanding financial support for apprentices***
 - The Board supported the Department in establishing a financial support program of loans and grants to enable apprentices with demonstrated need to get assistance while receiving technical training.
 - Jake Thygesen, the past Board chairman, established the Thygesen Scholarship Fund. The scholarship is open to registered apprentices entering the second period of technical training. It will be granted based upon the applicant's past achievements, financial need, skill in the trade and commitment to apprenticeship.
 - Apprentices became eligible to apply for Alberta Rutherford Scholarships. These scholarships recognize and reward exceptional achievement in high school and encourage students to continue their studies.

Promoting Apprenticeship and Industry Training

To broaden Albertans' awareness and to encourage participation in the trades the Board, working with the Department, promoted the Alberta apprenticeship and industry training system and career opportunities in the trades in the following ways:

- ***Increasing visibility in the community***
 - Board members made presentations to associations, community groups and high school audiences, and were interviewed by the media about apprenticeship training and careers in the trades.
- ***Giving the apprenticeship and industry training system a voice***
 - The Board published the first edition of its newsletter *Update* in January 1998. *Update* informs readers about new initiatives in the Alberta apprenticeship and industry training system, and in each of the designated trades and occupations. *Update* was developed to meet a need for better communication about apprenticeship and industry training. Fifty-five thousand copies were distributed by mail to apprentices, employers, industry associations and training institutions involved with apprenticeship and industry training. Response to the first issue was excellent.
- ***Using new technology to reach more people***
 - The Board supported the Department's establishment of an internet site on the World Wide Web. The apprenticeship site (<http://www.tradesecrets.org>) was designed to appeal particularly to potential apprentices. However, it provides information of interest to registered apprentices, certified journeymen and employers as well.
- ***Launching an advertising campaign***
 - To reach a wide audience, the Board and the Department implemented an advertising campaign to let Albertans know that apprenticeship and industry training has become more responsive to the needs of learners and employers, to encourage employers to train apprentices, and to encourage students, teachers and counsellors to view apprenticeship as a good career choice. The advertisements, which included messages such as: *Take a second look*, *Grow your own apprentice*, *Trades are good careers*, and *Good work, good pay, great careers* ran in all major Alberta newspapers as well as several industry publications like *Worksite News*, *Alberta Report* and *Alberta Venture*.

Maintaining Accountability for the Training System in Alberta

The Board recognizes that all partners in the Alberta apprenticeship and industry training system must be accountable for the results of their activities. For this reason the Board, in partnership with the Department, established and implemented a number of key performance measures:

Technical training cost per apprentice

- This indicator measures the average annual cost of providing the technical training component of apprenticeship training.

- Apprentices normally attend school for one eight-week block of technical training per year, and are employed and gaining work-related experience as registered apprentices the remainder of the time.
- The average cost to provide such technical training for each apprentice who attended school in 1996/97 was \$3,151. In 1995/96 this cost was \$3,282.
- These figures are based upon data provided by institutions that deliver the technical training component of apprenticeship .

Total technical training cost to produce an apprenticeship graduate (a journeyman)

- This indicator reflects the average cost of providing an apprentice all periods of technical training that are prescribed for apprentices to qualify for journeyman certification. Sixty-four percent of the apprentices who attended school in the 1996/97 fiscal year received technical training in trades which require four periods of instruction to qualify for journeyman certification. More than 35 percent of apprentices participated in trades requiring only three periods of training.
- The average total cost to provide technical training per graduate journeyman, based on data provided by the training institutions for 1996/97, was \$11,389. In 1995/96, this cost was \$12,138.

Yearly training completion ratio

- This indicator shows the percentage of first-year apprenticeship completers who go on to complete the rest of their program, consisting of both technical training and work experience, within two years of their earliest possible completion date.
- “First year apprenticeship completers” is defined as those who have completed all their technical training and work experience requirements for the first year of their apprenticeship program.
- Seventy-three percent of first-year apprenticeship completers went on to complete the rest of their program within two years of their earliest possible completion date.
- This figure is based upon 1996/97 data provided by Alberta Advanced Education and Career Development.

Employers' satisfaction with the Alberta apprenticeship and industry training system

- This indicator measures employers' satisfaction with Alberta apprenticeship and industry training.
- Ninety-five percent were satisfied or very satisfied with the skills of their certified journeymen.
- Overall, 86 percent of all employers associated with the system were satisfied or very satisfied with the system.
- This data was obtained through an employer survey undertaken in early 1998.

Apprentices' Satisfaction with their Apprenticeship Training

- The following data was obtained through a graduate survey undertaken in early 1997. A second survey to measure apprentices' satisfaction with Alberta apprenticeship and industry training is planned for 1999. Results will be reported in the next annual report.
- Last year's annual report reported the apprentices satisfaction level of all Alberta apprenticeship training system graduates who completed their training between August 1995 and July 1996.
- Ninety-seven percent of all graduate apprentices were somewhat or fully satisfied with the overall quality of their work experience while in the apprenticeship program. Ninety-eight percent were fully or somewhat satisfied with the overall quality of their in-school training.
- Based on their experiences with apprenticeship training, 92 percent of the 1995/96 graduates still would become an apprentice.

Responsiveness to the skill requirements of the Alberta economy

- This indicator measures the employer's satisfaction with the ability of the apprenticeship training system to provide skilled trades people.
- Overall, 82 percent of employers were satisfied or very satisfied with the ability of apprenticeship training as a method of providing skilled trades people.
- This indicator reflects both satisfaction with the training and the ability of the system to provide skilled trades people when needed.
- This data was obtained through an employer survey undertaken in early 1998.

The Board and the Apprenticeship and Industry Training System

A Renewed Vision for Apprenticeship and Industry Training

Alberta's apprenticeship and industry training system will continue its leadership role in developing Alberta's highly skilled workforce. The system will be responsive, accessible and affordable to all Albertans and will be accountable for ensuring high quality, industry-oriented training.

Principles

- Albertans who wish to pursue a career in the trades or designated occupations have opportunities to participate in apprenticeship and industry training and work toward acquiring the highest possible standards of knowledge and skills.
- Apprentices and trainees will make a financial contribution to the costs of technical training consistent with the benefits they receive.
- Provincial and interprovincial industry standards are the foundation of apprenticeship and industry training in Alberta. Industry, consisting of employers and employees, is responsible for setting training criteria and standards, and for providing on-the-job training and work experience.
- Government, with advice from industry, has a role in regulating apprenticeship training and in helping Albertans to acquire the skills and competencies required to work in the trades and designated occupations.
- Apprenticeship and industry training is based on effective partnerships between and among government, industry, and apprentices and trainees. Training institutions are key participants in the system.

Apprenticeship and Industry Training Board Mandate

To support the vision, the Alberta Apprenticeship and Industry Training Board provides advice to the Minister of Advanced Education and Career Development on all matters relating to the training and certification of people in designated trades and occupations, and on the needs of the Alberta labour market.

Other specific functions of the Board include:

- Reviewing requests for designation or re-designation of trades and occupations.
- Recognizing apprenticeship and student work experience programs, as well as other training and work experience programs, as defined under the *Apprenticeship and Industry Training Act*.

- Appointing members to provisional committees, local and provincial apprenticeship committees (LACs and PACs), and occupational training committees (OTCs).
- Monitoring activities of PACs.
- Developing policies for recognizing training programs as being equivalent to those provided under the Act.
- Developing regulations, with the approval of the Minister, regarding designated trades and designated occupations.

➤ ***Board membership***

The Board consists of:

- A chairman
- Four members representing employers in designated trades
- Four members representing employees in designated trades
- Two members representing employers in non-trade occupations
- Two members representing employees in non-trade occupations

A vice-chairman position is filled by Board members on a rotational basis.

➤ ***The Board's standing committees***

The Board has four standing committees to expedite its work:

- The *labour market issues and board operations committee* monitors labour market activity and identifies related industry training needs and opportunities, and addresses operational activities of the Board.
- The *industry standards committee* formulates policies and standards which meet emerging requirements of the apprenticeship and industry training system.
- The *provincial and local apprenticeship committees' nominations committee* monitors the operations of the apprenticeship and industry training advisory network and reviews nominations for membership in the PACs and LACs.
- The *nominations review committee*, with the assistance of the Department, reviews applications and provides recommendations to the Minister regarding the appointment of Board members.

➤ ***Apprenticeship and industry training advisory network***

In carrying out its responsibilities, the Board draws upon the advice and assistance of an industry-based advisory network. This network consists of provincial apprenticeship committees (PACs) for each of the designated trades. In those regions where substantial apprenticeship training is taking place, local apprenticeship committees (LACs) also exist. In addition, there are occupational training committees (OTCs) for each of the designated occupations.

- PACs regularly review and update the requirements and standards for training and certifying people in their trade, and advise the Board on these matters.
- LACs monitor the progress of apprentices in their trade and provide recommendations to the PACs on matters relating to apprenticeship training and certification.
- OTCs review standards for training people in specific occupations, and advise the Board on these matters.

➤ *Department support*

The Apprenticeship and Industry Training Division of Alberta Advanced Education and Career Development provides technical, research and general administrative support to the Board and the apprenticeship and industry training system as a whole. It also facilitates apprenticeship training and certification through its registration, counselling, examination and scheduling services.

Biographies of the Board Members

Board Chairmen

C. J. (CLIFF) WILLIAMS

Mr. Williams is the chairman of the Board. His term began on January 1, 1998 and continues until December 31, 2000.

Mr. Williams holds trade certificates in the plumber and gasfitter trades. He has also completed numerous courses in estimating, project and materials management and critical path scheduling. After completing his apprenticeship he worked as a journeymen and a foreman until he founded Williams Plumbing & Heating Co. Ltd., for which he assumed the position of chief executive officer.

Mr. Williams is currently a labour relations representative with Construction Labour Relations - an Alberta Association, which he also co-founded. During his involvement with the association, he has held positions of director and chairman of the board and chairman of the Mechanical Trade Division of the Association.

Mr. Williams has participated in various other organizations. He was a member of and served on committees for the United Association of Journeymen and Apprentices of the Plumbers and Pipefitting Industry of the United States and Canada, Local 488. He has also served as chairman of the Provincial Division and the Edmonton District of the Mechanical Contractors Association of Alberta.

He is currently a trustee for two trust funds: Local 488 Edmonton Pipe Industry Health, Welfare and Pension Fund; and Local 8 Sheet Metal Workers Health and Welfare Trust Fund.

With the appointment of Cliff Williams, the Board gains a chairman with long-standing, in-depth knowledge and experience in the Alberta construction industry. His many years of involvement and participation in that economic sector provides the Board leadership that understands labour market conditions and skill requirements in the trades flowing from the current growth in Alberta's construction industry.

JACOB T. (JAKE) THYGESSEN

Mr. Thygesen was the chairman of the Board until December 31, 1997.

He was a member of the Board for a total of seven years. Mr. Thygesen holds trade certificates in the plumber and gasfitter trades. Currently retired from active business, he has been involved in the construction industry for most of his adult life. Since completing his apprenticeship, he worked for Fuller and Knowles Inc. and eventually became its board chairman.

Mr. Thygesen also participated in various other organizations. These include past chairmanships of the Canadian Construction Association (CCA), the Alberta Construction Association and the Trade Contractors Section of the CCA, and a founding member of the Canadian Labour Force Development Board (CLFDB). He also served on the National Task Force on Apprenticeship, which preceded the CLFDB.

Mr. Thygesen received two prestigious awards during his term as Board chairman. He was awarded the Robert Stollery Award by the Canadian Construction Association in 1997, and the Claude Alston Memorial Award by the Edmonton Construction Association in 1992. These awards honour Mr. Thygesen for many years of leadership and dedicated service to associations and groups in the construction industry and the community as a whole, in addition to his many years of work in the construction industry.

Mr. Thygesen's community involvement includes participation with the Knights of Columbus, foundation chairman and member of the Board of Governors of the Newman Theological College in Edmonton, and past president of the South Edmonton Rotary Club.

Board Members

➤ *Representing
employers in
designated trades*

LAWRENCE W. BATES

Mr. Bates' term on the Board continues until December 31, 1999.

Mr. Bates has 33 years of experience in the automotive industry. He is currently president of Stadium Nissan Inc., Calgary. In the past, he worked for General Motors of Canada as a mechanical training instructor, district service manager and supervisor of customer services. He also worked for Jack Carter Chev Olds Cadillac in Calgary as service manager, lease department manager and new vehicles sales manager.

Mr. Bates is currently a director of the Calgary Better Business Bureau, vice-chairman of the Nissan Canada Advisory Board, and a member of the Calgary Chamber of Commerce and the Rotary Club of Calgary. He is past director of the Motor Dealers Association of Alberta, past president of the Calgary Motor Dealers Association, and past chairman of the Nissan Dealer Performance Group and of the Calgary International Auto and Truck Show.

WILLIAM A. (BILL) BUSSING

Mr. Bussing's term on the Board continues until December 31, 1999.

Mr. Bussing holds a bachelor's degree in electrical engineering and a master's degree in economics. He is a registered professional engineer and a member of APEGGA. He has 25 years experience in the construction industry, primarily related to electrical work, instrumentation and general construction. He is currently general manager, electrical and automation services for Flint Canada Inc.

Mr. Bussing is active in a number of industry organizations including the Merit Contractors Association, Alberta Construction Association and the Construction Owners Association of Alberta. He is past president of the Edmonton chapter and former board member of the Electrical Contractors Association of Alberta.

JAMES (JIM) COURTNEY

Mr. Courtney represented the interests of employers in the designated trades on the Board until December 31, 1997.

He holds trade certificates in the welder, machinist and tool & die maker trades. He owns and is president of Courtney Berg Industries, a metal fabricating business which employs journeymen and indentured apprentices. Mr. Courtney also serves on the Board of Directors of the Prairie Implement Manufacturers Association.

ALEXANDER (ALEX) MUNRO

Mr. Munro's term on the Board continues until December 31, 2000.

Mr. Munro holds a trade certificate with an Interprovincial Red Seal in the millwright trade. He has over 30 years experience in the pulp, paper and wood products industry in British Columbia and Alberta. He is presently employed by Alberta-Pacific Forest Industries Inc., in the capacity of mill services business group leader. Previous positions with the company include woodroom manager; engineering and maintenance manager; and technical services group leader.

Prior to joining Alberta-Pacific, he was employed by Millar-Western Industries Ltd., in Whitecourt as a millwright, sawmill manager, and maintenance and engineering manager.

MELVIN (MEL) RAFFARD

Mr. Raffard's term on the Board continues until December 31, 1998.

Mr. Raffard holds a trade certificate in the power systems electrician trade. He is also a graduate of the Royal Canadian Electrical Mechanical Engineers school in Kingston, Ontario as both an electrical technician and an infrared technician. He has over 30 years experience in the electrical industry.

Mr. Raffard is currently employed as director of meter operations and engineering for Eltec Inc. He has served on the provincial apprenticeship committee for the power systems electrician trade as both an employer and employee representative. He is also a long-standing member of the Metering Section of the Canadian Electrical Association.

➤ *Representing
employees in
designated trades*

BRENT M. BISH

Mr. Bish's term on the Board continues until December 31, 1998.

Mr. Bish holds journeymen certificates in the heavy duty mechanic, partsman and crane and hoist operator trades. He has 20 years experience in the mining industry and currently works as a partsman at Cardinal River Coals Ltd., Hinton. He is also currently president of the United Mine Workers of America, Local 1656.

Mr. Bish's commitment to the Alberta apprenticeship training system is demonstrated by his active roles in initiatives such as the establishment of warehousing as a designated occupation.

JOHN BRIEGEL

Mr. Briegel represented the interests of employees in the designated trades on the Board until December 31, 1997.

He holds an electrician trade certificate and a master electrician certificate. He has over 30 years experience in the electrical industry and is currently business manager of Local Union 254, International Brotherhood of Electrical Workers; president of the Southern Alberta Building and Construction Trades Council; and secretary-treasurer of the Alberta Provincial Building Trades Council.

Mr. Briegel is a past member of both the provincial and local apprenticeship committees for the electrician trade in Alberta and is a former secretary of the Joint Education Committee of the Electrical Industry Trust Fund of Southern Alberta.

DONALD (DON) HENDERSON

Mr. Henderson's term on the Board continues until December 31, 1998.

Mr. Henderson holds a trade certificate with an Interprovincial Red Seal in the auto body technician trade. He has over 15 years experience in the auto body industry and currently works as assistant manager for Baseline Collision Repair in Sherwood Park. In addition, Mr. Henderson is a member of the Automotive Services Retail Association.

DONALD (DON) LEZETC

Mr. Lezetc's term on the Board continues to December 31, 2000.

Mr. Lezetc holds trade certificates with an Interprovincial Red Seal in the welder and boilermaker trades, as well as Alberta "A" and "B" pressure welder certificates. For the past eight years, he has been the administrator for the Alberta Boilermaker Joint Apprenticeship and Training Trust Fund. Prior to this, he worked as the Training Fund's instructor of boilermaker and welder upgrading programs.

Mr. Lezetc has been a member of the International Brotherhood of Boilermakers for 37 years working as a welder, boilermaker and supervisor on construction and maintenance of electric power installations, refineries, pulp mills and fertilizer plants in Alberta, British Columbia and Saskatchewan. He has also been involved in the provincial and local apprenticeship committee system for 15 years.

DOUGLAS SMITH

Mr. Smith's term on the Board continues to December 31, 1999.

Mr. Smith holds trade certificates in the machinist and millwright trades and a certificate in Engineering Technology. He is currently employed at NOVA Corporation, where he is team leader in the facilities maintenance department. He worked in manufacturing and maintenance engineering in southern Africa, and as a machinist and general foreman for Acro Machine and Fabrication. He has also instructed for the mechanical engineering department of the Southern Alberta Institute of Technology, and has over 30 years of industry experience.

JACK STRAUSE

Mr. Strause represented the interests of employees in the designated trades on the Board until December 31, 1997.

Mr. Strause holds a trade certificate with an Interprovincial Red Seal in the sheet metal worker trade. He has 26 years of sheet metal-related experience in the construction industry and is past president of both the Edmonton Association of Sheet Metal and Air Conditioning Contractors, and the Sheet Metal Contractors Association of Alberta.

RONALD (RON) TOWNSEND

Mr. Townsend represented the interests of employees in the designated trades on the Board until December 31, 1997.

Mr. Townsend has 25 years experience in the delivery and administration of apprentice and journeyman training. He is the training coordinator for the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union 488. He also administers the Edmonton Pipe Trades Educational Trust Fund and coordinates the activities of the Edmonton Pipe Trades Joint Apprenticeship Training Fund. An Alberta certified steamfitter-pipefitter, his past work experience has provided him with opportunities to work as a piping foreman and superintendent, a pipe trades instructor at the Northern Alberta Institute of Technology, and a training coordinator with the occupational health and safety inspection branch of Alberta Labour.

Mr. Townsend is chairman of the board of the Metal Fabricating Health and Safety Association, and president of the Western Apprenticeship Coordinators' Association (Alberta). He is also active on the executive of Skills Canada-Alberta and the Alberta Congress Board.

➤ *Representing
employers in non-
trades occupations*

BRIAN G. BICKLEY

Mr. Bickley's term on the Board continues until December 31, 1999.

Mr. Bickley holds certificates in industrial instrumentation, watchmaking and adult continuing education. Mr. Bickley has 30 years experience in industry. He is currently employed by Syncrude Canada Ltd. as industrial relations manager. Previously during his employment with Syncrude, he held positions as instrument supervisor, shutdown manager and maintenance manager. Prior to joining Syncrude, he was employed by the Steel Company of Canada and Texaco of Canada.

LEONARD J. GABERT

Mr. Gabert's term on the Board continues until December 31, 2000.

Mr. Gabert has 23 years of experience in the rural natural gas industry. He is currently director, Paintearth Gas Co-op Ltd., zone director and past secretary treasurer for the Alberta Gas Co-ops Ltd., and also serves on the Board of Directors and the operating committee for the *Alberta One Call*. He is active in co-ordinating and promoting training programs required by the industry, including having played an instrumental role in establishing the gas utility operator as a designated occupation.

Mr. Gabert owns a mixed farm in the Castor area of Alberta and is actively involved in the agriculture industry through various board work, including serving as chairman of the Local United Grain Growers Board.

He was recently appointed returning officer for the Whitemud Electoral District and is also involved in volunteer canvassing activities for various charitable organizations.

A. McLEAN (MAC) MILLAR

Mr. Millar represented the interests of employers in occupations other than in the designated trades on the Board until December 31, 1997.

He holds a degree in mechanical science from the University of Cambridge and a diploma in business management from Brunel University in London, England. Mr. Millar is a consultant in engineering and real estate. He has been involved in cement and concrete manufacturing and directing vehicle and mobile equipment for the City of Calgary.

➤ *Representing
employees in non-
trades occupations*

MARKUS JENNI

Mr. Jenni's term on the Board continues until December 31, 1998.

Mr. Jenni holds a cook trade certificate. He is the executive chef for the Crowne Plaza Chateau Lacombe Hotel, Edmonton. His past experiences involved working as a cook and chef for various hotels and resorts in Switzerland. He has also held positions of chef, and later banquet chef, at Montreal's Queen Elizabeth Hotel and executive chef for the Hilton Hotels.

Mr. Jenni is an examiner for the Certified Chef de Cuisine course at the Canadian Culinary Institute. He has also held positions as education chairman for the local branch of the Canadian Federation of Chefs de Cuisine and as a board member of the Alberta Tourism Education Council (ATEC).

Mr. Jenni has been involved in culinary competitions across Canada, the United States and Europe which have earned him several gold and silver medals. He is a past member of the Team Alberta at the Culinary Olympics and was manager of this team for the 1992 Culinary Olympics.

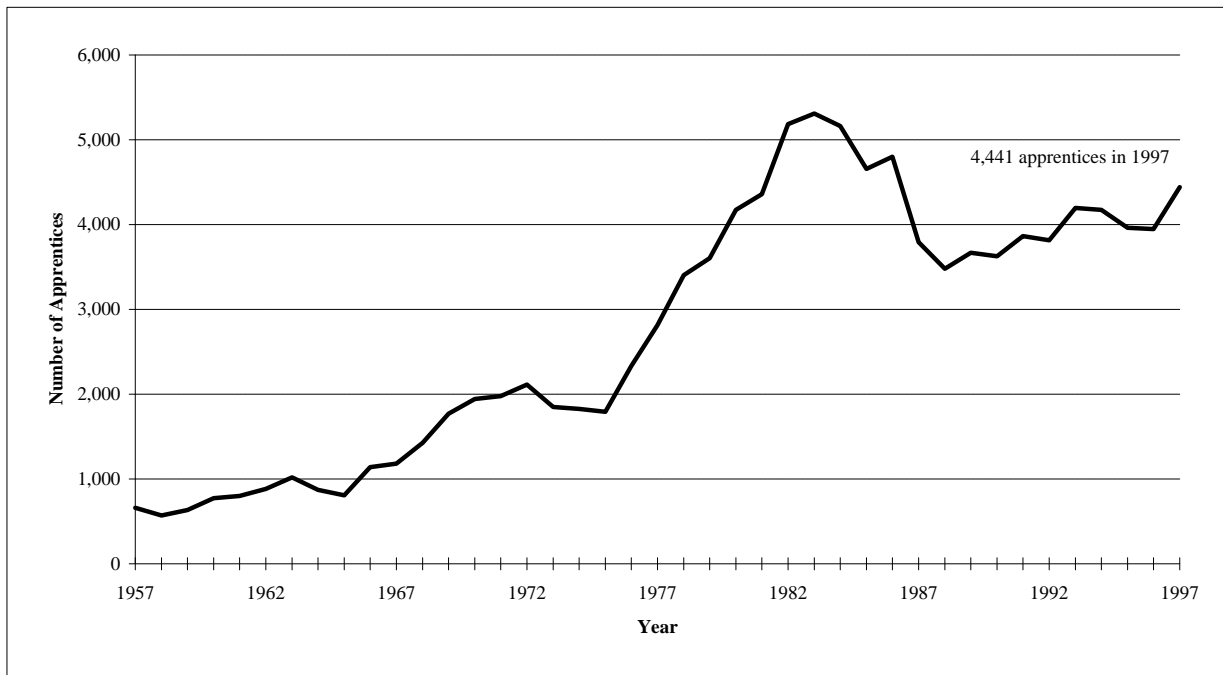
ROSE SIMPSON

Mrs. Simpson's term on the Board continues until December 31, 1998.

Mrs. Simpson holds a trade certificate with an Interprovincial Red Seal in the carpenter trade as well as a certificate in building technology and a level one building inspection diploma certificate. She has run her own contracting business.

Apprenticeship Output Statistics

	<u>Page</u>
Chart 1	Apprenticeship Graduates, 1957 to 1997 23
Table 1	Selected Alberta Apprenticeship and Alberta Labour Force Statistics, 1992 to 1997 23
Table 2	Selected Apprenticeship Statistics, 1997 24
Table 3	Total, Average, and Percentage Change in Apprenticeship Registrations, by Trade, 1992 to 1997 25
Chart 2	Total and New Registrations, by Trade and Trade Group, 1992 to 1997 26
	Architectural Construction Trade Group 27
	Electrical Trade Group 29
	Mechanical Trade Group 30
	Metal Trade Group 32
	Vehicle and Related Trade Group 33
	Other Trade Group 35
Table 4	Trades for which New Apprentice Registrations Increased, 1996 to 1997 37
Table 5	Trades for which New Apprentice Registrations Decreased, 1996 to 1997 37
Table 6	Trade and Occupation Certificates Issued, 1997 38
Chart 3	Apprentices Registered in Alberta, 1947 to 1997 40
Chart 4	Apprenticeship Technical Training Attendance, 1957 to 1997 40
Table 7	Apprenticeship Technical Training Attendance, by Trade and Period of Training, 1997 41
Table 8	Technical Training Attendance, by Institution and Period of Training, 1997 42
Table 9	Apprenticeship Registrations, Graduations and Technical Training, by Location, 1997 42
Chart 5	Average (Mean, Median and Mode) Age of First-time Registered Apprentices, 1997 43
Chart 6	Industry Participation in Training Apprentices, by Size of Firm, February, 1998 43
Table 10	Frequency of Industry Advisory Network Meetings, by Trade, 1997 44

CHART 1**Apprenticeship Graduates, 1957 to 1997****TABLE 1****Selected Alberta Apprenticeship and Alberta Labour Force Statistics, 1992 to 1997**

	1992	1993	1994	1995	1996	1997	1992-97 % Change
Total Apprenticeship Registrations (all trades)	21,811	21,383	21,546	23,407	24,836	27,179	25%
New Apprenticeship Registrations (all trades)	5,438	6,002	7,264	7,973	7,923	9,642	77%
Labour Force (thousands)	1,420	1,436	1,463	1,489	1,520	1,550	9%
Employed (thousands)	1,285	1,296	1,337	1,373	1,413	1,457	13%
Unemployed (thousands)	136	139	126	116	107	93	-32%

Source of Data: the Apprenticeship and Industry Training Division and Information and Policy Services Division, Alberta Advanced Education and Career Development.

TABLE 2
Selected Apprenticeship Statistics, 1997

TRADE	TOTAL REGISTERED APPRENTICES ON DECEMBER 31, 1997	NEW APPRENTICES REGISTERED DURING 1997 (Note 1)	APPRENTICESHIP CANCELLATIONS DURING 1997	APPRENTICESHIP GRADUATIONS DURING 1997
AGRICULTURAL MECHANIC	111	62	15	37
APPLIANCE SERVICEMAN	68	13	12	23
AUTO BODY TECHNICIAN	539	158	86	71
AUTOMOTIVE SERVICE TECHNICIAN	2,169	701	233	338
BAKER	303	93	39	49
BOILERMAKER	105	21	13	20
BRICKLAYER	62	21	10	9
CABINETMAKER	385	110	53	45
CARPENTER	1,873	613	283	197
COMMUNICATION ELECTRICIAN	120	28	18	4
CONCRETE FINISHER	60	19	17	19
COOK	1,197	378	218	165
CRANE & HOISTING EQUIPMENT OPERATOR	689	265	119	113
ELECTRICAL REWIND MECHANIC	55	17	7	7
ELECTRICIAN	3,255	1,154	284	437
ELECTRONIC TECHNICIAN	97	22	17	18
ELEVATOR CONSTRUCTOR	29	8	1	0
FLOORCOVERING INSTALLER	62	24	14	16
GASFITTER (First Class)	197	66	20	54
GASFITTER (Second Class)	2	0	0	255
GLAZIER	97	38	14	15
HAIRSTYLIST	1,379	703	179	596
HEAVY EQUIPMENT TECHNICIAN	2,259	780	167	302
INSTRUMENT MECHANIC	903	269	142	125
INSULATOR	204	64	51	40
IRONWORKER	98	37	15	8
---METAL BUILDING SYSTEMS ERECTOR	87	27	8	14
LANDSCAPE GARDENER	274	55	41	35
LATHER-INTERIOR SYSTEMS MECHANIC	46	17	14	5
LOCKSMITH	88	16	9	11
MACHINIST	774	251	34	61
MILLWRIGHT	1,100	348	74	140
MOTORCYCLE MECHANIC	93	40	12	15
PAINTER AND DECORATOR	148	42	28	26
PARTSMAN	605	217	73	96
PLUMBER	1,213	423	117	172
POWER LINEMAN	129	48	7	12
POWER SYSTEM ELECTRICIAN	47	21	3	4
PRINTING & GRAPHIC ARTS CRAFTSMAN	78	24	31	14
RECREATION VEHICLE SERVICE TECHNICIAN	77	51	29	14
REFRIGERATION & AIR CONDITIONING MECH	392	108	19	57
ROOFER	79	22	30	11
SAWFILER	38	11	3	13
SHEET METAL WORKER	560	152	93	46
SPRINKLER SYSTEMS INSTALLER	98	32	15	13
STEAMFITTER-PIPEFITTER	879	308	89	120
STRUCTURAL STEEL & PLATE FITTER	170	69	25	10
TILESETTER	21	6	8	2
TRANSPORT REFRIGERATION MECHANIC	41	22	4	9
WATER WELL DRILLER	39	13	9	10
WELDER	3,785	1,655	278	568
TOTAL	27,179	9,642	3,080	4,441

Note 1: For the purposes of this report, new apprentices registered in 1997 includes first time ever registrants, apprentices registered in a second or multiple trades, and re-instated apprentices.

TABLE 3**Total, Average, and Percentage Change in Apprenticeship Registrations,
By Trade, 1992 to 1997***

TRADE	1992	1993	1994	1995	1996	1997	1992-97/ Average	1992-97/ % Chang
AGRICULTURAL MECHANIC	38	55	70	97	101	111	79	192%
APPLIANCE SERVICEMAN	82	79	99	95	90	68	86	-17%
AUTO BODY TECHNICIAN	671	585	512	525	537	539	562	-20%
AUTOMOTIVE SERVICE TECHNICIAN	2,271	2,108	1,914	1,922	2,043	2,169	2,071	-4%
BAKER	207	208	240	267	299	303	254	46%
BOILERMAKER	104	116	98	94	116	105	106	1%
BRICKLAYER	83	84	77	83	59	62	75	-25%
CABINETMAKER	385	376	361	379	373	385	377	0%
CARPENTER	1,863	1,828	1,719	1,695	1,744	1,873	1,787	1%
COMMUNICATION ELECTRICIAN	124	99	88	110	114	120	109	-3%
CONCRETE FINISHER	4	4	53	83	77	60	47	1400%
COOK	930	998	986	1,085	1,204	1,197	1,067	29%
CRANE & HOISTING EQUIPMENT OPERAT	135	172	371	530	657	689	426	410%
ELECTRICAL REWIND MECHANIC	59	59	49	50	52	55	54	-7%
ELECTRICIAN	2,873	2,805	2,796	2,748	2,825	3,255	2,884	13%
ELECTRONIC TECHNICIAN	132	129	118	105	110	97	115	-27%
ELEVATOR CONSTRUCTOR (Note 1)			3	22	22	29	19	867%
FLOORCOVERING INSTALLER	75	77	73	80	68	62	73	-17%
GASFITTER	145	144	149	182	208	199	171	37%
GLAZIER	139	116	100	102	88	97	107	-30%
HAIRSTYLIST	1,074	1,132	1,175	1,347	1,450	1,379	1,260	28%
HEAVY EQUIPMENT TECHNICIAN	1,538	1,424	1,481	1,756	1,951	2,259	1,735	47%
INSTRUMENT MECHANIC	1,000	988	940	890	901	903	937	-10%
INSULATOR	244	300	274	270	234	204	254	-16%
IRONWORKER (Note 2)	66	80	72	244	166	185	136	180%
LANDSCAPE GARDENER	306	315	286	300	295	274	296	-10%
LATHER/INTERIOR SYSTEMS MECHANIC	58	49	53	63	48	46	53	-21%
LOCKSMITH (Note 3)			61	88	93	88	83	44%
MACHINIST	402	362	428	535	618	774	520	93%
MILLWRIGHT	803	736	767	870	968	1,100	874	37%
MOTORCYCLE MECHANIC	68	72	76	86	82	93	80	37%
PAINTER & DECORATOR	119	150	152	159	160	148	148	24%
PARTSMAN	564	491	460	500	557	605	530	7%
PLUMBER	1,196	1,230	1,155	1,110	1,080	1,213	1,164	1%
POWER LINEMAN	241	206	146	120	100	129	157	-46%
POWER SYSTEM ELECTRICIAN	85	62	48	41	33	47	53	-45%
PRINTING & GRAPHIC ARTS CRAFTSMAN	229	184	151	127	100	78	145	-66%
RECREATION VEHICLE SERVICE TECHNIC	55	67	78	72	71	77	70	40%
REFRIGERATION & A.C. MECHANIC	277	300	309	314	361	392	326	42%
ROOFER	90	106	105	118	98	79	99	-12%
SAWFILER	21	20	30	36	42	38	31	81%
SHEET METAL WORKER	517	553	500	524	548	560	534	8%
SPRINKLER SYSTEMS INSTALLER	86	92	98	97	95	98	94	14%
STEAMFITTER- PIPEFITTER	519	554	646	718	782	879	683	69%
STRUCTURAL STEEL & PLATE	70	69	84	112	136	170	107	143%
TILESETTER	44	34	35	33	25	21	32	-52%
TRANSPORT REFRIGERATION MECHANIC	16	19	27	35	32	41	28	156%
WATER WELL DRILLER	34	32	31	37	45	39	36	15%
WELDER	1,769	1,714	2,002	2,560	2,978	3,785	2,468	114%
TOTAL	21,811	21,383	21,546	23,416	24,836	27,179	23,362	25%

Source: Alberta Apprenticeship and Industry Training Division, Alberta Advanced Education and Career Development

* Does not include statistics for Tool and Die Maker.

Note 1: There are no statistics available for these trades prior to 1994. As a result, averages and percentage changes for these trades are based on data over the time period 1994 to 1997.**Note 2:** The statistics include those of the Metal Building Systems Erector which became a craft area within the Ironworker trade in 1995.**Note 3:** There are no statistics available for these trades prior to 1994. As a result, averages and percentage changes for these trades are based on data over the time period 1994 to 1997.

CHART 2**Total and New Registrations, by Trade and Trade Group, 1992 to 1997****Table of Contents**

Trade	Trade Group	Page
Agricultural Mechanic	Vehicle & Related Trade Group	33
Appliance Serviceman	Other Trade Group	35
Auto Body Technician	Vehicle & Related Trade Group	33
Automotive Service Technician	Vehicle & Related Trade Group	34
Baker	Other Trade Group	35
Boilermaker	Metal Trade Group	32
Bricklayer	Architectural Construction Trade Group	27
Cabinetmaker	Architectural Construction Trade Group	27
Carpenter	Architectural Construction Trade Group	27
Communication Electrician	Electrical Trade Group	29
Concrete Finisher	Architectural Construction Trade Group	27
Cook	Other Trade Group	35
Crane & Hoisting Equipment Operator	Architectural Construction Trade Group	27
Electrical Rewind Mechanic	Electrical Trade Group	29
Electrician	Electrical Trade Group	29
Electronic Technician	Electrical Trade Group	30
Elevator Constructor	Architectural Construction Trade Group	28
Floorcovering Installer	Architectural Construction Trade Group	28
Gasfitter	Mechanical Trade Group	30
Glazier	Architectural Construction Trade Group	28
Hairstylist	Other Trade Group	35
Heavy Equipment Technician	Vehicle & Related Trade Group	34
Instrument Mechanic	Mechanical Trade Group	30
Insulator	Mechanical Trade Group	31
Ironworker	Metal Trade Group	32
Landscape Gardener	Other Trade Group	36
Lather-Interior Systems Mechanic	Architectural Construction Trade Group	28
Locksmith	Other Trade Group	36
Machinist	Metal Trade Group	32
Millwright	Metal Trade Group	32
Motorcycle Technician	Vehicle & Related Trade Group	34
Painter & Decorator	Architectural Construction Trade Group	28
Partsman	Vehicle & Related Trade Group	34
Plumber	Mechanical Trade Group	31
Power Lineman	Electrical Trade Group	30
Power System Electrician	Electrical Trade Group	30
Printing & Graphics Arts Craftsman	Other Trade Group	36
Recreation Vehicle Service Technician	Vehicle & Related Trade Group	34
Refrigeration & Air Conditioning Mechanic	Mechanical Trade Group	31
Roofer	Architectural Construction Trade Group	29
Sawfiler	Metal Trade Group	33
Sheetmetal Worker	Mechanical Trade Group	31
Sprinkler Systems Installer	Mechanical Trade Group	31
Steamfitter-Pipefitter	Mechanical Trade Group	32
Structural Steel & Plate Fitter	Metal Trade Group	33
Tilesetter	Architectural Construction Trade Group	29
Transport Refirgeration Machanic	Vehicle & Related Trade Group	35
Water Well Driller	Other Trade Group	36
Welder	Metal Trade Group	33

Continued ...

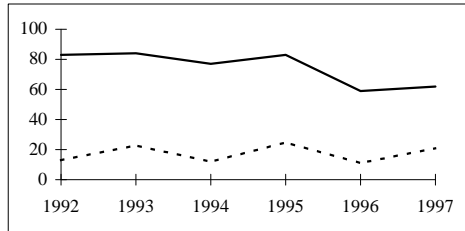
CHART 2 Continued ...

ARCHITECTURAL CONSTRUCTION TRADE GROUP

BRICKLAYER

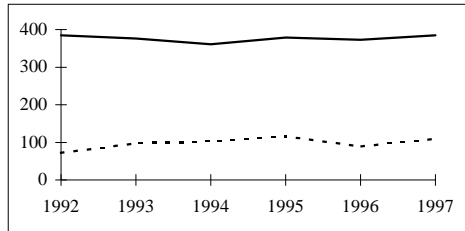
— Total Registrations
 - - - - - New Registrations

Total Registrations		New Registrations	
1992	83	1992	13
1997	62	1997	21
92-97 Average	75	92-97 Average	18
92-97 % Change	-25%	92-97 % Change	62%



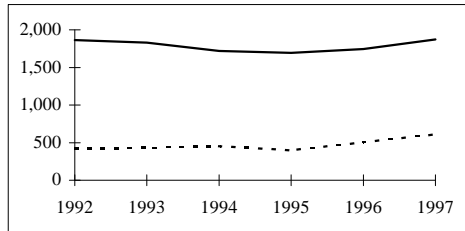
CABINETMAKER

Total Registrations		New Registrations	
1992	385	1992	72
1997	385	1997	110
92-97 Average	377	92-97 Average	98
92-97 % Change	0%	92-97 % Change	53%



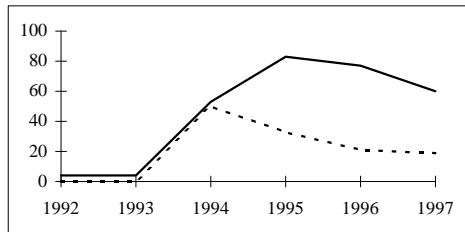
CARPENTER

Total Registrations		New Registrations	
1992	1,863	1992	425
1997	1,873	1997	613
92-97 Average	1,787	92-97 Average	473
92-97 % Change	1%	92-97 % Change	44%



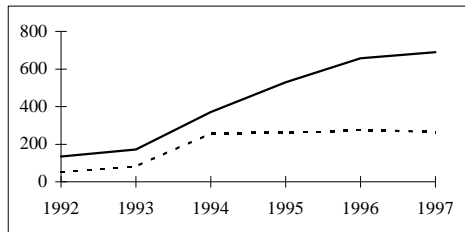
CONCRETE FINISHER

Total Registrations		New Registrations	
1992	4	1992	0
1997	60	1997	19
92-97 Average	47	92-97 Average	21
92-97 % Change	1400%	92-97 % Change	1890%



CRANE & HOISTING EQUIPMENT OPERATOR

Total Registrations		New Registrations	
1992	135	1992	53
1997	689	1997	265
92-97 Average	426	92-97 Average	200
92-97 % Change	410%	92-97 % Change	400%

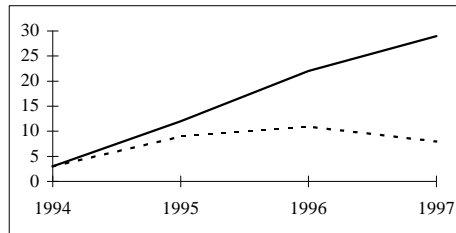


Continued ...

CHART 2 Continued ...

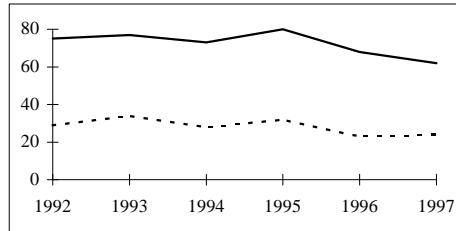
ELEVATOR CONSTRUCTOR

<u>Total Registrations</u>		<u>New Registrations</u>	
1994	3	1994	3
1997	62	1997	8
94-97 Average	73	94-97 Average	8
94-97 % Change	867%	94-97 % Change	167%



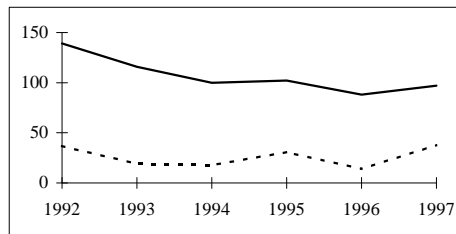
FLOORCOVERING INSTALLER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	75	1992	29
1997	62	1997	24
92-97 Average	73	92-97 Average	28
92-97 % Change	-17%	92-97 % Change	-17%



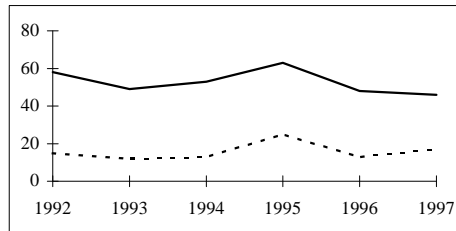
GLAZIER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	139	1992	37
1997	97	1997	38
92-97 Average	107	92-97 Average	26
92-97 % Change	-30%	92-97 % Change	3%



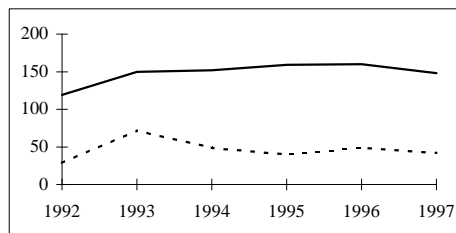
LATHER-INTERIOR SYSTEMS MECHANIC

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	58	1992	15
1997	46	1997	17
92-97 Average	53	92-97 Average	16
92-97 % Change	-21%	92-97 % Change	13%



PAINTER & DECORATOR

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	119	1992	29
1997	148	1997	42
92-97 Average	148	92-97 Average	47
92-97 % Change	24%	92-97 % Change	45%

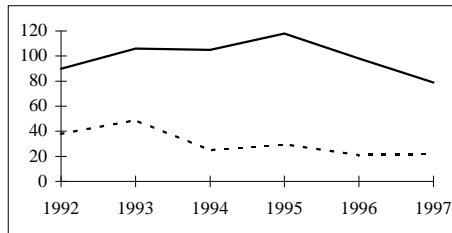


Continued ...

CHART 2 Continued ...

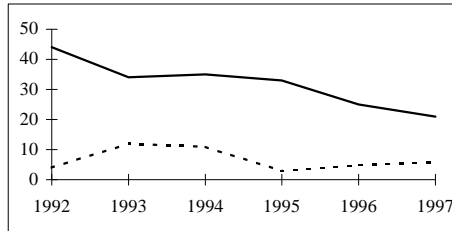
ROOFER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	90	1992	38
1997	79	1997	22
92-97 Average	99	92-97 Average	31
92-97 % Change	-12%	92-97 % Change	-42%



TILESETTER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	44	1992	4
1997	21	1997	6
92-97 Average	32	92-97 Average	7
92-97 % Change	-52%	92-97 % Change	50%

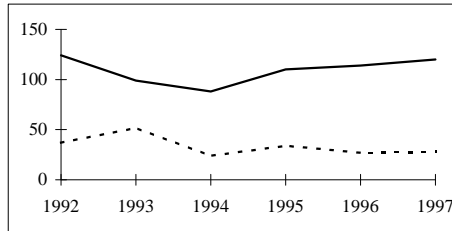


ELECTRICAL TRADE GROUP

COMMUNICATION ELECTRICIAN

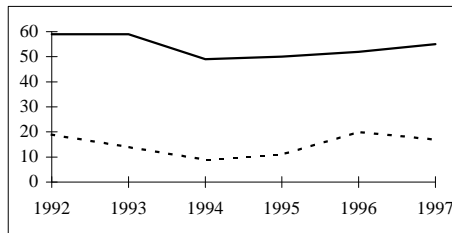
— Total Registrations
 - - - - - New Registrations

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	124	1992	37
1997	120	1997	28
92-97 Average	109	92-97 Average	34
92-97 % Change	-3%	92-97 % Change	-24%



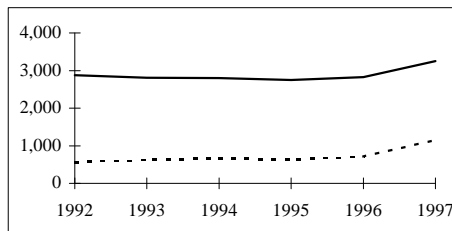
ELECTRICAL REWIND MECHANIC

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	59	1992	19
1997	55	1997	17
92-97 Average	54	92-97 Average	15
92-97 % Change	-7%	92-97 % Change	-11%



ELECTRICIAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	2,873	1992	574
1997	3,255	1997	1,154
92-97 Average	2,884	92-97 Average	728
92-97 % Change	13%	92-97 % Change	101%

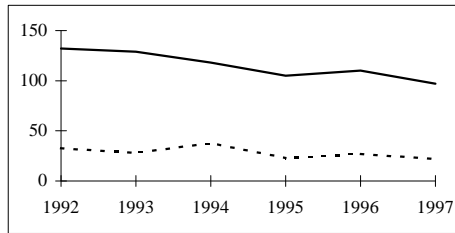


Continued ...

CHART 2 Continued ...

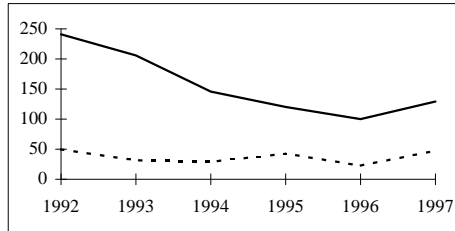
ELECTRONIC TECHNICIAN

Total Registrations		New Registrations	
1992	132	1992	33
1997	97	1997	22
92-97 Average	115	92-97 Average	29
92-97 % Change	-27%	92-97 % Change	-33%



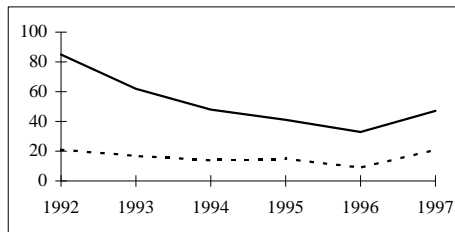
POWER LINEMAN

Total Registrations		New Registrations	
1992	241	1992	50
1997	129	1997	48
92-97 Average	157	92-97 Average	38
92-97 % Change	-46%	92-97 % Change	-4%



POWER SYSTEM ELECTRICIAN

Total Registrations		New Registrations	
1992	85	1992	21
1997	47	1997	21
92-97 Average	53	92-97 Average	16
92-97 % Change	-45%	92-97 % Change	0%

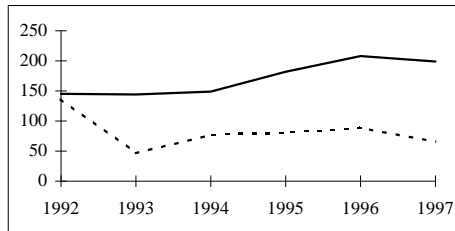


MECHANICAL TRADE GROUP

GASFITTER

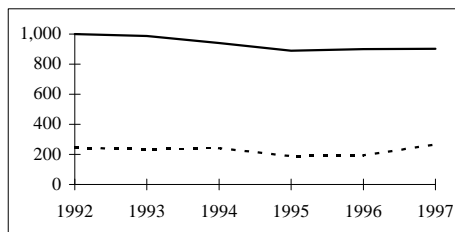
— Total Registrations
 - - - - New Registrations

Total Registrations		New Registrations	
1992	145	1992	136
1997	199	1997	66
92-97 Average	171	92-97 Average	83
92-97 % Change	37%	92-97 % Change	-51%



INSTRUMENT MECHANIC

Total Registrations		New Registrations	
1992	1,000	1992	244
1997	903	1997	269
92-97 Average	937	92-97 Average	229
92-97 % Change	-10%	92-97 % Change	10%

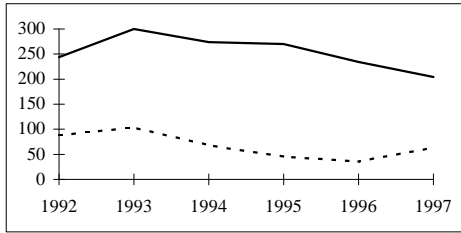


Continued ...

CHART 2 Continued ...

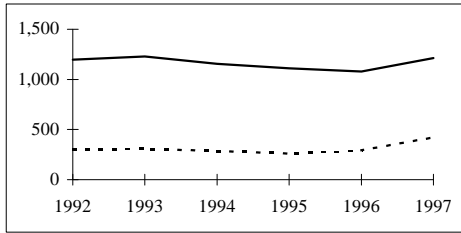
INSULATOR

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	244	1992	88
1997	204	1997	64
92-97 Average	254	92-97 Average	68
92-97 % Change	-16%	92-97 % Change	-27%



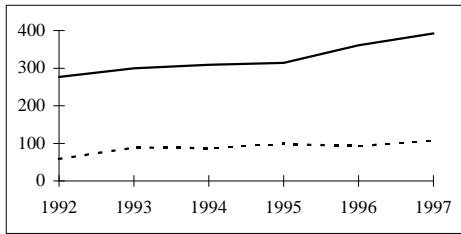
PLUMBER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,196	1992	303
1997	1,213	1997	423
92-97 Average	1,164	92-97 Average	313
92-97 % Change	1%	92-97 % Change	40%



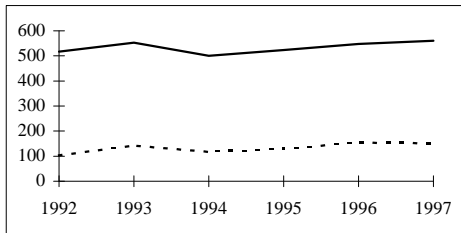
REFRIGERATION & AIR CONDITIONING MECHANIC

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	277	1992	59
1997	392	1997	108
92-97 Average	326	92-97 Average	89
92-97 % Change	42%	92-97 % Change	83%



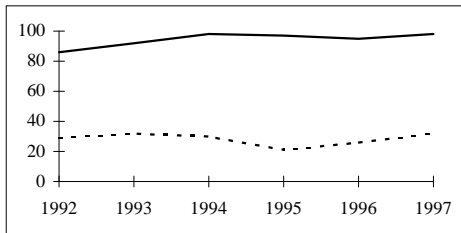
SHEETMETAL WORKER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	517	1992	104
1997	560	1997	152
92-97 Average	534	92-97 Average	134
92-97 % Change	8%	92-97 % Change	46%



SPRINKLER SYSTEMS MECHANIC

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	86	1992	29
1997	98	1997	32
92-97 Average	94	92-97 Average	28
92-97 % Change	14%	92-97 % Change	10%

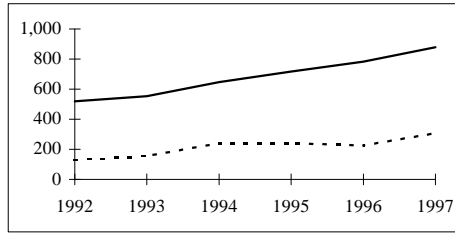


Continued ...

CHART 2 Continued ...

STEAMFITTER-PIPEFITTER

Total Registrations		New Registrations	
1992	519	1992	129
1997	879	1997	308
92-97 Average	683	92-97 Average	217
92-97 % Change	69%	92-97 % Change	139%

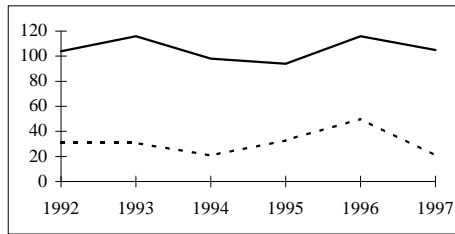


METAL TRADE GROUP

BOILERMAKER

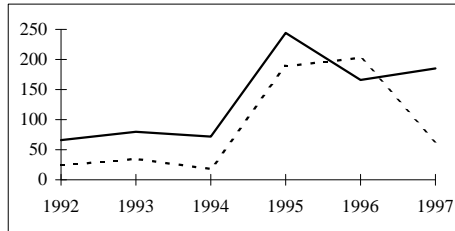
— Total Registrations
 - - - - - New Registrations

Total Registrations		New Registrations	
1992	104	1992	31
1997	105	1997	21
92-97 Average	106	92-97 Average	31
92-97 % Change	1%	92-97 % Change	-32%



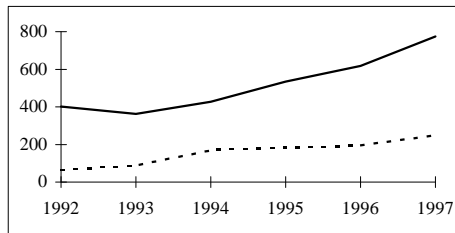
IRONWORKER

Total Registrations		New Registrations	
1992	66	1992	24
1997	185	1997	64
92-97 Average	136	92-97 Average	89
92-97 % Change	180%	92-97 % Change	167%



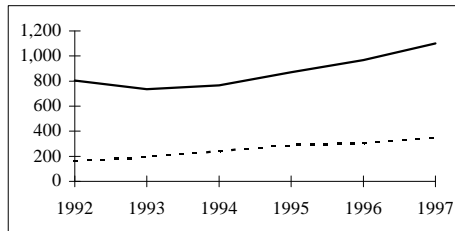
MACHINIST

Total Registrations		New Registrations	
1992	402	1992	67
1997	774	1997	251
92-97 Average	520	92-97 Average	160
92-97 % Change	93%	92-97 % Change	275%



MILLWRIGHT

Total Registrations		New Registrations	
1992	803	1992	164
1997	1,100	1997	348
92-97 Average	874	92-97 Average	257
92-97 % Change	37%	92-97 % Change	112%

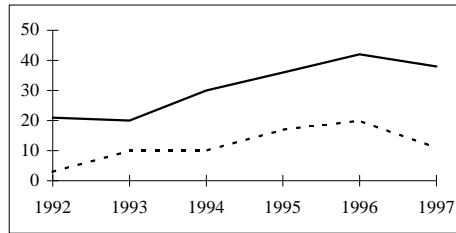


Continued ...

CHART 2 Continued ...

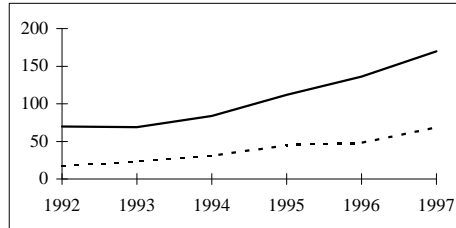
SAWFILER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	21	1992	3
1997	38	1997	11
92-97 Average	31	92-97 Average	12
92-97 % Change	81%	92-97 % Change	267%



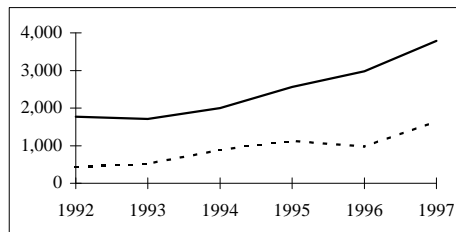
STRUCTURAL STEEL & PLATE FITTER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	70	1992	17
1997	170	1997	69
92-97 Average	107	92-97 Average	39
92-97 % Change	143%	92-97 % Change	306%



WELDER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,769	1992	435
1997	3,785	1997	1,655
92-97 Average	2,468	92-97 Average	934
92-97 % Change	114%	92-97 % Change	280%

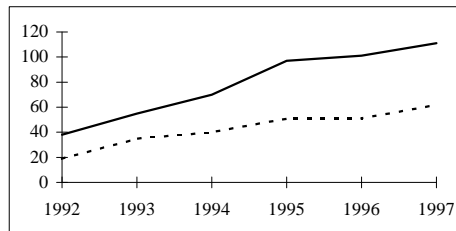


VEHICLE & RELATED TRADE GROUP

AGRICULTURAL MECHANIC

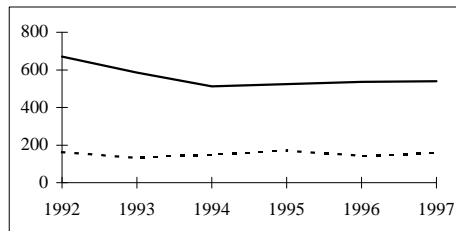
— Total Registrations
 - - - - - New Registrations

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	38	1992	19
1997	111	1997	62
92-97 Average	79	92-97 Average	43
92-97 % Change	192%	92-97 % Change	226%



AUTO BODY TECHNICIAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	671	1992	164
1997	539	1997	158
92-97 Average	562	92-97 Average	153
92-97 % Change	-20%	92-97 % Change	-4%

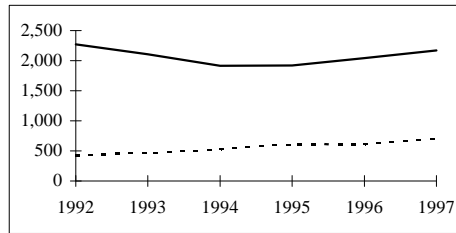


Continued ...

CHART 2 Continued ...

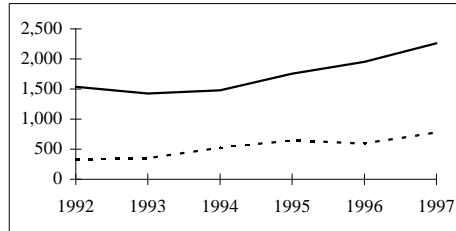
AUTOMOTIVE SERVICE TECHNICIAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	2,271	1992	433
1997	2,169	1997	701
92-97 Average	2,071	92-97 Average	560
92-97 % Change	-4%	92-97 % Change	62%



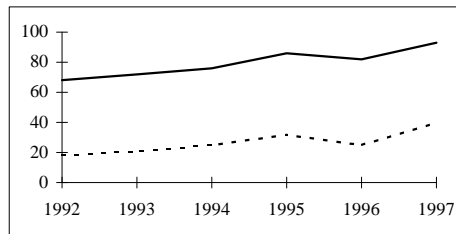
HEAVY EQUIPMENT TECHNICIAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,538	1992	330
1997	2,259	1997	780
92-97 Average	1,735	92-97 Average	538
92-97 % Change	47%	92-97 % Change	136%



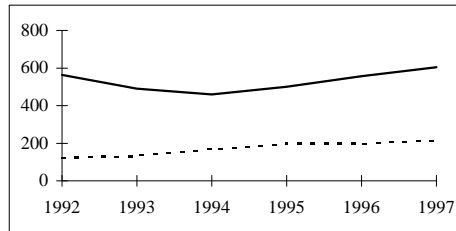
MOTORCYCLE TECHNICIAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	68	1992	18
1997	93	1997	40
92-97 Average	80	92-97 Average	27
92-97 % Change	37%	92-97 % Change	122%



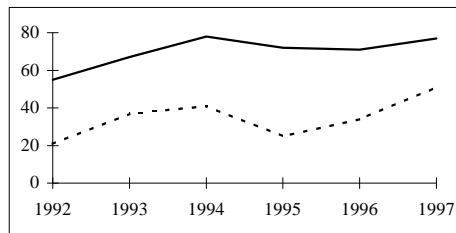
PARTSMAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	564	1992	120
1997	605	1997	217
92-97 Average	530	92-97 Average	173
92-97 % Change	7%	92-97 % Change	81%



RECREATION VEHICLE SERVICE TECHNICIAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	55	1992	21
1997	77	1997	51
92-97 Average	70	92-97 Average	35
92-97 % Change	40%	92-97 % Change	143%

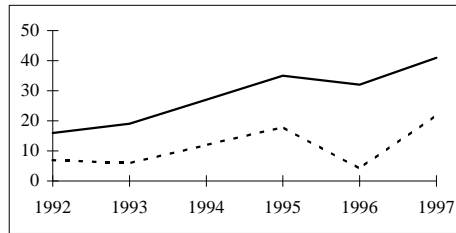


Continued ...

CHART 2 Continued ...

TRANSPORT REFRIGERATION MECHANIC

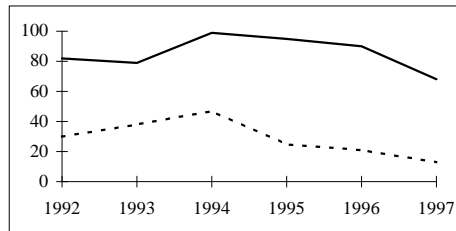
<u>Total Registrations</u>		<u>New Registrations</u>	
1992	16	1992	7
1997	41	1997	22
92-97 Average	28	92-97 Average	12
92-97 % Change	156%	92-97 % Change	214%



OTHER TRADE GROUP

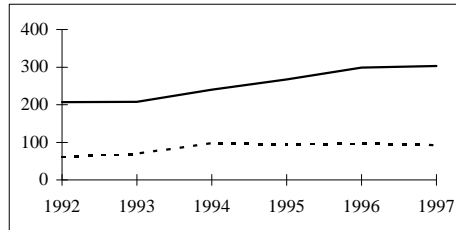
APPLIANCE SERVICEMAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	82	1992	30
1997	68	1997	13
92-97 Average	86	92-97 Average	29
92-97 % Change	-17%	92-97 % Change	-57%



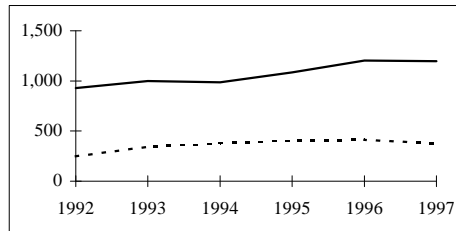
BAKER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	207	1992	61
1997	303	1997	93
92-97 Average	254	92-97 Average	86
92-97 % Change	46%	92-97 % Change	52%



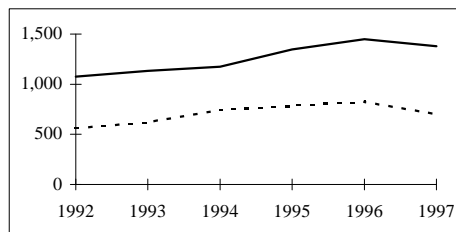
COOK

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	930	1992	248
1997	1,197	1997	378
92-97 Average	1,067	92-97 Average	362
92-97 % Change	29%	92-97 % Change	52%



HAIRSTYLIST

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,074	1992	561
1997	1,379	1997	703
92-97 Average	1,260	92-97 Average	707
92-97 % Change	28%	92-97 % Change	25%

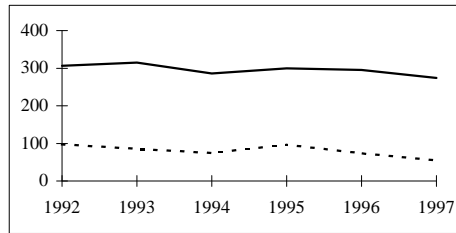


Continued ...

CHART 2 Continued ...

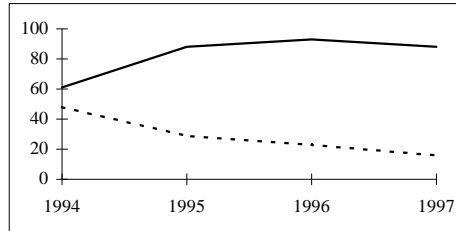
LANDSCAPE GARDENER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	306	1992	98
1997	274	1997	55
92-97 Average	296	92-97 Average	81
92-97 % Change	-10%	92-97 % Change	-44%



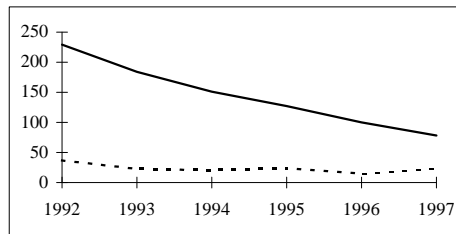
LOCKSMITH

<u>Total Registrations</u>		<u>New Registrations</u>	
1994	61	1994	48
1997	88	1997	16
94-97 Average	83	94-97 Average	29
94-97 % Change	44%	94-97 % Change	-67%



PRINTING & GRAPHICS ARTS CRAFTSMAN

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	229	1992	37
1997	78	1997	24
92-97 Average	145	92-97 Average	24
92-97 % Change	-66%	92-97 % Change	-35%



WATER WELL DRILLER

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	34	1992	9
1997	39	1997	13
92-97 Average	36	92-97 Average	16
92-97 % Change	15%	92-97 % Change	44%

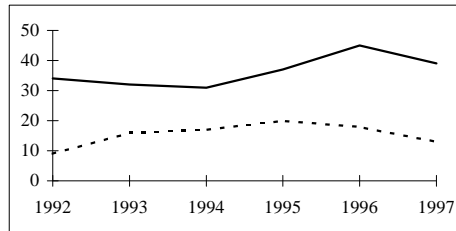


TABLE 4**Trades for which New Apprentice Registrations Increased, 1996 to 1997**

TRADE	1996	1997	Percentage Growth
TRANSPORT REFRIGERATION MECHANIC	4	22	450%
GLAZIER	14	38	171%
POWER SYSTEM ELECTRICIAN	9	21	133%
POWER LINEMAN	23	48	109%
BRICKLAYER	11	21	91%
INSULATOR	36	64	78%
WELDER	975	1,655	70%
ELECTRICIAN	712	1,154	62%
MOTORCYCLE MECHANIC	25	40	60%
PRINTING & GRAPHIC ARTS CRAFTSMAN	15	24	60%
RECREATION VEHICLE SERVICE TECHNICIAN	34	51	50%
PLUMBER	294	423	44%
STRUCTURAL STEEL & PLATE	48	69	44%
INSTRUMENT MECHANIC	194	269	39%
STEAMFITTER- PIPEFITTER	226	308	36%
HEAVY EQUIPMENT TECHNICIAN	594	780	31%
LATHER/INTERIOR SYSTEMS MECHANIC	13	17	31%
MACHINIST	196	251	28%
CABINETMAKER	89	110	24%
SPRINKLER SYSTEMS INSTALLER	26	32	23%
AGRICULTURAL MECHANIC	51	62	22%
CARPENTER	507	613	21%
TILESETTER	5	6	20%
REFRIGERATION & A.C. MECHANIC	93	108	16%
AUTOMOTIVE SERVICE TECHNICIAN	614	701	14%
MILLWRIGHT	307	348	13%
AUTO BODY TECHNICIAN	143	158	10%
PARTSMAN	197	217	10%
ROOFER	21	22	5%
FLOORCOVERING INSTALLER	23	24	4%
COMMUNICATION ELECTRICIAN	27	28	4%

TABLE 5**Trades for which New Apprentice Registrations Decreased, 1996 to 1997**

TRADE	1996	1997	Percentage Decline
SHEET METAL WORKER	154	152	-1%
BAKER	97	93	-4%
CRANE & HOISTING EQUIPMENT OPERATOR	278	265	-5%
COOK	416	378	-9%
CONCRETE FINISHER	21	19	-10%
PAINTER & DECORATOR	49	42	-14%
HAIRSTYLIST	826	703	-15%
ELECTRICAL REWIND MECHANIC	20	17	-15%
ELECTRONICS TECHNICIAN	27	22	-19%
LANDSCAPE GARDENER	74	55	-26%
GASFITTER	89	66	-26%
ELEVATOR CONSTRUCTOR	11	8	-27%
WATER WELL DRILLER	18	13	-28%
LOCKSMITH	23	16	-30%
APPLIANCE SERVICEMAN	21	13	-38%
SAWFILER	20	11	-45%
BOILERMAKER	50	21	-58%
IRONWORKER	203	64	-68%

TABLE 6**Trade and Occupation Certificates Issued in 1997**

TRADE/OCCUPATION	JOURNEYMAN AND OCCUPATION CERTIFICATES TO COMPLETING APPRENTICES AND TRAINEES	EQUIVALENCY DOCUMENTS (See Note 2)	RED SEAL CERTIFICATES ISSUED TO COMPLETING APPRENTICES	EXTENDED RED SEAL PROGRAM CERTIFICATES (See Note 3)
AGRICULTURAL MECHANIC	40	1	31	
APPLIANCE SERVICEMAN	21	1	12	1
AUTO BODY TECHNICIAN	71	3	59	2
AUTOMOTIVE SERVICE TECHNICIAN	301	32	239	14
BAKER	47	2	43	9
BOILERMAKER	20		20	2
BRICKLAYER	10	1	3	
CABINETMAKER	41		36	
CARPENTER	195	5	151	19
CEMENT FINISHER	19		16	2
COMMUNICATION ELECTRICIAN	3	2		
COOK	151	3	139	6
CRANE AND HOISTING OPERATOR				
---MOBILE CRANE	26	8	21	23
---BOOM TRUCK	82	2		
ELECTRICAL REWIND MECHANIC	6	3	1	
ELECTRICIAN	413	29	270	1
ELECTRONIC TECHNICIAN	18	1	17	
ELEVATOR CONSTRUCTOR		1		
FLOORCOVERING INSTALLER	15		15	2
GASFITTER	52	7		
GASFITTER (SECOND CLASS)	255	5		
GLAZIER	13		13	5
HAIRSTYLIST	557	66	398	58
HEAVY EQUIPMENT TECHNICIAN	293	18	175	4
INSTRUMENT MECHANIC	112	2	93	1
INSULATOR	35		15	
IRONWORKER	7		8	4
---METAL BUILDING SYSTEMS ERECTOR	14			
LANDSCAPE GARDENER	33			
LATHER-INTERIOR SYSTEMS MECHANIC	5		2	
LOCKSMITH	11			
MACHINIST	58	11	57	3
MILLWRIGHT	127	16	117	9
MOTORCYCLE MECHANIC	11	1	11	7
PAINTER AND DECORATOR	26	1	23	4
PARTSMAN	90		92	23
PLUMBER	162	6	149	2
POWER LINEMAN	12	2	11	1
POWER SYSTEM ELECTRICIAN	4	1		
PRINTING & GRAPHIC ARTS	14	1		
RECREATION VEHICLE SERVICE TECHNICIAN	12	1		
REFRIGERATION & AIR CONDITIONING MECHANIC	57	11	40	
ROOFER	11		11	2
SAWFILER	13			
SHEET METAL WORKER	43		39	

Continued...

TABLE 6 Continued...**Trade and Occupation Certificates Issued in 1997**

TRADE/OCCUPATION	JOURNEYMAN AND OCCUPATION CERTIFICATES TO COMPLETING APPRENTICES AND TRAINEES	EQUIVALENCY DOCUMENTS (See Note 2)	RED SEAL CERTIFICATES ISSUED TO COMPLETING APPRENTICES	EXTENDED RED SEAL PROGRAM CERTIFICATES (See Note 3)
SPRINKLER SYSTEMS INSTALLER	11		7	
STEAMFITTER-PIPEFITTER	118	5	106	2
STRUCTURAL STEEL & PLATE FITTER	12	1	11	3
TILESETTER	1			
TOOL AND DIE MAKER				
TRANSPORT REFRIGERATION MECHANIC	4			
WATER WELL DRILLER	8	3		
WELDER	547	35	553	56
TOTAL JOURNEYMAN CERTIFICATES	4,207	287	3,004	265
CONSTRUCTION CRAFT LABOURER OCCUPA	5			
GAS UTILITY OPERATOR OCCUPATION	324			
PLASTERER OCCUPATION				
WAREHOUSING OCCUPATION	115			
TOTAL OCCUPATIONAL CERTIFICATES	444			
TOTALS - ALL CERTIFICATES	4,651	287	3,004	265

Note 1: 4,441 apprentices completed all their technical training requirements in 1997 and were therefore classified as "Apprenticeship Graduates" in Table 2 (page 24 of this report). However, journeyman certificates processed and issued to completing apprentices in 1997 totalled 4,207 since some of the certificates issued were to apprentices who had completed all their work experience and technical training requirements in the previous year.

Note 2: 287 Equivalency Documents were issued in 1997. Alberta Equivalency Documents are issued to recognize a certificate or document as being equivalent to a trade certificate granted under the Alberta Apprenticeship and Industry Training Act when the skills and knowledge upon which that certificate or document is based have been deemed to be equivalent to those of an Alberta certified journeyman in that trade (i.e. individuals having completed an apprenticeship program in another country).

Note 3: 265 Extended Interprovincial Red Seals were issued in 1997 to individuals who achieved journeyman status through certification only (i.e. without completion of an apprenticeship) or to individuals who had passed the interprovincial examination in Alberta rather than in their own province.

CHART 3

Apprentices Registered in Alberta, 1947 to 1997*

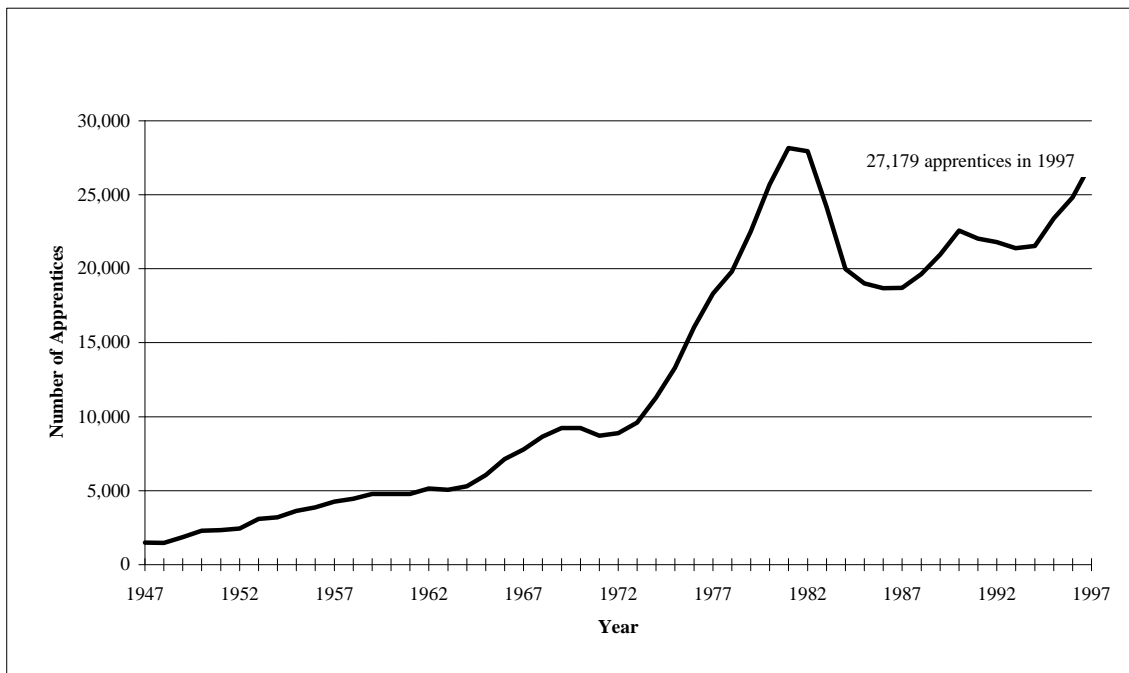
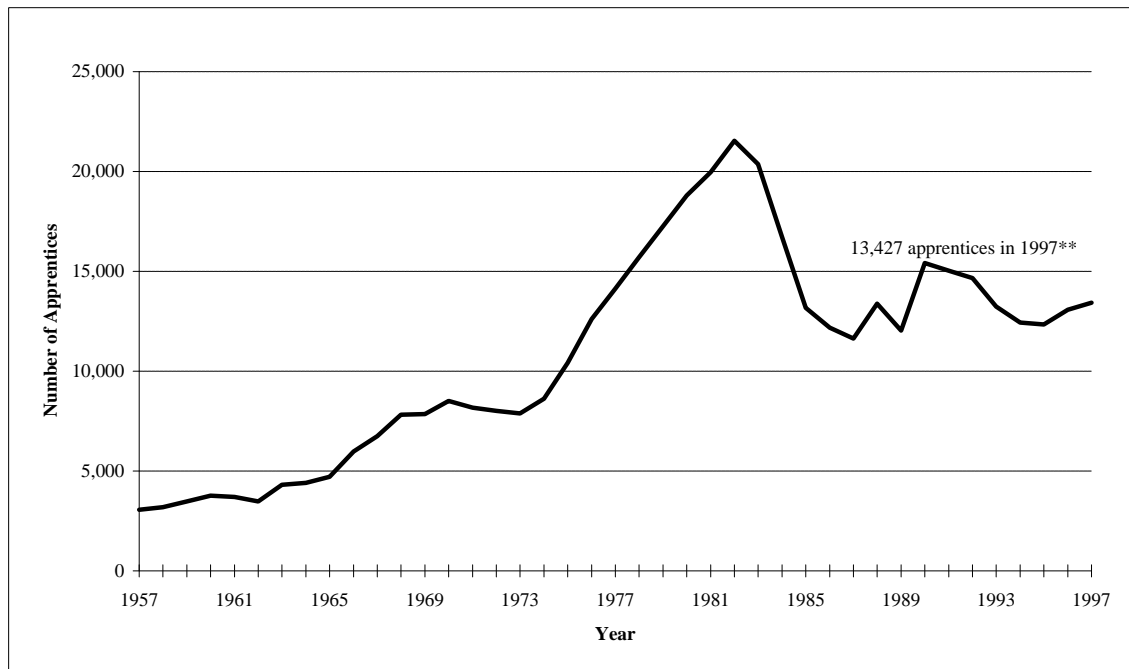


CHART 4

Apprenticeship Technical Training Attendance, 1957 to 1997*



* These graphs represent statistics covering calendar years (January to December).

** 15,303 apprentices are expected to attend technical training by the end of December 31, 1998.

TABLE 7**Apprenticeship Technical Training Attendance by Trade and Period (or Year) of Training - 1997***

TRADE	1st Year	2nd Year	3rd Year	4th Year	TOTAL ATTENDANCE
AGRICULTURAL MECHANIC	24	22	N/A	N/A	46
APPLIANCE SERVICEMAN	14	7	23	N/A	44
AUTOBODY TECHNICIAN	90	66	67	N/A	223
AUTOMOTIVE SERVICE TECHNICIAN	364	282	264	317	1,227
BAKER	49	43	49	N/A	141
BOILERMAKER (See Note 3)	16	33	32		81
BRICKLAYER	11	10	8	N/A	29
CABINETMAKER	63	44	33	46	186
CARPENTER	292	224	184	200	900
COMMUNICATION ELECTRICIAN	13	11	9	1	34
CONCRETE FINISHER	0	23	N/A	N/A	23
COOK	178	154	169	N/A	501
CRANE AND HOISTING EQUIPMENT OPERATOR	104	N/A*	34	N/A	138
ELECTRICAL REWIND MECHANIC	11	6	4	7	28
ELECTRICIAN	517	433	390	447	1,787
ELECTRONIC TECHNICIAN	6	9	17	18	50
FLOORCOVERING INSTALLER	16	7	N/A	N/A	23
GASFITTER	26	N/A*	37	N/A	63
GLAZIER	16	13	12	14	55
HAIRSTYLIST	59	72	N/A	N/A	131
HEAVY EQUIPMENT TECHNICIAN	314	374	363	246	1,297
INSTRUMENT MECHANIC	99	84	79	87	349
INSULATOR	23	24	27	N/A	74
IRONWORKER	10	14	12	N/A	36
---METAL BUILDING SYSTEMS ERECTOR	26	N/A	N/A	N/A	26
LANDSCAPE GARDENER	56	45	44	49	194
LATHER-INTERIOR SYSTEMS MECHANIC	12	10	8	N/A	30
LOCKSMITH (See Note 4)	9	6	6	9	30
MACHINIST	132	146	123	90	491
MILLWRIGHT	208	190	157	140	695
MOTORCYCLE MECHANIC	6	16	12	14	48
PAINTER AND DECORATOR	32	25	26	N/A	83
PARTSMAN	127	82	115	N/A	324
PLUMBER	185	173	123	172	653
POWER LINEMAN	15	41	12	N/A	68
POWER SYSTEM ELECTRICIAN (See Note 5)	3	2	0	0	5
PRINTING & GRAPHIC ARTS CRAFTSMAN	0	14	0	15	29
PRINTING & GRAPHIC ARTS BINDERY	0	0	0	0	0
RECREATION VEHICLE SERVICE TECHNICIAN	19	5	4	N/A	28
REFRIGERATION & AIR CONDITIONING MECHANIC	75	68	41	45	229
ROOFER	7	9	16	N/A	32
SAWFILER	6	4	9	15	34
SHEET METAL WORKER	87	86	42	46	261
SPRINKLER SYSTEMS INSTALLER	16	16	16	N/A	48
STEAMFITTER-PIPEFITTER	117	114	96	97	424
STRUCTURAL STEEL & PLATE FITTER	23	32	0	N/A	55
TILESETTER	0	0	0	N/A	0
TRANSPORT REFRIGERATION MECHANIC	13	12	9	N/A	34
WATER WELL DRILLER	8	10	N/A	N/A	18
WELDER	772	787	563	N/A	2,122
TOTAL (See Note 6)	4,269	3,848	3,235	2,075	13,427

*These statistics cover the calendar year from January 1 to December 31, 1997. Since a school year is from August 1 to July 31 the following year, the calendar year statistic may vary from the school year statistic.

Note 1: "N/A" indicates completion of the program at the end of the previous period of training.

Note 2: "N/A*" indicates no technical training is required in the period indicated according to the approved curriculum for that trade.

Note 3: As of 1995/96, the number of technical training levels in the Boilermaker trade increased from three to four by including an "Entry Level" of technical training in the first period of the program.

Note 4: Locksmith technical training was offered for the first time in the 1995/96 school year.

Note 5: Apprentices in this trade take their 1st and 2nd periods of technical training together with apprentices from the Electrical trade.

Note 6: The 13,427 apprentices who attended technical training represent approximately 49 percent of registered apprentices in the system as of December 31, 1996. The remaining 51 percent include those who completed all their technical training requirements and were working on acquiring the required on-the-job training, those who registered as new apprentices after class scheduling process had been completed, and those who were not able to attend for various personal reasons.

TABLE 8**Technical Training Attendance By Institution and Period of Training - 1997***

	1st Year	2nd Year	3rd Year	4th Year	Total
Delmar (See Note 1)	41	41			82
Fairview College	197	184	161	128	670
Grande Cache Institution	4				4
Keyano College	129	110	73	52	364
Lakeland College	133	83	132	66	414
Lethbridge Community College	124	107	121	89	441
Marvel (See Note 1)	18	31			49
Medicine Hat	95	70	46	31	242
Northern Alberta Institute of Technology	1,853	1,638	1,447	891	5,829
Olds College	80	67	58	64	269
Red Deer College	306	298	226	126	956
Southern Alberta Institute of Technology	1,283	1,215	962	613	4,073
Employer Trained (See Note 2)					0
British Columbia Institute of Technology (See	6	4	9	15	34
TOTALS	4,269	3,848	3,235	2,075	13,427

Note 1: The Delmar and Marvel schools train Hairstylists. The Hairstylist trade is a two-year apprenticeship program.

Note 2: Trans Alta Utilities is accredited to provide apprenticeship technical training for its Power Lineman apprentices.

Note 3: British Columbia Institute of Technology trains Sawfilers and Tilesetters.

* These statistics cover the calendar year from January 1 to December 31, 1997. Since a school year is from August 1 to July 31 the following year, the calendar year statistic may vary from the school year statistic.

TABLE 9**Apprenticeship Registrations, Graduations and Technical Training Attendance by Career Development Centre (CDC) Location - 1997**

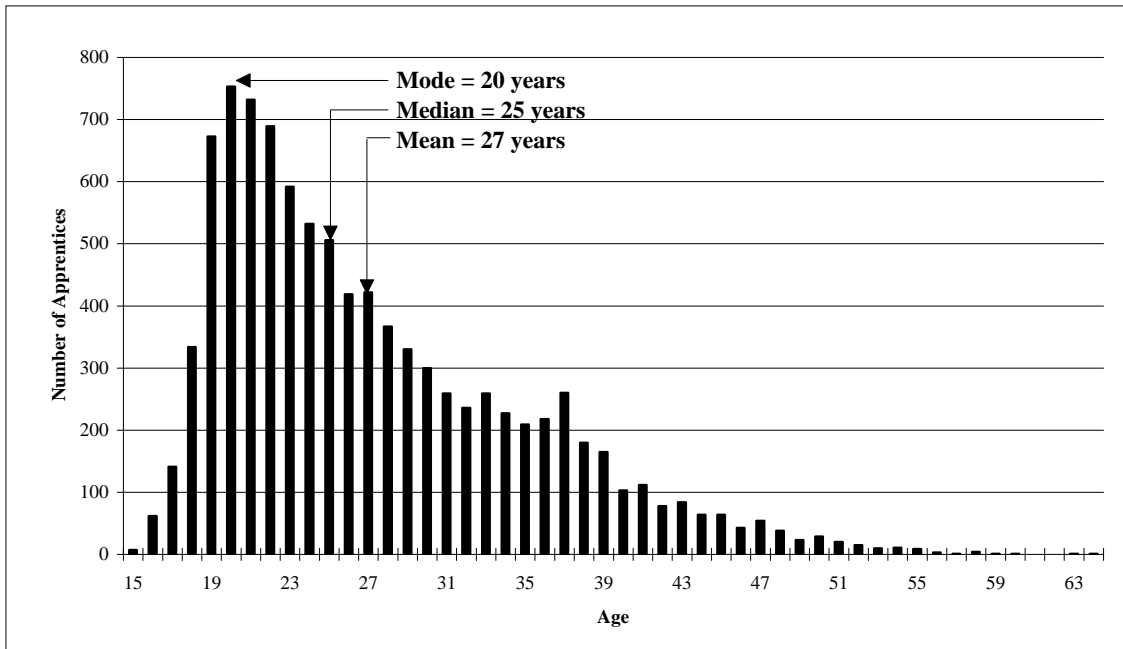
	Total Registrations	New Apprentices	Apprentice Graduates	Tech. Training Attendance
Calgary CDC	4,481	1,529	736	2,554
Calgary South CDC	2,221	913	437	1,106
Lethbridge CDC	1,115	355	176	539
Medicine Hat CDC	910	327	174	474
Red Deer CDC	2,098	731	366	1,120
SOUTH REGION TOTAL	10,825	3,855	1,889	5,793
Bonnyville CDC	771	312	100	370
Edmonton CDC	9,991	3,414	1,524	4,345
Fort McMurray CDC	1,246	511	182	546
Grande Prairie CDC	1,089	349	194	634
Hinton CDC	671	213	125	387
Peace River CDC	804	273	126	374
Slave Lake CDC	509	212	69	245
Vermilion CDC	823	332	148	410
NORTH REGION TOTAL	15,904	5,616	2,468	7,311
ACCESS INITIATIVES	43	7	8	26
CENTRAL OFFICE (See Note 1)	357	147	66	261
INTERPROVINCIAL/INTERNATIONAL APPRENTICES (See Note 2)	50	17	10	36
TOTALS	27,179	9,642	4,441	13,427

Note 1: Alberta provides training for apprentices from other provinces and the territories where the trade is designated but they are unable to provide technical training due to small apprentice registration numbers. Alberta does not issue those persons a certificate.

Note 2: Alberta registers apprentices and provides technical training to persons and firms in jurisdictions where no program exists. Alberta issues a certificate upon completion of the program.

CHART 5

Average (Mean*, Median, and Mode***) Age of First-Time Registered Apprentices, 1997**



* Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved.

** Median - defined as the middle age category with an equal number of apprentices younger and older than this group.

*** Mode - defined as the largest age category or most frequent age of apprentices.

CHART 6

Industry Participation in Training Apprentices, by Size of Firm, February, 1998

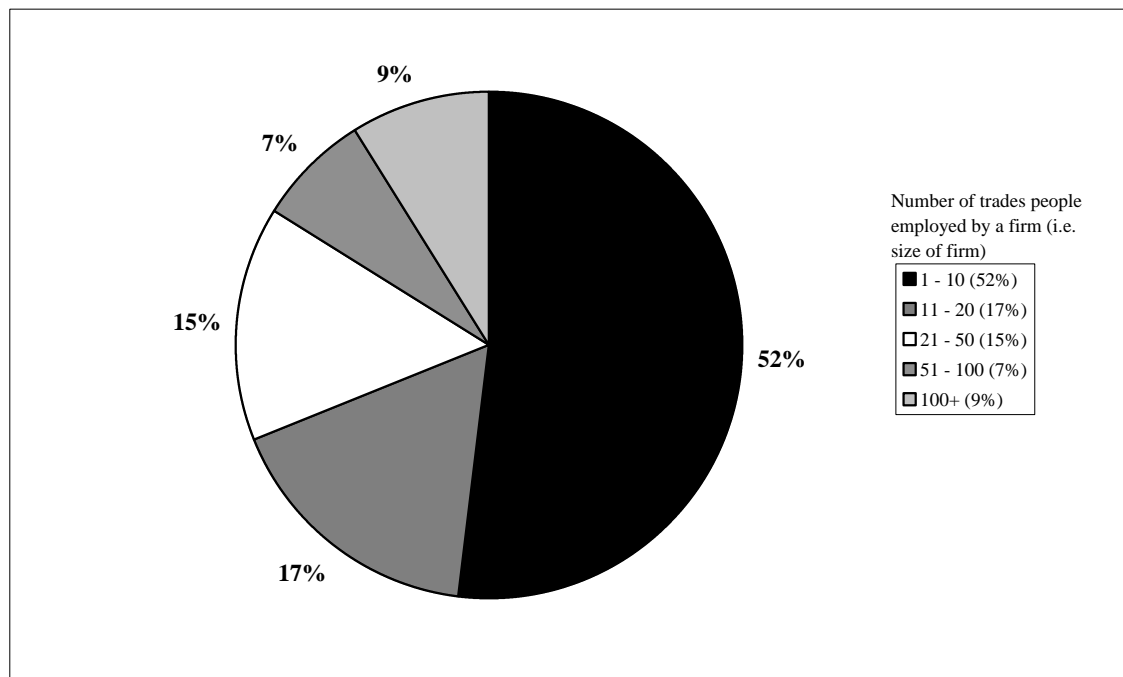


TABLE 10**Industry Advisory Network Meetings, By Trade, 1997**

TRADE	Provincial Apprenticeship Committees	Provincial Apprenticeship Sub- Committees	Totals Provincial Apprenticeship Committees	Totals Local Apprenticeship Committees	Totals All Committees
AGRICULTURAL MECHANIC	1	4	5	N/A	5
APPLIANCE SERVICEMAN	0	0	0	2	2
AUTO BODY TECHNICIAN	1	3	4	0	4
AUTOMOTIVE SERVICE TECHNICIAN	1	14	15	4	19
BAKER	0	2	2	1	3
BOILERMAKER	1	3	4	0	4
BRICKLAYER	1	7	8	0	8
CABINETMAKER	0	3	3	2	5
CARPENTER	1	2	3	4	7
COMMUNICATION ELECTRICIAN	1	1	2	2	4
CONCRETE FINISHER	1	0	1	0	1
COOK	0	4	4	4	8
CRANE & HOISTING EQUIPMENT OPERATOR	1	4	5	0	5
ELECTRICAL REWIND MECHANIC	0	4	4	3	7
ELECTRICIAN	1	2	3	4	7
ELECTRONIC TECHNICIAN	1	2	3	4	7
ELEVATOR CONSTRUCTOR	0	0	0	N/A	0
FLOORCOVERING INSTALLER	1	2	3	0	3
GASFITTER	1	0	1	2	3
GLAZIER	1	0	1	1	2
HAIRSTYLIST	1	7	8	7	15
HEAVY EQUIPMENT TECHNICIAN	1	13	14	10	24
INSTRUMENT MECHANIC	1	1	2	2	4
INSULATOR	1	1	2	0	2
IRONWORKER	0	3	3	0	3
LANDSCAPE GARDENER	1	2	3	2	5
LATHER-INTERIOR SYSTEMS MECHANIC	1	1	2	0	2
LOCKSMITH	1	5	6	2	8
MACHINIST	1	6	7	1	8
MILLWRIGHT	1	4	5	4	9
MOTORCYCLE MECHANIC	1	3	4	1	5
PAINTER AND DECORATOR	1	1	2	2	4
PARTSMAN	0	1	1	4	5
PLUMBER	1	4	5	4	9
POWER LINEMAN	1	3	4	0	4
POWER SYSTEM ELECTRICIAN	1	1	2	2	4
PRINTING & GRAPHIC ARTS CRAFTSMAN	1	1	2	0	2
RECREATION VEHICLE SERVICE TECHNICIAN	1	6	7	2	9
REFRIGERATION & AIR CONDITIONING MECHANIC	0	3	3	0	3
ROOFER	0	4	4	0	4
SAWFILER	0	0	0	N/A	0
SHEET METAL WORKER	0	0	0	1	1
SPRINKLER SYSTEMS INSTALLER	0	0	0	1	1
STEAMFITTER-PIPEFITTER	1	1	2	4	6
STRUCTURAL STEEL & PLATE FITTER	1	2	3	0	3
TILESETTER	0	0	0	1	1
TRANSPORT REFRIGERATION MECHANIC	1	0	1	N/A	1
WATER WELL DRILLER	1	0	1	N/A	1
WELDER	2	3	5	1	6
TOTAL ALL TRADES	36	133	169	84	253
CONSTRUCTION CRAFT LABOURER OCCUPATION	3	2	5	N/A	5
GAS UTILITY OPERATOR OCCUPATION	1	0	1	N/A	1
PLASTERER OCCUPATION	1	0	1	N/A	1
WAREHOUSING OCCUPATION	1	2	3	N/A	3
TOTAL ALL TRADES AND OCCUPATIONS	42	137	179	84	263

Notes:

"N/A" refers to trades where Local Apprenticeship Committees do not exist.