



ALBERTA APPRENTICESHIP AND
INDUSTRY TRAINING BOARD

1998 • 1999 Annual Report

Building on the Vision



Alberta Apprenticeship
and Industry Training

Excellence through training and experience



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September 1999

Honourable Dr. Lyle Oberg
Minister
Alberta Learning
227 Legislature Building
10800-97 Avenue
Edmonton, Alberta
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Dear Dr. Oberg:

I am pleased to provide you with the seventh annual report of the Alberta Apprenticeship and Industry Training Board. This report covers the board's operations and achievements for the period April 1, 1998 to March 31, 1999. It also presents a statistical overview of the Alberta apprenticeship and industry training system.

Respectfully submitted,

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



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Note: On May 25, 1999, the Premier announced a major government reorganization. As a result, Apprenticeship and Industry Training is now part of Alberta Learning, with a new Minister, Dr. Lyle Oberg. During this report's reporting period (April 1, 1998 to March 31, 1999), Apprenticeship and Industry Training was under the former department of Advanced Education and Career Development. Therefore, throughout this report, reference is made to Advanced Education and Career Development.



A MESSAGE FROM THE BOARD CHAIRMAN



As we begin another year of challenging work, I am proud to chair Alberta's Apprenticeship and Industry Training Board.

The theme of this year's annual report, *Building on the Vision* is appropriate for several reasons. Many of the board's achievements in 1998-1999 represent a continuation of activities begun the previous year. And like any significant and lasting change, these actions will require a sustained effort in the years to come. *Building on the Vision* also signifies the importance of partnerships and teamwork. Building a renewed apprenticeship and industry training system requires the contribution, cooperation and effort of many players.

The 1998-99 Strategic Plan springs from the public consultations and is consistent with the business plan of Advanced Education and Career Development. It will continue to be a framework for implementing new policies and actions. Major achievements for 1998-1999 were in the areas of training, communications and standards, and include:

- continuing support for alternative forms of training including more modularization and greater flexibility in time and place of delivery
- strengthening communications and partnerships with industry (employers and employees), government, apprentices and the public
- continuing collaboration with training institutions to deliver quality technical training
- strengthening the industry advisory committee network, including a larger role for provincial advisory committees, and maintaining active local apprenticeship committees
- follow-up on recommendations from industry consultations
- supporting the continuing development and maintenance of interprovincial standards

I am pleased with our contribution and am confident that the board's present course will help Alberta's apprenticeship and industry training system continue to embrace innovation and ensure responsiveness, affordability, effectiveness and accessibility.

C.J. (Cliff) Williams
Chairman



APPRENTICESHIP AND INDUSTRY TRAINING IN CONTEXT

Alberta's apprenticeship and industry training system is driven by industry and supported by government.

- Alberta has 50 designated trades and four designated occupations.
- In 1998, 10,652 new apprentices were registered. This is significantly higher than the ten-year average of 7,337 new entrants annually.
- Apprenticeship training in Alberta is concentrated in construction (40%), manufacturing (24%) and retail and wholesale trades (23%).
- Although the time varies by trade, apprenticeship training in most of Alberta's 50 designated trades typically takes three to four years to complete.
- On average, apprentices spend 80% of their time in work-site training and experience and 20% of their time in technical training at a training institution.
- Employers hire and register apprentices, pay wages, provide supervising journeymen and, in some cases, also provide equipment to training institutions.
- Apprentices pay tuition fees toward the cost of their technical training.
- Individuals applying for designated occupation certification are responsible for the costs of their technical training.
- The Alberta government funds the post-secondary system, the development of technical training and the administration of apprenticeship and industry training.
- While government *supports* Alberta's apprenticeship system, it is *driven* by industry. Under the guidance of the Alberta Apprenticeship and Industry Training Board (the board), the system relies on an Alberta-wide network of local and provincial apprenticeship committees (LACs and PACs), representing the interests of 50 trades. The network is responsible for identifying training needs and content for their trade, and setting industry training and certification standards for their trade.
- To ensure designated occupations meet the needs of industry, occupational training committees (OTCs), made up of industry representatives, set and maintain certification standards for the occupations.
- Prior to the designation of a trade or occupation, provisional committees are established to facilitate the implementation of an apprenticeship program for a trade, or a training or work experience program for an occupation.
- A 1998 survey showed that employers are satisfied with the apprenticeship training system:
 - 95% were satisfied or very satisfied with the skills of their certified journeymen.
 - 86% were satisfied or very satisfied with the system.
 - 89% were satisfied or very satisfied with the content of their trade's technical training program.
 - 85% indicated that employing certified journeymen and apprentices contributed to their competitive edge and profit margin of their firms.

85% of employers indicated that certified journeymen and apprentices contributed to their competitive edge and profit margin.



APPRENTICESHIP AND INDUSTRY TRAINING: THE BOARD AND THE SYSTEM

The vision and principles of the apprenticeship and industry training system are consistent with the principles for the adult learning system as a whole.

Vision

Alberta's apprenticeship and industry training system will continue its leadership role in developing Alberta's highly skilled workforce. In keeping with the goals set out by Advanced Education and Career Development, the system will be **responsive**, **accessible** and **affordable** to all Albertans and accountable for ensuring **high quality**, industry-oriented training.

Principles

The underlying principles of Alberta's apprenticeship and industry training system are:

- 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.
- 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 for apprentices.
- 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.
- Apprentices and trainees will make a financial contribution to the costs of technical training consistent with the benefits they receive.
- 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.

Board Mandate

To support the vision, the board provides advice to the Minister on 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 in the *Apprenticeship and Industry Training Act*
- appointing people to provisional committees, local and provincial apprenticeship committees (LACs and PACs), and occupational training committees (OTCs)

Alberta's Apprenticeship and Industry training system is industry-driven. It helps ensure Alberta has a steady supply of highly skilled employees, the foundation of our economy's future health and competitiveness.



-
- monitoring PAC activities
 - developing policies for recognizing training programs as equivalent to those provided under the Act
 - developing regulations, with the approval of the Minister, regarding designated trades and designated occupations
 - setting standards and requirements for training and certification in 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 rotating basis.

Standing Committees of the Board

The board has four standing committees to assist with its work.

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

Industry Standards Committee

- formulates policy and standards to address the emerging requirements of the apprenticeship and industry training system

Nominations Committee

- monitors the operations of the apprenticeship and industry training advisory network and reviews nominations for membership in the provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational training committees (OTCs)

Board Nominations Review Committee

- with the assistance of the department, reviews applications and provides recommendations to the Minister regarding the appointment of board members



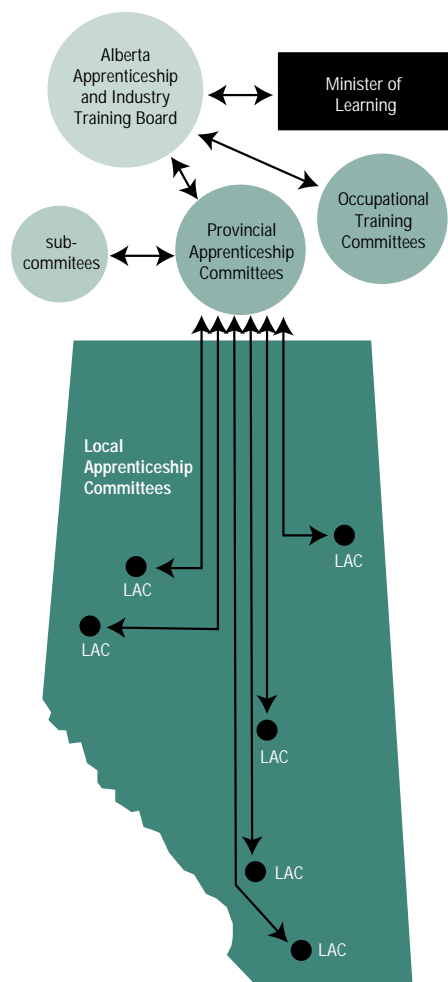
APPRENTICESHIP AND INDUSTRY TRAINING ADVISORY NETWORK: AN INDUSTRY DRIVEN PARTNERSHIP

The board steers the system. But the system relies on the province-wide network of industry advisory committees.

While government *supports* Alberta's apprenticeship and industry training system, it is *driven* by industry. Industry includes both employers and employees. The board steers the system, but the system relies on a network of industry advisory committees - local and provincial apprenticeship committees and occupational training committees (LACs, PACs and OTCs). These committees represent the interests of more than 50 trades and occupations.

The board, LACs, PACs and OTCs are composed of equal numbers of employers and employees. Through the industry advisory committees within each trade and occupation, partners in the apprenticeship and industry training system play critical roles.

Structure and Organization of the Alberta Apprenticeship and Industry Training System



Industry Advisory Committees

- monitor changes and identify the need for improvements to both on-the-job and technical training
- set standards for the skills and competencies required for certification
- develop technical training course outlines
- recognize related training and certification
- recognize training and certification from other jurisdictions

The Alberta Government

- provides the framework within which this activity takes place
- supports employers and employees who are developing training content and standards
- promotes apprenticeship training and certification programs



HIGHLIGHTS OF 1998 - 1999

The strategic plan guides the board's work. Adjustments are made to the plan so that it remains responsive to emerging concerns and issues.

A Responsive Strategic Plan

During 1998-1999, the Alberta Apprenticeship and Industry Training Board continued to implement its strategic plan. The strategic plan guides the board's work and ensures that the apprenticeship and industry training system is responsive, accessible, affordable and accountable to Albertans. It is also responsive to issues identified in *A Vision for the Future* public consultation process.

The plan serves as a framework for implementing new policies and actions. Adjustments are made on a continuous basis to ensure that the plan remains responsive to emerging concerns and issues.

The goals, objectives and key performance indicators of the strategic plan are consistent with those set out in the business plan of Advanced Education and Career Development.

Goals

The board has developed three goals and recognizes that innovation must play an integral part in reaching each of the goals.

1. Training

To encourage and support work experience and technical training.

2. Communication

To promote apprenticeship and industry training in Alberta by strengthening and developing partnerships.

3. Standards

To develop and maintain high standards of training and certification.

Major Achievements of the Plan

This section outlines the major achievements of the board in this fiscal year. They are grouped according to the goal in the strategic plan they support.

Also included under each goal are actions and achievements that are not included specifically in the strategic plan. However, they support the plan as well as the overall vision, mission and goals of the Alberta Apprenticeship and Industry Training Board and system.



1. Training: Effective, Efficient and Responsive

In 1998-1999, the board continued to encourage and support its partners in providing effective and efficient apprenticeship training. New and enhanced initiatives included supporting alternative forms of training, further modularization of training curriculum, clarifying roles and relationships among partners and encouraging improved methods of on-the-job training.

Alternative forms of training allow journeymen and apprentices to update their skills and continue to learn throughout their careers...at times and places more suitable to their own needs and circumstances.

Alternative forms of training

- Individual Learning Modules (ILM) are proposed for five trade clusters - transportation, electrical, pipe, metal, and millwright/machinist trades. ILMs are standardized teaching material for technical training in apprenticeship programs that will enable flexibility in delivery of technical training. All trades in the clusters will have their competencies or skills identified and their course outlines reviewed and updated. Module development, thus far, has focused on the transportation and millwright/machinist clusters.
- Distance delivery is now offered in electrician, welder, locksmith, and instrument mechanic trades. Mobile Delivery is offered in appliance service technician, bricklayer, communication electrician, concrete finisher, crane and hoisting equipment operator (boom truck operator), and roofer trades. Mobile Delivery can be arranged for a number of additional trades, in partnership with industry.
- Weekly Apprenticeship Training is offered in baker, carpenter, cook, machinist, partsman and welder trades.
- There are plans to extend Weekly Apprenticeship Training and Mobile Delivery to additional periods in some trades where these delivery options currently exist.
- On site delivery is now being offered at the Alberta-Pacific Forest Industries Inc. for the millwright trade.

Enhancing relationships with training institutions

- A representative from NAIT, SAIT, and the colleges attend each board meeting. Guests from the colleges also attend on a regular basis.
- The Board Chairman and executive director of apprenticeship and industry training visited Fairview College, NAIT and SAIT during the fall of 1998.
- The board will continue to work with the institutions on apprenticeship training and other issues of mutual interest.



Throughout their careers, journeymen train new apprentices... Supporting journeymen to be their best in this important role, that is, "training the trainers", is a priority for the board.

Improved methods of on-the-job training

- To date, new "blue book" record books have been implemented in 28 trades. Another 20 PACs have endorsed its development. The roofer, and refrigeration and air conditioning mechanic trades continue to use their current record books. A new format for the "blue book" for these two trades is now under consideration.
- Throughout their careers, journeymen train new apprentices, helping to develop new skills and passing along expertise that is gained through years of experience. Supporting journeymen in the important role of "training the trainers" is a priority for the board.

Keep training content current

- The board, PACs and OTCs regularly review course content, including examinations, to ensure that it keeps up with emerging skill requirements. During 1998-1999, the board, with recommendations from the respective PACs, approved updated course content for the cabinetmaker, electronic technician, hairstylist, machinist, and transport refrigeration mechanic trades. The board approved in principle changes to the Qualification Practical Exam for: painter and decorator, roofer, and steamfitter-pipefitter trades.

Meeting the new skill requirement needs of industry

- The Outdoor Power Equipment Technician Provisional Committee has recommended that outdoor power equipment technician become an optional designated trade. The board recommended that the department, in consultation with industry, conduct an in-depth survey to establish support for, and to determine the viability of, outdoor power equipment technician as either a designated trade or designated occupation.

Supporting training for youth

- 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 1999, 1,057 apprentices were in the RAP program or were continuing their apprenticeship after graduating from high school.
- *CAREERS... The Next Generation Foundation* encourages industry-school partnerships to increase enrollments in the trades and technologies, and to create more work experience opportunities for high school students across Alberta. With the support of the Alberta Apprenticeship and Industry Training Board, the Foundation strives to improve school-to-work transitions for Alberta youth and to create a skilled and motivated workforce for Alberta businesses.



The board recognizes that effective communications with all partners is essential to the continued success of the apprenticeship and industry training system.

The board continues to partner with Alberta employers, and employer and employee associations to encourage them to promote and participate in the apprenticeship program.

2. Communication: Strengthening and Developing Partnerships

The Alberta Apprenticeship and Industry Training Board recognizes that effective communications with all partners is essential to the continued success of the apprenticeship and industry training system. Initiatives were introduced to improve communication with, and involvement of, a variety of partners including industry, employers, apprentices and Advanced Education and Career Development staff.

Encouraging Alberta industry to participate in the apprenticeship program

- During 1998-1999, an ambitious three-year communications plan was developed. Initiatives in the first year included:
 - a bold new visual identity for brochures, displays and other promotional material
 - six new brochures to deal with apprentices, training, the Registered Apprenticeship Program (RAP), the industry advisory system and the Qualification Certificate Program
 - new and updated advertisements (four were posted in the latter part of 1998-1999)
 - new promotional items including lapel pins and “we support” decals
- The board continues to partner with Alberta employers, employees, and employer and employee associations to encourage them to promote and participate in the apprenticeship program. Officials from some of Alberta’s largest companies and organizations attend board meetings as guests. Board members also attend meetings with or make presentations to a number of employer and employee associations.

Improving and strengthening communication with the industry advisory network, employers, apprentices and training institutions

- The **Update** newsletter continues to be published on a regular basis with a circulation of over 60,000. The newsletter provides information on developments in apprenticeship and industry training and in each of the designated trades and occupations.
- Work is continuing on an improved apprenticeship and industry training website (www.tradesecrets.org) and better links with the Alberta Learning Information Service (ALIS) website. (www.alis.gov.ab.ca)
- The board has developed and approved new policy guidelines for strengthening the advisory committee network. These included clarifying the roles of LACs and PACs, enhancing communication between the board and the PAC/LAC committees, and expanding membership in PACs where warranted. Work commenced in 1999.



Officials from training institutes are invited to attend board meetings.

- The Board Chairman and the executive director of apprenticeship and industry training continue to visit Alberta training institutions to meet their board members, senior officials and apprenticeship instructors and to tour facilities.
- Senior officials from Northern Alberta Institute of Technology, Southern Alberta Institute of Technology, Olds College, Medicine Hat College, Lakeland College, Lethbridge Community College and Keyano College attended board meetings to provide advice, make presentations and participate in discussions.
- Presiding officers and other PAC and OTC representatives attended board meetings throughout 1998-1999.

Improved communication with department staff

In recognition of the important link between the board and apprenticeship and industry training staff:

- all staff receive the **Update** newsletter
- staff are invited to attend board meetings and committee meetings as appropriate. During 1998-99, several staff members attended board meetings as guests while others made presentations.
- the Chairman and board members met with all southern Alberta Apprenticeship and Industry Training staff in October 1998. Meetings were also held with Edmonton, Grande Prairie and Peace River staff. Other meetings with staff are scheduled for 1999-2000.

A higher profile for the Board and Apprenticeship and Industry Training

- The Board Chairman continues to meet with the Minister, Deputy Minister, and other key government representatives on matters of mutual concern.
- The Chairman regularly meets with industry officials. This included the Alberta Construction Association, Alberta Pressure Vessel Manufacturers Association, Calgary Construction Association, Electrical Contractors Association, Job Safety Skills Society, Mechanical Contractors Association, Merit Contractors Association, Skills Canada-Alberta, and others.
- The board is involved in high profile conferences and events including the Minister's Forum on Adult Learning and the Canadian Council of Directors of Apprenticeship (CCDA). Board Chairs were co-hosts of the National Apprenticeship Conference in June 1999 in Winnipeg.
- The board was represented at the 1998 International Contract Maintenance Forum II. Discussions focused on skill shortages and training needs.

The Chairman regularly meets with industry officials representing a variety of perspectives.



“As Chairman, I see first-hand the dedication and enthusiasm of the members of the industry advisory network. They make Alberta’s apprenticeship and industry training second to none.”

**- Cliff Williams
Board Chairman**

Feedback on Phase II of the industry consultations was reported in the June 1998 issue of Update. The board is working with its partners to implement the recommendations.

Raising the profile of the industry advisory network system

- In response to requests from industry, the Industry Advisory Network Effectiveness Working Group was formed to enhance the effectiveness of the industry advisory network. A plan has been developed and implementation begun on major initiatives involving: **Update**, a new LAC/PAC resource manual and an apprenticeship workshop scheduled for October 1999.

3. Standards: High Quality in Training and Certification

Developing and maintaining high standards of industry training and certification continues to be a priority for the board. The board’s strategic plan includes:

- acting on the feedback from the industry consultations started in 1997-1998
- developing and implementing Key Performance Indicators (KPIs)
- promoting flexible methods of certification, maintaining provincial and interprovincial standards
- discussing the development of national common core curricula on industry’s request

Following up on recommendations from the industry consultations, A Vision for the Future Phase II

In the June 1998 issue of **Update**, the board released the feedback from Phase II of the industry consultation process. The board reviewed the feedback and made recommendations to the Minister of Advanced Education and Career Development. The Minister supported the board’s recommendations. The board has now started to work with employers, employees and apprentices to implement the recommendations.

Developing and maintaining industry standards

- The board’s recommendation, coming out of Phase II of industry consultations, to retain journeyman/apprentice ratios in designated trades at the 1:1 norm, was supported by the Minister. Where required, the board, in consultation with PACs, will also explore other ways of ensuring training quality.
- The board’s recommendations to retain, in regulation, wage percentages in designated trades were accepted by the Minister. Where required, the board will ask PACs to review alternatives to setting apprentice wage percentages in regulation.



“The ABC seal gives confidence to an employer and the individual that they have achieved the skills required to succeed in the management and/or business world.”

- Small business owner.

93% of Alberta journeymen now have a Red Seal available to them. The Red Seal enables greater mobility of journeymen throughout Canada.

- The board accepted the draft *Solutions to Problems with Descriptions of Trades in Trade Regulations* paper as a basis for further discussions with PACs and other stakeholders.
- The board recommended a change in focus for designated occupations where it will award credentials for the achievement of competencies based on industry developed standards. Criteria for designated occupations were revised to reflect the change in focus.
- Criteria and process for designation of trades were developed and approved.

Promoting alternative and flexible methods of trade certification

- The Qualification Certificate Program provides a way to recognize industry-established competencies in an Alberta designated trade. To determine if a person meets the requirements for a Qualification Certificate, a review of prior work experience, knowledge and skills is undertaken. This certificate is recognized under the *Apprenticeship and Industry Training Act*.
- The Qualification Certificate Program was advertised in early 1999.
- Prior Learning Assessment grants advanced standing to accelerate one's apprenticeship program. Past work experience, completion of various programs accredited by PACs and offered by colleges and technical institutes, and high school Career and Technology Studies courses, may be recognized.
- The board continued to promote the Achievement in Business Competencies (ABC) program to encourage the development and recognition of business competencies. Holders of trades certificates and designated occupations certificates who qualify, receive an ABC seal attached to their Alberta certificate. The ABC program was advertised during February-March 1999. A high degree of interest was expressed through telephone and Internet responses.

Support for the continuing development of the Interprovincial Standards (Red Seal) Program

- 93% of Alberta journeymen now have a Red Seal available to them. The Red Seal enables greater mobility for journeymen in Canada.
- During 1998-1999, recreation vehicle service technician was approved by the Canadian Council of Directors of Apprenticeship (CCDA) for Red Seal designation.
- With the board's assistance, the CCDA has established a framework allowing industry to play a greater role. Board chairs were invited to attend and participate in the semi-annual CCDA meetings and in their sub-committees.



Work began on a pilot project for the carpenter trade to develop an Interprovincial Common Core Curriculum Standard; progress book and industry developed examination item bank for block exams.

- Canadian Board Chairs are also members of the Interprovincial Alliance of Apprenticeship Board Chairs, which works closely with the CCDA. Work continues on increasing recognition of the Alliance.

Supporting and encouraging the development of interprovincial common core curricula

- During 1998-1999, work began on a pilot project for the carpenter trade to develop an Interprovincial Common Core Curriculum Standard (course outline), a progress book and an industry-developed examination item bank for block exams. The project is funded through a National Sectoral Adjustment committee in cooperation with the Canadian Construction Association.
 - from April 1998, to March 1999, three workshops involving labour, management and instructors from across Canada were held in Montreal
 - a draft of the Interprovincial Common Core Curriculum Standard and the work experience pages of the record book were developed, and work has begun on an item bank for the period exams

Working with other training providers

- The Maintenance Platoon Control Office of Canadian Forces Base Edmonton requested approval of persons who have reached a Qualification Level 5 (QL5) through the Military Vehicle Technician training program as equivalent to Alberta's Automotive Service Technician or Heavy Equipment Technician programs. The respective PACs are reviewing the QL5 program, with decisions expected in the 1999-2000 fiscal year.

Providing leadership to PACs, LACs, OTCs and others on accreditation

- The board has developed a paper on increasing recognition of apprenticeship training in post-secondary programs. Further work will take place in the coming year.

Ensuring affordability and accessibility

- The board continued to work with the department to ensure that tuition fees are reasonable and that grants and loans are available to apprentices to attend technical training. 1998-1999 represented the third year of the three-year tuition fee implementation transition period.
 - tuition fees for 1999-2000 are \$50 per week of training with a minimum fee of \$200
 - consultations to address tuition fees beyond July 2000 took place among industry, training providers and the department in the fall of 1998

In early 1999, the Minister announced that that tuition fees for apprentices would remain at the 1999-2000 rate until 2003.



“I was glad the training was done here. It let me get some work in at nights so it saved me a lot of money.”

- Participant in mobile delivery of boom truck operator course in Brooks.

The board works with industry, PACs, post-secondary institutions and the department to incorporate the latest technological and other advances in trade curriculum and training methods.

- in early 1999, the Minister announced that tuition fees for apprentices would remain at the 1999-2000 rate until 2003 and tuition fees will continue to be set by the department
- In 1998-1999, the board continued to enhance access and responsiveness to industry needs through measures such as distance delivery, mobile delivery and home study.

Staying receptive to innovations and changes in technology and industry training requirements

- The board continues to work with industry, PACs, post-secondary institutions and the department to incorporate the latest technological and other advances in trade curriculum and training methods.



CELEBRATING EXCELLENCE

The Alberta Apprenticeship and Industry Training Board continues to celebrate the achievements of highly skilled apprentices, journeymen, students and employers across Alberta. 1998-1999 saw many apprentices recognized by the board and other organizations.

- The 1998 **Alberta Apprenticeship and Industry Training Board Awards**, held at SAIT, honoured 53 top Alberta apprentices for their achievements in the final year of their apprenticeship program. Strong recommendations from employers combined with an apprentice's first place marks in technical training led to selection for these awards. Employer Awards of Excellence were presented to Lee's Sheet Metal Ltd. (Grande Prairie) and Charlton and Hill Ltd. (Lethbridge.)
- The 32nd Annual **Alberta Construction Association Apprenticeship Awards** were held at NAIT and SAIT in November 1998. Awards were given to the top apprentice in each of the construction trades. Strong recommendations from employers combined with an apprentice's first place marks led to the selection for these awards.
- The 1998 **Provincial Skills Competition**, sponsored in Edmonton by *Skills Canada Alberta*, hosted over 500 secondary, post-secondary and apprenticeship participants in 22 areas. Provincial winners were eligible to compete at the 1998 Canadian Skills Competition in Vancouver. Alberta sent 113 competitors and won 23 medals.
- The **Thygesen Scholarship Fund** awarded its first \$500 scholarship in the fall of 1998 to Kenneth Armstrong of Calgary, a second year bricklayer apprentice. The Fund was established by former Board Chairman Jake Thygesen with the aim of encouraging high-achieving apprentices to continue their training.
- 1998-1999 represented the first time **Rutherford Scholarships** were awarded to apprentices. Scholarships are based on marks received in Grades 10, 11 and 12 in Alberta with \$400, \$800 and \$1300 awarded respectively. The maximum scholarship value is \$2500.

Alberta sent 113 competitors and won 23 medals at the 1998 Canadian Skills Competition in Vancouver.



KEY PERFORMANCE INDICATORS

The board recognizes that all partners in the Apprenticeship and Industry Training system must be accountable for the results of their activities.

“It doesn’t make sense to ignore the skills of your workforce while you’re investing lots of money in hard assets. Without skilled people, other assets are useless.”

*- Jim Courtney,
co-owner
Courtney Berg
Industries Ltd.*

The board recognizes that all partners in the apprenticeship and industry training system—industry (employers and employees), the network of industry advisory committees and the Alberta Government—must be accountable for the results of their activities. In partnership with the department, the board has established and implemented the following key performance indicators (KPIs). The indicators are consistent with KPIs developed for the adult learning system.

Employers’ satisfaction with the Alberta apprenticeship and industry training system

This indicator measures employers’ satisfaction with the Alberta apprenticeship and industry training system.

- The data was obtained through an employer survey undertaken in early 1998. A second survey is planned for 2000.
- Last year’s annual report stated that 95% of all employers were satisfied or very satisfied with the skills of their certified journeymen.
- Overall, 86% of all employers associated with the system were satisfied or very satisfied with the system.

Apprentices’ satisfaction with their apprenticeship training

The Apprentice Satisfaction indicator reflects the percentage of all graduates from the Alberta apprenticeship training system who were very satisfied or somewhat satisfied with the quality of their on-the-job work experience and technical training.

The Apprentice Satisfaction indicator also compares the opinions of journeymen who completed their training between August 1997 and July 1998 to those who completed between August 1995 and July 1996. A survey is undertaken every two years to measure this indicator.

- 91% of 1997-1998 graduate apprentices were very or somewhat satisfied with the overall quality of their work experience, 97% of 1995-1996 graduate apprentices were fully or somewhat satisfied.
- 93% of 1997-1998 graduates were very or somewhat satisfied and 98% of 1995-1996 graduates were fully or somewhat satisfied with the overall quality of their technical training.
- Based on their experiences with apprenticeship training, 94% of the 1997-1998 graduates still would become an apprentice. 92% of the 1995-1996 graduates still would become an apprentice.
- The 1995-1996 Graduates of Apprenticeship Satisfaction Survey employed a three-point scale whereas the Survey of 1997/98 Graduates of Apprenticeship Training employed a four-point scale.



Yearly training completion ratio

This indicator shows the percentage of first year apprenticeship completers who go on to complete the rest of their program (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.
- Based on 1997-1998 data provided by Alberta Advanced Education and Career Development, 74% of first-year apprenticeship completers went on to complete the rest of their program within two years of their earliest possible completion date. In 1996-1997, this figure was 73%.

Responsiveness to the skill requirements of the Alberta economy

This indicator measures employers' satisfaction with the ability of the apprenticeship training system to provide skilled trades people.

- The data was obtained through an employer survey undertaken in early 1998. A second survey is planned for 2000.
- Last year's annual report stated that, overall, 82% 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 training and the ability of the system to provide skilled trades people when needed.



LOOKING FORWARD

In consultation with industry, apprentices, government, training institutes and the community, the board continues to ensure that the Alberta apprenticeship and industry training is responsive. 1998-1999 was an active and productive year for the Alberta Apprenticeship and Industry Board.

In coming years, the board will continue to implement its strategic plan and other activities that build on its vision, mission and goals, including:

- promoting lifelong learning among journeymen including greater exploration and development of the “train the trainer” concept
- supporting modularization of training materials and alternative forms of delivery
- developing and implementing recommendations arising from Phase I and II of industry consultations with emphasis on compliance with the Government’s Regulatory Reform initiative
- further strengthening the industry advisory network
- Implementing the strategic communications plan, including publishing **Update** newsletter
- working toward more Interprovincial Standards (Red Seal) program trades
- encouraging more employers to register and train apprentices
- continuing to produce and publish Key Performance Indicators
- strengthening the partnership with the Interprovincial Alliance of Apprenticeship Board Chairs
- revising the vision for designated occupations to reflect the change in focus.



BIOGRAPHIES OF BOARD MEMBERS

Board Chairman



C. J. (Cliff) Williams

Mr. Williams is the Chairman of the Board. His term 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 journeyman and a foreman until he founded Williams Plumbing & Heating Co. Ltd. in 1959. He was chief executive officer for 28 years.

In 1988, Mr. Williams joined Construction Labour Relations - an Alberta Association, as a Labour Relations Representative, an organization he had been instrumental in founding in 1970. While with the association, he has held positions of director and chairman of the board and chairman of the Mechanical Trade Division of the Association. Cliff retired from full time employment with CLR at the end of 1998.

Mr. Williams has participated in many 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 has been a member of the Alberta Labour Relations Board since 1983.

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.



BOARD MEMBERS

Representing employers in designated trades



Lawrence W. Bates

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

Mr. Bates has 35 years of experience in the automotive industry. He is currently president of Stadium Nissan Inc., Calgary. He has 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 also a director of the Calgary Better Business Bureau, 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 the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA). He has 28 years experience in the construction industry, mainly in electrical work, instrumentation and general construction. He is now general manager, electrical and automation services for Flint Canada Inc.

Mr. Bussing is active in several 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.



BOARD MEMBERS



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 employed by Alberta-Pacific Forest Industries Inc. as 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, 2001.

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 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, 2001.

Mr. Bish holds trade certificates in the heavy duty mechanic, partsman and crane and hoist operator trades. He has 21 years experience in the mining industry and works as a partsman at Cardinal River Coals Ltd., Hinton. He is also president of the United Mine Workers of America, Local 1656.

Mr. Bish has played an active role in initiatives such as the establishment of warehousing as a designated occupation.



BOARD MEMBERS



Marsha Cowley

Mrs. Cowley's term on the board continues until December 31, 2000.

Mrs. Cowley holds a trade certificate in the hairstylist trade in Alberta and Ontario, and the Alberta Achievement in Business Competencies seal.

Mrs. Cowley has worked in the hairstylist trade for 27 years. For over 17 years, she has worked at Headquarters Salon and Day Spa in Sherwood Park. Prior to that, she owned her own salon in Ontario. Mrs. Cowley has been active with apprenticeship and industry training for the past 15 years. She has been the Presiding Officer for both a LAC and the PAC for the hairstylist trade. Mrs. Cowley also has been involved in developing Interprovincial Red Seal standards for the hairstylist trade.



Donald (Don) Henderson

Mr. Henderson represented employees in the designated trades on the board 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 worked as assistant manager for Baseline Collision Repair in Sherwood Park. Mr. Henderson also 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 nine years, he has been the administrator for the Alberta Boilermaker Joint Apprenticeship and Training Trust Fund. Previously, 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 38 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.



BOARD MEMBERS



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 employed at TransCanada Pipelines, 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 been an instructor for the mechanical engineering department of the Southern Alberta Institute of Technology, and has over 35 years of industry experience.

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 employed by Syncrude Canada Ltd. as industrial relations manager.

During his time with Syncrude, he has also been instrument supervisor, shutdown manager and maintenance manager. Before joining Syncrude, Mr. Bickley worked with the Steel Company of Canada and Texaco Canada Ltd.



Leonard J. Gabert

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

Mr. Gabert has 23 years 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. He played an instrumental role in establishing the gas utility operator as a designated occupation.

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

Mr. Gabert also volunteers for various charitable organizations.



BOARD MEMBERS

Representing employees in non-trades occupations



D. Craig Evans

Mr. Evans' term on the board continues until December 31, 2001.

Mr. Evans holds a partsman trade certificate. He has been employed for Waterous Detroit Diesel-Allison for 25 years, where he is currently a parts manager.

Mr. Evans has served as a committee member and Presiding Officer for both the Provincial Apprenticeship Committee and Local Apprenticeship Committee for the partsman trade.



Bob Genée

Mr. Genée's term on the board continues until December 31, 2000.

Mr. Genée holds a trade certificate with an Interprovincial Red Seal in the carpenter trade. He has worked in the construction industry for 21 years, of which 18 years was in the carpenter trade. For the past three years he has been a District Administrator for Coram Construction.

Mr. Genée is also certified as a Construction Safety Officer for the Alberta Construction Safety Association.



Markus Jenni

Mr. Jenni represented the interests of employees in occupations other than in the designated trades on the board until December 31, 1998.

Mr. Jenni holds a trade certificate in the cook trade. He is the executive chef for the Crowne Plaza Chateau Lacombe Hotel, Edmonton. 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.



BOARD MEMBERS



Rose Simpson

Mrs. Simpson represented the interests of employees in occupations other than in the designated trades on the board 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 operated her own contracting business.



STATISTICAL PROFILES:
OUTPUT OF ALBERTA'S APPRENTICESHIP AND
INDUSTRY TRAINING SYSTEM



CHART 1 Alberta Apprenticeship Graduates, 1957 to 1998

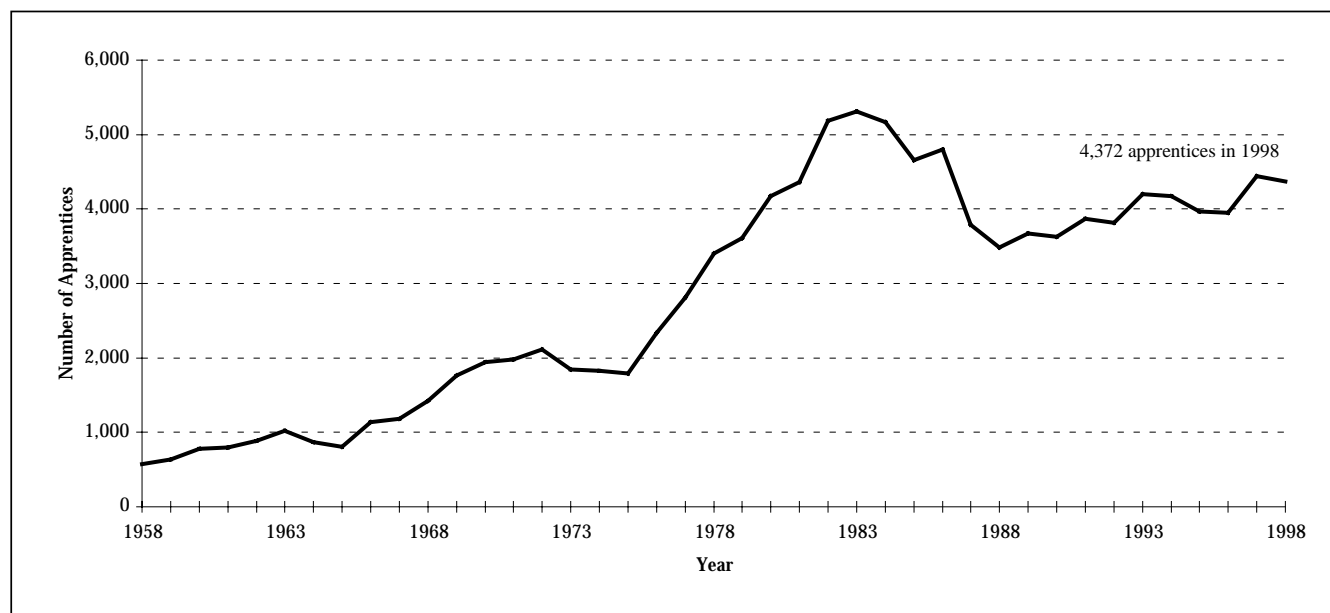


TABLE 1 Alberta Apprenticeship and Labour Force Statistics, 1992 to 1998

	1992	1993	1994	1995	1996	1997	1998	1992-98 % Change
Total Apprenticeship Registrations (all trades)	21,811	21,383	21,546	23,407	24,836	27,179	30,555	40%
New Apprenticeship Registrations (all trades)	5,438	6,002	7,264	7,973	7,923	9,642	10,680	96%
Labour Force (thousands)	1,420	1,436	1,463	1,489	1,520	1,550	1,606	13%
Employed (thousands)	1,285	1,296	1,337	1,373	1,413	1,457	1,514	18%
Unemployed (thousands)	136	139	126	116	107	93	92	-32%

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



TABLE 2 - Alberta Apprenticeship Registrations Cancellations and Graduations by Trade, 1998

Trade	Total Registered Apprentices on December 31, 1998	New Apprentices Registered During 1998 (Note 1)	Apprenticeship Cancellations During 1998	Apprenticeship Graduations During 1998
AGRICULTURAL MECHANIC	143	75	16	28
APPLIANCE SERVICE TECHNICIAN	68	22	11	11
AUTOBODY TECHNICIAN	546	160	90	64
AUTOMOTIVE SERVICE TECHNICIAN	2,330	692	234	299
BAKER	283	78	54	44
BOILERMAKER	112	34	11	16
BRICKLAYER	98	49	6	8
CABINETMAKER	401	107	52	38
CARPENTER	2,223	765	239	172
COMMUNICATION ELECTRICIAN	158	59	16	8
CONCRETE FINISHER	58	20	14	8
COOK	1,123	344	227	192
CRANE AND HOISTING EQUIPMENT OPERATOR	531	267	307*	117
ELECTRICAL REWIND MECHANIC	55	16	8	8
ELECTRICIAN	3,951	1,354	257	404
ELECTRONIC TECHNICIAN	81	17	14	19
ELEVATOR CONSTRUCTOR	38	17	5	3
FLOORCOVERING INSTALLER	60	17	10	9
GASFITTER (FIRST CLASS)	205	81	26	47
GASFITTER (SECOND CLASS)	3	1	0	219
GLAZIER	92	24	21	8
HAIRSTYLIST	1,383	668	178	490
HEAVY EQUIPMENT TECHNICIAN	2,588	873	179	369
INSTRUMENT MECHANIC	975	307	130	107
INSULATOR	233	93	36	30
IRONWORKER	134	57	15	7
—METAL BUILDING SYSTEMS ERECTOR	110	50	11	16
LANDSCAPE GARDENER	240	53	42	45
LATHER-INTERIOR SYSTEMS MECHANIC	43	10	10	3
LOCKSMITH	79	14	19	4
MACHINIST	955	348	49	116
MILLWRIGHT	1,225	379	82	175
MOTORCYCLE MECHANIC	111	44	10	16
PAINTER AND DECORATOR	144	48	29	23
PARTSMAN	635	211	71	108
PLUMBER	1,422	491	133	154
POWER LINEMAN	134	37	10	21
POWER SYSTEM ELECTRICIAN	59	23	6	5
PRINTING & GRAPHIC ARTS CRAFTSMAN	50	5	20	12
RECREATION VEHICLE SERVICE TECHNICIAN	107	47	12	5
REFRIGERATION & AIR CONDITIONING MECHANIC	394	94	36	56
ROOFER	97	43	12	13
SAWFILER	31	6	2	12
SHEET METAL WORKER	648	199	79	36
SPRINKLER SYSTEMS INSTALLER	105	38	15	15
STEAMFITTER-PIPEFITTER	1,107	398	87	83
STRUCTURAL STEEL & PLATE FITTER	184	52	10	28
TILESETTER	27	9	3	0
TRANSPORT REFRIGERATION MECHANIC	42	11	1	9
WATER WELL DRILLER	35	14	7	10
WELDER	4,699	1,859	312	631
TOTAL	30,555	10,680	2,917	4,321

Note 1: For the purposes of this report, new apprentices registered in 1998 includes first time ever registrants, apprentices registered in a second or multiple trades, and re-instated apprentices.

* Many boom truck operator apprentices were not attending technical training. As a result, notices, indicating that they were required to complete their training within 18 months of registering, were sent out to them. Those who did not fulfill this requirement had their registration cancelled.



TABLE 3 - Total Alberta Apprenticeship Registrations (Average and Percentage Change) by Trade, 1992 to 1998*

TRADE	1992	1993	1994	1995	1996	1997	1998	1992-98 Average	1992-98 % Change
AGRICULTURAL MECHANIC	38	55	70	97	101	111	143	88	276%
APPLIANCE SERVICE TECHNICIAN	82	79	99	95	90	68	68	83	-17%
AUTO BODY TECHNICIAN	671	585	512	525	537	539	546	559	-19%
AUTOMOTIVE SERVICE TECHNICIAN	2,271	2,108	1,914	1,922	2,043	2,169	2,330	2,108	3%
BAKER	207	208	240	267	299	303	283	258	37%
BOILERMAKER	104	116	98	94	116	105	112	106	8%
BRICKLAYER	83	84	77	83	59	62	98	78	18%
CABINETMAKER	385	376	361	379	373	385	401	380	4%
CARPENTER	1,863	1,828	1,719	1,695	1,744	1,873	2,223	1,849	19%
COMMUNICATION ELECTRICIAN	124	99	88	110	114	120	158	116	27%
CONCRETE FINISHER	4	4	53	83	77	60	58	48	1350%
COOK	930	998	986	1,085	1,204	1,197	1,123	1,075	21%
CRANE & HOISTING EQUIPMENT OPERATOR	135	172	371	530	657	689	531	441	293%
ELECTRICAL REWIND MECHANIC	59	59	49	50	52	55	55	54	-7%
ELECTRICIAN	2,873	2,805	2,796	2,748	2,825	3,255	3,951	3,036	38%
ELECTRONIC TECHNICIAN	132	129	118	105	110	97	81	110	-39%
ELEVATOR CONSTRUCTOR (Note 1)			3	13	22	29	38	16	1167%
FLOORCOVERING INSTALLER	75	77	73	80	68	62	60	71	-20%
GASFITTER	145	144	149	182	208	199	208	176	43%
GLAZIER	139	116	100	102	88	97	92	105	-34%
HAIRSTYLIST	1,074	1,132	1,175	1,347	1,450	1,379	1,383	1,277	29%
HEAVY EQUIPMENT TECHNICIAN	1,538	1,424	1,481	1,756	1,951	2,259	2,588	1,857	68%
INSTRUMENT MECHANIC	1,000	988	940	890	901	903	975	942	-3%
INSULATOR	244	300	274	270	234	204	233	251	-5%
IRONWORKER (Note 2)	66	80	72	244	166	185	244	151	270%
LANDSCAPE GARDENER	306	315	286	300	295	274	240	288	-22%
LATHER/INTERIOR SYSTEMS MECHANIC	58	49	53	63	48	46	43	51	-26%
LOCKSMITH (Note 3)			61	88	93	88	79	58	30%
MACHINIST	402	362	428	535	618	774	955	582	138%
MILLWRIGHT	803	736	767	870	968	1,100	1,225	924	53%
MOTORCYCLE MECHANIC	68	72	76	86	82	93	111	84	63%
PAINTER & DECORATOR	119	150	152	159	160	148	144	147	21%
PARTSMAN	564	491	460	500	557	605	635	545	13%
PLUMBER	1,196	1,230	1,155	1,110	1,080	1,213	1,422	1,201	19%
POWER LINEMAN	241	206	146	120	100	129	134	154	-44%
POWER SYSTEM ELECTRICIAN	85	62	48	41	33	47	59	54	-31%
PRINTING & GRAPHIC ARTS CRAFTSMAN	229	184	151	127	100	78	50	131	-78%
RECREATION VEHICLE SERVICE TECHNICIAN	55	67	78	72	71	77	107	75	95%
REFRIGERATION & A.C. MECHANIC	277	300	309	314	361	392	394	335	42%
ROOFER	90	106	105	118	98	79	97	99	8%
SAWFILER	21	20	30	36	42	38	31	31	48%
SHEET METAL WORKER	517	553	500	524	548	560	648	550	25%
SPRINKLER SYSTEMS INSTALLER	86	92	98	97	95	98	105	96	22%
STEAMFITTER- PIPEFITTER	519	554	646	718	782	879	1,107	744	113%
STRUCTURAL STEEL & PLATE FITTER	70	69	84	112	136	170	184	118	163%
TILESETTER	44	34	35	33	25	21	27	31	-39%
TRANSPORT REFRIGERATION MECHANIC	16	19	27	35	32	41	42	30	163%
WATER WELL DRILLER	34	32	31	37	45	39	35	36	3%
WELDER	1,769	1,714	2,002	2,560	2,978	3,785	4,699	2,787	166%
TOTAL	21,811	21,383	21,546	23,407	24,836	27,179	30,555	24,389	40%

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 1998.

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 1998.



TABLE 4 - New Alberta Apprenticeship Registrations (Average and Percentage Change) by Trade, 1992 to 1998*

TRADE	1992	1993	1994	1995	1996	1997	1998	1992-98 Average	1992-98 % Change
AGRICULTURAL MECHANIC	19	35	40	51	51	62	75	48	295%
APPLIANCE SERVICE TECHNICIAN	30	38	47	25	21	13	22	28	-27%
AUTO BODY TECHNICIAN	164	132	149	172	143	158	160	154	-2%
AUTOMOTIVE SERVICE TECHNICIAN	433	469	527	618	614	701	692	579	60%
BAKER	61	70	99	94	97	93	78	85	28%
BOILERMAKER	31	31	21	33	50	21	34	32	10%
BRICKLAYER	13	23	12	25	11	21	49	22	277%
CABINETMAKER	72	98	104	117	89	110	107	100	49%
CARPENTER	425	435	454	401	507	613	765	514	80%
COMMUNICATION ELECTRICIAN	37	52	24	34	27	28	59	37	59%
CONCRETE FINISHER (note 1)	0	0	50	33	21	19	20	29	-60%
COOK	248	344	376	410	416	378	344	359	39%
CRANE & HOISTING EQUIPMENT OPERATOR	53	82	258	261	278	265	267	209	404%
ELECTRICAL REWIND MECHANIC	19	14	9	11	20	17	16	15	-16%
ELECTRICIAN	574	623	673	633	712	1,154	1,354	818	136%
ELECTRONICS TECHNICIAN	33	28	38	23	27	22	17	27	-48%
ELEVATOR CONSTRUCTOR (note 2)			3	9	11	8	17	7	467%
FLOORCOVERING INSTALLER	29	34	28	32	23	24	17	27	-41%
GASFITTER	136	47	77	81	89	66	82	83	-40%
GLAZIER	37	19	18	31	14	38	24	26	-35%
HAIRSTYLIST	561	623	744	784	826	703	668	701	19%
HEAVY EQUIPMENT TECHNICIAN	330	350	526	650	594	780	873	586	165%
INSTRUMENT MECHANIC	244	236	243	189	194	269	307	240	26%
INSULATOR	88	104	68	46	36	64	93	71	6%
IRONWORKER (note 3)	24	35	18	189	203	64	107	91	346%
LANDSCAPE GARDENER	98	86	75	97	74	55	53	77	-46%
LATHER/INTERIOR SYSTEMS MECHANIC	15	12	13	25	13	17	10	15	-33%
LOCKSMITH (note 4)			48	29	23	16	14	19	-71%
MACHINIST	67	89	170	184	196	251	348	186	419%
MILLWRIGHT	164	193	242	290	307	348	379	275	131%
MOTORCYCLE MECHANIC	18	21	25	32	25	40	44	29	144%
PAINTER & DECORATOR	29	72	49	40	49	42	48	47	66%
PARTSMAN	120	135	168	200	197	217	211	178	76%
PLUMBER	303	308	286	262	294	423	491	338	62%
POWER LINEMAN	50	32	29	43	23	48	37	37	-26%
POWER SYSTEM ELECTRICIAN	21	17	14	15	9	21	23	17	10%
PRINTING & GRAPHIC ARTS CRAFTSMAN	37	23	21	24	15	24	5	21	-86%
RECREATION VEHICLE SERVICE TECHNICIAN	21	37	41	25	34	51	47	37	124%
REFRIGERATION & A.C. MECHANIC	59	89	88	99	93	108	94	90	59%
ROOFER	38	49	25	30	21	22	43	33	13%
SAWFILER	3	10	10	17	20	11	6	11	100%
SHEET METAL WORKER	104	143	118	130	154	152	199	143	91%
SPRINKLER SYSTEMS INSTALLER	29	32	30	21	26	32	38	30	31%
STEAMFITTER- PIPEFITTER	129	156	242	242	226	308	398	243	209%
STRUCTURAL STEEL & PLATE FITTER	17	24	31	45	48	69	52	41	206%
TILESETTER	4	12	11	3	5	6	9	7	125%
TRANSPORT REFRIGERATION MECHANIC	7	6	12	18	4	22	11	11	57%
WATER WELL DRILLER	9	16	17	20	18	13	14	15	56%
WELDER	435	518	893	1,130	975	1,655	1,859	1,066	327%
TOTAL	5,438	6,002	7,264	7,973	7,923	9,642	10,680	7,846	96%

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 were no new apprentices registered in 1992 and 1993. Therefore, average and percentage change is based on data over the time period 1994 to 1998.

Note 2: 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 1998.

Note 3: The statistics include those of the Metal Building Systems Erector which became a craft area within the Ironworker trade in 1995.

Note 4: 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 1998.



CHART 2 - Total and New Alberta Registrations by Trade and Trade Group, 1992 to 1998

Trade	Trade Group	Page
Agricultural Mechanic	Vehicle & Related Trade Group	40
Appliance Service Technician	Other Trade Group	42
Auto Body Technician	Vehicle & Related Trade Group	40
Automotive Service Technician	Vehicle & Related Trade Group	41
Baker	Other Trade Group	42
Boilermaker	Metal Trade Group	39
Bricklayer	Architectural Construction Trade Group	34
Cabinetmaker	Architectural Construction Trade Group	34
Carpenter	Architectural Construction Trade Group	34
Communication Electrician	Electrical Trade Group	36
Concrete Finisher	Architectural Construction Trade Group	34
Cook	Other Trade Group	42
Crane & Hoisting Equipment Operator	Architectural Construction Trade Group	34
Electrical Rewind Mechanic	Electrical Trade Group	36
Electrician	Electrical Trade Group	36
Electronic Technician	Electrical Trade Group	37
Elevator Constructor	Architectural Construction Trade Group	35
Floorcovering Installer	Architectural Construction Trade Group	35
Gasfitter	Mechanical Trade Group	37
Glazier	Architectural Construction Trade Group	35
Hairstylist	Other Trade Group	42
Heavy Equipment Technician	Vehicle & Related Trade Group	41
Instrument Mechanic	Mechanical Trade Group	37
Insulator	Mechanical Trade Group	38
Ironworker	Metal Trade Group	39
Landscape Gardener	Other Trade Group	43
Lather-Interior Systems Mechanic	Architectural Construction Trade Group	35
Locksmith	Other Trade Group	43
Machinist	Metal Trade Group	39
Millwright	Metal Trade Group	39
Motorcycle Technician	Vehicle & Related Trade Group	41
Painter & Decorator	Architectural Construction Trade Group	35
Partsmen	Vehicle & Related Trade Group	41
Plumber	Mechanical Trade Group	38
Power Lineman	Electrical Trade Group	37
Power System Electrician	Electrical Trade Group	37
Printing & Graphics Arts Craftsman	Other Trade Group	43
Recreation Vehicle Service Technician	Vehicle & Related Trade Group	41
Refrigeration & Air Conditioning Mechanic	Mechanical Trade Group	38
Roofer	Architectural Construction Trade Group	36
Sawfiler	Metal Trade Group	40
Sheet Metal Worker	Mechanical Trade Group	38
Sprinkler Systems Installer	Mechanical Trade Group	38
Steamfitter-Pipefitter	Mechanical Trade Group	39
Structural Steel & Plate Fitter	Metal Trade Group	40
Tilesetter	Architectural Construction Trade Group	36
Transport Refrigeration Mechanic	Vehicle & Related Trade Group	42
Water Well Driller	Other Trade Group	43
Welder	Metal Trade Group	40

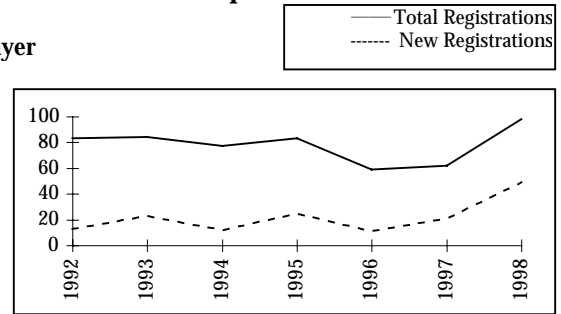


CHART 2 CONTINUED...

Architectural Construction Trade Group

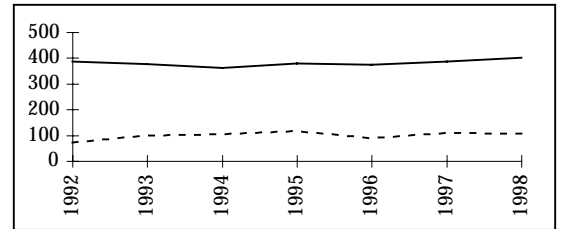
Bricklayer

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	83	1992	13
1998	98	1998	49
92-98 Average	78	92-98 Average	22
92-98 % Change	18%	92-98 % Change	277%



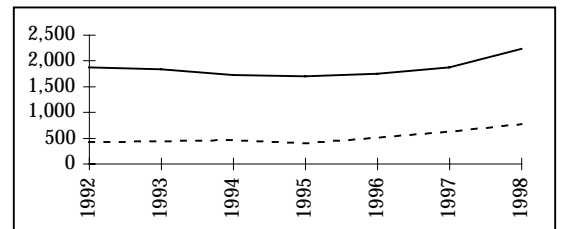
Cabinetmaker

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	385	1992	72
1998	401	1998	107
92-98 Average	380	92-98 Average	100
92-98 % Change	4%	92-98 % Change	49%



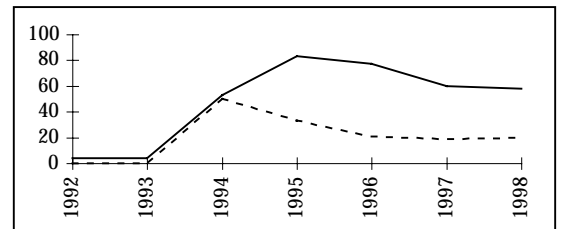
Carpenter

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,863	1992	425
1998	2,223	1998	765
92-98 Average	1,849	92-98 Average	514
92-98 % Change	19%	92-98 % Change	80%



Concrete Finisher

<u>Total Registrations</u>		<u>New Registrations</u>	
1994	53	1994	50
1998	58	1998	20
94-98 Average	66	94-98 Average	29
94-98 % Change	9%	94-98 % Change	-60%



Crane & Hoisting Equipment Operator

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	135	1992	53
1998	531	1998	267
92-98 Average	441	92-98 Average	209
92-98 % Change	293%	92-98 % Change	404%

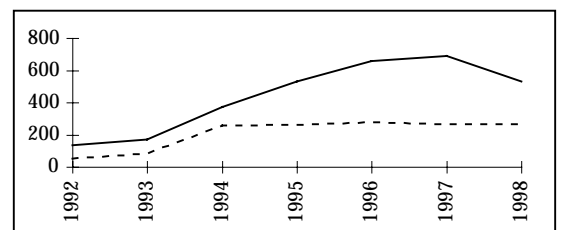
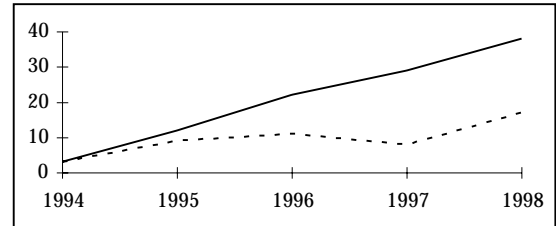




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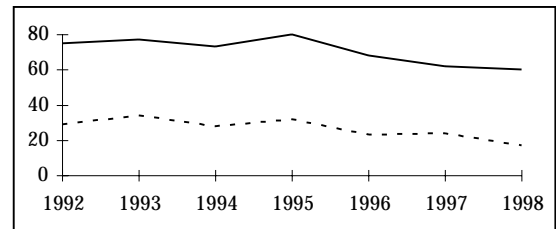
Elevator Constructor

<u>Total Registrations</u>		<u>New Registrations</u>	
1994	3	1994	3
1998	38	1998	17
94-98 Average	21	94-98 Average	10
94-98 % Change	1167%	94-98 % Change	467%



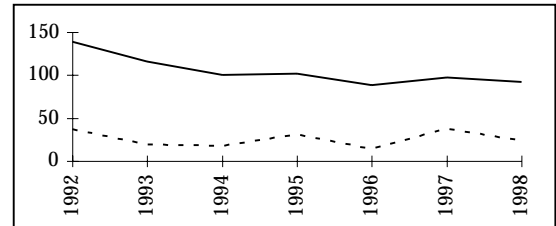
Floorcovering Installer

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	75	1992	29
1998	60	1998	17
92-98 Average	71	92-98 Average	27
92-98 % Change	-20%	92-98 % Change	-41%



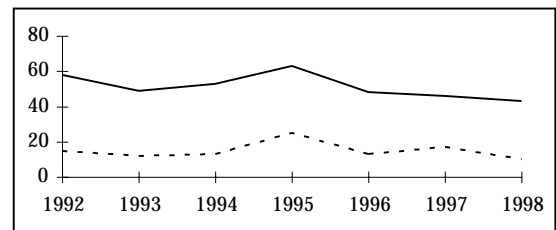
Glazier

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	139	1992	37
1998	92	1998	24
92-98 Average	105	92-98 Average	26
92-98 % Change	-34%	92-98 % Change	-35%



Lather-Interior Systems Mechanic

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	58	1992	15
1998	43	1998	10
92-98 Average	51	92-98 Average	15
92-98 % Change	-26%	92-98 % Change	-33%



Painter & Decorator

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	119	1992	29
1998	144	1998	48
92-98 Average	147	92-98 Average	47
92-98 % Change	21%	92-98 % Change	66%

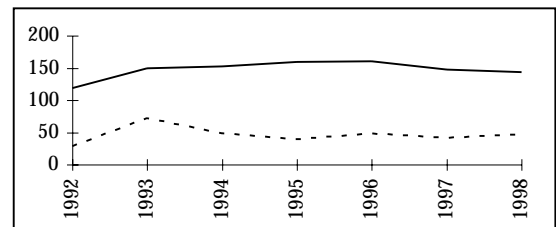
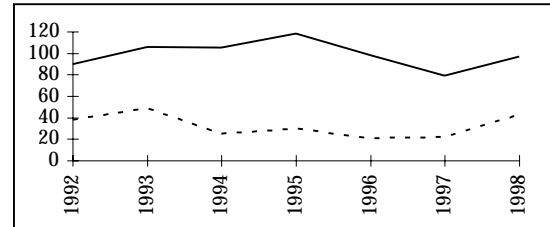




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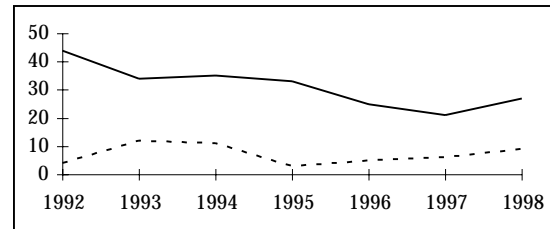
Roofer

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	90	1992	38
1998	97	1998	43
92-98 Average	99	92-98 Average	33
92-98 % Change	8%	92-98 % Change	13%



Tilesetter

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	44	1992	4
1998	27	1998	9
92-98 Average	31	92-98 Average	7
92-98 % Change	-39%	92-98 % Change	125%

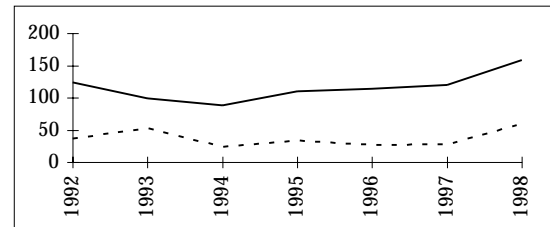


Electrical Trade Group

Communication Electrician

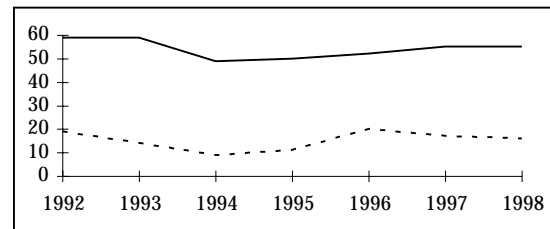
— Total Registrations
 - - - - New Registrations

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	124	1992	37
1998	158	1998	59
92-98 Average	116	92-98 Average	37
92-98 % Change	27%	92-98 % Change	59%



Electrical Rewind Mechanic

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	59	1992	19
1998	55	1998	16
92-98 Average	54	92-98 Average	15
92-98 % Change	-7%	92-98 % Change	-16%



Electrician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	2,873	1992	574
1998	3,951	1998	1,354
92-98 Average	3,036	92-98 Average	818
92-98 % Change	38%	92-98 % Change	136%

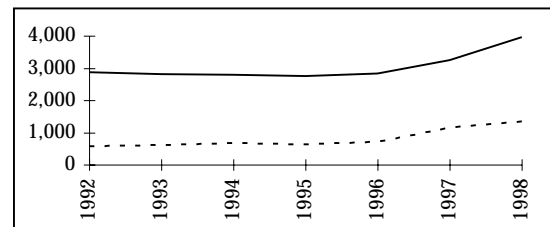
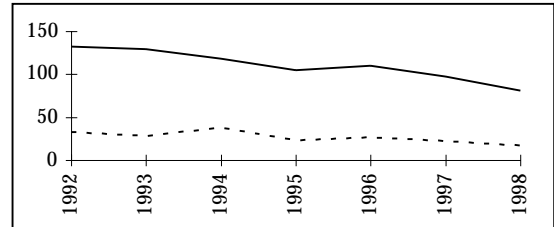




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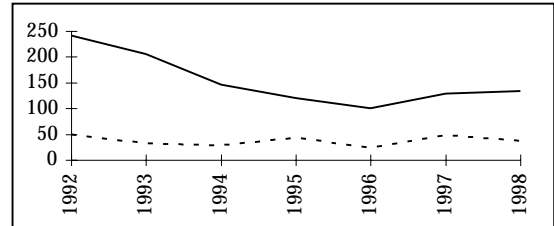
Electronic Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	132	1992	33
1998	81	1998	17
92-98 Average	110	92-98 Average	27
92-98 % Change	-39%	92-98 % Change	-48%



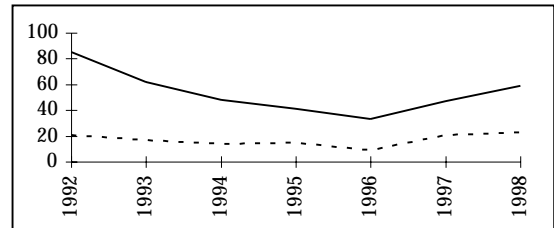
Power Lineman

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	241	1992	50
1998	134	1998	37
92-98 Average	154	92-98 Average	37
92-98 % Change	-44%	92-98 % Change	-26%



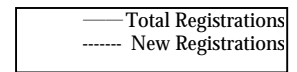
Power System Electrician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	85	1992	21
1998	59	1998	23
92-98 Average	54	92-98 Average	17
92-98 % Change	-31%	92-98 % Change	10%

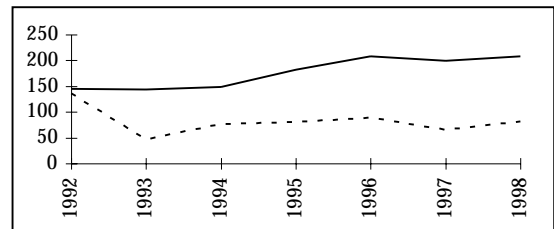


Mechanical Trade Group

Gasfitter



<u>Total Registrations</u>		<u>New Registrations</u>	
1992	145	1992	136
1998	208	1998	82
92-98 Average	176	92-98 Average	83
92-98 % Change	43%	92-98 % Change	-40%



Instrument Mechanic

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,000	1992	244
1998	975	1998	307
92-98 Average	942	92-98 Average	240
92-98 % Change	-3%	92-98 % Change	26%

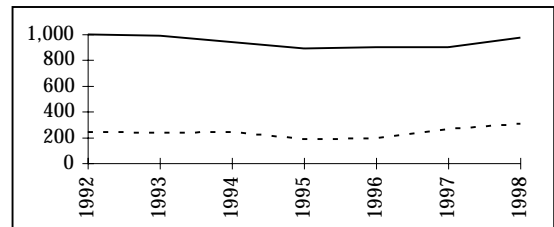
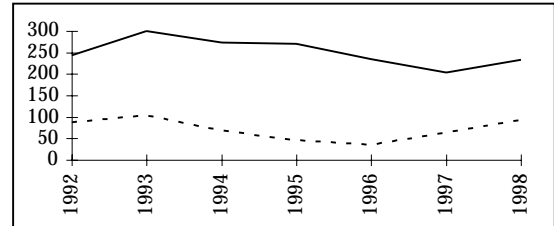




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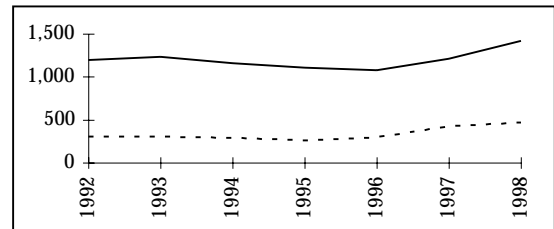
Insulator

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	244	1992	88
1998	233	1998	93
92-98 Average	251	92-98 Average	71
92-98 % Change	-5%	92-98 % Change	6%



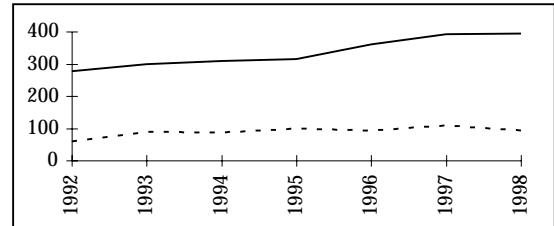
Plumber

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,196	1992	303
1998	1,422	1998	466
92-98 Average	1,201	92-98 Average	335
92-98 % Change	19%	92-98 % Change	54%



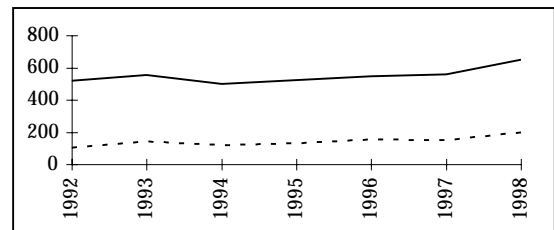
Refrigeration & Air Conditioning Mechanic

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	277	1992	59
1998	394	1998	94
92-98 Average	335	92-98 Average	90
92-98 % Change	42%	92-98 % Change	59%



Sheetmetal Worker

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	517	1992	104
1998	648	1998	199
92-98 Average	550	92-98 Average	143
92-98 % Change	25%	92-98 % Change	91%



Sprinkler Systems Mechanic

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	86	1992	29
1998	105	1998	38
92-98 Average	96	92-98 Average	30
92-98 % Change	22%	92-98 % Change	31%

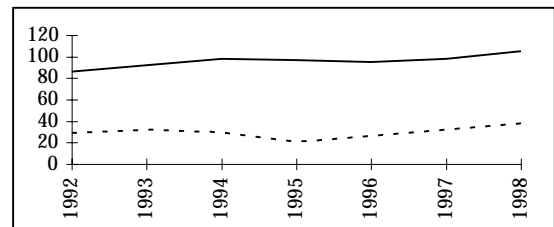
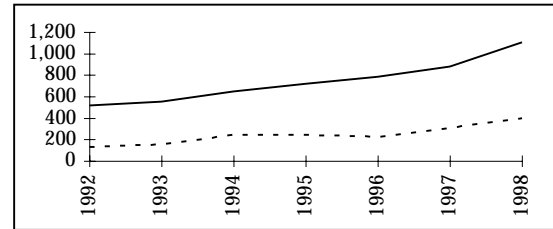




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Steamfitter-Pipefitter

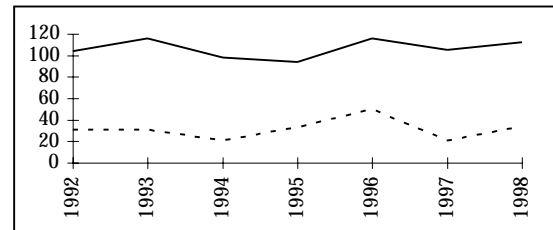
<u>Total Registrations</u>		<u>New Registrations</u>	
1992	519	1992	129
1998	1,107	1998	398
92-98 Average	744	92-98 Average	243
92-98 % Change	113%	92-98 % Change	209%



Metal Trade Group

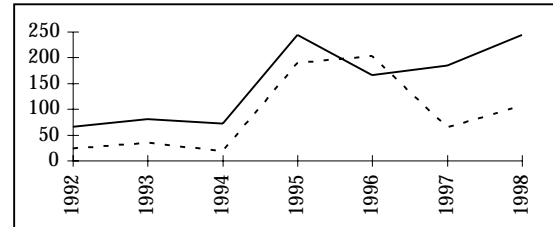
Boilermaker

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	104	1992	31
1998	112	1998	34
92-98 Average	106	92-98 Average	32
92-98 % Change	8%	92-98 % Change	10%



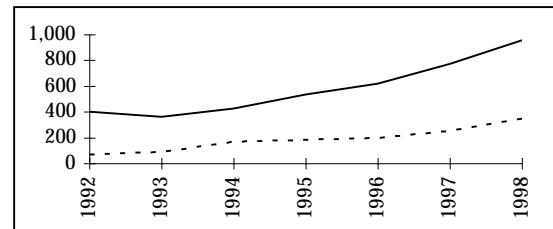
Ironworker

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	66	1992	24
1998	244	1998	107
92-98 Average	151	92-98 Average	91
92-98 % Change	270%	92-98 % Change	346%



Machinist

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	402	1992	67
1998	955	1998	346
92-98 Average	582	92-98 Average	186
92-98 % Change	138%	92-98 % Change	416%



Millwright

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	803	1992	164
1998	1,225	1998	379
92-98 Average	924	92-98 Average	275
92-98 % Change	53%	92-98 % Change	131%

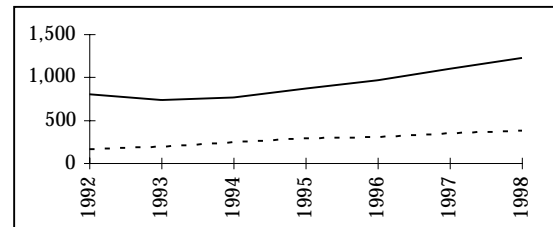
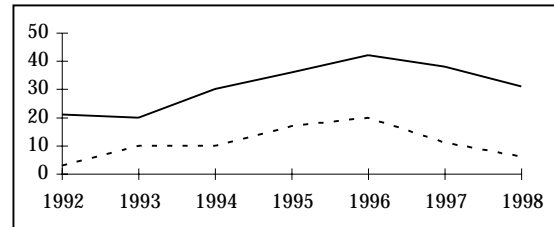




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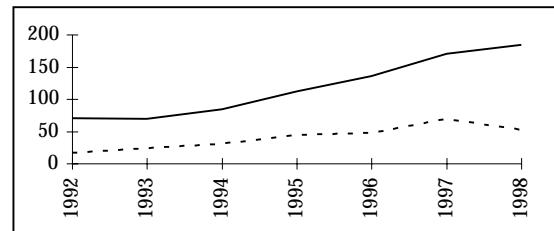
Sawfiler

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	21	1992	3
1998	31	1998	6
92-98 Average	31	92-98 Average	11
92-98 % Change	48%	92-98 % Change	100%



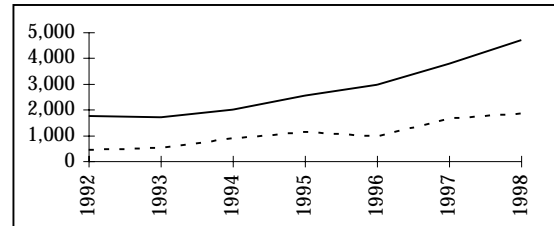
Structural Steel & Plate Fitter

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	70	1992	17
1998	184	1998	52
92-98 Average	118	92-98 Average	41
92-98 % Change	163%	92-98 % Change	206%



Welder

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,769	1992	435
1998	4,699	1998	1,859
92-98 Average	2,787	92-98 Average	1,066
92-98 % Change	166%	92-98 % Change	327%

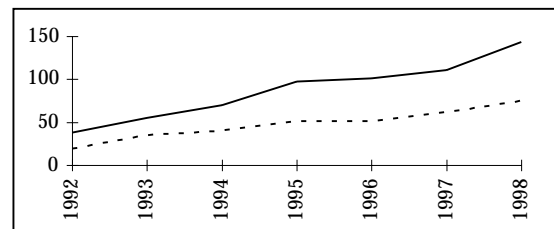


Vehicle & Related Trade Group

Agricultural Mechanic

— Total Registrations
 - - - - - New Registrations

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	38	1992	19
1998	143	1998	75
92-98 Average	88	92-98 Average	48
92-98 % Change	276%	92-98 % Change	295%



Auto Body Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	671	1992	164
1998	546	1998	159
92-98 Average	559	92-98 Average	154
92-98 % Change	-19%	92-98 % Change	-3%

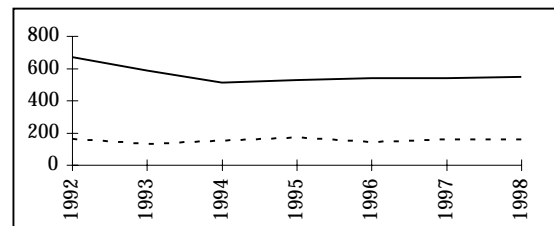
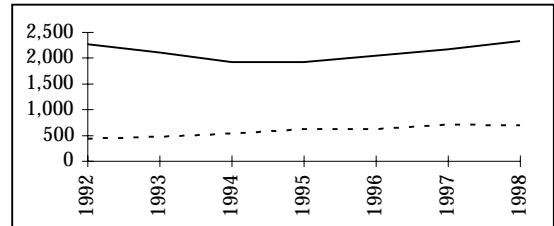




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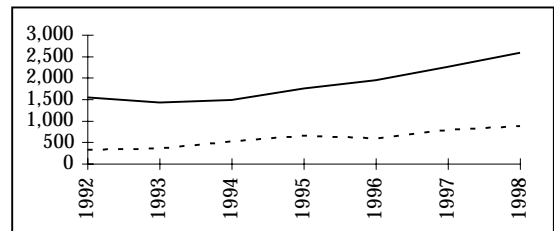
Automotive Service Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	2,271	1992	433
1998	2,330	1998	692
92-98 Average	2,108	92-98 Average	579
92-98 % Change	3%	92-98 % Change	60%



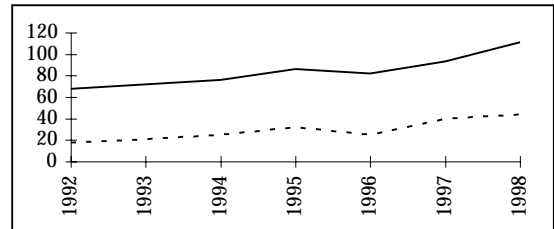
Heavy Equipment Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,538	1992	330
1998	2,588	1998	873
92-98 Average	1,857	92-98 Average	586
92-98 % Change	68%	92-98 % Change	165%



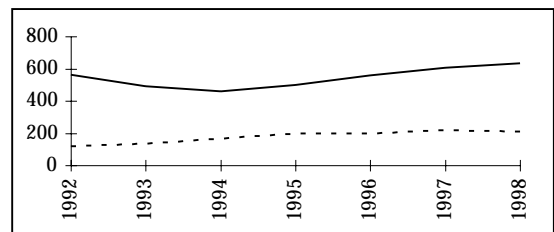
Motorcycle Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	68	1992	18
1998	111	1998	44
92-98 Average	84	92-98 Average	29
92-98 % Change	63%	92-98 % Change	144%



Partsman

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	564	1992	120
1998	635	1998	211
92-98 Average	545	92-98 Average	178
92-98 % Change	13%	92-98 % Change	76%



Recreational Vehicle Service Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	55	1992	21
1998	107	1998	47
92-98 Average	75	92-98 Average	37
92-98 % Change	95%	92-98 % Change	124%

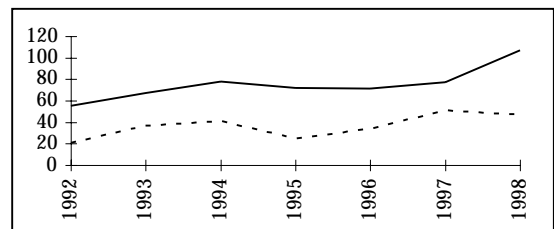
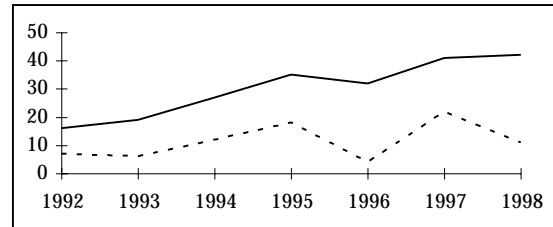




CHART 2 CONTINUED...

Transport Refrigeration Mechanic

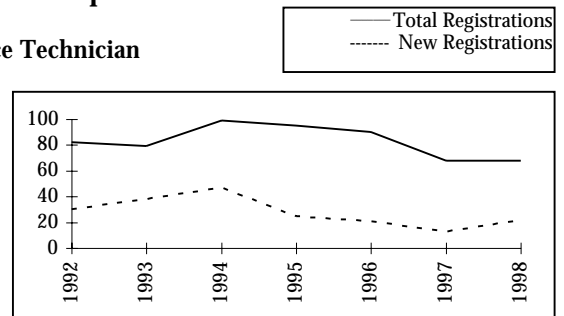
<u>Total Registrations</u>		<u>New Registrations</u>	
1992	16	1992	7
1998	42	1998	11
92-98 Average	30	92-98 Average	11
92-98 % Change	163%	92-98 % Change	57%



Other Trade Group

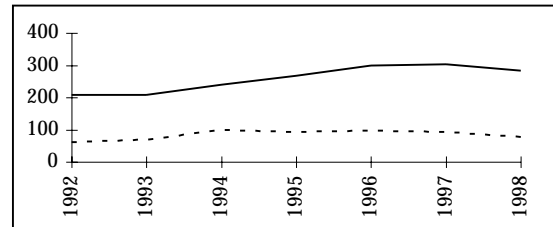
Appliance Service Technician

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	82	1992	30
1998	68	1998	22
92-98 Average	83	92-98 Average	28
92-98 % Change	-17%	92-98 % Change	-27%



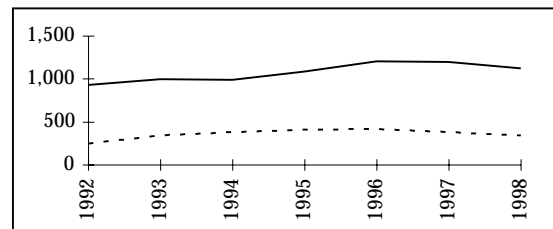
Baker

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	207	1992	61
1998	283	1998	78
92-98 Average	258	92-98 Average	85
92-98 % Change	37%	92-98 % Change	28%



Cook

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	930	1992	248
1998	1,123	1998	344
92-98 Average	1,075	92-98 Average	359
92-98 % Change	21%	92-98 % Change	39%



Hairstylist

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	1,074	1992	561
1998	1,383	1998	668
92-98 Average	1,277	92-98 Average	701
92-98 % Change	29%	92-98 % Change	19%

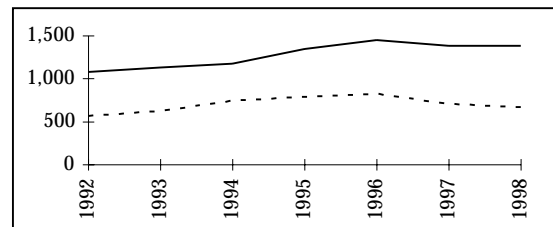
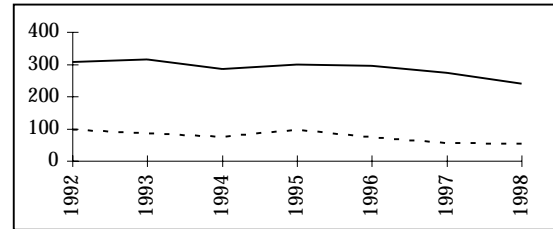




CHART 2 CONTINUED...

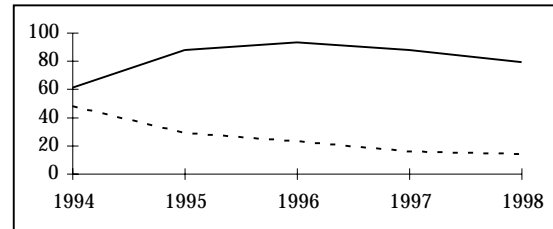
Landscape Gardener

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	306	1992	98
1998	240	1998	53
92-98 Average	288	92-98 Average	77
92-98 % Change	-22%	92-98 % Change	-46%



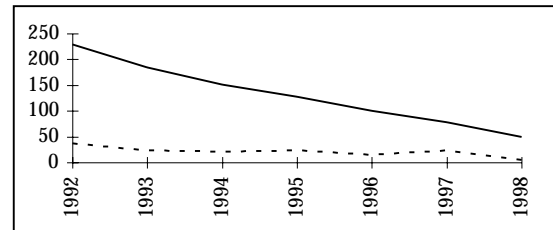
Locksmith

<u>Total Registrations</u>		<u>New Registrations</u>	
1994	61	1994	48
1998	79	1998	14
94-98 Average	82	94-98 Average	26
94-98 % Change	30%	94-98 % Change	-71%



Printing & Graphic Arts Craftsman

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	229	1992	37
1998	50	1998	5
92-98 Average	131	92-98 Average	21
92-98 % Change	-78%	92-98 % Change	-86%



Water Well Driller

<u>Total Registrations</u>		<u>New Registrations</u>	
1992	34	1992	9
1998	35	1998	14
92-98 Average	36	92-98 Average	15
92-98 % Change	3%	92-98 % Change	56%

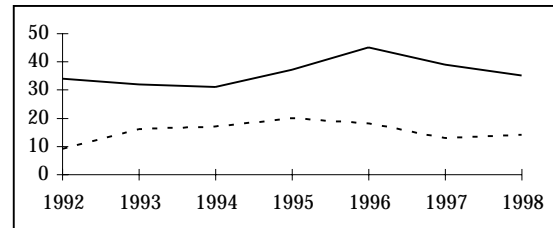




TABLE 5 - Alberta Trade and Occupation Certificates Issued in 1998

Trade/Occupation	Journeyman and Occupation Certificates to Completing Apprentices and trainees (See Note 1)	Equivalency Documents (See Note 2)	Red Seal Certificates Issued to Completing Apprentices	Extended Red Seal Program Certificates (See Note 3)	Journeyman Qualification Certificate
Agricultural Mechanic	24		20	1	2
Appliance Service Technician	12	2	9	3	2
Auto Body Technician	59	5	36	12	5
Automotive Service Technician	296	12	243	20	9
Baker	46		38	2	1
Boilermaker	16	1	13	1	
Bricklayer	6		5	0	
Cabinetmaker	36		36	1	1
Carpenter	167	4	129	3	4
Cement Finisher	8		6	0	
Communication Electrician	8				
Cook	192	2	309	8	7
Crane & Hoisting Equipment Operator					
- Mobile Crane	32	5	29	19	1
- Boom Truck	77	5			15
Electrical Rewind Mechanic	7		4	0	
Electrician	387	16	248	7	3
Electronic Technician	17		15	1	1
Elevator Constructor	2	2			
Floorcovering Installer	7		6	0	
Gasfitter	46	3			1
Gasfitter (Second Class)	219	4			1
Glazier	8		8	2	
Hairstylist	487	46	319	59	10
Heavy Equipment Technician	353	9	274	14	19
Instrument Mechanic	108	1	90	3	
Insulator	30		24	4	4
Ironworker	6	1	4	10	14
- Metal Building Systems Erector	15				23
Landscape Gardener	44				
Lather-Interior Systems Mechanic	3		0	0	
Locksmith	2				
Machinist	110	3	111	3	2
Millwright	172	8	159	6	6
Motorcycle Mechanic	20	2	22	2	
Painter & Decorator	20	1	19	1	
Partsman	101		113	8	10
Plumber	145	6	132	5	3
Power Lineman	16	2	10	7	4
Power System Electrician	5				



TABLE 5 CONTINUED...

Trade/Occupation	Journeyman and Occupation Certificates to Completing Apprentices and trainees (See Note 1)	Equivalency Documents (See Note 2)	Red Seal Certificates Issued to Completing Apprentices	Extended Red Seal Program Certificates (See Note 3)	Journeyman Qualification Certificate
Printing & Graphics Arts	11				
Recreation Vehicle Service Technician	7	1			3
Refrigeration & Air Conditioning Mechanic	54	6	49	3	1
Roofer	13		12	3	1
Sawfiler	11				1
Sheet Metal Worker	35		33	0	
Sprinkler Systems Installer	11	1	8	0	
Steamfitter-Pipefitter	81	15	78	10	5
Structural Steel & Plate Fitter	23	1	24	1	
Tilesetter	1				
Tool and Die Maker					
Transport Refrigeration Machanic	5				
Water Well Driller	10	2			1
Welder	629	22	630	58	43
Total Journeyman Certificates	4,200	188	3,265	277	202
Construction Craft Labourer Occupation					109
Gas Utility Operator Occupation					10
Plasterer Occupation					
Warehousing Occupation					154
Total Occupational Certificates	0				273
Totals - All Certificates	4,200	188	3,265	277	475

Note 1: 4,321 apprenticeship graduates (see table 2) completed all their technical training and on-the-job work experience requirements, but were waiting to have their requirements verified by apprenticeship staff. Of these, 4,200 certificates were processed and issued to apprentices whose training requirements had been completed and verified, as of December 31, 1998.

Note 2: 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: Extended Interprovincial Red Seals are issued to individuals who achieved their journeyman status through a different route (e.g. Equivalency Program) than completing an Alberta apprenticeship program.



CHART 3 Apprentices Registered in Alberta, 1947 to 1998*

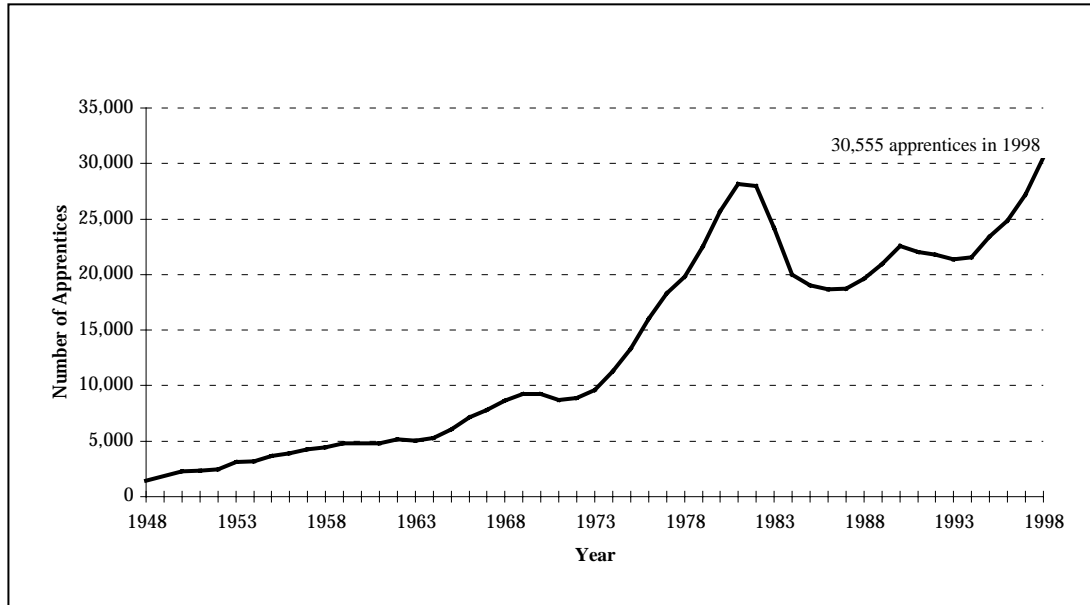
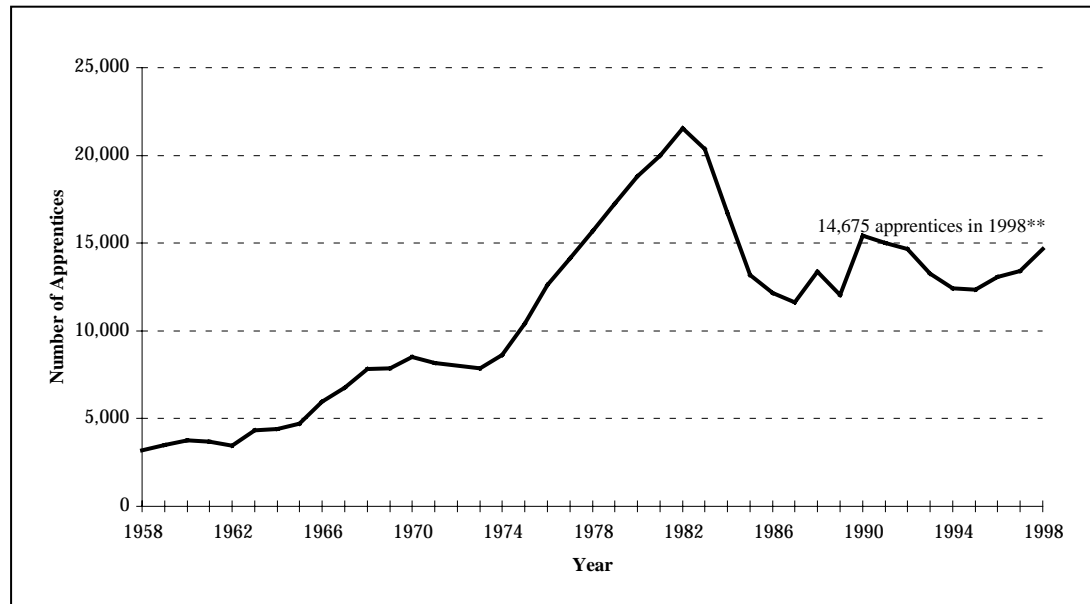


CHART 4 Alberta Apprenticeship Technical Training Attendance, 1957 to 1998*



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

**Approximately 16,000 apprentices are expected to attend technical training by the end of the 1999 school year (August 1, 1998 to July 31, 1999). This has been included for comparative purposes since colleges and technical training institutes report their data by school year.



TABLE 6 - Alberta Apprenticeship Technical Training Attendance by Trade and Period (or Year) of Training, 1998*

TRADE	1st Year	2nd Year	3rd Year	4th Year	TOTAL ATTENDANCE
AGRICULTURAL MECHANIC	35	31			66
APPLIANCE SERVICE TECHNICIAN	0	0	11		11
AUTOBODY TECHNICIAN	101	69	48		218
AUTOMOTIVE SERVICE TECHNICIAN	428	349	305	276	1,358
BAKER	47	42	40		129
BOILERMAKER (See Note 3)	22	20	20	12	74
BRICKLAYER	31	10	9		50
CABINETMAKER	62	69	46	48	225
CARPENTER	338	235	201	229	1,003
COMMUNICATION ELECTRICIAN	21	11	0	6	38
CONCRETE FINISHER	13	11			24
COOK	127	110	155		392
CRANE AND HOISTING EQUIPMENT OPERATOR	99	N/A*	25		124
ELECTRICAL REWIND MECHANIC	12	11	11	0	34
ELECTRICIAN	686	501	448	369	2,004
ELECTRONIC TECHNICIAN	3	8	11	18	40
FLOORCOVERING INSTALLER	16	11			27
GASFITTER	31	N/A*	33		64
GLAZIER	20	0	16	9	45
HAIRSTYLIST	60	78			138
HEAVY EQUIPMENT TECHNICIAN	372	391	419	319	1,501
INSTRUMENT MECHANIC	100	88	74	69	331
INSULATOR	36	18	24		78
IRONWORKER	25	6	0		31
—METAL BUILDING SYSTEMS ERECTOR	20				20
LANDSCAPE GARDENER	35	24	33	37	129
LATHER-INTERIOR SYSTEMS MECHANIC	0	0	5		5
LOCKSMITH (See Note 4)	6	5	8	5	24
MACHINIST	161	167	148	111	587
MILLWRIGHT	222	192	170	192	776
MOTORCYCLE MECHANIC	7	9	17	13	46
PAINTER AND DECORATOR	30	16	24		70
PARTSMAN	131	128	107		366
PLUMBER	243	194	117	118	672
POWER LINEMAN	30	21	27		78
POWER SYSTEM ELECTRICIAN (See Note 5)	4	2	21	0	27
PRINTING & GRAPHIC ARTS CRAFTSMAN	0	0	10	10	20
RECREATION VEHICLE SERVICE TECHNICIAN	26	30	-		56
REFRIGERATION & AIR CONDITIONING MECHANIC	63	25	54	55	197
ROOFER	33	11	9		53
SAWFILER	11	9	8	7	35
SHEET METAL WORKER	94	69	62	39	264
SPRINKLER SYSTEMS INSTALLER	26	15	8		49
STEAMFITTER-PIPEFITTER	165	112	95	84	456
STRUCTURAL STEEL & PLATE FITTER	33	12	40		85
TILESETTER	2	0	0		2
TRANSPORT REFRIGERATION MECHANIC	11	14	11		36
WATER WELL DRILLER	12	8			20
WELDER	1,130	785	682		2,597
TOTAL	5,180	3,917	3,552	2,026	14,675

* These statistics cover the calendar year from January 1 to December 31, 1998. 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: Blank cells indicate completion of the apprenticeship 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 year 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.



TABLE 7 Alberta Apprenticeship Technical Training Attendance by Institution and Period of Training, 1998*

	1st Year	2nd Year	3rd Year	4th Year	Total
Delmar (See Note 1)	32	46			78
Fairview College	223	186	157	111	677
Grande Cache Institution	6				6
Keyano College	149	88	86	47	370
Lakeland College	199	132	160	69	560
Lethbridge Community College	168	127	144	89	528
Marvel (See Note 1)	28	32			60
Medicine Hat	101	88	59	17	265
Northern Alberta Institute of Technology	2,374	1,736	1,622	909	6,641
Olds College	70	55	47	49	221
Red Deer College	406	288	261	155	1,110
Southern Alberta Institute of Technology	1,408	1,123	1,008	573	4,112
Employer Trained (See Note 2)	3	7			10
British Columbia Institute of Technology (See Note 3)	13	9	8	7	37
TOTAL	5,180	3,917	3,552	2,026	14,675

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 training for its Power Lineman apprentices.

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

* These statistics cover the calendar year from January 1 to December 31, 1998. Since a school year is from August 1 to July 31 the following year, the calendar year statistics may vary from the school year statistic.

TABLE 8 Alberta Apprenticeship Registrations, Graduations and Technical Training Attendance by Career Development Centre (CDC) Location, 1998

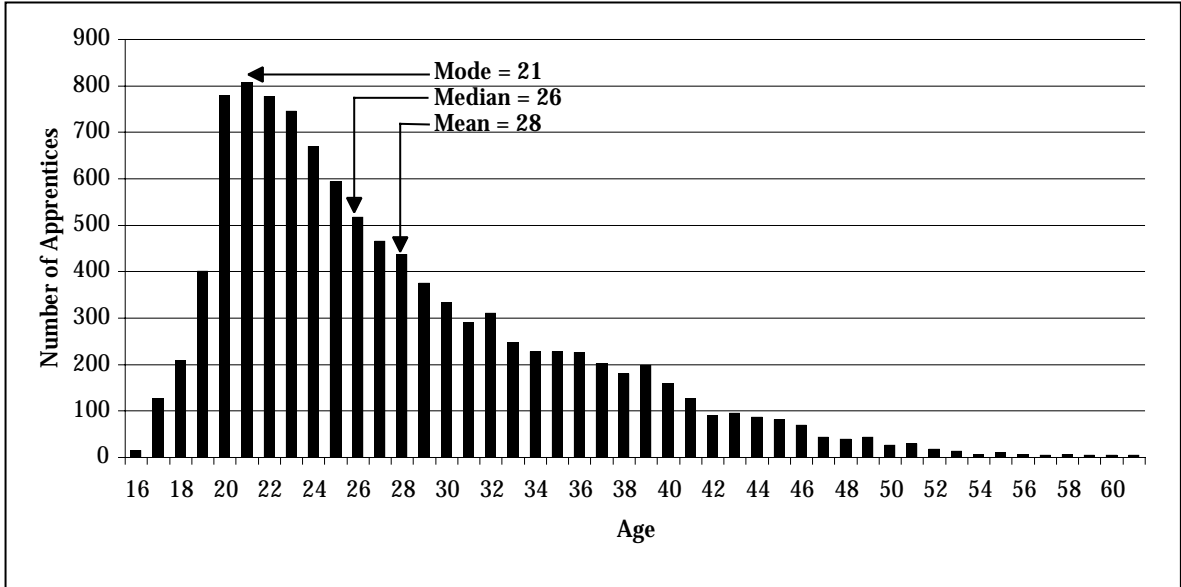
	Total Registrations	New Apprentices	Apprentice Graduates	Tech. Training Attendance
Calgary CDC	5,071	1,644	725	2,645
Calgary South CDC	2,470	882	358	1,095
Lethbridge CDC	1,255	481	198	586
Medicine Hat CDC	1,003	314	151	498
Red Deer CDC	2,520	961	376	1,302
SOUTH REGION TOTAL	12,319	4,282	1,808	6,126
Bonnyville CDC	794	225	100	420
Edmonton CDC	11,769	4,183	1,498	5,096
Fort McMurray CDC	1,395	497	185	574
Grande Prairie CDC	1,183	428	181	633
Hinton CDC	647	227	122	392
Peace River CDC	743	228	118	370
Slave Lake CDC	515	147	63	224
Vermilion CDC	745	297	163	523
NORTH REGION TOTAL	17,791	6,232	2,430	8,232
ACCESS INITIATIVES	62	10	6	30
CENTRAL OFFICE (See Note 1)	336	136	68	249
INTERPROVINCIAL/INTERNATIONAL APPRENTICES (See Note 2)	47	20	9	38
TOTAL	30,555	10,680	4,321	14,675

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 in jurisdictions where no program exists. Alberta issues a certificate upon completion of the program.



CHART 5 Average (Mean¹, Median², and Mode³) Age of First-Time Registered Alberta Apprentices, 1998



Note 1: Mean - defined as the sum of the ages of all apprentices divided by the total number of apprentices involved.
Note 2: Median - defined as the middle age category with an equal number of apprentices younger and older than this group.
Note 3: Mode - defined as the largest age category or most frequent age of apprentices.

CHART 6 Industry Participation in Training Alberta Apprentices by Size of Firm, February 1999

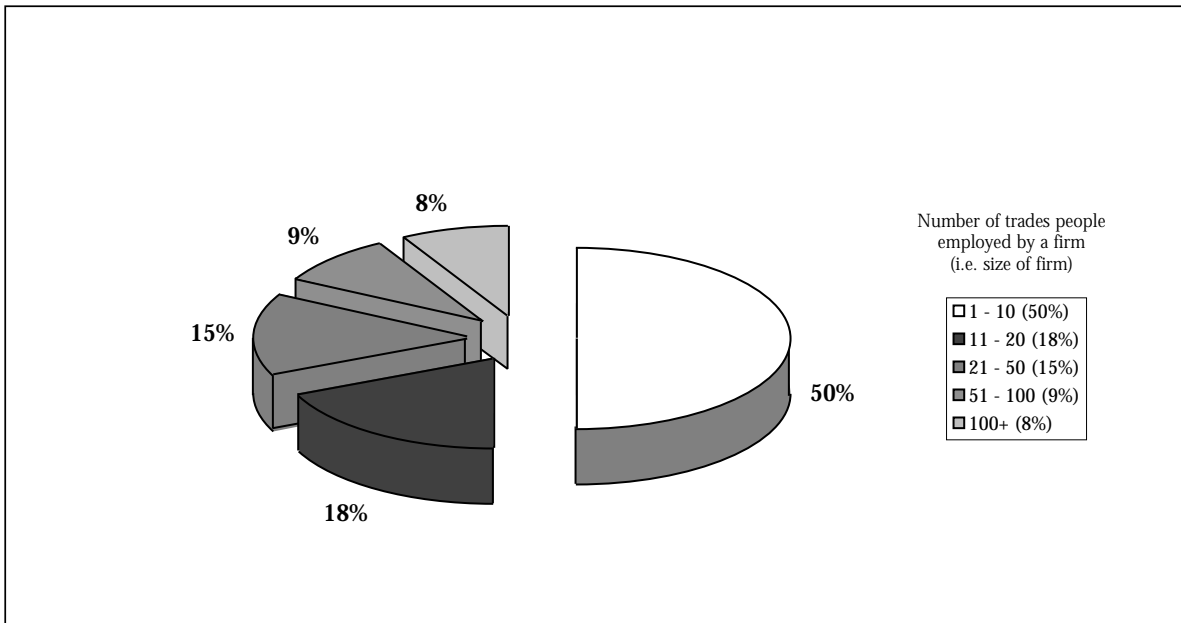




TABLE 9 Industry Advisory Network Meetings by Trade, 1998

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 SERVICE TECHNICIAN	2	3	5	2	7
AUTO BODY TECHNICIAN	1	4	5	0	5
AUTOMOTIVE SERVICE TECHNICIAN	1	3	4	4	8
BAKER	2	3	5	0	5
BOILERMAKER	0	0	0	0	0
BRICKLAYER	0	3	3	1	4
CABINETMAKER	1	5	6	1	7
CARPENTER	1	1	2	4	6
COMMUNICATION ELECTRICIAN	0	1	1	0	1
CONCRETE FINISHER	0	0	0	0	0
COOK	1	7	8	0	8
CRANE & HOISTING EQUIPMENT OPERATOR	0	7	7	0	7
ELECTRICAL REWIND MECHANIC	1	2	3	1	4
ELECTRICIAN	0	3	3	7	10
ELECTRONIC TECHNICIAN	0	3	3	1	4
ELEVATOR CONSTRUCTOR	0	0	0	N/A	0
FLOORCOVERING INSTALLER	0	3	3	0	3
GASFITTER	0	5	5	2	7
GLAZIER	0	2	2	2	4
HAIRSTYLIST	1	10	11	8	19
HEAVY EQUIPMENT TECHNICIAN	2	15	17	3	20
INSTRUMENT MECHANIC	0	4	4	0	4
INSULATOR	0	3	3	0	3
IRONWORKER	1	4	5	1	6
LANDSCAPE GARDENER	1	1	2	1	3
LATHER-INTERIOR SYSTEMS MECHANIC	0	1	1	0	1
LOCKSMITH	0	1	1	1	2
MACHINIST	3	2	5	1	6
MILLWRIGHT	1	4	5	3	8
MOTORCYCLE MECHANIC	0	2	2	0	2
PAINTER AND DECORATOR	1	4	5	0	5
PARTSMAN	2	4	6	1	7
PLUMBER	1	1	2	2	4
POWER LINEMAN	1	2	3	0	3
POWER SYSTEM ELECTRICIAN	1	1	2	0	2
PRINTING & GRAPHIC ARTS CRAFTSMAN	1	1	2	1	3
RECREATION VEHICLE SERVICE TECHNICIAN	0	1	1	3	4
REFRIGERATION & AIR CONDITIONING MECHANIC	0	4	4	0	4
ROOFER	1	1	2	1	3
SAWFILER	2	0	2	N/A	2
SHEET METAL WORKER	0	4	4	4	8
SPRINKLER SYSTEMS INSTALLER	1	2	3	0	3
STEAMFITTER-PIPEFITTER	1	6	7	2	9
STRUCTURAL STEEL & PLATE FITTER	0	1	1	0	1
TILESETTER	1	0	1	1	2
TOOL AND DIE MAKER	1	0	1	0	1
TRANSPORT REFRIGERATION MECHANIC	0	1	1	N/A	1
WATER WELL DRILLER	0	1	1	N/A	1
WELDER	4	3	7	1	8
TOTAL ALL TRADES	38	143	181	59	240



TABLE 9 CONTINUED...

TRADE	Provincial Apprenticeship Committees	Provincial Apprenticeship Sub-Committees	Totals Provincial Apprenticeship Committees	Totals Local Apprenticeship Committees	Totals All Committees
CONSTRUCTION CRAFT LABOURER OCCUPATION	5	4	9	N/A	9
GAS UTILITY OPERATOR OCCUPATION	0	0	0	N/A	0
OUTDOOR POWER EQUIPMENT TECHNICIAN OCCUPATION	2	0	2	N/A	2
PLASTERER OCCUPATION	2	0	2	N/A	2
WAREHOUSING OCCUPATION	1	1	2	N/A	2
TOTAL ALL TRADES AND OCCUPATIONS	48	148	196	59	255

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



NOTES
