

Alberta Apprenticeship and Industry Training Board
Apprenticeship Safety Training Policy

1. Principles

1.1 The Alberta Apprenticeship and Industry Training Board (board);

- (a) emphasizes the importance of safety awareness and education throughout apprenticeship training – in both on-the-job training and technical training;
- (b) recognizes that safety awareness and education begins on the first day of on-the-job training and thereby is the initial and ongoing responsibility of the employer and the apprentice as required under workplace health and safety legislation;
- (c) recognizes that the majority of apprentices attend technical training more than six months after they commence work in their trade career;
- (d) encourages that safe workplace behaviour be modeled during on-the-job training as well as during all aspects of technical training, in particular, shop or lab instruction;
- (e) recognizes that safety awareness and training in apprenticeship technical training reinforces, but does not replace, employer safety training that is required under workplace health and safety legislation.
- (f) recognizes that any required workplace safety certification cannot be replaced nor guaranteed by completion of any specific level of an apprenticeship program or trade certification.

2. Purpose

2.1 The purpose of this document is to reinforce the importance of apprenticeship safety awareness and training and the role of apprentices, journeypersons, employers and technical training providers in the provision of safety related training.

3. Definitions

3.1 In this policy,

- (a) “employer safety training” means all safety awareness and training that is the responsibility of the employer and is required by legislation other than the *Apprenticeship and Industry Training Act*.
- (b) “industry recognized safety certification” means safety training and certification programs that are recognized and required by specific companies or industry sectors as meeting some or all of employer’s workplace health and safety legislated safety training requirements;
- (c) “on-the-job training” means the training provided to an apprentice by the apprentice’s employer or supervisor and includes those circumstances under which an apprentice acquires skill and knowledge by means of work experience gained during the apprentice’s apprenticeship program;
- (d) “technical training” means the formal instruction and technical courses, or any combination of them, that are part of an apprenticeship program.

4. Policy

4.1 The Alberta Apprenticeship and Industry Training Board (board) establishes the following policy with respect to safety awareness and training:

The board promotes and supports safe workplaces, which embody a culture of safety for all apprentices, employers and employees. Employer required safety training is the responsibility of the employer and the apprentice, as required under legislation other than the *Apprenticeship and Industry Training Act*.

5. Guidelines

5.1 Based upon this policy, the board establishes the following guidelines;

- (a) each provincial apprenticeship committee (PAC) shall integrate awareness of the responsibilities of employers and apprentices for safety awareness and training within its course outline, including:
 - awareness and training of safety legislation and regulations in the trades;
 - awareness and training of personal protective equipment, climbing, lifting, rigging and hoisting;
 - awareness and training of hazardous materials & fire protection.
- (b) each PAC shall integrate technical knowledge and skills associated with the hazards of the trade within its course outline;
- (c) technical training providers will provide trade specific examples related to 5.1(a) and (b) during the content delivery of curriculum (course outline) safety training;
- (d) there may be exceptions granted to this policy and guidelines due to extenuating trade-specific circumstances. PACs wanting to include safety awareness and training that do not comply with this policy and these guidelines must present its specific rationale to the board for consideration and approval.