Apprenticeship Expansion and Industry Pathways

Request for Interest – IT sector

Fall 2024

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Welcome!

- Who We Are
- Pathways for Industry
- Industry Pathways Process
- Request for Interest and Next Steps

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Outcomes for Webinar

- Raise awareness of Alberta's apprenticeship and industry training system.
- Provide attendees with Industry Pathways and RFI overview.
- Provide next steps and key takeaways.

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Who We Are

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Apprenticeship & Industry Training (AIT)

- Part of the ministry of Advanced Education.
- Develop, administer and monitor 47 Apprenticeship Education Programs and 59 Designated Trades.
- Responsibilities:
  - Register apprentices and support progression through the program
    eg. record books, financial supports, examinations.
  - Fund 11 post-secondary institutions to deliver apprenticeship classroom instruction
  - Issue education credentials and Journeyperson certificates.
- All education programs and trades are industry driven.

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What is Apprenticeship?

- A form of post-secondary education that combines hands-on work experience (80%) with classroom theory learning (20%).
- In Alberta, apprentices are post-secondary students that graduate with an academic credential.
- In designated trades, graduates also receive Journeyperson certification.
  - Credentials and certificates are issued by the Government of Alberta.
- The apprenticeship learning model is an effective education approach that can also be applied to occupations outside the trades.

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Benefits of Apprenticeship Education

- Apprentices gain real world hands-on experience in addition to theory in a classroom.
- Businesses experience a positive ROI, and employers report:
  - Better fit of apprentices with organization.
  - Better employee retention.
  - Fewer mistakes and greater productivity.
  - Value of in-house mentorship.
- Education credential recognizes program completion, including on-the-job learning.

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What is a Designated Trade?

- A designated trade is a regulated profession where Advanced Education is the regulator.
  - Ensures quality standards and contributes to public safety.
- Trade designation allows industry and government to:
  - Regulate who can work within the trade eg. apprentice or journeyperson.
  - Identify restricted activities that can only be performed by an apprentice or journeyperson.
- Oversight is similar to other regulated occupations such as engineers, teachers, nurses etc.

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Benefits of Trade Designation

- Standard industry recognized certification for experienced workers.
- Increased recognition and professionalization of certified workers through use of ‘Journeyperson’.
- Creation of a legislated occupation, and the option to regulate activities within that occupation.

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What This Means for the IT Industry

- Industry could create an apprenticeship program to educate its workforce.
  - May or may not be paired with a designated trade.
  - Use of government tools to administrate the apprenticeship program.
    - Eg. Standardized competencies and examinations, record books to track on-the-job learning, online apprentice portal, regional offices etc.
  - Education credential recognized by Alberta post-secondary institutions.
  - Option to regulate occupation as a designated trade.

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Pathways for Industry

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Options for Industry

- Industry may choose between two education program types and/or the option to become a regulated occupation.
- Education programs
  - Apprenticeship Education Programs, or
  - Industry Training Programs
- Regulated occupations
  - Designated Trades

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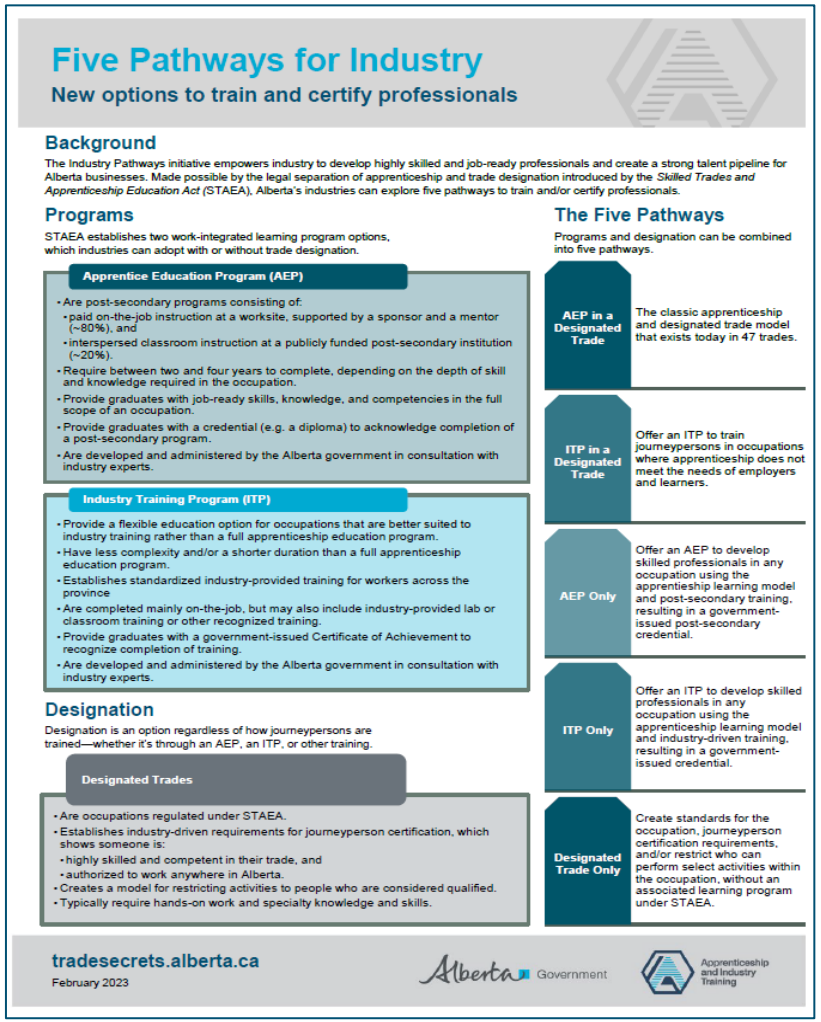
Industry Pathways

- Industry Pathways is a program that enables occupations to become a designated trade and/or make use of the apprenticeship learning model.
- Launched in February 2023, Industry Pathways provides access for industry to the available options under the *Skilled Trades and Apprenticeship Education Act*.



Five Pathways for Industry

New options to train and certify professionals

Background

The Industry Pathways initiative empowers industry to develop highly skilled and job-ready professionals and create a strong talent pipeline for Alberta businesses. Made possible by the legal separation of apprenticeship and trade designation introduced by the *Skilled Trades and Apprenticeship Education Act* (STAEA), Alberta's industries can explore five pathways to train and/or certify professionals.

Programs

STAEA establishes two work-integrated learning program options, which industries can adopt with or without trade designation.

Apprentice Education Program (AEP)

- Are post-secondary programs consisting of:
  - paid on-the-job instruction at a worksite, supported by a sponsor and a mentor (~80%), and
  - interspersed classroom instruction at a publicly funded post-secondary institution (~20%).
- Require between two and four years to complete, depending on the depth of skill and knowledge required in the occupation.
- Provide graduates with job-ready skills, knowledge, and competencies in the full scope of an occupation.
- Provide graduates with a credential (e.g. a diploma) to acknowledge completion of a post-secondary program.
- Are developed and administered by the Alberta government in consultation with industry experts.

Industry Training Program (ITP)

- Provide a flexible education option for occupations that are better suited to industry training rather than a full apprenticeship education program.
- Have less complexity and/or a shorter duration than a full apprenticeship education program.
- Establishes standardized industry-provided training for workers across the province
- Are completed mainly on-the-job, but may also include industry-provided lab or classroom training or other recognized training.
- Provide graduates with a government-issued Certificate of Achievement to recognize completion of training.
- Are developed and administered by the Alberta government in consultation with industry experts.

Designation

Designation is an option regardless of how journeypersons are trained—whether it's through an AEP, an ITP, or other training.

Designated Trades

- Are occupations regulated under STAEA.
- Establishes industry-driven requirements for journeyperson certification, which shows someone is:
  - highly skilled and competent in their trade, and
  - authorized to work anywhere in Alberta.
- Creates a model for restricting activities to people who are considered qualified.
- Typically require hands-on work and specialty knowledge and skills.

The Five Pathways

Programs and designation can be combined into five pathways.

AEP in a Designated Trade	The classic apprenticeship and designated trade model that exists today in 47 trades.
ITP in a Designated Trade	Offer an ITP to train journeypersons in occupations where apprenticeship does not meet the needs of employers and learners.
AEP Only	Offer an AEP to develop skilled professionals in any occupation using the apprentieship learning model and post-secondary training, resulting in a government-issued post-secondary credential.
ITP Only	Offer an ITP to develop skilled professionals in any occupation using the apprenticeship learning model and industry-driven training, resulting in a government-issued credential.
Designated Trade Only	Create standards for the occupation, journeyperson certification requirements, and/or restrict who can perform select activities within the occupation, without an associated learning program under STAEA.

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Driven by Industry

- Development and maintenance of education programs and trades requires considerable industry and government resources.
- Successful education programs share 5 common elements:
  1. Broad industry support and buy-in
  2. Practitioner demand
  3. Requirement for proven competencies
  4. Distinct technical knowledge and skills
  5. Labour market demand

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Industry Pathways Process

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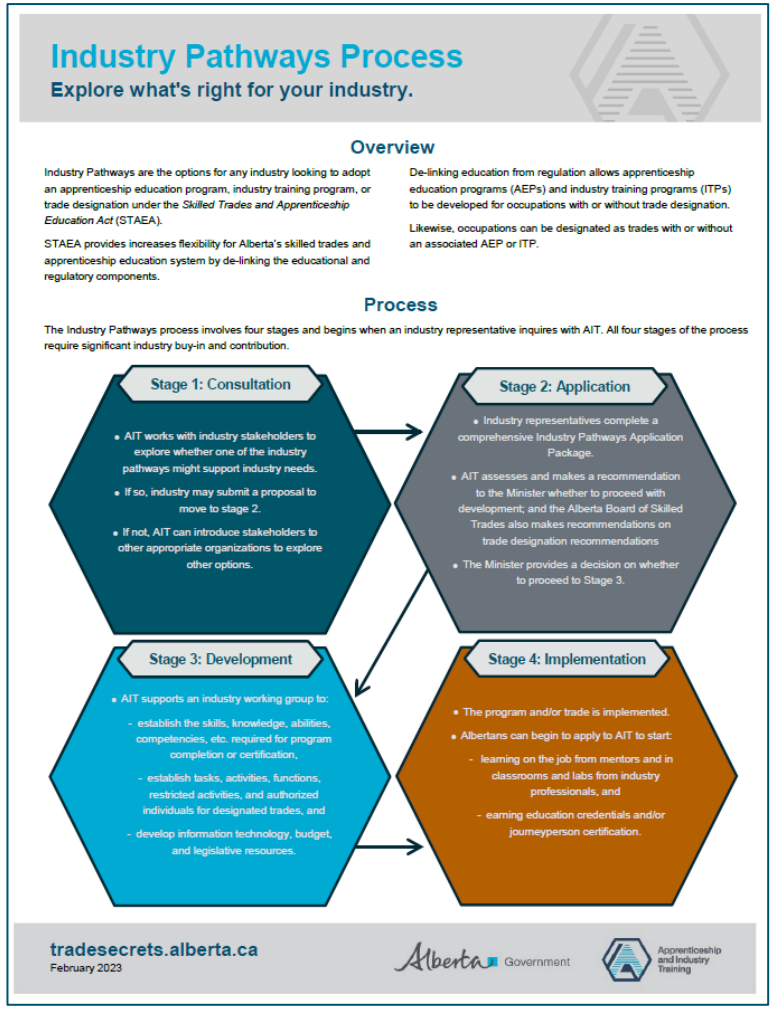
Industry Pathways Process

- Stage 1: Consultation
- Stage 2: Application
- Stage 3: Development
- Stage 4: Implementation



Industry Pathways Process

Explore what's right for your industry.

Overview

Industry Pathways are the options for any industry looking to adopt an apprenticeship education program, industry training program, or trade designation under the *Skilled Trades and Apprenticeship Education Act* (STAEA).

STAEA provides increases flexibility for Alberta's skilled trades and apprenticeship education system by de-linking the educational and regulatory components.

De-linking education from regulation allows apprenticeship education programs (AEPs) and industry training programs (ITPs) to be developed for occupations with or without trade designation.

Likewise, occupations can be designated as trades with or without an associated AEP or ITP.

Process

The Industry Pathways process involves four stages and begins when an industry representative inquires with AIT. All four stages of the process require significant industry buy-in and contribution.

Stage 1: Consultation

- AIT works with industry stakeholders to explore whether one of the industry pathways might support industry needs.
- If so, industry may submit a proposal to move to stage 2.
- If not, AIT can introduce stakeholders to other appropriate organizations to explore other options.

Stage 2: Application

- Industry representatives complete a comprehensive Industry Pathways Application Package.
- AIT assesses and makes a recommendation to the Minister whether to proceed with development; and the Alberta Board of Skilled Trades also makes recommendations on trade designation recommendations
- The Minister provides a decision on whether to proceed to Stage 3.

Stage 3: Development

- AIT supports an industry working group to:
  - establish the skills, knowledge, abilities, competencies, etc. required for program completion or certification,
  - establish tasks, activities, functions, restricted activities, and authorized individuals for designated trades, and
  - develop information technology, budget, and legislative resources.

Stage 4: Implementation

- The program and/or trade is implemented.
- Albertans can begin to apply to AIT to start:
  - learning on the job from mentors and in classrooms and labs from industry professionals, and
  - earning education credentials and/or journeyperson certification.

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IT Sector Request for Interest

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Request for Interest (RFI)

- RFI is a call to Alberta IT occupations for expressions of interest in Alberta's apprenticeship education system.
- Request for Interest will help Advanced Education:
  - Identify occupations interested in exploring Alberta's apprenticeship system for education and/or certification.
  - Prioritize industries and occupations for expansion into the apprenticeship system.
  - Forecast future resource requirements.

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Considerations

- How could the apprenticeship learning model help train your future workforce?
- Could an apprenticeship-style (mix of on-the-job and classroom instruction) education program work in your industry?
- Does your occupation require regulation? If so, what kind?
- Could your industry benefit from standardized certification to denote experienced, competent workers?
- How do the 5 success factors apply to your occupation or industry?

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Key Takeaways

- There are flexible options in how industry can use apprenticeship training or Journeyperson certification.
- Apprenticeship education is a form of post-secondary education.
- There is opportunity for industry to adopt the apprenticeship learning model in the IT sector.
- Advanced Education is open to collaborating with new industries and occupations interested in apprenticeship education and/or trade designation.

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Next Steps

- Talk with others in your industry about how apprenticeship education or trade designation could help with workforce development in the IT sector.
- Review program information on the Tradesecrets website:

  tradesecrets.alberta.ca/industry-pathways/

- Reach out to us for more information and follow-up discussions:

  industry-pathways@gov.ab.ca

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Questions?

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