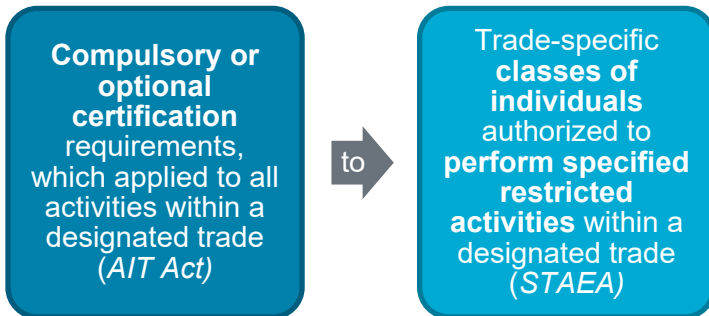


For your information

Restricted activities

The *Skilled Trades and Apprenticeship Education Act* (STAEA) introduced flexibility to how work within designated trades is regulated in Alberta.



The terms 'restricted activities' and 'classes of individuals' were introduced with STAEA, but these concepts also existed under the AIT Act — using different words. The table below outlines the key differences in the two frameworks.

STAEA added flexibility to allow for future changes, but currently, **trades have the same restricted activities and classes of individuals authorized to perform them today as they did before — we've just changed the way we talk about them.**

	STAEA	AIT Act
Restricted Activities within designated trades	Set out in the Designated Trades and Restricted Activities (DTRA) Regulation	Set out in the activities, tasks, and functions list in each Trade Regulation
Core undertakings of the trade used to develop apprenticeship programs	Set out in the Designated Trades Activities and Certification Requirements (DTACR) Order	
Unrestricted Activities	Any activity included in the DTACR Order that is not included in the DTRA Regulation	No mechanism for these to be included.
Classes of Individuals authorized to perform restricted activities	Established for each trade independently	Based on whether the trade was compulsory or optional

Former Optional Certification Trades

Trades that were designated as Optional Certification under the *AIT Act* now include the following as a **class of individual authorized to perform restricted activities** under STAEA:

Any individual who does not hold a trade certificate in the designated trade but who, in the opinion of the individual's employer, possesses the skills and knowledge in performing the restricted activity expected of an individual who holds a trade certificate in the designated trade.

The *AIT Act* had a similar clause about work in optional certification trades. Under the *AIT Act*, it applied to the full trade, whereas, **under STAEA it applies only to restricted activities.**

For your information

Restricted activities



Competence vs. Skills and Knowledge vs. Qualified

Competence, in relation to a worker, means adequately qualified, and or suitably trained, with sufficient experience to safely perform work without supervision, or with only a minimal degree of supervision.

Skills and knowledge refer to the technical abilities, and knowledge required to perform a particular task or job.

A qualified individual, in Alberta, has achieved certification in designated trades, or belongs to another recognized classes of individuals for the trade. An individual that is qualified may not be up to current industry standards, and may require additional training or upgrading, to perform a task.

Employer's Role

The employer, or employer representative, assigning work is responsible to:

- ensure all workers have the skills and knowledge to perform any task, or activity, including but not limited to restricted activities.
- confirm training, testing, and certification.

This includes determining whether the worker has the skills and knowledge to perform the assigned task at the level of a certified journeyperson, in the case of uncertified individuals in former optional certification trades.

Officer's Role

AIT officers are not responsible for determining the competency of workers performing employer assigned tasks and cannot question the decision of the employer; however, they can:

- inquire whether workers have the skills and knowledge,
- remind the employer that they are accepting all responsibility, and the risks associated with that task, and
- confirm qualifications.

When dealing with restricted activities, especially in trades formerly designated as optional certification, AIT officers will:

- have a conversation around education, not consequences,
- promote pathways to certification, and
- explain the incentives that registering into apprenticeship education programs provides for both the worker, and the employer.