

# 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 apprenticeship 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.

# Five Pathways for Industry

Navigating the options for your industry's education



## Apprenticeship Education Program & Designated Trade

- ✓ Recognition of on-the-job experience and classroom education
- ✓ Recognition towards related post-secondary program(s)
- ✓ Potential for having restricted activities
- ✓ Journeyperson Certificate and Education Credential

*(Issued by Government of Alberta)*



## Industry Training Program & Designated Trade

- ✓ Recognition of on-the-job experience and training
- ✓ Potential for having restricted activities
- ✓ Journeyperson Certificate and Education Credential

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## Designated Trade Only

- ✓ Potential for having restricted activities
- ✓ Journeyperson Certificate

*(Issued by Government of Alberta)*



## Apprenticeship Education Program Only

- ✓ Recognition of on-the-job experience and classroom education
- ✓ Recognition towards related post-secondary program(s)
- ✓ Education Credential

*(Issued by Government of Alberta)*



## Industry Training Program Only

- ✓ Recognition of on-the-job experience and training
- ✓ Education Credential

*(Issued by Government of Alberta)*

