

Engaging with Apprenticeship Education

Teachers' Conventions
February 2026



Apprenticeship
and Industry
Training

Alberta

Agenda

1. Apprenticeship Education and Skilled Trades Careers 101
2. Modernizing Apprenticeship in Alberta
3. Learner Scenarios - Discussion
4. Supporting Early Entry into Apprenticeship Education & Skilled Trades

Apprenticeship Education and Skilled Trades Careers 101

What is essential to know?

Apprenticeship Overview



Advanced Education acts as a Registrar and is responsible for 47 Apprenticeship Education Programs, including program development and maintenance, funding, compliance and legislation.



Apprenticeships are post-secondary programs that consist of roughly 80% on-the-job education with a mentor and 20% classroom instruction at a training provider.



Learning outcomes and assessments are standardized across each program.



Apprentices must be paid while learning on-the-job.

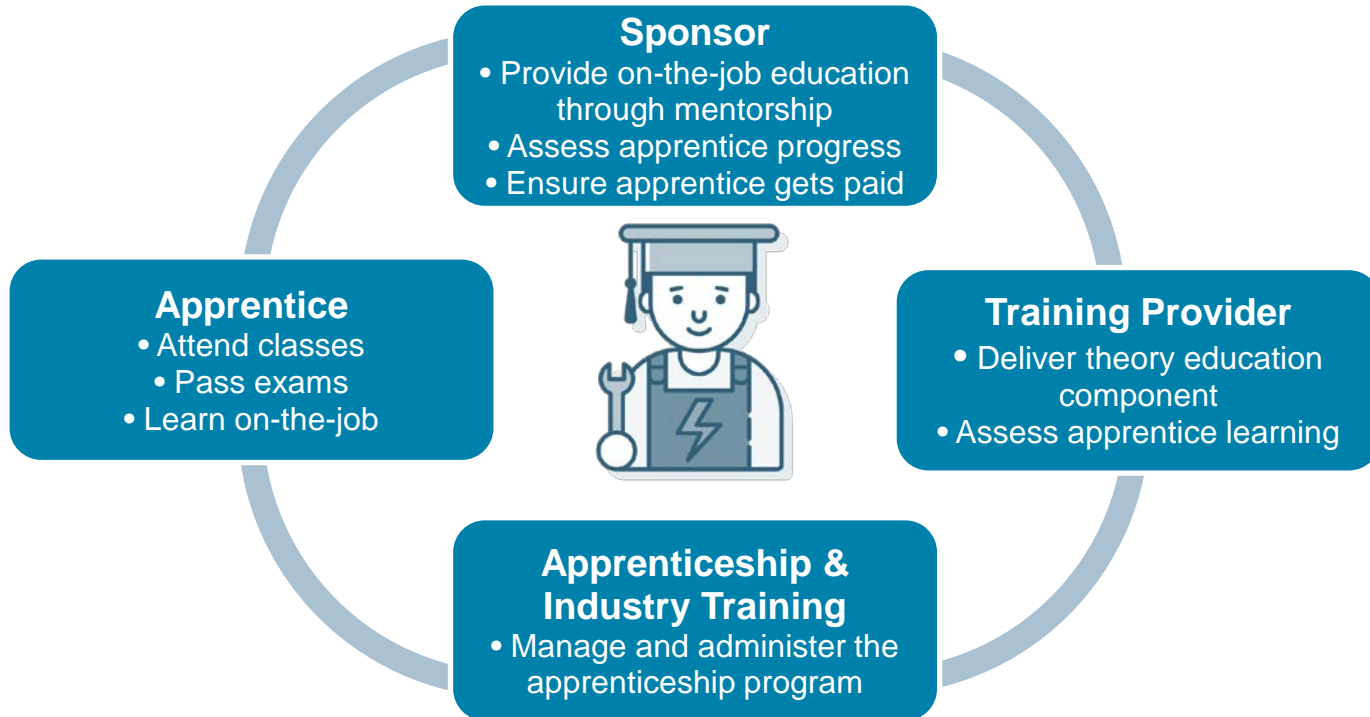


The apprenticeship learning model can also be applied outside the skilled trades.



In Alberta, apprentices are post-secondary students that graduate with an academic credential and, if pursuing a skilled trade, certification as a journeyman in a designated trade.

Apprenticeship Stakeholders



Apprentice Progression

- Apprentices learn through interspersed classroom/theory and paid on-the-job instruction.
- Each year (period) has on-the-job instruction, classroom instruction, and assessment requirements that must be met to progress.
- Apprentice wages rise as they progress and develop skills and theoretical knowledge.
- When all periods are successfully completed, apprentices receive both an education credential and, if pursuing a skilled trade, Journey person certification.
 - If the apprenticeship is for a Red Seal trade, apprentices may also write a Red Seal exam to achieve a Red Seal endorsement.

Labour Demand, Employment and Opportunities



Trades employ 1 in 6 Albertans, represent 1 in 4 current job vacancies and are projecting a cumulative shortage of 40,000 workers by 2033.



The top 5 industries employing skilled tradespersons represent 41% of Alberta's GDP in 2024.



High-growth trades include electricians, plumbers, welders and heavy equipment technicians.



Skilled worker shortage means strong job prospects in apprenticeship careers.



Employment in the trades is on par with non-trades careers.

Apprenticeship: Support & Learner Demand

Funding for Apprenticeship Seats

- Through Budget 2025 a total of \$93 million was invested in apprenticeship to provide more than 30,000 seats.
- \$88 million for apprenticeship training at post-secondary institutions.
- Up to \$5 million for union training centres.

Learner Demand

- As of February 2026, there were over 78,000 registered apprenticeships in Alberta!
 - This represents a 12-month growth of 8 per cent.
- 14% increase in female and 31% increase in Indigenous apprentices.
- 32% Increase in participation in the Registered Apprenticeship Program (RAP).

Recommended Pre-requisites for Trades Careers

RECOMMENDED PATH

Alberta High School Diploma that includes the following courses:

English 30-2

Math 30-3

Physics 20 OR Chemistry 20 OR Science 20

Related Career and Technology Studies (CTS) courses

English 30-2

Math 30-3

Physics 30 OR Chemistry 30 OR Science 30

Related Career and Technology Studies (CTS) courses

English 30-2

Math 30-3

Physics 20 OR Chemistry 20 OR Science 20

Related Career and Technology Studies (CTS) courses

CATEGORY A

Baker
Barber
Bricklayer
Cabinetmaker
Carpenter
Concrete Finisher
Cook
Crane and Hoisting Equipment Operator
Floor Covering Installer
Glazier
Hairstylist
Insulator (Heat and Frost)
Ironworker
Lather (Interior Systems Mechanic)
Locksmith
Metal Fabricator (Fitter)
Painter and Decorator
Parts Technician
Water Well Driller
Welder

CATEGORY B

Agricultural Equipment Technician
Appliance Service Technician
Automotive Service Technician
Boilermaker
Communication Technician
Electric Motor Systems Technician
Electrician
Elevator Constructor
Gasfitter
Heavy Equipment Technician
Industrial Mechanic (Millwright)
Motorcycle Mechanic
Natural Gas Compression Technician
Plumber
Power System Electrician
Powerline Technician
Sheet Metal Worker
Sprinkler Systems Installer
Steamfitter-Pipefitter
Transport Refrigeration Technician

CATEGORY C

Auto Body Technician
Landscape Horticulturist
Machinist
Outdoor Power Equipment Technician
Recreation Vehicle Service Technician

CATEGORY D*

Roofer
Instrumentation and Control Technician
Refrigeration and Air Conditioning Mechanic

* See the individual trades on tradesecrets.alberta.ca for Category D trade entrance requirements.

Equivalencies will be considered for entrance requirements.

* Applicants can use a combination of GED and CAEC tests to meet the requirement. Either the GED or the CAEC test must be completed in each of the five subjects.

Wage Comparison for Select Careers

Careers in the Skilled Trades

Occupation	Average Wage (ALIS)
Steamfitter/Pipefitter	\$43.44/hr
Heavy Equipment Technician	\$41.57/hr
Plumber	\$39.24/hr
Electrician	\$38.41/hr
Welder	\$37.72/hr

Non-trades Careers

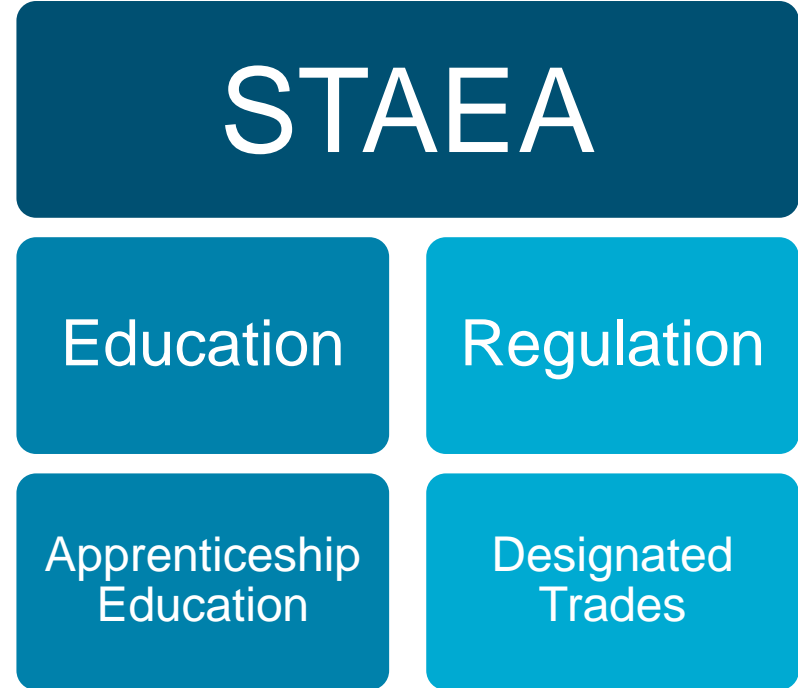
Occupation	Average Wage (ALIS)
Civil Engineering Technologist	\$40.77/hr
Pharmacy Technician	\$33.91/hr
Graphic Designer	\$30.51/hr
Accounting Technician/Bookkeeper	\$29.84/hr
Food Service Supervisor	\$18.56/hr

Modernizing Apprenticeship in Alberta

What has changed and how
does this evolution impact
learners?

New Foundations

- *Skilled Trades and Apprenticeship Education Act (STAEA):*
 - Legislatively separates apprenticeship education from designated trades.
 - Allows the apprenticeship model to expand into occupations beyond traditional trades.
 - Supports recognition of apprenticeship education and a form of post-secondary education.



New Apprenticeship Credentials

- Since July 2022, apprenticeship education program graduates have received education credentials **in addition** to journeyperson certification.

Education Credential

- Recognize completion of post-secondary learning.
- Reflects the length and complexity of the program.

Journeyperson Certificate

- Authorizes unsupervised work in the full scope of the trade anywhere in Alberta.
- Is issued when someone meets Alberta's certification standards.

Recognition on Alberta Credential Framework

Alberta Credential Framework (ACF) – At a Glance

Purpose

To foster post-secondary system coherence by naming and defining Alberta credentials in a comprehensive structure.

Background

A post-secondary credential framework across the province supports a high-quality college and university sector. A clearly defined structure of recognized credentials makes qualifications transparent for learners and enables flexibility and transferability between educational and occupational fields. The ACF's scope is ministry-approved post-secondary credentials and journeyman certificates within Alberta.

Key Considerations

The ACF facilitates learner pathways, promotes educational quality and credential recognition, and fosters system coordination and accountability. The framework is a compilation of the Canadian Degree Qualifications Framework integrated with other Alberta government endorsed post-secondary credentials.

Each credential is described using two main organizational categories: credential descriptors and credential standards. For degree level credentials, descriptors are drawn from the Canadian Degree Qualifications Framework.

The Alberta Credentials Framework enhances, reduces, and combines credentials in several ways:

- Post-basic certificates and diplomas, as well as applied degrees, are "retired" and replaced by other credentials.
- Several credentials have been renamed to clarify their level of study.
- Three types of certificates and university certificates have been harmonized and consolidated into one credential.
- A separate section has been created for apprenticeship credentials, and these have had credits assigned to them.

The Alberta Credentials Framework identifies 13 post-secondary credentials under the *Post-secondary Learning Act (PSLA)* and 3 credentials under the *Skilled Trades and Apprenticeship Education Act (STAEA)*.

Alberta Credential Framework (by level of study)

UNDERGRADUATE CREDENTIALS (PSLA)		
Credential Name	Typical Duration	Standard Credits
Certificate	1 year or less	12-32
Post-Diploma Certificate	1 year or less	18-30
Post-Baccalaureate Certificate	8-15 months	24-36
Diploma	2-3 years	60-80
Bachelor's Degree	3-4 years	90-120

GRADUATE CREDENTIALS (PSLA)		
Credential Name	Typical Duration	Standard Credits
Graduate Certificate	Up to 1 year (2-3 semesters)	12-36 (minimum 12)
Graduate Diploma	1-2 years	Minimum 18
Master's Degree	1-3 years (2-6 semesters)	Variable
Post-Master's Certificate	1 year or less	Minimum 12
Post-Master's Diploma	1-2 years	Minimum 18
Doctoral Degree	3-6 years	Variable
Post-Doctoral Certificate	1 year or less	Minimum 12
Post-Doctoral Diploma	1.5 years or less	Variable

APPRENTICESHIP CREDENTIALS (STAEA)		
Credential Name	Typical Duration	Standard Credits
Certificate	2-3 years	30-59
Diploma	3-4 years	60-80
Advanced Diploma	4 years	Over 80

APPRENTICESHIP CREDENTIALS (STAEA)

Credential Name	Typical Duration	Standard Credits
Certificate	2-3 years	30-59
Diploma	3-4 years	60-80
Advanced Diploma	4 years	Over 80

Post-Apprenticeship Pathways

- Collaboration is ongoing between Advanced Education and post-secondary institutions to expand recognition of apprenticeship education for transfer credit into other programming.
 - Existing recognition was limited but is growing.
- 50+ new pathways have been developed since last year.
 - Portage College offers advanced standing in a Business Administration Diploma in Management
 - SAIT offers advanced standing for Electricians in Electrical Engineering Technology
- A committee of post-secondary representatives has been set up and is working to develop more pathways.

Learner Scenarios

Knowing what you know now...how would you address these situations?



University not the right 'fit'



Meet Reyna

- Grade 11, strong in hands-on learning, says she loses focus easily when she's at her desk for long periods of time.
- Family wants her to apply for university, but she knows it's not something she wants to pursue.

She shares with you:

- *I don't want to upset my parents, but I really don't want to go to university. What should I do?*

Parents worried about job security

Meet CJ's dad, Adrian

- CJ loves fixing things and has expressed an interest in automotive or construction trades.
- Adrian fears CJ will not make enough money or have job security in either of these sectors.
- CJ asks you to meet with his dad to discuss opportunities.



Loves practical application over theory

Meet Aliyah

- Aliyah excels in math and science, especially when it comes to demonstrating knowledge in labs.
- Aliyah asks you how she can practice what she loves without having to sit through lectures all the time.



Wants immediate employment for her teens



Meet Diane

- Diane is a foster care provider for three teens.
- She is concerned about their ability to afford independent living and post-secondary education.
- She is looking for programs and opportunities to help them plan proactively and successfully transition to adulthood.

Supporting Early Entry

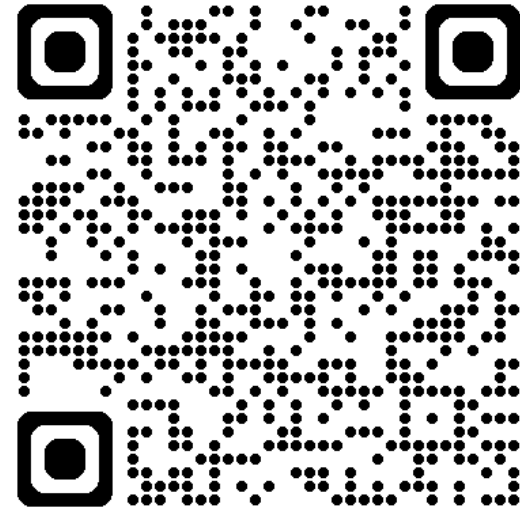
How can youth get started in apprenticeship learning and skilled trades careers?

Programs for High School Students

- CTS Apprenticeship Pathway
 - Students complete some classroom/theory components of an apprenticeship.
 - They also earn high school credits.
- Registered Apprenticeship Program (RAP)
 - Students can register as apprentices while still in high school at no cost.
 - They earn workplace hours toward their apprenticeship and gain high school credits.

Alberta Youth Skills Network

- An engagement opportunity directed at youth ages 14-29, but open to anyone who wants to stay informed and engaged.
- Learn about Alberta's apprenticeship system.
- Share knowledge and ideas through invitations for feedback.



Key Messages

1. Apprenticeship education ***is*** post-secondary education.
2. An apprenticeship education credential is as valuable as a university degree.
3. Apprenticeship is a foundation for a wide range of careers and further education.
4. Achieving journeyperson status is a testament to dedication, skill and continuous learning.
5. Skilled tradespeople are essential to Alberta.
6. We all play a role in the success of apprenticeship education and the skilled trades.

Additional Information

- Apprenticeship & Industry Training:
 - [Tradesecrets.alberta.ca](https://tradesecrets.alberta.ca)
- Education Credentials:
 - [Tradesecrets.alberta.ca/credentials/](https://tradesecrets.alberta.ca/credentials/)
- Teachers' Resources:
 - [Tradesecrets.alberta.ca/regulation-resources/resource-documents](https://tradesecrets.alberta.ca/regulation-resources/resource-documents)

Questions?

Thank-you



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