

Alberta Apprenticeship and Industry Training Board

2016-2017 Annual Report



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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2016-2017 annual report.

The board provides a leadership role in developing Alberta's highly skilled and trained workforce. The board's primary responsibility is to establish the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. The board accomplishes this work through the valuable input gathered from the board's industry committee network, an extensive community comprised of approximately 160 committees and more than 700 front line skilled trades professionals and employers of apprentices from across the province. I would like to take this opportunity to thank the members of the Industry Committee Network for their tireless dedication to the future of their designated trade or occupation.

Alberta's economy faced significant challenges in 2016-2017 due largely to the continued challenges in the province's natural resources sector. The board believes, however, that attracting and developing highly skilled, skilled trades professionals is essential for Alberta's economic recovery and long term economic diversification. To that end, the board supports partners that promote careers in the trades to Albertans as well as provincial government strategies that helped unemployed apprentices to stay in their program, attend technical training and increase their knowledge, skills and ultimately, their marketability in the workforce.

The board also continues to collaborate with its industry and stakeholder partners to implement trade harmonization and mobility initiatives, which enables apprentices and certified journeypersons to pursue job opportunities throughout Canada without encountering barriers to their training or certification.

The key to the board's success is its collaborative relationships with industry (both employers and employees), post-secondary institutes, government, and other stakeholders and partners. Together, the important work we do, not only shapes our current skilled trades workers, but enables the development of future generations of Alberta's skilled trades professionals.

Sincerely,

ORIGINAL SIGNED BY

J'Amey Holroyd
Chair

Introduction

Alberta's apprenticeship and industry training system is an industry driven system that ensures a highly skilled, professional, and internationally competitive workforce in more than 50 designated trades and occupations. Industry sets training and certification standards and provides direction to the system through an industry committee network (employer and employee representatives) and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the-job training component of apprenticeship and occupational training programs. The technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Advanced Education about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

The board consists of a board chair and 12 public members, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in the designated trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the board members represent employers and employees in designated trades and four board members represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues that affect the apprenticeship and industry training system. Members of the board represent Alberta's apprenticeship and industry training system on organizations such as Skills Canada Alberta and as advisors to trades-related programs such as the Registered Apprenticeship Program (RAP) and Career and Technology Studies (CTS) program in the K-12 education system. Board members attend meetings of provincial apprenticeship committees and occupational committees to act as liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's apprenticeship and industry training system as a member of the Interprovincial Alliance of Board Chairs (IPA). The IPA is a member of the Canadian Apprenticeship Forum – Forum Canadien sur l'apprentissage (CAF-FCA), an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country. The board works with CAF-FCA to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, professional, productive, inclusive and mobile designated trades and occupations workforce.

The board works collaboratively with the apprenticeship and industry training system clients and stakeholders (industry, government, junior and senior high schools, and technical training providers) to ensure that Alberta has the trades and occupations workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental (HSE) practices in the workplace.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2016-2019 was to create jobs and foster economic recovery and diversification. One of the government's strategic priorities: education and training to enable Albertans to succeed in the global economy, was particularly significant to the board as they continue to ensure that Alberta has the highly skilled trades professional workforce needed for economic success, now and in the future. This focus was reflected in the strategic goals and priority initiatives identified in the board's 2016-2019 action plan.

Results Reporting

Core Business 1 Establish and maintain high quality training and certification standards in the apprenticeship and industry training system.

Goal 1 Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and the future needs of industry.

The Alberta Apprenticeship and Industry Training Board focused on the following initiatives in 2016-2017 in support of goal 1:

- 1.1 Collaborate with industry to explore issues regarding the viability of smaller designated trades and occupations.
- 1.2 Ensure innovative, effective and flexible alternate forms of delivery¹ are explored to increase access to technical training.
- 1.3 Ensure high quality training and certification standards continue to be developed and implemented.
- 1.4 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.
- 1.5 Work with stakeholders and partners on initiatives with respect to the recognition of programs and alternate assessment processes.

| Performance Measures | | Previous Years' Results | | | Current Results | Target |
|----------------------|---|-------------------------|------------------|------------------|------------------|-------------------|
| 1.a | Satisfaction of recent apprenticeship graduates with on-the-job training ² | 92% (2007-08) | 91% (2009-10) | 95% (2011-12) | 93% (2014-15) | 90+% (2014-15) |
| 1.b | Satisfaction of recent apprenticeship graduates with technical training ² | 94% (2007-08) | 93% (2009-10) | 96% (2011-12) | 94% (2014-15) | 90+% (2014-15) |
| 1.c | Percentage of apprenticeship graduates employed ³ | n/a (2007-08) | 93% (2009-10) | 94% (2011-12) | 86% (2014-15) | 90+% (2014-15) |

¹ A detailed description of alternate delivery methods can be found in the Technical Training Centre on Tradesecrets.alberta.ca.

² The Survey of Graduates of Apprenticeship and Industry Training is conducted typically every second year. However, the 2013-2014 apprentice graduate survey was deferred in order to do a full review of the survey. The Survey of 2014-2015 Graduates of Apprenticeship and Industry Training was conducted in 2015-2016 and was reported in 2016.

³ Employment results for 2009-10 are not comparable to earlier survey years because of differences in the data collection period of this survey.

Results Achieved

- Meetings were held with the presiding officers of the Tiler and Floor Covering Installer Provincial Apprenticeship Committees to explore opportunities related to their trades' viability as well as possible options moving forward.
- Innovative, alternate forms of technical training delivery are offered in several trades that enable apprentices to have flexible options in their training that minimize time away from their work and community.
- Designated trades and occupations' course outlines, record books, regulation amendments, policies, etc. were reviewed and amended as required.
- The board continues to review trade competencies to ensure that they are responsive to industry needs.
- The Industry Committee Network is monitored regularly for strength and effectiveness. New potential members are vetted against nomination policies and criteria. Current Committee Member and Exit Committee Surveys were conducted in 2016 to identify issues and develop best practices for implementation. New members are invited to participate in structured orientation sessions to increase their effectiveness on their committee. An on-line version of the Provincial Apprenticeship Committee/Occupational Committee and Local Apprenticeship Committee orientation sessions was developed and piloted to supplement in-person sessions as well as to give members options to learn at their own pace.
- A process was put in place for advisement regarding the recognition of trade credentials under the Agreement on Internal Trade and New West Partnership Trade Agreement.

Results Reporting

Goal 2 Alberta's apprenticeship and industry training system is aligned with and responsive to labour market demand.

The Alberta Apprenticeship and Industry Training Board focused on the following initiatives in 2016-2017 in support of goal 2:

- 2.1 Develop ways to positively affect changes in the supply of skilled trades professionals.
- 2.2 Support pre-employment initiatives to align with labour market needs.
- 2.3 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.
- 2.4 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.
- 2.5 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and implement timely changes.

| Performance Measures | | Previous Years' Results | | | Current Results | Target (2015-2016) |
|----------------------|--|-------------------------|------------------|------------------|------------------|--------------------|
| 2.a | Number of employer sites hiring and training apprentices | 14,815 (2013) | 15,577 (2014) | 15,373 (2015) | 14,851 (2016) | 15,000+ |

| Performance Indicators ¹ | | Previous Years' Results | | | Current Results |
|-------------------------------------|---|-------------------------|------------------|------------------|------------------|
| 2.b | Number of new apprentices registered | 22,129 (2013) | 23,900 (2014) | 17,227 (2015) | 13,094 (2016) |
| 2.c | Number of apprentices registered | 65,880 (2013) | 70,733 (2014) | 67,955 (2015) | 58,337 (2016) |
| 2.d | Number of apprentices completing their program | 7,354 (2013) | 8,163 (2014) | 8,738 (2015) | 9,206 (2016) |
| 2.e | Number of individuals issued Occupation Certificates | 165 (2013) | 424 (2014) | 406 (2015) | 337 (2016) |
| 2.f | Number of individuals issued Qualification Certificates | 1,403 (2013) | 1,982 (2014) | 1,537 (2015) | 1,021 (2016) |

¹ Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board's activities, therefore, performance targets have not been set.

Results Achieved

- Alberta's continued economic slowdown in 2016-2017 had a negative impact on the number of new apprentice registrations and completions as well as the number of occupational certificates issued. To support unemployed apprentices to remain in their program until the economy recovers, the Government of Alberta developed the Apprentice Training Award in the fall of 2016. The board supported this financial award as it provides assistance for technical training costs so that unemployed apprentices can continue to take their technical training and increase their marketable skills when looking for employment.
- The board supported the development of Government of Alberta strategies that would increase targeted construction trades technical training in the Wood Buffalo region that can be utilized to rebuild areas devastated by the Fort McMurray wildfires.
- The board supported the development of a Government of Alberta grant-based program to support community organizations that provide pre-apprenticeship programs to prepare barriered individuals (Indigenous people, women and youth) to have a successful career in the trades.
- Alberta supported Pan-Canadian apprenticeship initiatives that enable trade workers' mobility throughout Canada.
- The board chair represented Alberta's apprenticeship and industry training system on the Canadian Council of Directors' of Apprenticeship and on the board of the Canadian Apprenticeship Forum.

Results Reporting

Core Business 2 Promote training in designated trades and occupations.

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

The Alberta Apprenticeship and Industry Training Board focused on the following initiatives in 2016-2017 in support of goal 3:

- 3.1 Promote the availability and advantages of designated trades and occupations careers to Albertans.
- 3.2 Identify and promote pathways into apprenticeship including dual credit pathways in the Career and Technology Studies and Registered Apprenticeship Program.
- 3.3 Support actions that increase the participation and progression of under-represented individuals in apprenticeship and industry training programs.
- 3.4 Support stakeholder partners that promote the designated trades and occupations as a career option to Albertans.
- 3.5 Promote apprenticeship and industry training scholarships and awards to encourage apprenticeship completion and excellence.
- 3.6 Promote life-long learning apprenticeship and industry training pathways (e.g., NAIT's Trades to Degrees Program, Interprovincial Red Seal Program and Achievement in Business Competencies (Blue Seal) Program).

| Performance Measures | | Previous Years' Results | | | Current Results | Target (2016) |
|----------------------|--|-------------------------|---------------|---------------|-----------------|---------------|
| 3.a | Number of scholarships available | 879 (2013) | 879 (2014) | 879 (2015) | 879 (2016) | 879 |
| 3.b | Percentage of completing apprentices in red seal trades writing red seal exams in the same year | 96% (2013) | 95% (2014) | 95% (2015) | 90% (2016) | 90+% |
| 3.c | Percentage of completing apprentices in red seal trades passing red seal examinations in the same year | 79% (2013) | 78% (2014) | 79% (2015) | 78% (2016) | 80+% |

Results Achieved

- Board members promoted the apprenticeship and industry training system at various local and regional events, including Skills Canada Alberta competitions.
- The 2016 Board Awards video was premiered at the Board Awards Event in April 2017 and posted on the Tradesecrets website. The video showcases three individuals who have successfully completed their apprenticeship program and have advanced in their careers.
- 51 dual credit opportunities were approved for funding under the Provincial Dual Credit Strategy and 13 of them were directly related to trades-related programming.
- The board collaborated with industry stakeholders and partners to increase the number of under-represented groups registered in the trades. As of December 31, 2016, 2,950 apprentices registered were people who self-identify as being of Indigenous descent, and 5,625 apprentices registered were women. In addition, approximately 870 high school students were registered in the Registered Apprenticeship Program (RAP) and were employed at more than 700 employer sites.
- The board continued to encourage excellence in the apprenticeship and industry training system by recognizing exceptional apprentices, employers, instructors and mentors in the apprenticeship and industry training system.
- The Alberta Apprenticeship and Industry Training Board Family of Scholarships was promoted to over 6,000 apprentices and 879 scholarships were available. These scholarships reward academic excellence and provide financial assistance to apprentices who are attending technical training.
- NAIT's Trades to Degrees Program is one of the first pathways in North America that allow certified tradespeople to move directly from a trades credential into the third year of a Bachelor of Business Administration Program. The program was implemented in 2012; twelve students from the pilot group completed their degree requirements in December 2016.

Members of the Board

Chair



j'Amey Holroyd

j'Amey Holroyd has served as the Board Chair since May 27, 2016. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the boilermaker trade, an Achievement in Business Competencies Program (Blue Seal) certificate and a Master's degree of Arts in Leadership through Royal Roads University. She has been actively involved in the Boilermaker Provincial Apprenticeship Committee since 2005.

Representing employers in designated trades



Shawna Boreen

Shawna Boreen has served on the board since June 12, 2013. She holds a Bachelor of Commerce degree from the University of Alberta. Ms. Boreen is the Special Projects Manager with Sarens Canada. Ms. Boreen currently serves as a board member on the Crane Rental Association of Canada and previously served on the Board of Directors of Women Building Futures.

Richard Daley



Richard Daley has served on the board since May 28, 2014. He holds an Alberta trade certificate in the cook trade as well as a Bachelor of Commerce from the University of Guelph and Hotel and Restaurant Administration Degree. Mr. Daley is a chef and owner/operator of Earls Restaurant in Lethbridge. Mr. Daley served as a member of the Cook Provincial Apprenticeship Committee. He was the presiding officer of the committee until his appointment to the board. He is also a member of the Lethbridge College Culinary Advisory Committee.

Craig Mathes



Craig Mathes has served on the board since May 28, 2014. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the Refrigeration and Air Conditioning Mechanic trade, a trade certificate in the Gasfitter (A) trade as well as an Achievement in Business Competencies (Blue Seal) certificate from AIT. Mr. Mathes is currently employed at Gateway Mechanical Services Inc. as Service Manager for Southern Alberta. Mr. Mathes has served as a member of the Refrigeration and Air Conditioning Mechanic Local and Provincial Apprenticeship Committees over a nine year period. While a member of the PAC, he also held the position of Presiding Officer for one year.

Representing employees in designated trades



Blaine Boutin

Blaine Boutin has served on the board since May 2016. He holds a trade certificate with an Interprovincial Red Seal endorsement in the automotive services technician trade. Mr. Boutin is currently employed as an automotive service technician and shop foreman at DynEco Automotive Service. Mr. Boutin participated on the Automotive Service Technician Provincial Apprenticeship Committee from 2009 to 2015.



Roger Geisinger

Roger Geisinger has served on the board since March 10, 2011. He holds a trade certificate in the ironworker – metal building systems erector trade and a Bachelor of Education degree. Mr. Geisinger retired from his position as Manager, Metals Division at Clark Builders in 2016. Mr. Geisinger participated for two three-year terms on the Ironworker Provincial Apprenticeship Committee.

Representing employers in industry other than designated trades



Kent B. Dietrich

Kent Dietrich has served on the board since June 12, 2013. He holds a trade certificate in the carpenter trade. Mr. Dietrich is the Workforce Manager at PCL Buildings Inc. Mr. Dietrich participated on both Local and Provincial Apprenticeship Committees for the carpenter trade.



Shannon Eitzen

Shannon Eitzen has served on the board since May 28, 2014. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the hairstylist trade. Ms. Eitzen is the owner/operator of Tangles Hair Studio in Red Deer. Ms. Eitzen served as a member of the Hairstylist Local Apprenticeship Committee in Red Deer.

Members of the Board (continued)

Representing employees in industry other than designated trades



Kenneth (Ken) R. Bird

Kenneth R. Bird has served on the board since June 15, 2011. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade, a Bachelor of Engineering from Ryerson University as well as a Master of Business Administration degree from Athabasca University. Mr. Bird has over thirty years of experience in the metal fabrication and manufacturing industry where he has undertaken various senior management and executive level roles.



Christopher Race

Christopher Race has served on the board since March 10, 2011. He holds trade certificates with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician and electrician trades. Mr. Race is employed at Teck Coal Cardinal River Operation and is an executive member of the United Mine Workers of America local 1656.

Outgoing Board members

Chair

Raymond (Ray) Massey



Ray Massey served as the Board Chair from April 1, 2010 to May 26, 2016. Mr. Massey holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade. In 2012, he retired as President and General Manager of Ray-nor Painting and Decorating Ltd. Mr. Massey was a member of the board previously (2002-2007) and has participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years.

Board Members

Frank Light



Frank Light served on the board from April 1, 2010 to January 15, 2017. Mr. Light holds trades certificates with an Interprovincial Standards Red Seal endorsement in the millwright and machinist trades. Mr. Light is the President and Co-Owner of Channico Machine and Millwright Services. Mr. Light served as a member of the Millwright Provincial Apprenticeship Committee.

J. Peter Wyatt



J. Peter Wyatt served on the board from April 1, 2010 to June 24, 2016. Mr. Wyatt holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade and a journeyman certificate in the sheet metal trade. Mr. Wyatt served for 16 years on both the Local and Provincial Apprenticeship Committees for the sheet metal trade, most recently as Presiding Officer for the Sheet Metal Worker Provincial Apprenticeship Committee.