

Alberta Apprenticeship and Industry Training Board

2017-2018 Annual Report

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Message from the Chair

I am pleased to present the Alberta Apprenticeship and Industry Training Board 2017-2018 annual report.

Alberta's economy continued to face significant challenges in 2017-2018 due to decreased industry activity and natural resources revenues. Albertans, and Alberta's industry, however, are resilient and determined to outride any economic uncertainty. There are many indicators that Alberta's economic recovery is on the horizon. To that end, the board continued to focus its energies on activities that develop highly educated and skilled trades professionals to meet industry's needs.

Under the *Apprenticeship and Industry Training Act (Act)*, the board's primary responsibility is to establish the standards and requirements for training and certification in programs under the Act. The board also has additional responsibilities outlined in its Mandate and Roles Document. The board accomplishes its responsibilities through collaboration with industry and other apprenticeship and industry training system stakeholders.

The board relies on the valuable input gathered from the board's industry network to make appropriate decisions and recommendations to the Minister of Advanced Education on training and certification in apprenticeship and occupational training programs. This industry network is comprised of approximately 160 committees and more than 700 front line skilled trades professionals and employers of apprentices and occupational trainees from across the province. I would like to take this opportunity to thank the industry network members for their tireless dedication to the future of their designated trade or occupation.

I would also thank the industry stakeholders who employ and train apprentices and occupational trainees. Without meaningful employment, there would be no opportunities for these individuals to pursue valuable careers in the designated trades and occupations. I commend industry for being strategic in their workforce development by hiring, training and implementing strategies that keep apprentices and occupational trainees progressing in their programs until certification.

The board also relies on the efforts of partners that promote and provide opportunities for Albertans to explore careers in the designated trades. Apprenticeship and industry training system partners like CAREERS: The Next Generation, Skills Canada Alberta, Women Building Futures, Tribal Chiefs Employment and Training Services Association - Northeast Alberta Apprenticeship Initiative, Tradewinds to Success Training Society, and many others, have a vital role in providing or facilitating career and learning opportunities for our young Albertans, women, people of Indigenous heritage, immigrants, and others.

Last, but certainly not least, I would like to acknowledge the contributions of technical training providers, industry instructors and mentors who have had a meaningful and profound influence on our skilled workforce by sharing their knowledge, experience and practical skills with apprentices and occupational trainees. I commend you for your dedication and passion towards the development of current and future generations of Alberta's skilled trades professionals.

Our apprenticeship and industry training system is successful because of the extensive collaboration between our valued stakeholders. This effort makes Alberta's system one of the best in the world. Something we should all feel very proud of.

Sincerely,

ORIGINAL SIGNED BY

j'Amey Bevan
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 training 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 professionals. 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 apprenticeship-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 a 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 of 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 skilled and trained workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental 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 2017-2020 was in creating jobs and stabilizing and diversifying Alberta's economy. One of the government's strategic priorities: educating and training tomorrow's workforce, 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 2017-2020 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 key initiatives in 2017-2018 in support of goal 1:

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

Performance Measures		Previous Years' Results			Current Results	Target (2017-18)
1.a	Satisfaction of recent apprentice graduates with the overall quality of on-the job training ²	92% (2007-08)	91% (2009-10)	95% (2011-12)	93% (2014-15)	90+% (2017-18)
1.b	Satisfaction of recent apprentice graduates with overall quality of technical training ²	94% (2007-08)	93% (2009-10)	96% (2011-12)	94% (2014-15)	90+% (2017-18)
1.c	Percentage of apprentice graduates employed ²	n/a (2007-08)	93% (2009-10)	94% (2011-12)	86% (2014-15)	90+% (2017-18)

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 reported in 2016.

Results Achieved

- The board continued to ensure high quality training and certification standards that keep pace with industry's technology and best practices, were developed and maintained by regularly reviewing and approving designated trades and occupations' course outlines, record books, regulation amendments, policies, etc.
- The board continued to monitor the strength and effectiveness of the Industry Committee Network. The sustainability of individual committees was assessed and opportunities for improvements were considered and implemented as appropriate.
- Alternate forms of technical training delivery continue to be offered where there was sufficient demand.
- Apprenticeship and occupational training programs were regularly reviewed and viability concerns were addressed by the board where appropriate.
- The board supported recognition of trade credentials under the Canadian Free 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 key initiatives in 2017-2018 in support of goal 2:

- 2.1 Collaborate with government and industry stakeholders to develop strategies that respond to labour market supply and demand for resilient and diverse skilled trades professionals.
- 2.2 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.
- 2.3 Support government's priority to ensure industry compliance to the *Apprenticeship and Industry Training Act*.
- 2.4 Support Alberta training partners that offer apprenticeship preparatory programs and initiatives as pathways into apprenticeship for under-represented Albertans.
- 2.5 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.
- 2.6 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 (2017)
2.a Number of employer sites hiring and training apprentices	15,577 (2014)	15,373 (2015)	14,851 (2016)	13,390 (2017)	15,000

Performance Indicators ¹	Previous Years' Results			Current Results
2.b Number of new apprentices registered	23,900 (2014)	17,227 (2015)	13,004 (2016)	12,637 (2017)
2.c Number of apprentices registered	70,733 (2014)	67,955 (2015)	58,337 (2016)	50,611 (2017)
2.d Number of apprentices completing their program	8,163 (2014)	8,738 (2015)	9,206 (2016)	9,190 (2017)
2.e Number of individuals issued Occupation Certificates	424 (2014)	406 (2015)	337 (2016)	287 (2017)
2.f Number of individuals issued Qualification Certificates	1,982 (2014)	1,537 (2015)	1,021 (2016)	813 (2017)

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

- The board supported the development of the Government of Alberta's Apprentice Training Award, which provided financial assistance to apprentices who are unemployed in their trade and attending technical training at an Alberta-approved technical training provider.
- The board supported the development of the Government of Alberta's grant-based program to support community organizations that provide wrap-around services that prepare barriered or under-represented individuals (Indigenous people, women and youth) to pursue successful careers in the designated trades and occupations.
- The board supported the Government of Alberta's priority to ensure industry compliance to the *Apprenticeship and Industry Training Act*.
- Alberta supported Pan-Canadian apprenticeship initiatives that enhance apprenticeship 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 2017-2018 in support of goal 3:

- 3.1 Promote the availability and advantages of careers in the designated trades and occupations 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 Promote the Industry Committee Network as a valuable mechanism for engagement in the current and future success of the apprenticeship and industry training system.
- 3.4 Support stakeholder partners who promote designated apprenticeship and industry training programs.
- 3.5 Promote apprenticeship and industry training scholarships and awards to encourage apprenticeship progression, 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 (2017)
3.a	Number of scholarships available	879 (2014)	879 (2015)	879 (2016)	880 (2017)	879
3.b	Percentage of completing apprentices in red seal trades writing red seal exams in the same year	95% (2014)	95% (2015)	90% (2016)	89% (2017)	90+%
3.c	Percentage of completing apprentices in red seal trades passing red seal examinations in the same year	78% (2014)	79% (2015)	78% (2016)	77% (2017)	80+%

Results Achieved

- Board members promote the apprenticeship and industry training system at various local and regional events, including Skills Canada Alberta competitions.
- The board continued to support organizations such CAREERS: The Next Generation, Skills Canada Alberta, Tribal Chiefs Employment and Training Services Association - Northeast Alberta Apprenticeship Initiative, Women Building Futures, Tradewinds to Success Training Society, and others, who either promote, facilitate or provide opportunities for individuals to pursue careers in the designated trades and occupations.
- 51 dual credit opportunities were approved for funding under the Provincial Dual Credit Strategy, 12 of them were directly related to trades-related programming.
- The board continued to support strategies that promote public and industry awareness of opportunities in the industry network.
- The board continued to encourage excellence in the apprenticeship and industry training system by recognizing exceptional apprentices, employers, instructors, and mentors at its annual Board Awards event.
- The Alberta Apprenticeship and Industry Training Board Family of Scholarships was promoted to over 6,000 apprentices in 2017.
- The board continued to support and promote programs that enable certified journeypersons to leverage their credentials towards life-long learning and career advancement such as the Interprovincial Standards Red Seal Program, Alberta's Achievement in Business Competencies (Blue Seal) Program and NAIT's Trades to Degrees Program.

Members of the Board

Chair

J'Amey Bevan



J'Amey Bevan 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. Ms. Bevan is a Director on the Alberta Workplace Essential Skills Board, the Better SuperVision Board, the Canadian Apprenticeship Forum Board, and has been the project team lead for the Mentorship Project at the Building Trades of Alberta.

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. She is the Senior Project 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.

Michael (Mike) Yorke



Mike Yorke has served on the board since May 9, 2017. He holds a trade certificate with an Interprovincial Red Seal endorsement in the steamfitter-pipefitter trade, as well as trade certificate in the gasfitter trade. Mr. Yorke is currently employed as the Director of Training at Women Building Futures.

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 Standards Red Seal endorsement in the automotive services technician trade. Mr. Boutin has over 25 years of experience in the automotive services industry and 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.

Delaine Coleman



Delaine Coleman has served on the board since May 9, 2017. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the electrician trade as well as Bachelor of Arts and Bachelor of Education degrees from the University of Lethbridge. Ms. Coleman is currently employed as an instructor with the Electrical Industry Training Centres of Alberta.

Brian Dort



Brian Dort has served on the board since February 7, 2018. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the industrial mechanic (millwright) trade. Mr. Dort is currently employed as a business agent for the Millwrights Local 1460 for the Fort McMurray/Wood Buffalo district. Mr. Dort participated on the Industrial Mechanic (Millwright) Provincial Apprenticeship Committee and the Industrial Mechanic (Millwright) Local Apprenticeship Committee – Fort McMurray from 2017 until his appointment to the board.

Members of the Board (continued)

Representing employees in designated trades (continued)



Gursewak Mann

Gursewak Mann has served on the board since May 9, 2017. He holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter trade and a trade certificate with an Interprovincial Standards Red Seal endorsement in the plumber and gasfitter (B) trade. He also holds an Achievement in Business Competencies (Blue Seal) Certificate from Alberta Apprenticeship and Industry Training. Mr. Mann is currently employed as a Construction Coordinator at Sherritt International Metals Business Unit in Fort Saskatchewan.

Representing employers in industry other than designated trades



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.



Tyrone John

Tyrone John has served on the board since February 7, 2018. He holds an Alberta trade certificate in the electrician trade. Mr. John is the owner/operator of T6 Electric.

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 is currently employed as Director of Fabrication at Supreme Steel and has over thirty years of experience in the metal fabrication and manufacturing industry in various senior management and executive level roles.



Freeman (Trish) Willerton

Freeman Willerton has served on the board since February 7, 2018. Mr. Willerton holds a trade certificate with an Interprovincial Red Seal endorsement in the electrician trade. He is currently employed as an electrical contractor and is the owner/operator of Intuition Electric Group. As a long-time business owner and entrepreneur, Mr. Willerton has extensive experience in developing and empowering teams. He has also been involved in policy and operational development with several boards and committees.

Outgoing Board members



Kent B. Dietrich

Kent Dietrich served on the board from June 12, 2013 until December 11, 2017. 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 apprenticeship program.



Roger Geisinger

Roger Geisinger served on the board from March 10, 2011 until May 27, 2017. 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.



Christopher Race

Christopher Race served on the board from March 10, 2011 until August 27, 2017. 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.