



Alberta Apprenticeship and Industry Training Board

Annual Report 2020-2021



Overview

Alberta's apprenticeship and industry training system (system) is a collaborative partnership that is designed to develop and certify highly knowledgeable and skilled journeypersons in more than 50 designated trades and occupations. Industry sets training and certification standards 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 learning component of apprenticeship and occupational training programs. Post-secondary institutions provide the classroom instruction component of apprenticeship programs, as well as offer formal training in some designated occupations.

Established by the Government of Alberta, the board's role is 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, system clients and stakeholders (industry, government, junior and senior high schools, and post-secondary institutions) collaborate together to ensure that Alberta has the skilled and educated workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental practices in the workplace.

The board consists of a board chair and up to 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 industries other than in designated trades. To ensure a balanced approach, employers and employees are represented in equal numbers. The board also addresses the interests of Alberta's industry sectors, geographic regions and economic activities. The board is committed to increasing diversity and inclusion in the Skilled Trades community.

Board members engage with industry to discuss major issues that affect the system. A board member represents the board on the Skills Canada Alberta Board of Directors. Board members attend annual general 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 Alberta Apprenticeship and Industry Training Board Family of Scholarships provides approximately 400 scholarships annually to apprentices to recognize their achievements and support their progression through their apprenticeship programs. The board also hosts an annual Apprenticeship and Industry Awards of Excellence event that formally recognizes exceptional individuals and organizations in the apprenticeship and industry training system through awards to Top Apprentices, Top Employers, Top Employer of Indigenous Apprentices, Top Instructors, Top Mentors, Top Presiding Officers, and Chairperson's Awards of Excellence.

In addition to chairing the board, the board chair represents Alberta's apprenticeship and industry training system as the chair of the Interprovincial Alliance of Board Chairs (IPA). IPA connects with the Canadian Council of Directors of Apprenticeship (CCDA). CCDA represents the jurisdictional authorities for the delivery of apprenticeship across Canada and IPA represents industry across Canada. In addition, the board chair is a member and sits as vice-chair of the Canadian Apprenticeship Forum – Forum Canadien sur l'apprentissage (CAF-FCA), a non-profit organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country.

As a Government of Alberta public agency, the board's work is aligned with the government direction. For more information about the board and system, including apprenticeship and industry training annual profiles and statistics, please visit our website at www.tradesecrets.alberta.ca.

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Message from the Board Chair



On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2020-2021 Annual Report.

In 2020, Alberta's economy continued to be challenged by the COVID-19 global pandemic and subsequent public health restrictions that were implemented to slow the virus spread and reduce the impact of the virus on the province's health care system. In addition, the Alberta's apprenticeship registration and completion numbers reflect the state of the economy, especially in the oil and gas, construction and service industries. Continuing to invest in the development of a well-educated and highly skilled Alberta trades workforce is critical to Alberta's economic recovery, competitiveness and long-term prosperity.

In September 2020, the Government of Alberta released the Skills for Jobs Task Force final report which proposed changes to strengthen and expand Alberta's apprenticeship education system. As the government works towards the implementation of apprenticeship system changes, the board continued to work towards our goals of ensuring that the apprenticeship and industry training programs are high-quality, as well as aligned and responsive to labour market demand. The board hosted its first virtual Apprenticeship and Industry Awards of Excellence event where we recognized exceptional achievements of Top Apprentices, Top Employers, Top Employers of Indigenous Apprentices, Top Instructors, Top Mentors, Top Presiding Officers, and Chairperson's Awards of Excellence. We also celebrated, along with all Albertans and especially with our Skilled Trades community, the Government of Alberta's first inductees into the Alberta Trades Hall of Fame. The board believes that the recognition of the high standard of excellence and contributions of the skilled trades to Alberta's economy and society, lead the way to increasing the public perception and parity of esteem of apprenticeship education and skilled trades careers.

Over the past year, the board continued to focus on the needs of apprentices and industry during these challenging times and explored how we can support the system as it continues to evolve. The board provided the Minister of Advanced Education recommendations in the areas of innovative ways to engage our valuable industry network, strategies to support quality on-the-job learning, and ways for industry and employers to ensure safe and inclusive work environments. Additionally, the board was committed to maintaining its engagement with members of its provincial industry advisory network on apprenticeship program enhancements. The board believes that a strong and engaged industry network is critical to the board's operations, and ultimately, Alberta's apprenticeship and skilled trades' success.

It has been an honour to serve on the Alberta Apprenticeship and Industry Training Board along with truly talented and invested individuals who have dedicated their time and passion to enhancing apprenticeship education in Alberta. I would like to thank all the individuals on the board's industry network committees, our industry partners, our apprenticeship post-secondary education system, and the Government of Alberta for their continued support of the apprenticeship and industry training system.

ORIGINAL SIGNED BY

j'Amey Bevan, RSE
Chair

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.

Key Strategy 1: Building a high quality apprenticeship and industry training system

Priority Initiatives and Outcomes

- The board regularly reviewed and approved designated trades and occupations' course outlines, record books, regulation amendments and policies to ensure that high quality training and certification standards were developed and implemented so that apprenticeship and occupational learning programs were relevant and kept pace with technology changes and industry best practices.
- The board supported the Government of Alberta's work in connecting with employers as a means to influence employers to provide high quality on-the-job learning experiences that increased apprentices' and occupational trainees' skills, competencies, program progression and life-long career success.
- The board, through connections with its industry network, engaged with apprentices, employers, industry associations, and system stakeholders to gain their perspectives and knowledge about building a more efficient apprenticeship and industry training system.
- The board chair participated on the Skills for Jobs Task Force and contributed an industry perspective to the Task Force's recommendations on how the current apprenticeship education system could be strengthened and expanded to other non-trade industries as well as how to raise the parity of esteem of apprenticeship education so that it can be publicly recognized to have as much value, merit, and worth as other post-secondary education programs.
- The board continued to encourage and support the improvement of system processes and technologies that effectively served apprentices and industries' needs.

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

Key Strategy 2: Alignment with labour market supply and demand

Priority Initiatives and Outcomes

- The board regularly reviewed industry and apprenticeship system reports and information during its board and industry network meetings to better understand the cyclical nature of Alberta's labour market supply and demand.
- The board continued to encourage and motivate employers to hire, register and train apprentices and occupational trainees as the best strategy to meet current and future workforce development requirements.
- The board continued to support the Government of Alberta's priority to ensure industry compliance to the certification requirements outlined in the *Apprenticeship and Industry Training Act*.
- The board encouraged the Government of Alberta's use of grant-based programs to support community organizations that provided wrap-around services to Indigenous people, women and youth to enable under-represented or barriered individuals or groups to pursue successful careers in the skilled trades.
- The Indigenous Advisory Panel continued to provide advice and recommendations to the board and Government of Alberta on strategies that may reduce barriers that prevent Indigenous people from entering or progressing through their apprenticeship programs.

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

Key Strategy 3: Building awareness of careers in designated trades and occupations

Priority Initiatives and Outcomes

- The board continued to support organizations that promote, facilitate or provide opportunities for individuals to pursue careers in the designated trades and occupations. These organizations included CAREERS: The Next Generation, Skills Canada Alberta, Tribal Chiefs Employment and Training Services Association - Northeast Alberta Apprenticeship Initiative, Women Building Futures, and others.
- The board recognized exceptional apprentices, employers, instructors, mentors, industry network presiding officers, and other influential stakeholders by hosting the first virtual Apprentice and Industry Awards of Excellence event.
- The board continued to work with the Government of Alberta to explore and develop strategies that enhance communications with apprenticeship community stakeholders and partners using social media tools and platforms.

Members of the Board

Chair



j'Amey Bevan

Current Term: May 27, 2019 to May 26, 2022; member since May 27, 2016

j'Amey Bevan 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 has worked in the industrial construction and maintenance industry for over 20 years and is the Director of National Training for the Boilermakers National Training Trust Fund (NTTF). She is a Director on the Alberta Workplace Essential Skills Board (AWES), the Canadian Apprenticeship Forum Board (CAF-FCA) and Chair of the Interprovincial Alliance of Board Chairs of Canada.

Representing employers in designated trades



Joerg John

Current Term: September 18, 2018 to September 17, 2021

Joerg John holds a trade certificate with an Interprovincial Red Seal endorsement in the baker trade, as well as a Bachelor of Arts in Public Administration and Master Journeyman Baker certification from Germany. Mr. John is currently employed as a Bakery Supervisor at the Real Canadian Superstore in Airdie, Alberta. Mr. John has previously participated as a member on the Baker Provincial Apprenticeship Committee as well as held the position of presiding officer on the Baker – Local Apprenticeship Committee Calgary until his appointment to the board. Mr. John is also a PTC (Technical Committee member) and judge for Skills Canada Alberta.



Simone Schendel Reese

Current Term: June 12, 2019 to June 11, 2022

Simone Schendel Reese holds a Bachelor of Computer Science degree from the DeVry Institute of Technology. Ms. Schendel Reese is currently employed as a Senior Partner and hiring manager at Schendel Mechanical Contracting Ltd. Ms. Schendel Reese is a strong advocate for education and building community connections. She is committed to integrity, equality and safety in the workplace.

Representing employees in designated trades



Blaine Boutin

Current Term: May 27, 2019 to May 26, 2022; member since May 27, 2016

Blaine Boutin holds a trade certificate with an Interprovincial Red Seal endorsement in the automotive services technician trade. He has over 30 years of experience in the automotive service industry and is currently employed as an automotive service technician and shop foreman at DynEco Automotive Service, where he has mentored and trained many apprentices and technicians. Mr. Boutin participated on the Automotive Service Technician Provincial Apprenticeship Committee from 2009 to 2015. In 2013, he was awarded Canadian Technician of the Year by Canadian Technician Magazine.



Brian Dort

Current Term: February 7, 2018 to February 6, 2021

Brian Dort holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the industrial mechanic (millwright) trade. He is currently employed as a business agent for the Millwrights Local 1460 for the Fort McMurray/Wood Buffalo district. Prior to his current position, he held positions as a millwright instructor at the Southern Alberta Institute of Technology (SAIT) and at Nova Scotia Community College. Mr. Dort has participated as a judge in skills competitions hosted by Skills Canada, Skills Canada Alberta and the Alberta Regional Council of Carpenters for the Millwrights competition. In 2017, he represented Alberta as a subject matter expert at the Millwright Exam Bank review in Ottawa. Mr. Dort has sat on the Skills Canada/Alberta board since 2019, is a member of Millwrights Local 1460 Executive Committee, and a delegate for Alberta Regional Council of Allied Workers.

Members of the Board (continued)

Representing employers in industry other than designated trades



Jordan Jolicoeur

Current Term: March 8, 2019 to March 7, 2022

Jordan Jolicoeur holds an Alberta trade certificate in the electrician trade as well as a Master Electrician Certificate of Competency from the Safety Codes Council. He is the President and Chief Executive Officer at Carvel Electric. In 2018, Mr. Jolicoeur received the “National Aboriginal Youth Entrepreneur of the Year Award” from the Canadian Council for Aboriginal Business.

Representing employees in industry other than designated trades



Delanee Daviau

Current Term: May 9, 2018 to May 8, 2021

Delanee Daviau holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade. Mrs. Daviau worked as a welder with the Ironworkers’ Local 720 and then as a Haul Truck Operator with the International Union of Operating Engineers Local 955, where she now works as a Membership Development Advisor. In 2018, Mrs. Daviau received the ACTIMS: Women in Trades Award as an ironworker apprentice for her contributions to the unionized construction industry.



Freeman Willerton

Current Term: February 7, 2018 to February 6, 2021

Freeman Willerton holds a trade certificate with an Interprovincial Red Seal endorsement in the electrician trade. Mr. Willerton 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

Outgoing Board members



Megan Mathes

Megan Mathes served on the board from May 2014 to May 2020, including as vice chair from May 2018 to May 2020. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the Refrigeration and Air Conditioning Mechanic trade, and a journeyman certificate in the Gasfitter (A) trade, an Achievement in Business Competencies (Blue Seal) certificate from Alberta Apprenticeship and Industry Training, and a Certificate of Professional Management specializing in Strategic Management through the University of Calgary. Ms. Mathes is currently employed at Modern Niagara as General Manager of Building Services and Controls for Alberta. Ms. Mathes served as both a member and Presiding Officer of the Refrigeration and Air Conditioning Mechanic Local and Provincial Apprenticeship Committees prior to becoming a Board Member.



Delaine Coleman

Delaine Coleman served on the board from May 2017 to May 2020. She holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the electrician trade as well as an industrial construction crew supervisor occupational certificate. During her time as an educator, Ms. Coleman worked with a diverse cross-section of learners, including elementary to adult education, with an emphasis on Special Education programs. Ms. Coleman has experience as an electrical and safety instructor. She is an active member of the International Brotherhood of Electrical Workers-Local 424 and is currently employed as an electrician in the industrial sector. Ms. Coleman served as a Special Advisor to the Board in 2021.



Gursewak Mann

Gursewak Mann served on the board from May 2017 to May 2020. 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) trades. 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 Supervisor at Sherritt International Metals Business Unit in Fort Saskatchewan. Mr. Mann served as a Special Advisor to the Board in 2021.



Michael (Mike) Yorke

Mike Yorke served on the board from May 2017 to May 2020. 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 has more than 27 years of industry experience. Throughout his career, he has championed the hiring and training of apprentices on numerous large industrial construction projects in the oil and gas sector. Mr. Yorke has participated in the development of several industry best practices and continues to chair the Construction Owners Association of Alberta's Workforce Development and Sustainment Committee. Mr. Yorke served as a Special Advisor to the Board in 2021.