



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

CAF-FCA 2006 CONFERENCE
MONTREAL, QUEBEC ❖ DELTA CENTRE-VILLE
JUNE 4 – 6, 2006

APPRENTICESHIP
A WINNING
FORMULA

THEME PARTNER



Canadian Operating Engineers

Joint Apprenticeship And Training Council

PRELIMINARY PROGRAM AND REGISTRATION INFORMATION

A BIG THANK YOU TO OUR PARTNERS

We wish to thank the following partners and contributors who have confirmed their support of the CAF-FCA 2006 Conference

“Apprenticeship – A Winning Formula”

THEME PARTNER

- ✘ Canadian Operating Engineers Joint Apprenticeship And Training Council

PLATINUM PARTNER

- ✘ Government of Canada

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- ✘ United Association Canadian Training Trust Fund

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- ✘ International Brotherhood of Electrical Workers, First District Canada
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- ✘ Electrical Contractors Association of British Columbia
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- ✘ Saskatchewan Apprenticeship and Trade Certification Commission
- ✘ Women In Resource Development Committee
- ✘ Association of Canadian Community Colleges
- ✘ Skills/Compétences Canada®
- ✘ Ontario Chamber of Commerce

CONFERENCE OBJECTIVES

The CAF-FCA 2006 Conference *“Apprenticeship – A Winning Formula”* will build on the success of previous pan-Canadian apprenticeship conferences held in British Columbia (2002) and Nova Scotia (2004). The conference is designed to:

- ✘ Provide a meaningful opportunity to gain insight from speakers and delegates; discuss strategic directions; and network with others within the apprenticeship community;
- ✘ Recognize our Conference Partners and leaders in apprenticeship training in Canada;
- ✘ Present and discuss CAF-FCA initiatives which are of interest to the apprenticeship community.



Montreal Skyline from the Old Port
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Dear Conference Participant,

The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) invites you to its 2006 Conference “**Apprenticeship – A Winning Formula**” supported by our Theme Partner, the Canadian Operating Engineers Joint Apprenticeship And Training Council. We believe you won't want to miss this excellent opportunity to share leading-edge information and to network with other apprenticeship stakeholders.

As you may know, the CAF-FCA is a not-for-profit, multi-partite organization bringing together the key constituents within the apprenticeship community. CAF-FCA is a unique partnership of representatives of labour, business, the Interprovincial Alliance of Apprenticeship Board Chairs (IPA), educators, persons with disabilities, members of visible minorities, Aboriginal persons, women, the Canadian Council of Directors of Apprenticeship (CCDA), and Human Resources and Social Development.

The conference is designed to appeal to a broad audience as it showcases new, innovative and exciting developments in apprenticeship. More than 450 delegates will be revving up for an exciting and jammed-packed program.

Please join us for the conference opening ceremonies where we will honour all our Conference Partners. The program will include unique perspectives and insights from the following invited guests:


- ✘ The Prime Minister of Canada, the Right Honourable Stephen Harper;
- ✘ The Honourable Diane Finley, Minister of Human Resources and Social Development;
- ✘ The Honourable Monte Solberg, Minister of Citizenship and Immigration;
- ✘ The Honourable Michelle Courchesne, Minister of Employment and Social Solidarity, Government of Quebec;
- ✘ Ms. Donna Wilson, Senior Vice President, Human Resources and Sustainability from the Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games (VANOC); and
- ✘ Dr. Linda Duxbury, who will provide information and advice on how employers can remain competitive by understanding the dynamics of tomorrow's workforce.

The balance of the program will be comprised of exciting concurrent sessions, presented by stakeholders within the Canadian apprenticeship community.

On behalf of the CAF-FCA conference committee and all the board members, we encourage you to register early for “**Apprenticeship – A Winning Formula**”. We hope you take this valuable opportunity to participate in this important conference and support the Canadian apprenticeship systems.



Cindy Oliver
Conference Co-Chair
Labour Representative



Tom Cochren
Conference Co-Chair
Business Representative

PROGRAM AT-A-GLANCE

SATURDAY, JUNE 3, 2006

14:00 – 19:00 **Registration**

SUNDAY, JUNE 4, 2006

10:00 – 19:00 **Registration**

12:30 – 19:00 **Exhibits Open for Viewing**

13:00 – 15:00  **Opening Ceremonies**

Video Presentation: O Canada

Greetings: The Honourable Michelle Courchesne, Minister of Employment and Social Solidarity, Government of Quebec (invited)

The Honourable Diane Finley, Minister of Human Resources and Social Development Canada (invited)

The Right Honourable Stephen Harper, Prime Minister of Canada (invited)

Video Presentation: Partners Recognition

Plenary Presentation: Legacy of Excellence

Keynote Speaker: Donna Wilson, Senior Vice President, Human Resources and Sustainability, VANOC

15:00 – 15:30 **Networking Break**

15:30 – 17:00  **Plenary Presentation:** What is the Return on Investment for Apprenticeship Training?

Guest Speakers: Allan Bruce, Chair of the CAF-FCA Cost of Apprenticeship/Return on Training Investment Project Committee

Rod Eastman and Paul McLellan, Members of the CAF-FCA Cost of Apprenticeship/Return on Training Investment Project Committee

18:00 – 19:00 **Pre-Dinner Reception / Cash Bar**

19:00 – 21:30 **Opening Dinner**

MONDAY, JUNE 5, 2006

07:00 – 17:00 **Registration**

07:00 – 17:00 **Exhibits Open for Viewing**

07:15 – 08:30 **Buffet Breakfast**

08:30 – 10:00  **Plenary Presentation:** Credential Recognition of Internationally Trained Workers in the Construction Industry









Guest Speaker: George Gritziotis, Executive Director, Construction Sector Council (CSC)

10:00 – 10:30 **Networking Break**




MONDAY, JUNE 5, 2006

- 10:30 – 12:00 **Concurrent Sessions**
-  **101:** Steering Towards the Future... Employers, Unions and Employers' Associations
Participate in a Cracker Barrel Session
 -  **102:** Workplace Apprenticeship in Quebec – A Unique Tool
 -  **103:** Aboriginal Trades and Apprenticeship
 -  **104:** Adapting to Industry-Led Apprenticeship Training
 -  **105:** Off-site Tour – École des métiers de la construction de Montréal
- 12:00 – 13:30 **Lunch**
- Guest Speaker:** The Honourable Monte Solberg, *Minister of Citizenship and Immigration (invited)*
- 13:30 – 15:00 **Concurrent Sessions**
-  **201:** Accessing Apprenticeship Training – Cracker Barrel Session
 -  **202:** Partnerships – A Driving Force in the Development of Apprenticeship Strategies
 -  **203:** Getting Up to Speed on Skills Issues
Skills Shortages – New Developments and Innovations
 -  **204:** Winning on the World Stage – WorldSkills Calgary 2009
 -  **205:** Getting on the Right Track
- 15:00 – 15:30 **Networking Break**
- 15:30 – 17:00 **Concurrent Sessions**
-  **301:** Start Your Engines – Attracting Youth and Implementing a Workplace Mentoring Program – Cracker Barrel Session
 -  **302:** Tuning Up Your Knowledge – Essential Skills and Apprenticeship
 -  **303:** A Partnered Pathway to the Red Seal
 -  **304:** Running Near Empty – Addressing the Skills Shortage in the Canadian Automotive Industry
 -  **305:** Skilled Trades – A Career You Can Build On. Want Opportunity, Respect, and Good Pay?
- 17:30 – 21:30  **Dining Experience from the 17th Century (Optional Off-site Activity)**

TUESDAY, JUNE 6, 2006

- 07:00 – 14:30 **Registration**
- 07:00 – 14:30 **Exhibits Open for Viewing**
- 07:15 – 08:30 **Buffet Breakfast**
- 08:30 – 10:00  **Plenary Presentation:** Future Direction for Apprenticeship Systems
Guest Speaker: Craig Norton, *Chair, Canadian Council of Directors of Apprenticeship*
- 10:00 – 10:30 **Networking Break**
- 10:30 – 12:00 **Concurrent Sessions**
-  **401:** Addressing Essential Skills – Cracker Barrel Session
 -  **402:** Charging It Up
 -  **403:** Partnering for Success
 -  **404:** On the Road – Apprenticeship Alternative Delivery
 -  **405:** New CO-OP Diploma Apprenticeship Program
- 12:00 – 14:00 **Lunch**
-  **Presentation:** Work/Life Balance: A Competitive Advantage
Keynote Speaker: Dr. Linda Duxbury, *Professor at the Carleton University School of Business and Director of Research at the Centre for Research and Education on Women and Work*
- 14:00 – 14:30  **Closing Ceremonies**

LEGEND

-  Indicates sessions that will have simultaneous interpretation.
 -  Cracker Barrel Sessions – At each round table of 10, information on a specific topic related to apprenticeship will be presented. There will be 3 sets of 20 minute presentations giving “quick” and valuable information. After 20 minutes has elapsed, participants will move quickly to another table with a new topic.
 -  Off-site Tour/Activity – Bus transportation will be provided.
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“APPRENTICESHIP – A WINNING FORMULA” PROGRAM

SUNDAY, JUNE 4, 2006

- 13:00 – 15:00 **🗣️ Opening Ceremonies**
Video Presentation: O Canada
Greetings: The Honourable Michelle Courchesne, *Minister of Employment and Social Solidarity, Government of Quebec (invited)*
The Honourable Diane Finley, *Minister of Human Resources and Social Development (invited)*
The Right Honourable Stephen Harper, *Prime Minister of Canada (invited)*
Video Presentation: Partners Recognition
Plenary Presentation: Legacy of Excellence
Keynote Speaker: Donna Wilson, *Senior Vice President, Human Resources and Sustainability, VANOC*
- 15:00 – 15:30 **Networking Break**
- 15:30 – 17:00 **🗣️ Plenary Presentation:** What is the Return on Investment for Apprenticeship Training?
The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) has completed a landmark study on the Cost/Benefit of Apprenticeship Training in Canada. Key Canadian economists suggest it is the “largest and most stringent data existing in Canada, on this issue. The methodology is sound”. Employers across the country are excited about the results and have validated the findings as relevant, and as depicting a fair picture of apprenticeship in Canada in today’s marketplace.
Guest Speakers: Allan Bruce, *Chair of the CAF-FCA Cost of Apprenticeship/Return on Training Investment Project Committee*
Rod Eastman and Paul McLellan, *Members of the CAF-FCA Cost of Apprenticeship/Return on Training Investment Project Committee*
- 18:00 – 19:00 **Pre-Dinner Reception / Cash Bar**
- 19:00 – 21:30 **Opening Dinner**

MONDAY, JUNE 5, 2006

- 07:15 – 08:30 **Buffet Breakfast**
- 08:30 – 10:00 **🗣️ Plenary Presentation:** Credential Recognition of Internationally Trained Workers in the Construction Industry
Guest Speaker: George Gritziotis, *Executive Director, Construction Sector Council (CSC)*
What role will internationally trained workers in the construction industry play in tomorrow’s labour market? This session will focus on the CSC’s recent study which examines how foreign credentials are assessed in the construction industry. The study concluded that internationally trained workers are at a disadvantage because of language barriers, insufficient documentation and lack of knowledge about Canadian health and safety regulations, building codes and other workplace requirements. What does this mean for the future of Canada’s labour market?
- 10:00 – 10:30 **Networking Break**



MONDAY, JUNE 5, 2006

10:30 – 12:00

Concurrent Sessions 101 – 105



CS 101: Steering Towards the Future... Employers, Unions and Employers' Associations Participate in a Cracker Barrel Session (a. to e.)

a. The Electrical Apprenticeship Mosaic in Manitoba: Building the Common Core Curriculum

This cracker barrel is designed to share the experiences that resulted in the development of a common core curriculum for the Manitoba Power Electrician Curriculum and how those efforts impacted three electrical trades in Manitoba. The benefits to industry and other stakeholders in implementing this approach will be highlighted.

Presenters: *Ihor Cap, Program Development Coordinator (Electrical and Piping Trades),
Manitoba Advanced Education and Training, Apprenticeship Branch*
William (Bill) Tait, Senior Electrical Technician, Manitoba Hydro

b. BC Hydro's Field Driven Technical Training Model

Hear about the process BC Hydro Generation followed to develop and implement a Field Driven Technical Training model that supports training for both journeypersons and apprentices.

Presenters: *Sue Turner, Manager, Training & Development, BC Hydro Generation*
Alex Coutts, Trades Training Project Coordinator, BC Hydro Generation

c. Dexterity Online Platform Applied to Manual Skills Development in a Trade

Discover how an online simulation environment can use the workplace, training and home settings of an apprentice welder. Put into practice the concepts and the psychomotor skills associated with a trade. Become an apprentice aluminum welder during a few minutes by trying out the virtual training simulator. Participants interested in the welding will be able to assimilate in a few minutes.

Presenters: *Claude Choquet and Bernard Michaud, 123 Certification inc.*

d. CSA Present the Electrician's Self Assessment Tool and 2006 Canadian Electrical Code

Hear about an assessment tool that is endorsed by the CECA, the IBEW and many former apprentices. According to the electrical industry, this tool contributes to success in apprenticeship... this is a winning partnership!

Presenter: *Robert Nelson, Canadian Standards Association*



MONDAY, JUNE 5, 2006

10:30 – 12:00 **Concurrent Sessions 101 – 105 (continued)**

e. Journeyman in the Rig Hand: the Drilling Industry and the Rig Technician Trade

New technology, high activity levels, and a tight labour market have made it increasingly difficult for the industry to train workers to a consistent standard. This new trade of Journeyman in the Rig Hand clearly demonstrates why apprenticeship is a winning formula in the oil patch, too.

The Canadian Association of Oilwell Drilling Contractors (CAODC) represents a fleet of approximately 748 oil rigs and employs thousands of individuals in the direct hands-on operation of these rigs – particularly in Alberta and BC. This “new” trade has been developed by industry in partnership with two provincial governments and was designed to address an important Labour Market demand.

Presenters: *Cindy Soderstrom, Apprenticeship Coordinator, Canadian Association of Oilwell Drilling Contractors*

Nancy Malone, Manager of Economic Analysis, Canadian Association of Oilwell Drilling Contractors

 **CS 102: Workplace Apprenticeship in Quebec – A Unique Tool**

This session will provide participants with an overview of various training systems in Quebec. The workshop will also describe in detail the general framework of development and recognition of workplace skills adopted in 2001 by the *Commission des partenaires du marché du travail*. The originality of this flexible formula was developed by various economic partners.

Presenters: *Richard Fahey, President, Task Force of the Commission des partenaires du marché du travail (CPMT) sur l'apprentissage en milieu de travail and Vice-President, Quebec, Canadian Federation of Independent Business (CFIB)*

Smaïl Bouikni, Executive Director, Labour Development, Commission des partenaires du marché du travail

 **CS 103: Aboriginal Trades and Apprenticeship**

New Aboriginal talent is emerging at almost three times the rate of non-Aboriginal people. By 2016, it is predicted the Aboriginal labour force in Canada will double. While the current average age of a non-Aboriginal person is 35.4 years, the average age of an Aboriginal Canadian is 25.5 years. The Aboriginal labour force is one of the few positive solutions to the ultimate shortfall of skilled tradespeople in Canada. Attend this session to hear about two new provincial initiatives to increase Aboriginal participation in trades employment and apprenticeship.

Presenters: *Sandra Stevens, National Director, Trades and Apprenticeship Project, Aboriginal Human Resource Development Council of Canada*

Dean Bourque, Project Coordinator, Think Trades, Alberta Aboriginal Apprenticeship Project

Raf DeGuevara, Director of Trades and Apprenticeship, British Columbia Aboriginal Human Resource Development Society

MONDAY, JUNE 5, 2006

10:30 – 12:00

Concurrent Sessions 101 – 105 (continued)

CS 104: Adapting to Industry-Led Apprenticeship Training

This session will explore and discuss the way in which partnerships have been developed to adapt to industry-led apprenticeship training goals. Change has led to the development of the Construction Industry Training Institute (CITI) of British Columbia, an umbrella organization for training plans from 12 International Unions.

Presenters: *Kelly Sinclair, Director of Training, Construction Industry Training Institute of British Columbia*

Wayne Peppard, Executive Director, British Columbia and Yukon Territory Building & Construction Trades Council

CS 105: Off-site Tour – École des métiers de la construction de Montréal

This off-site tour will motivate and rev you up! That is a personal guarantee from the School's Director, Mr. Alain Prud'homme. Come hear about the investment and commitment this school demonstrates to all apprentices who have fire in their belly, and a passion for their trade. Open to the first 100 delegates. Note: this session will take 2 hours.

12:00 – 13:30

Lunch

Guest Speaker: *The Honourable Monte Solberg, Minister of Citizenship and Immigration (invited)*

The issue of skills shortages is complex and no single solution is likely to address the need for future labour requirements. In that vein, it is critical that the apprenticeship community work to examine and discuss the role that immigration might play in addressing the issues of a highly skilled workforce.

13:30 – 15:00

Concurrent Sessions 201 – 205

CS 201: Accessing Apprenticeship Training – Cracker Barrel Session (a. to e.)

a. A Gender Lens on Apprenticeship: The Impact of Gender Sensitivity Training on Apprenticeship

This cracker barrel examines the issue of gender sensitivity in apprenticeship training. It is designed to examine the process used to deliver Gender Sensitivity Training modules to staff and students of training institutions, industry representatives and employees in the Trades and Technologies. The training modules are designed to raise awareness of and discuss strategies for dealing with gender and stereotyping issues specific to trades.

Presenters: *Jan Foley, Gender Analysis Specialist / Education Coordinator, Women In Resource Development Committee, Educational Resource Center*
Anne Marie Anonsen, Community Development Coordinator, Women In Resource Development Committee



MONDAY, JUNE 5, 2006

13:30 – 15:00 **Concurrent Sessions 201 – 205 (continued)**

b. Winning with Women in Trades – Innovative Solutions to Skills Shortages

How to advance training, apprenticeship and employment of women in the skilled trades is a key part of the “supply-side” solution. This cracker barrel describes the various regional and national programs that are effectively increasing the participation of women in the skilled trades.

Presenters: Valerie Overend and Susan King, Members, Working Committee of the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT)

c. Taking the Lead – Partnerships with Apprenticeship Stakeholders in First Nations Communities

A cracker barrel designed for discussion and participation. How can apprenticeship partnership opportunities improve skills development, educational, social and economic conditions in First Nations Communities? Come hear a winning formula to success in coordinating, implementing and delivering apprenticeship training.

Presenters: Debby Donovan, Apprenticeship Program Development Officer, Northern College of Applied Arts & Technology
Clara Wheesk, Community Development Officer, Mushkegowuk Council, Employment and Training Services

d. Gearing Up with the Saskatchewan Construction Career Projects (SCCP) Initiative

This cracker barrel shows how SCCP has had considerable success assisting Aboriginal participants and others to establish careers in the construction industry by providing links to employment, access to training, and trade certification. The session will talk about the initiative’s success, building the model, and how it is being duplicated. Successes, challenges and future developments will be discussed.

Presenter: Guy Poncelet, Dean, Trades and Industrial, Saskatchewan Indian Institute of Technologies

e. Expanding Apprenticeship Opportunities for Persons with Disabilities

The cracker barrel will examine some of the barriers that impede persons with disabilities from obtaining employment opportunities and focus on participation in the apprenticeship systems. This session will examine the roles of various stakeholders in assisting an individual to pursue apprenticeship.

Presenter: John Rae, President, Alliance for Equality of Blind Canadians and National Treasurer of the National Council of Canadians with Disabilities



MONDAY, JUNE 5, 2006

13:30 – 15:00

Concurrent Sessions 201 – 205 (continued)

CS 202: Partnerships – A Driving Force in the Development of Apprenticeship Strategies

The speakers will explain how the different parity and sector committees contribute to the development of apprenticeship strategies and models during initial and continued training, and in workplace apprenticeship. Partnerships in the construction sector as well as those established in other economic sectors of Quebec will be described.

Presenters: Chantal Dubeau, *Commission de la construction du Québec*
Jean Charest, *École de relations industrielles, Université de Montréal*

CS 203: Getting Up to Speed on Skills Issues

Skills Shortages – New Developments and Innovations

The objective of the session is two-fold. The first is to reinforce the urgency of the broader skills issues in Canada, using the current Canadian Labour and Business Centre Viewpoints Survey which includes the perspectives of business, labour and public sector leaders. The second objective of the session is to describe a promising new approach in the development of a strong multi-stakeholder partnership on skills and learning issues.

Presenter: Clarence Lochhead, *Senior Researcher, Canadian Labour and Business Centre*

CS 204: Winning on the World Stage – WorldSkills Calgary 2009

The goals of this session are to raise awareness regarding the 2009 WorldSkills Competition, to discuss the mission of the WorldSkills International, and to find out how you can get involved.

Presenter: Richard Walker, *President and CEO, WorldSkills Calgary 2009*

CS 205: Getting on the Right Track

This session will generate a discussion on the challenges and successes in developing “Industry Specific Trades” for apprenticeship and certification. It will deal with a recent initiative between the CAW and the Province of Ontario which resulted in the development of a new trade for the railway industry. The challenge is to have this work adopted by other provinces/territories in order to provide ease of mobility and recognition of credentials for employees in the railway industry across Canada.

Presenter: Brian McDonagh, *Canadian Auto Workers Union*

MONDAY, JUNE 5, 2006

15:00 – 15:30 **Networking Break**

15:30 – 17:00 **Concurrent Sessions 301 – 305**

 **CS 301: Start Your Engines – Attracting Youth and Implementing a Workplace Mentoring Program – Cracker Barrel Session (a. to d.)**

a. “Skills Work!® What’s Out There? Opportunities in the Skilled Trades and Technologies”

This cracker barrel features an informative, interactive presentation delivered by Skills Canada – Ontario about career opportunities in the skilled trades and technologies. It is designed to increase students’ awareness of these career opportunities by presenting up-to-date, relevant information and encourage students to investigate all of their post-secondary options.

Presenters: Gail Smyth, *Executive Director, Skills Canada – Ontario*
Marc Phillion, *Bilingual Liaison Officer, Skills Canada – Ontario*

b. The Wheels are Turning – Youth Initiatives

This cracker barrel features a presentation from the Apprenticeship and Industry Training in Alberta and is designed to show how students as early as Grade 10 can register as apprentices, attain high school credits and 1,000 hours towards their apprenticeship program while being paid.

Presenter: Grant Gibson, *Apprenticeship Coordinator, Apprenticeship and Industry Training Alberta*

c. ACE IT! A Winning Formula for Promoting Youth Participation in Apprenticeship

This cracker barrel session is designed to demonstrate a collaborative effort with the Industry Training Authority and the BC Ministry of Advanced Education as it relates to increasing youth participation in apprenticeship. It will be of particular interest to policy and program developers, educators, industry and others involved in apprenticeship initiatives. Come hear about ACE IT and how it integrates with Secondary School Apprenticeship.

Presenters: Sandy Steward, *Director, Client Interests, Industry Training Authority*
Paul Lukaszek, *Manager of Student Transitions, Ministry of Education*

d. A Workplace Mentoring Program – The Nova Scotia Experience

Mentoring is not a new idea but has been of interest to industry for some time. Why? Mentoring works! This presentation will provide the opportunity to learn more about Nova Scotia’s Workplace Mentoring Program. Come hear about the pilot project with the Nova Scotia Boatbuilders Association.

Presenter: Sue Boutillier, *Instructional Designer – NSCC Online Learning, Apprenticeship Training and Skill Development Division*



MONDAY, JUNE 5, 2006

15:30 – 17:00

Concurrent Sessions 301 – 305 (continued)

CS 302: Tuning Up Your Knowledge – Essential Skills and Apprenticeship

This session will share the results of a CAF-FCA study designed to investigate and understand the role that Essential Skills may play in the successful completion of Apprenticeship Training. As well, Manitoba Advanced Education and Training will share some examples of how their work is linked to this study.

Presenters: *Marjorie Davison, Member of the CAF-FCA Essential Skills Project Committee*
Margerit Roger, Essential Skills Coordinator, Apprenticeship Branch, Manitoba Advanced Education and Training

CS 303: A Partnered Pathway to the Red Seal

Holland College and the Province of Prince Edward Island have developed a provincial trades strategy. The session is intended to share the results of provincial/national/international research on trades training; to elaborate on the process of engaging the stakeholders into the provincial Trades Strategy, and to present the innovative Trades Training model being implemented in PEI. Come hear how it is being reflected in a new Trades Training model for apprentices.

Presenters: *John Lane, Trades Training Coordinator, Holland College*
Craig Norton, Manager of Apprenticeship, Department of Education, Continuing Education and Training

CS 304: Running Near Empty – Addressing the Skills Shortage in the Canadian Automotive Industry

What are the current practices and trends in the automotive manufacturing sector as they relate to apprenticeship and workplace training? This session will emphasize the skilled trades supply, support for workplace training, attraction and retention strategies, the educational system, and training costs.

Presenters: *John Mavrak, Executive Director, Council for Automotive Human Resources (CAHR)*
Colin Heslop, Co-Chair, Apprenticeship Committee, CAHR and Director of Skilled Trades, Canadian Auto Workers Union (CAW)
Caroline Hughes, Co-Chair, Apprenticeship Committee, CAHR and Manager, Government Relations, Ford Motor Co. of Canada



MONDAY, JUNE 5, 2006

15:30 – 17:00 **Concurrent Sessions 301 – 305 (continued)**

 **CS 305: Skilled Trades – A Career You Can Build On.**

Want Opportunity, Respect, and Good Pay?

An aging workforce, with too few new recruits, could spell disaster for many skilled trades. Young people are not considering the trades as a first choice career option and no one is encouraging them to do so. Many employers don't realize that hiring and training apprentices makes good business sense! Attend this session to learn more about this innovative campaign to encourage more young people to turn to the trades.

Presenter: Beverlie Cook, *Project Manager, Promoting Skilled Trades and Apprenticeship, CAF-FCA and Skills/Compétences Canada®*

17:30 – 21:30  **Dining Experience from the 17th Century (Optional Off-site Activity)**

Watch! Listen! Take part! Le Festin du Gouverneur offers you the Quebec experience at its most engaging and rewarding. Irresistibly bi-cultural and bilingual, this richly authentic, interactive dinner & attraction has been a renowned international success since 1973. Rediscover Montreal's proud heritage within the historic walls of Fort Ste-Hélène, overlooking the majestic Saint-Lawrence River and Montreal's skyline for a unique festive evening of entertainment, dining and revelry. Period costumed staff awaits your arrival! Join in the fun, festivities and Joie de Vivre while musicians, singers, and comedians entertain you. The menu will feature some old fashioned hearty food.

Space is limited to 165 people on a first-come, first-served basis. Don't miss this opportunity – reserve now!

TUESDAY, JUNE 6, 2006

07:15 – 08:30 **Buffet Breakfast**

08:30 – 10:00  **Plenary Presentation:** Future Direction for Apprenticeship Systems

The Canadian Council of Directors of Apprenticeship (CCDA) will share the work it is undertaking to improve the mobility of apprentices and certified trades persons (Red Seal holders). CCDA works collectively to improve the Apprenticeship Learning Model through the Recognition of Prior Learning, by ensuring Essential Skills are acquired and by working together towards a Common Curriculum Standard.

Guest Speaker: Craig Norton, *Chair, Canadian Council of Directors of Apprenticeship*

10:00 – 10:30 **Networking Break**



TUESDAY, JUNE 6, 2006

10:30 – 12:00

Concurrent Sessions 401 – 405



CS 401: Addressing Essential Skills – Cracker Barrel Session (a. to c.)

a. Strengthening Essential Skills Levels

CARS Council will outline its national Essential Skills Strategy for the repair and service workforce. If you want examples on how occupational Essential Skills profiles are developed, how Essential Skills levels of workers, training curricula, training delivery and workplace resources can be assessed, and how each can be strengthened for the benefit of the workforce and the workplace, then you should attend this cracker barrel.

Presenter: Jennifer Steeves, *Executive Director, Canadian Automotive Repair and Service (CARS) Council*

b. Winning on the Training Track

SkillPlan has launched an innovative “Essential Skills Intervention Pilot”, set out to improve individual apprenticeship success, improve training retention, and develop a proven model. Participants will have an opportunity to hear about this research, reflect on their own applications, and take away ideas for addressing Essential Skills needs to ensure that apprentices and industry win more often.

Presenter: Lynda Fownes, *Executive Director of SkillPlan – BC Construction Industry Skills Improvement Council*

c. Essential Skills Capacity Building in the Electrical Trades

Attend this cracker barrel and you will hear what other apprenticeable trades can learn from the Essential Skills research, learning resources and best practices developed for the electrical industry under the umbrella of the International Brotherhood of Electrical Workers and the Canadian Electrical Contractors Association.

Presenter: Carol MacLeod, *on behalf of the International Brotherhood of Electrical Workers (IBEW) and the Electrical Contractors Association of Canada*



CS 402: Charging It Up

This session will focus on the partnership of three companies in the electricity sector (Ontario Power Generation, Bruce Power and Hydro One) and the Power Workers’ Union who came together to find a pro-active solution to the shortage of skilled trades. It will demonstrate the importance of team work in finding solutions for common challenges affecting industry sectors.

Presenters: Mani Goulding, *Director, Talent Management, Ontario Power Generation*
John Sprackett and John Ives, *Staff Officers, Power Workers’ Union*
Tom Goldie, *Senior Vice President – Corporate Services, Hydro One*



TUESDAY, JUNE 6, 2006

10:30 – 12:00

Concurrent Sessions 401 – 405 (continued)

 **CS 403: Partnering for Success**

Winning partnerships ensure future success. The objective of this session is two-fold. The first part will concentrate on the role of the Training Trust Funds in the delivery of additional training needs. The demands are being placed on the not-for-profit trainers by changes to the legislation and industry needs. How does the United Association of Plumbers and Pipefitters respond to these demands through their Joint Training Trust Funds (JTTF) and Joint Apprenticeship and Training Committee (JATC) structure?

During the second part of the session, the Northern Alberta Institute of Technology & FINNING Canada will highlight their winning partnership for the development of their industry workforce and succession planning for future success.

Presenters: **Ronald Townsend**, *Canadian Training Coordinator, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada*
Laurier Ouimet, *Manager Corporate and Industry Training, Business Development Unit, Northern Alberta Institute of Technology (NAIT)*
Ray Jeffery, *Supervisor, Training Development and Delivery, FINNING Canada*

 **CS 404: On the Road – Apprenticeship Alternative Delivery**

This session will explore what institutions from four different provinces have learned from using specific alternative and innovative delivery methods for apprenticeship training. How have these initiatives evolved? What are the opportunities? How many people are using them? What is the success rate?

Presenters: **Robert Bradbury**, *President, Pacific Vocational College Ltd.*
Debbie Bridge, *Research and Development Consultant, Canadore College*
Joan Perron, *Educational Technologists, Canadore College*
Michael Kidney, *Manager of Educational Technology, Nova Scotia Community College*
Gaston Renault, *Institutional Designer, Online Learning, Nova Scotia Community College*
W.H. (Bill) Fricker, *Technology Integration and Marketing Innovations Consultant, NAIT*

 **CS 405: New CO-OP Diploma Apprenticeship Program**

Why did the Centennial College School of Transportation choose to develop three new programs? Why are industry partnerships important? This session will provide you an overview of the delivery format for the following programs, combining an Ontario College Diploma with training towards a Certificate of Qualification:

- ✘ Automotive Service Technician / Motive Power Technician, Partnered with DaimlerChrysler
- ✘ Heavy Duty Equipment Technician / Motive Power Technician
- ✘ Truck and Coach Technician / Motive Power Technician

Presenters: **Angelo Spano** and **Sean Bennett**, *Centennial College School of Transportation*



TUESDAY, JUNE 6, 2006

12:00 – 14:00

 **Lunch**

Presentation: Work/Life Balance: A Competitive Advantage

Keynote Speaker: Dr. Linda Duxbury, Professor at the Carleton University School of Business and Director of Research at the Centre for Research and Education on Women and Work

Dr. Linda Duxbury, Canada's most accomplished researcher, writer and speaker on work/life balance, has influenced policies and attitudes to help create supportive work environments in both the private and public sectors. A professor at the Sprott School of Business at Carleton University, she co-wrote numerous comprehensive national studies on work/life balance and its effect on business bottom-line. Always an enlightening and popular speaker, Dr. Duxbury's ideas and research are highly valued by major corporations and government agencies. Within the past decade she has completed major studies on Balancing Work and Family in the public, private, and not-for-profit sectors; HR and Work-family Issues in the Small Business Sector; Management Support (What is it and Why does it Matter?); Career Development in the Public Sector and in the High Tech Sector; generational differences in work values. Dr. Duxbury will address how work/life balance has an impact on an organization's ability to meet its goals; the attitudes of the upcoming generation of employees; and the conflict Canadians face between the demands of work and home.

14:00 – 14:30

 **Closing Ceremonies**

The CAF-FCA Conference Planning Committee reserves the right to add, remove or modify any session as it deems, in its sole discretion, appropriate.

PARTNERSHIP OPPORTUNITIES STILL AVAILABLE!

The CAF-FCA 2006 Conference “*Apprenticeship – A Winning Formula*” offers ample recognition of partners in the conference program and in other materials. There are still partnership opportunities.

- ❖ Attract new members / partners
- ❖ Create pan-Canadian awareness of your organization
- ❖ Promote your project / program
- ❖ Reach key stakeholders within the apprenticeship community
- ❖ Secure your place and visibility at a national gathering of apprenticeship stakeholders
- ❖ Be recognized as a key supporter of the Canadian apprenticeship training systems
- ❖ Demonstrate your organization's commitment to apprenticeship training

To receive additional information on Partnership Opportunities, visit our website at www.caf-fca.org, or contact the CAF-FCA Manager, Meetings, Suzanne LeBlanc at (613) 235-4004 ext. 201.

GENERAL INFORMATION

MEETING LOCATION

The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage presents its **2006 Conference “Apprenticeship – A Winning Formula”**, at the Delta Centre-Ville, located at 777 University Street in downtown Montreal. The theme partner for this exciting event is the Canadian Operating Engineers Joint Apprenticeship And Training Council.

CONFERENCE REGISTRATION AND FEES

The number of delegates is limited to 450. Participants are encouraged to register early to ensure their attendance at this traditionally sold-out event. Early-Bird registration with payment will be accepted until **April 28, 2006**. After **April 28, 2006**, regular registration fees will apply.

The registration fee includes access to the following:

- ✘ All conference sessions
- ✘ All conference materials
- ✘ Networking breaks
- ✘ “*Apprenticeship – A Winning Formula*” Exhibits
- ✘ Conference opening ceremonies and reception on Sunday, June 4
- ✘ Dinner on Sunday, June 4
- ✘ Breakfast and lunch on Monday and Tuesday, June 5 and 6

TO REGISTER

Please complete and return the Conference Registration and Hotel Accommodation Form (included in this brochure or available online at www.caf-fca.org) along with your payment, to:

CAF-FCA 2006 Conference Coordination Office

c/o Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage
116 Albert Street, Suite 812
Ottawa, Ontario K1P 5G3

Confirmations will be sent by Golden Planners Inc. for all registrations received by **May 19, 2006**.

PAYMENT

Payment may be made by cheque, money order, American Express, Visa or MasterCard. Cheques/money orders should be made payable to **CAF-FCA 2006 Conference**. If you are paying your registration fee by credit card, please note that “Golden Planners Inc.” will appear on your credit card statement.

CANCELLATIONS AND REFUNDS

A full refund less a \$50.00 administration fee will be processed upon receipt of a written cancellation notice to the **CAF-FCA 2006 Conference** coordination office, provided such notice is postmarked or received by fax or e-mail **no later than May 12, 2006**. No refunds will be issued for cancellations received after **May 12, 2006**. Substitutions will be accepted if submitted in writing up to and including **May 26, 2006**.



ACCOMMODATION

It is important to book your accommodation early as June is an extremely busy conference month. A block of rooms has been reserved (at special conference rates until **May 3, 2006**) at the Delta Centre-Ville, located in the heart of the downtown Montreal. For hotel information, please visit: www4.deltahotels.com/hotels/hotels.php?hotelId=35. To book your accommodation, please refer to the “Conference Registration and Hotel Accommodation Form”. **The check-in time is 3 p.m.** While every effort will be made to accommodate guests arriving early, rooms may not be immediately available.

The Delta Centre-Ville is located in the heart of downtown... where Old Montreal and the new international business district meet. The hotel is within close proximity to off-site venues and sightseeing opportunities, and offers indoor access to the subway and the Underground City.

GROUND TRANSPORTATION

Ground transportation from the airport to the hotel is the responsibility of the participant. The Delta Centre-Ville is located at approximately 20 minutes from the Montréal – Pierre Elliott Trudeau International Airport. A one-way taxi ride costs a flat rate of \$35. The train station is only a few blocks away from the hotel.

CLIMATE

Average June temperatures are in the range of 13°C to 23°C.

LANGUAGES

Montreal is the second largest French-speaking city in the world, after Paris and the most bilingual city in North America. A lot of Montrealers not only speak English and French, but 20% of the population speaks a third language as well. It is this unique blend of cultures that makes the city so dynamic. English will be the working language for the conference. Simultaneous interpretation (into French) will be provided for all plenary sessions and a selection of concurrent sessions.

TAXES

A federal Goods and Services Tax (GST) of 7% is charged on most goods and services. A Quebec provincial tax (QST) of 7.5% is added to all goods and services purchased in the Province of Quebec. Accommodations in Montreal charge a lodging tax of 3% on room rates.

CONFERENCE REGISTRATION AND HOTEL ACCOMMODATION FORM

2006 Conference “Apprenticeship – A Winning Formula”

Presented by the Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage
June 4 – 6, 2006 at the Delta Centre-Ville in Montreal, Quebec

<input type="checkbox"/> Mr.	<input type="checkbox"/> Mrs.	<input type="checkbox"/> Ms.	<input type="checkbox"/> Dr.
First Name:		Last Name:	
Title:		Department:	
Organization:			
Address:			
City:		Province/Territory:	
Postal Code:		E-mail:	
Telephone:		Fax:	
Special Requirements (dietary, accessibility, other):			

The Conference Registration Fee includes: Attendance at all conference sessions, all conference materials, networking breaks, “Apprenticeship – A Winning Formula” Exhibits, conference opening ceremonies, reception and dinner on June 4, 2006, breakfast and lunch on Monday and Tuesday, June 5 and 6.

The Conference Registration Fee *does not* include: “Dining Experience from the 17th Century”, an optional activity on Monday, June 5, 2006. A maximum of 165 tickets are available on a first-come, first-served basis.

REGISTRATION CATEGORY

Participant Exhibitor Presenter Partner

REGISTRATION FEE	Early-Bird (until April 28, 2006)	Regular (after April 28, 2006)
Conference Participant	\$450.00 plus applicable taxes	\$495.00 plus applicable taxes

Conference Registration Fee	= \$
Add 7% GST (Goods and Services Tax # 865349435)	= \$
Add 7.5% QST (Quebec Sales Tax # 1211169458) for Quebec residents only	= \$
Total Registration Fee to be paid	= \$
Companion ticket(s) for June 4 th Dinner @ \$70.00 (taxes included): #	= \$
Optional Dining Experience ticket(s) for June 5 th @ \$60.00 (taxes included): # (maximum 165 tickets available on a first-come, first-served basis)	= \$
Total amount to be paid	= \$

CONCURRENT SESSIONS SELECTION

In order to assist us with assigning the concurrent sessions to the appropriate rooms, based on the proposed preliminary program, please circle which of the concurrent sessions you plan to attend. Sessions selection will be confirmed on site.

Monday, June 5	10:30 – 12:00	101	102	103	104	105
	13:30 – 15:00	201	202	203	204	205
	15:30 – 17:00	301	302	303	304	305
Tuesday, June 6	10:30 – 12:00	401	402	403	404	405

PAYMENT

Cheque/money order made payable to **CAF-FCA 2006 Conference**

VISA MASTERCARD AMERICAN EXPRESS

Name of Cardholder: _____ Signature of Cardholder: _____

Account Number: _____ Expiry Date: _____

Note: "Golden Planners Inc." will appear on your credit card statement.

HOTEL ACCOMMODATION

The Delta Centre-Ville is located at 777 University Street, Montreal, Quebec H3C 3Z7. The hotel will not accept reservations directly. All reservations must be made through Golden Planners Inc. who will provide you with your confirmation number. All reservations must be guaranteed with a credit card and must be received no later than **May 3, 2006** to reserve at the special conference rate.

GUEST ROOM RATES

Delta guestroom \$174 / night Club Signature guestroom \$204 / night

Occupancy: Single Double / sharing with (name): _____
Room Type: Non-smoking Smoking

Arrival Date: _____ Departure Date: _____

I authorize Golden Planners to use the above credit card to guarantee my hotel reservation, or to use the following:

VISA MASTERCARD AMERICAN EXPRESS

Name of Cardholder: _____ Signature of Cardholder: _____

Account Number: _____ Expiry Date: _____

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Please complete and return the registration form with payment to:
CAF-FCA 2006 Conference
116 Albert Street, Suite 812
Ottawa, Ontario K1P 5G3
Tel: (613) 235-4004 Fax: (613) 235-7117
E-mail: suzanne_leblanc@caf-fca.org

For follow-up information pertaining to your registration and hotel reservation, please contact Amy Fogarty
Registration Coordinator at:
Golden Planners Inc.
126 York Street, Suite 301
Ottawa, Ontario K1N 5T5
Tel: (613) 241-9333 Fax: (613) 565-2173
E-mail: caf-fca@goldenplanners.ca

PRIVACY POLICY

By completing and submitting this form you give consent to the CAF-FCA to collect your personal information in order to process your registration fees, to maintain contact with you, and to send you information related to CAF-FCA projects and activities. This consent may also include the sharing of such information with a third party for the purposes of managing all aspects of registration activity.