

# GENERAL FRAMEWORK FOR SKILLS DEVELOPMENT AND RECOGNITION

Presented by

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"Apprenticeship, a winning formula"*

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**WELCOME**

# PRESENTATION OUTLINE

- Commission des partenaires du marché du travail - Quebec's labour market partners board
- General Framework for Skills Development and Recognition
  - Where it comes from
  - What it is
- Tangible application of the General Framework for Skills Development and Recognition
  - Reports on experiences

# LA COMMISSION DES PARTENAIRES DU MARCHÉ DU TRAVAIL

## QUÉBEC'S PARTNERSHIP APPROACH

- La Commission des partenaires du marché du travail (CPMT) :
  - Created in June 1997 under the Act respecting the ministère de l'Emploi et de la Solidarité sociale and establishing the Commission des partenaires du marché du travail, in the wake of the Canada-Québec Labour Market Agreement
  - Made up of representants of businesses, trade unions, community, education sector and pertinent government organisations : active concerted participation

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- Interface between the State and partner organizations directly affected by employment and education/training, for the purpose of matching labour supply and demand
- Participates with the Minister in setting orientations and defining employment services and measures
- Carries out the responsibilities spelled out in the *Act to foster the development of labour force training* and works toward the objectives under the Act

- CPMT'S support :
  - Commission task forces : same stakeholders as the Commission; one task force on workplace apprenticeship
  - Regional boards of labour market partners, Sector-based labour force committees, employment integration and maintenance committees and advisory committees
  - Since January 2006 : a Direction générale du développement de la main-d'œuvre (integration in the service of community stakeholders)

## ■ CPMT'S priorities :

- Enhance manpower qualification in a lifelong learning perspective
- Acknowledge the diversity of training approaches and locations, including workplace apprenticeship
- Support the development, mastery and recognition of employees' skills in the workplace

# GENERAL FRAMEWORK FOR SKILLS DEVELOPMENT AND RECOGNITION

## WHERE IT COMES FROM

### WHY A GENERAL FRAMEWORK?

- Underlying socioeconomic context
- Observations concerning existing programs
  - Variety of parallel programs
  - Everyone agreed on the pertinence of workplace apprenticeship, but application of the approach was hindered by various obstacles

- Partner's response :
  - In 1998, the task force on workplace apprenticeship was assigned the challenge of developing a flexible, adaptable, structured approach in order to promote recognition of workplace apprenticeship : one system for Quebec
  - In 2001, adoption of the General Framework for Skills Development and Recognition

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- In 2002, collaboration to develop The Government Policy on Adult Education and Lifelong Learning which recognizes the diversity of training approaches and locations, through greater emphasis on workplace apprenticeship
- The general framework : for and by the labour market; complements efforts by the education sector

## ■ Stakeholders :

- Task force on workplace apprenticeship : all stakeholders are represented; develops orientations and structures; recommends projects and occupational standards to the Commission
- Sector-based labour force committees : responsible for developing occupational standards, tools for skills development and recognition; promotion and implementation role
- Regional boards of labour market partners: they work during various steps in the process with the sector-based labour force committees and Emploi-Québec; promotion and implementation role
- Emploi-Québec : implement general framework

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- Commission des partenaires du marché du travail: approves occupational standards development projects; adopts occupational standards and recommends their approval by the Minister
- Ministre de l'Emploi et de la Solidarité sociale : approves occupational standards, recommends their registration in the skills register and signs occupational qualification certificates

## ■ FUNDING :

- Act to foster the development of labour force training
- Québec labour force training fund
- Fund asset allocation plan
- Program dedicated to the development of occupational standards by the sector-based labour force committees

# GENERAL FRAMEWORK FOR SKILLS DEVELOPMENT AND RECOGNITION

## WHAT IT IS

Recognition of a workplace approach for skills  
development and occupational qualification  
in Québec

# OCCUPATIONAL QUALIFICATION SYSTEM

- Twofold occupational qualification system in Québec :
  - Education system
  - Employment's workplace qualification system (voluntary and regulated)

# The General framework for skills development and recognition :

- **OCCUPATIONAL QUALIFICATION SYSTEM :**  
Voluntary workplace qualification system that sets the parameters for workplace skills development and recognition of skills acquired by workers in their trade

The framework covers :

- Occupational standards
- Workplace apprenticeship mechanisms
- Occupational certification

## Occupational standards :

- Identify essential skills that need to be mastered and the criteria for exercising a trade or occupation in a given sector
- Specify the performance criteria for carrying out duties in a work context
- Drafted on the basis of skills profiles

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- Must be backed by a broad consensus in the sector in question
- Approved by the ministère de l'Emploi et de la Solidarité sociale
- Guide the preparation of tools and processes for developing and recognizing skills, as provided for by the General Framework

# Steps in drafting and implementing occupational standards and apprenticeship strategies :

- Sector-based labour force committee explores needs and prepares a proposal

*Authorization for development and funding*

- Sector-based committee prepares the occupational standard and shows that there is a broad consensus

*Official approval*

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- Sector-based committee chooses a development strategy and designs tools
- In collaboration with the sector-based committee, Emploi-Québec implements the occupational standard and tools (promotion)

# Skills register :

- Public portion
  - Occupational standards
- Confidential portion
  - Workers' skills recognized by virtue of occupational standards
  - Official documents issued to workers

## Official accreditation documents :

- Certificate of occupational qualification
- Attestation of skills

# DEVELOPMENT AND IMPLEMENTATION

- Workplace apprenticeship program :
  - First workplace apprenticeship mechanism created officially under the *General Framework*
  - Journeyman approach
  - Off-site training (if required) generally less than 15%

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Other strategies :

- Mixed strategies
- Online strategies, mentoring, coaching, etc.

## PARTIAL LIST OF RESULTS

- 26 standards adopted
- 67 occupational qualification certificates offered
- 11 occupational standards on the drawing board for new and updated trades

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- Skills-based approach for regulated trades. Apprenticeship tools to be made available for electricians, pipe fitters, stationary engineers, etc.
- Collaboration with other sectors involved in labour force training

## A DISTINCT, COMPLEMENTARY OCCUPATIONAL QUALIFICATION SYSTEM

- Process leading to official recognition.  
Adapted for people already employed, without them having to leave their jobs
- Deployed in businesses subject to production, efficiency and profitability criteria
- Skills development integrated into work activities

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- Closely linked with industry needs, individual employment characteristics, and trade and corporate cultures
- Structured to be flexible and adjustable to work environments and workers
- Workplace qualification system has proven to be complementary since its implementation

## OUTLOOK

- Approach allows employers to profit from the expertise of their aging workforce
- Possibility of a tangible skills recognition approach outside the apprenticeship framework

THANK YOU