

L'apprentissage : Une formule gagnante

Exposé présenté dans le cadre
de la conférence du FCA-CAF

6 juin 2006

Montréal (Québec)

Conseil canadien des
directeurs de l'apprentissage



THE INTERPROVINCIAL STANDARDS (RED SEAL) PROGRAM

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Plan de la présentation

- Conseil canadien des directeurs de l'apprentissage (CCDA)
- L'apprentissage au Canada — survol —
- Liens et relations entre l'industrie et le CCDA
- Programme des normes interprovinciales Sceau rouge
- Projets de recherche du CCDA
- Défis de l'apprentissage au Canada



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Apprenticeship: A Winning Formula

Presentation to CAF-FCA
Conference
June 6, 2006
Montreal, Québec

Canadian Council of
Directors of Apprenticeship

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Presentation Overview

- Canadian Council of Directors of Apprenticeship (CCDA)
- Apprenticeship in Canada: An Overview
- Linkages between Industry and CCDA
- Interprovincial Standards “Red Seal” Program
- CCDA Research Agenda
- Challenges for Apprenticeship in Canada



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Presenters

Directors of Apprenticeship

- Shirley Dul, Alberta
- Craig Norton, Prince Edward Island
- Doug Muir, Saskatchewan
- Marjorie Davison, Nova Scotia
- Joe Black, Manitoba



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Canadian Council of Directors of Apprenticeship



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CCDA consists of each provincial and territorial representative with responsibility for apprenticeship and two representatives from the Federal Government



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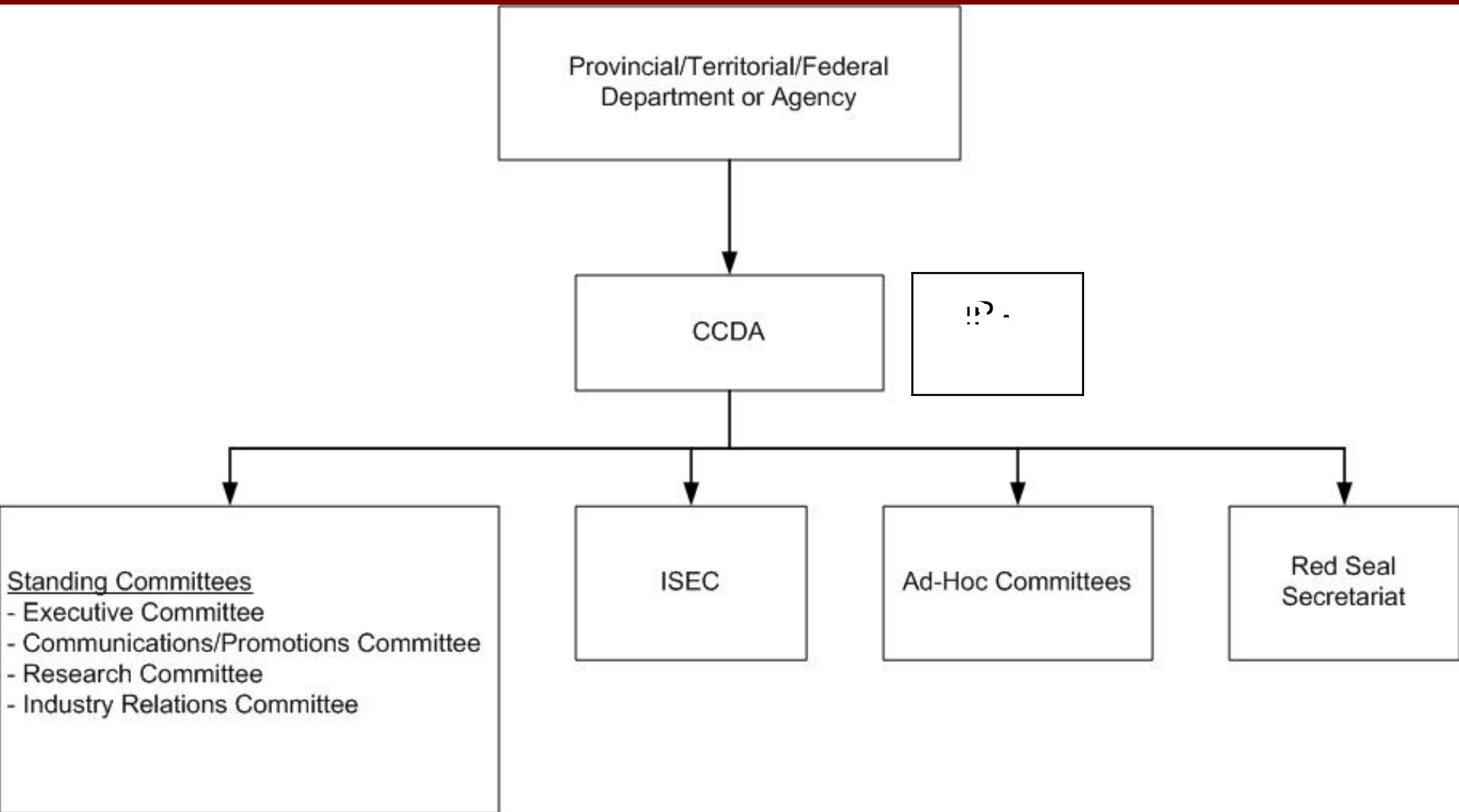
The mandate of CCDA is to facilitate a standard of excellence in provincial/territorial apprenticeship training leading to Red Seal designation thus facilitating interprovincial mobility and to assist in increasing the number of skilled tradespeople in Canada.



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CCDA Structure



CCDA Committees and Working Groups

Executive

Carries out the mandate of the CCDA between full council meetings.

Communication/Promotion

Works with partners to promote Apprenticeship and the skilled trades.

Industry Relations

Develops and maintain linkages and relationships with national industry groups.

Research Committee

In consultation with CCDA and its partners, develops an agenda and timetable for research projects to be undertaken by CCDA

Interprovincial Standards and Examination Committee (ISEC)

Working group of CCDA responsible for Red Seal products



Interprovincial Alliance of Board Chairs

Composition

Chairs of Board/Agency/Commission from jurisdictions where they exist

Mandate

- Share information about jurisdictional activities and plans
- Provide advice to CCDA
- Members of the Canadian Apprenticeship Forum



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Human Resources and Social Development Canada

- Support:
 - The development of National Occupational Analyses
 - The development of interprovincial examinations
- Provide secretariat and research support to CCDA



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Red Seal Secretariat

- Provides support and advice to CCDA and CCDA Chairperson
- Develops and maintains reports and policy/operations/reference documentation
- Manages internal and external communications
- Develops and distributes promotional material
- Coordinates meetings and logistics



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Apprenticeship in Canada: An Overview

Craig Norton



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Apprenticeship in Canada

- an Overview -



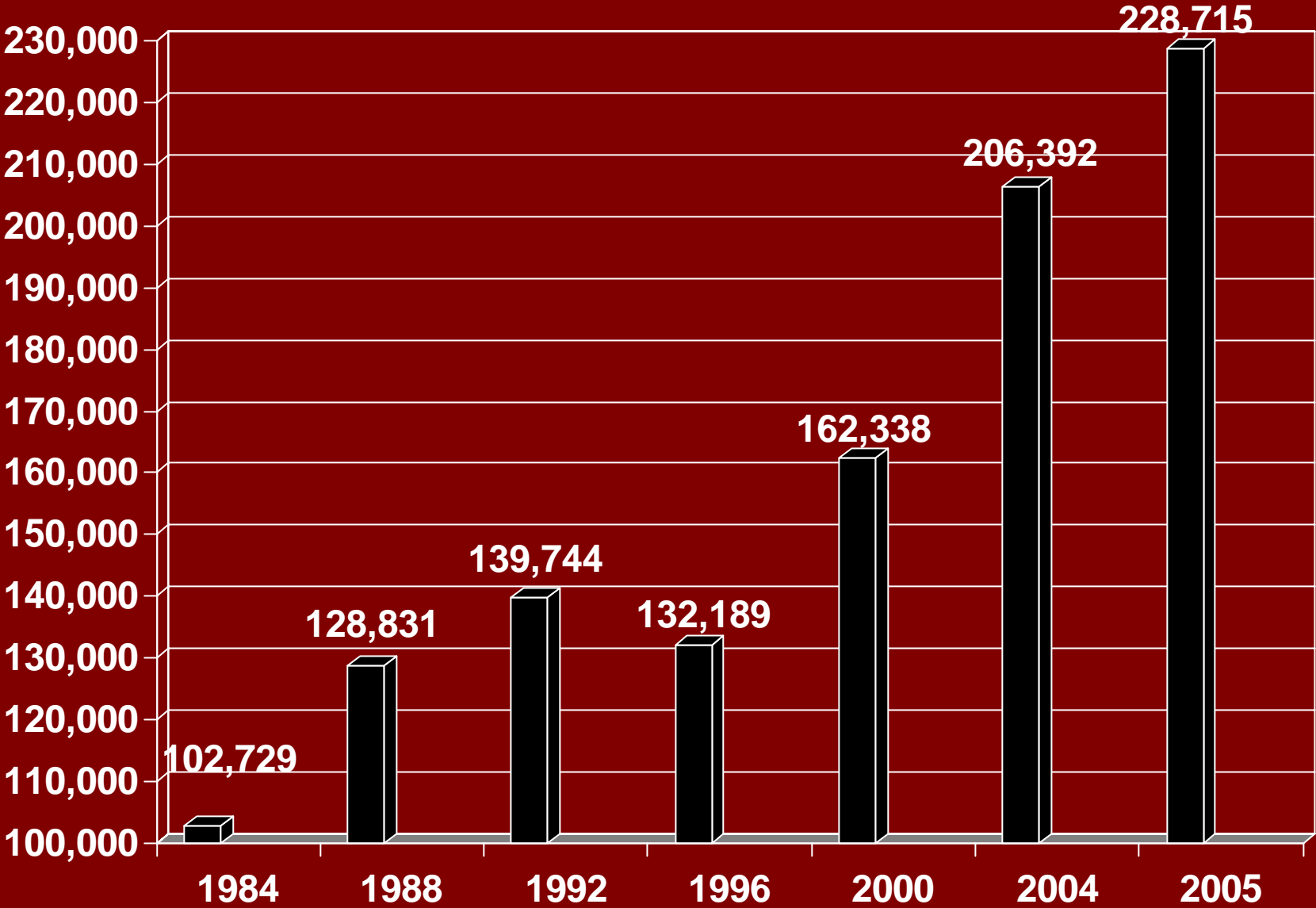
IN CANADA:

- *apprenticeship* is a model for training in a trade or occupation
- *apprenticeship* consists of approximately 80% on-the-job training accompanied by 20% in-school, technical training
- in the 47 Red Seal Trades, the number of registered apprentices has increased by 73% over the last 10 years

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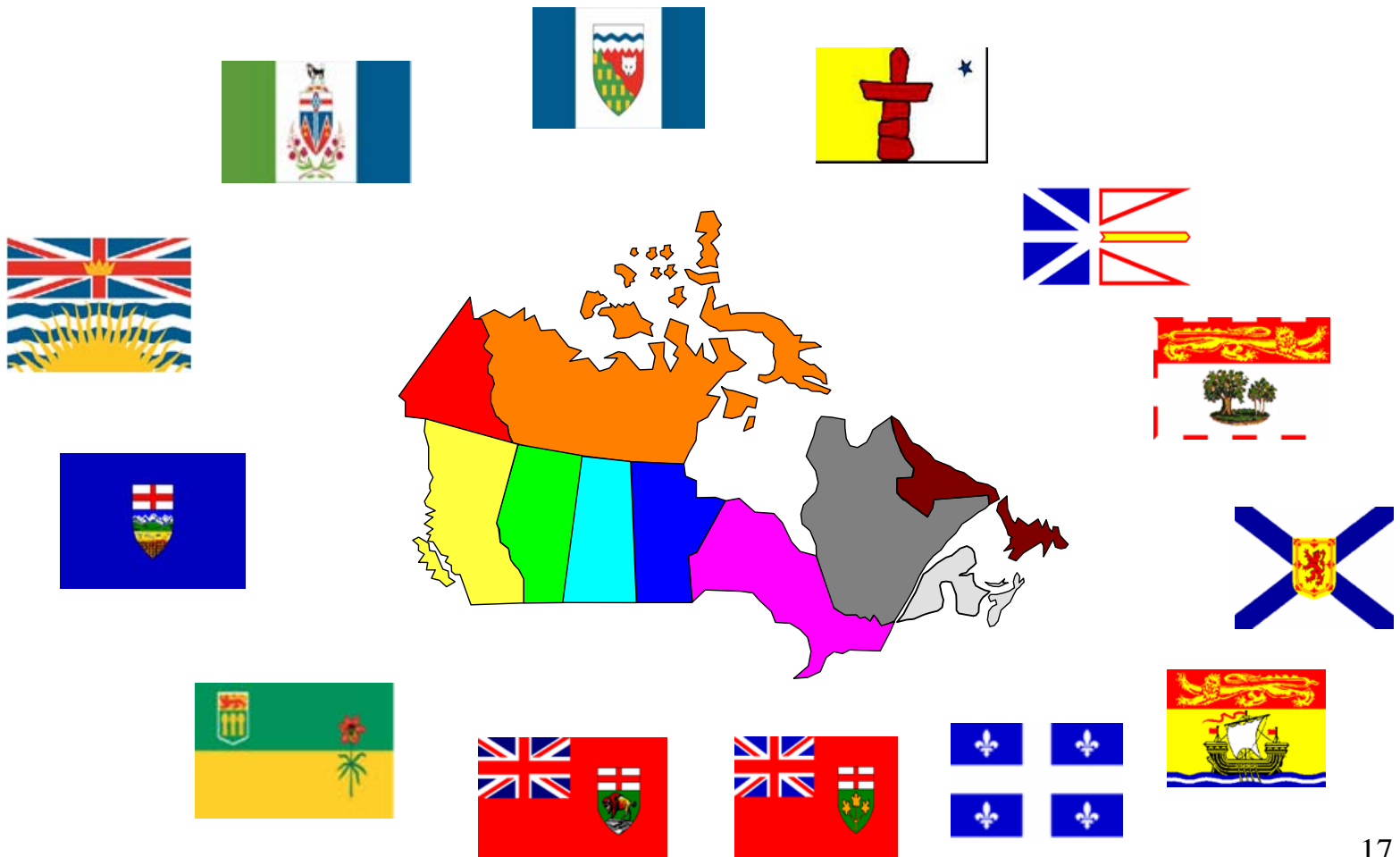
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Number of Active Registered Apprentices





13 Legislated Authorities



Apprenticeship in Canada - an Overview -

IN CANADA, each Province and Territory

- establishes its own Apprenticeship legislation
- works with industry to designate the individual trades and occupations they choose to be part of their apprenticeship system



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Provincial/Territorial Key Players

- Industry
- Boards and Commissions
- Advisory Committees
- Directors of Apprenticeship
- Program Development Officers



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Provincial/Territorial Roles and Responsibilities

Industry

Training

- 80 to 85% of training occurs on-the-job
- Apprentices access leading edge technology
- Journeypersons pass on their skills and expertise to apprentices



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Provincial/Territorial Roles and Responsibilities

Apprenticeship Boards/Commissions

Composition

- Industry representatives
 - Employers: self employed, owners, contractor associations
 - Employees: organized and open shops
- Others

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- Advisory or statutory
- Trade designations
- Compulsory or voluntary designations
- Training and certification standards
- Provide industry perspective and advice



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Provincial/Territorial Roles and Responsibilities

Advisory Committees

Composition

- Industry representatives
 - Employers: self employed, owners, contractor associations
 - Employees: organized and open shops
- Others

Mandate

Provide advice on:

- Trade standards
- Examinations
- Curriculum
- On-the-job training
- Trade regulations



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Provincial/Territorial Roles and Responsibilities

Director of Apprenticeship

Mandate

- Administration of apprenticeship and certification legislation
 - Act and Regulations
- Administration of apprenticeship training
 - Development
 - Implementation
 - Scheduling
 - Monitoring
- Administration of certification
 - Verification of credentials
 - Administration of examinations
 - Issuance of P/T certification
 - Issuance of Red Seal endorsement



Provincial/Territorial Roles and Responsibilities

Program Development Officers

Mandate

Work with apprenticeship advisory committees to develop, validate and revise:

- Occupational Analyses
- Training standards
- Examinations



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Any jurisdiction with a trade designated may request approval from the CCDA for that trade to be designated as a Red Seal trade.



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Linkages between Industry and CCDA

Doug Muir



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Industry Relations Committee

Representation

- CCDA
- HRSDC
- Interprovincial Alliance of Board Chairs (IPA) and/or jurisdictional industry representatives

Mandate

- Develop and maintain linkages and relationships with national industry groups
- Act as focal point for industry inquiries about CCDA and its activities
- Consult with partner groups on matters of common interest



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Industry Relations Committee

- Primary contact for industry stakeholder groups, including Sector Councils
- Actively contribute to projects/initiatives that involve apprenticeship and trades certification
- Provide an avenue for communication between industry and the CCDA



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Industry Relations Committee

- Proactively engage National Industry Representation
- Respond to National Industry Group issues



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Industry Relations Committee

- CP Rail
- Ironworkers
- Military
- Tourism



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Interprovincial Standards “Red Seal” Program

Marjorie Davison



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Interprovincial Standards “Red Seal” Program

- Administered by the CCDA
- Encourages the development of common apprenticeship training and certification standards
- Engages diverse industry representatives from all provinces and territories



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Interprovincial Standards and Examinations Committee

Composition

Representatives of Apprenticeship authority from all provinces and territories and HRSDC

Mandate

Participate in the development, validation and revision of Red Seal products such as

- National Occupational Analyses
- Interprovincial examinations
- Examination items
- Guidelines and Procedures



Interprovincial Standards “Red Seal” Program Products

- National Occupational Analyses (NOA)
- Interprovincial Red Seal Examinations
- Interprovincial Program Guides



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National Occupational Analyses (NOAs)

- The NOA series is the foundation of the Interprovincial Standards “Red Seal” Program
- Documents that detail tasks and sub-tasks performed by workers in a trade or occupation
- The NOAs are developed with industry practitioners



Interprovincial Red Seal Examinations

- Red Seal examinations are developed from the NOAs with industry practitioners
- Upon successful completion of the Interprovincial Examination, candidates receive a Red Seal endorsement on their journeyperson certificate



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Interprovincial Program Guides

- A list of validated technical training outcomes, based upon those sub-tasks identified as common core in the National Occupational Analysis
- Validated by industry in the Provinces and Territories as incorporating the essential tasks, knowledge and skills associated with a given trade



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Mobility

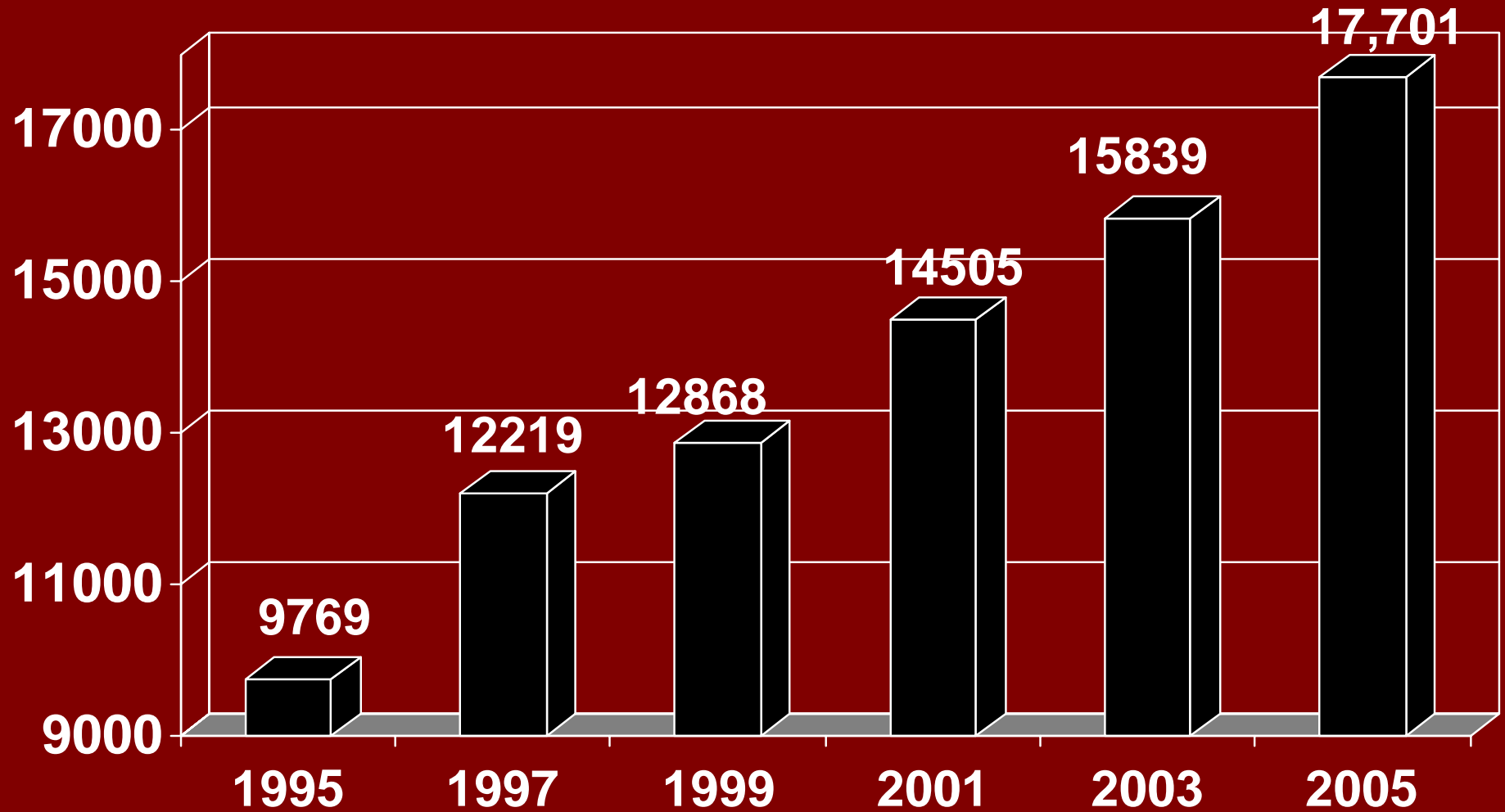
- There are currently 47 trades designated as Red Seal
- Approximately 85 percent of all registered apprentices are working within the 47 designated Red Seal trades
- Journeypersons who have a Red Seal endorsement on their certificate can work and move freely from one part of Canada to another where that trade has been designated
- Since 1959, in excess of 400,000 Red Seal endorsements have been issued



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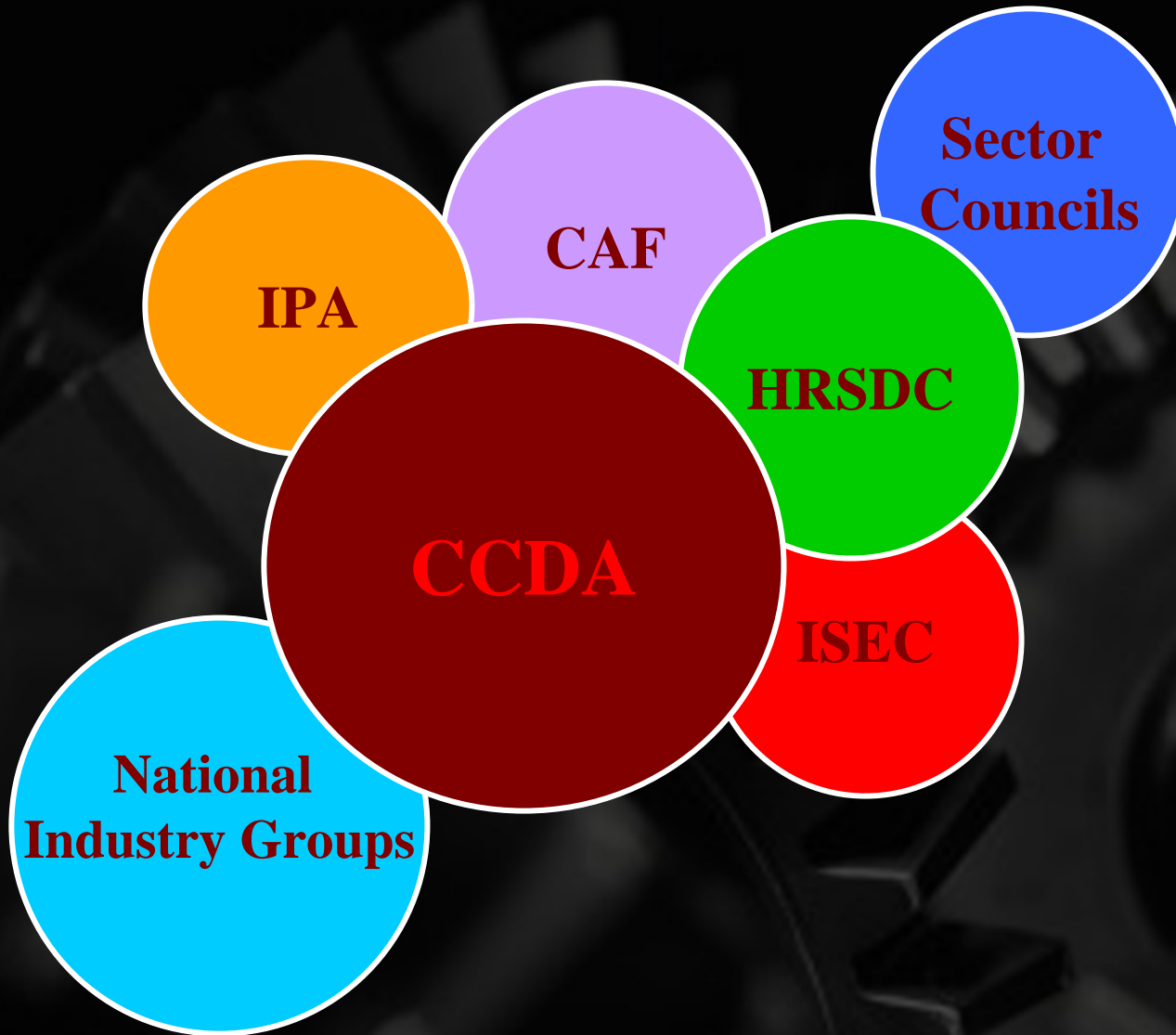
Total Number of Red Seals Issued



Interprovincial Standards “Red Seal” Program Partners

- Employers
- Employees
- Contractor Associations
- Organized and Open Shop Labour
- Provincial/Territorial Apprenticeship Authorities
- Government of Canada
- Training Providers
- Sector Councils including Canadian Apprenticeship Forum
- Equity Groups

Relationships



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Interprovincial Standards

“Red Seal” Program: Benefits

- Recognition of meeting a national standard
- High level of employment among Red Seal holders
- Higher wages
- Mobility
 - with employers
 - within the province/territory
 - interprovincial
- Improved chances of advancement



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CCDA Research

Joe Black



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CCDA Research

- In May 2005, CCDA adopted a change in its mandate to include research
- CCDA Research Steering Committee established



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Considerations for Areas of Research Important to CCDA

- CCDA recognizes that other organizations, including CAF-FCA and CSC, are engaged in apprenticeship related research
- CCDA does not intend to duplicate research and will work with other organizations as appropriate
- CCDA has selected 3 topics to focus on over the next year



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Research Projects

- Characteristics of a well functioning apprenticeship system
- Employer participation in apprenticeship
- Examination of specialization within established trades
- National Apprenticeship Survey (NAS) 2006



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Characteristics of a Well-functioning Apprenticeship System

- Establish benchmarks
- Investigate and identify best practices
- Identify cooperative measures for meeting benchmarks



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Employer Participation in Apprenticeship

Research:

- The number of potential training employers
- The reasons why employers do or do not participate



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Examination of specialization within established trades

- What are the risks, benefits, costs, and implications associated with the recognition of specialization – for provinces and territories, employers, employees, and apprentices



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National Apprenticeship Survey 2006

- Partnership between HRSDC, CCDA and Statistics Canada
- The last national apprenticeship survey was done in 1995



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National Apprenticeship Survey 2006

The survey will address:

- Motivations for choosing a career in the trades
- Experience finding an apprentice employer
- Experiences during in-school and on-the-job training (including interprovincial mobility)
- Completions and non-completions (including reasons behind long-term continuation)
- Stability of employment during apprenticeship
- Post-apprenticeship labour market experiences
- Specific experiences of under-represented groups



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National Apprenticeship Survey 2006

- A sample size of approximately 30,000 individuals including current and former apprentices
- Data collection (interviews) will be conducted in Jan-May 2007
- Survey results will be available in Spring 2008
- Other research may be driven by the results



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Challenges and Opportunities for Apprenticeship in Canada

Shirley Dul



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Challenges and Opportunities for Apprenticeship in Canada

- High demand for skilled workers
- Skills required for a more technological market
- Promotion of skilled trades as a career choice
- Access to the apprenticeship system
- Lack of a broad range of work experience



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Challenges and Opportunities for Apprenticeship in Canada

- Foreign Credential Recognition
- Cost/time required to develop standards and keep them current
- Employer engagement and commitment
- Completion of the Apprenticeship program



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Thank You



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