

# Canadian Apprenticeship Forum

## Innovative Approaches to Apprentice Employment in the Public Sector



**Saskatchewan Apprenticeship  
and Trade Certification  
Commission**



**Saskatchewan  
Ministry of  
Advanced Education,  
Employment and  
Labour**

# Presenters

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Training Consultant – Saskatchewan

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Education, Employment and Labour –  
Saskatchewan



# Presentation Overview

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- Saskatchewan Context
- Industry Concerns
- Methodology
- Actual Situation
- Innovative Approaches
- Progress Two Years After
- Discussion



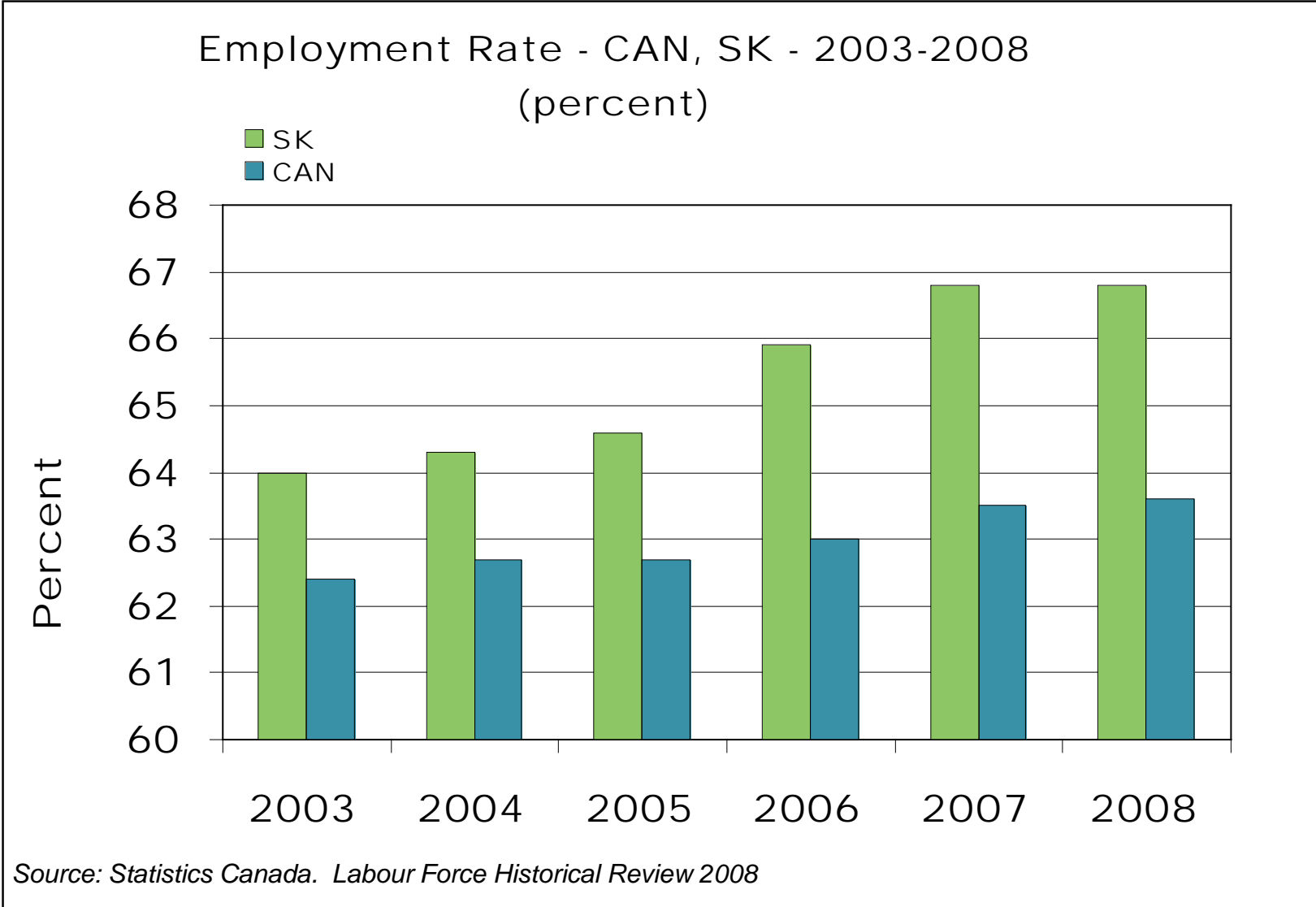
# Saskatchewan Growth

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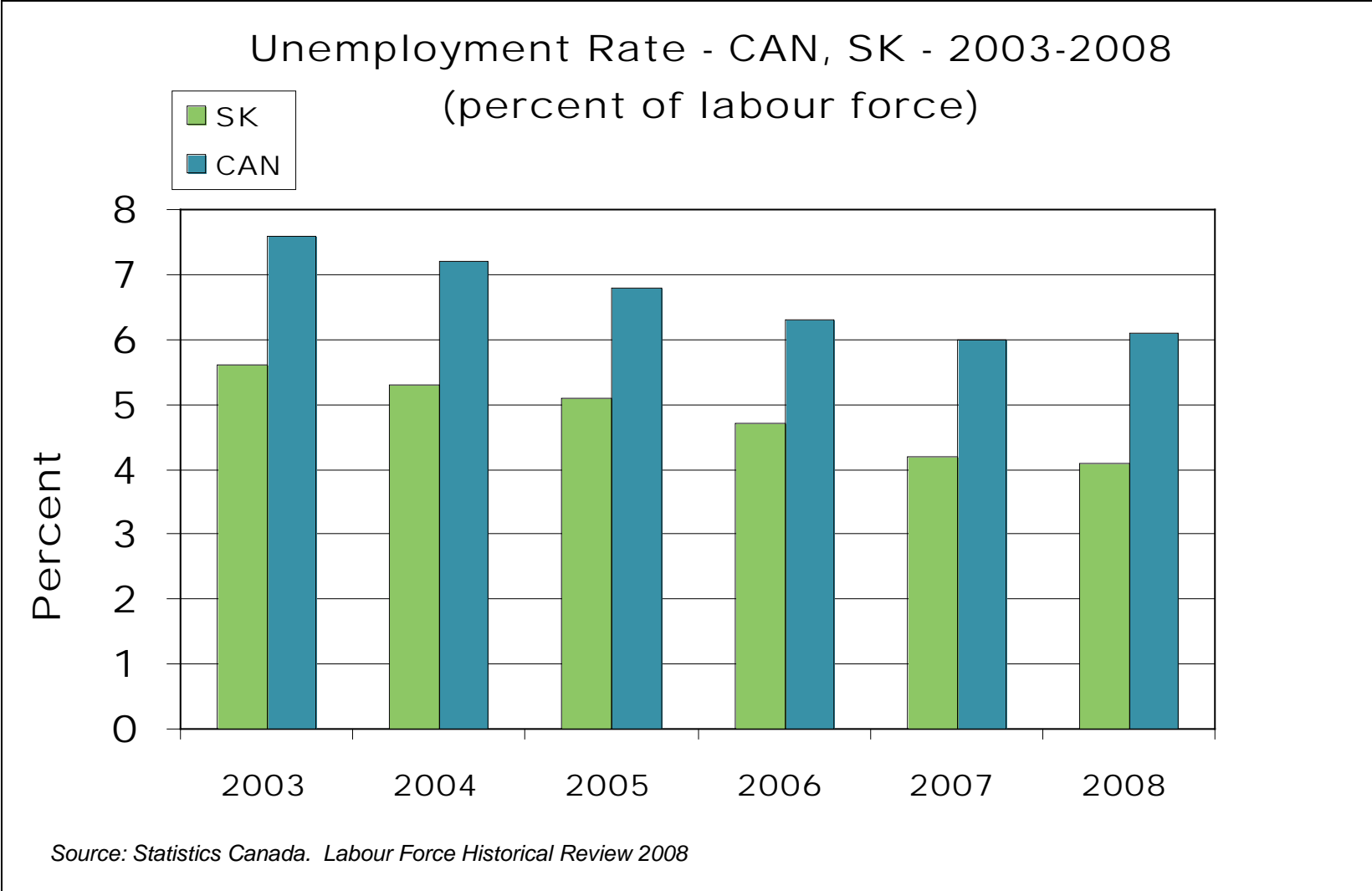
- Saskatchewan's economy has grown steadily
- Gross Domestic Product
- New employment opportunities created



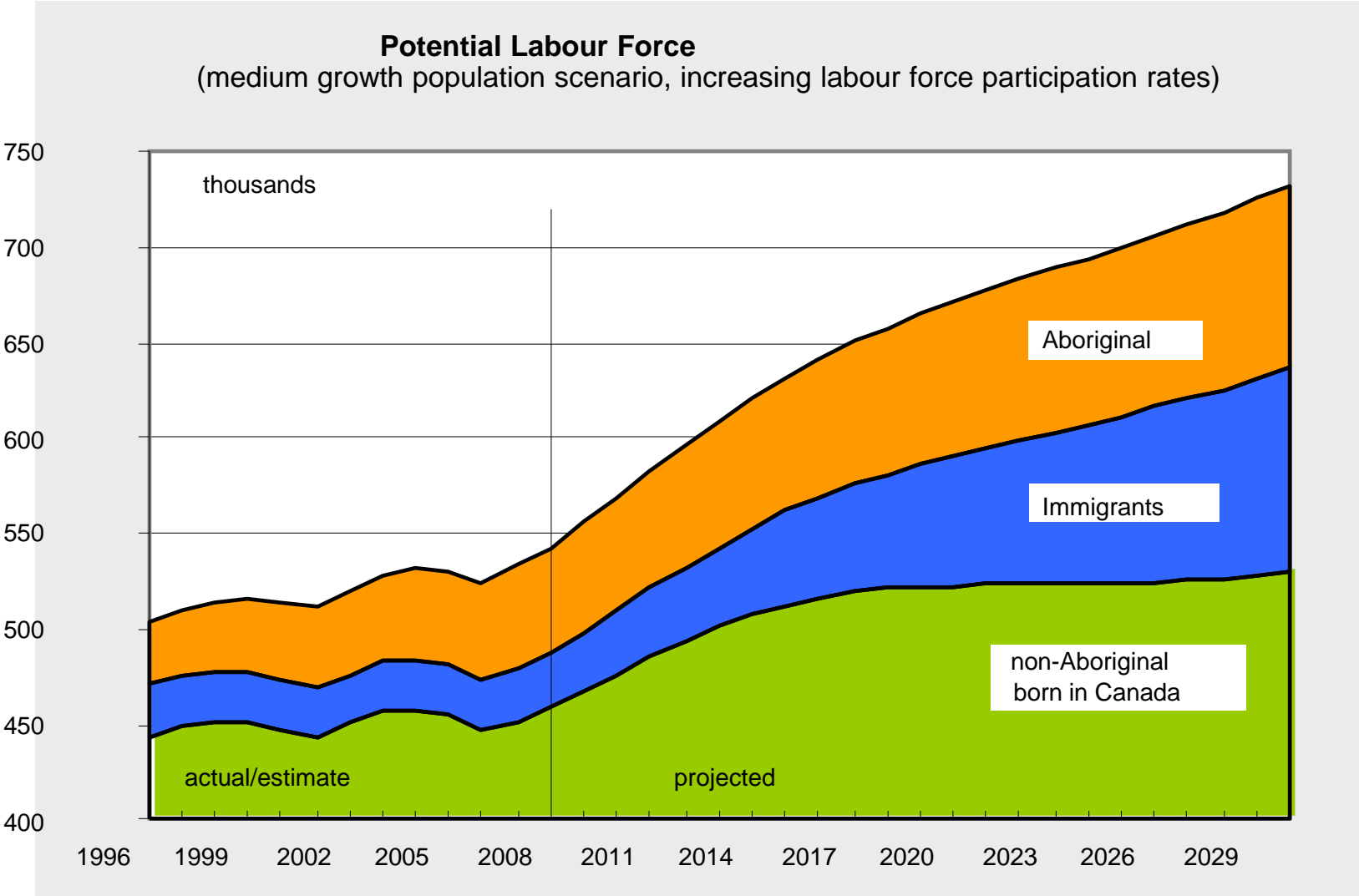
# Employment Rates



# Unemployment Rates



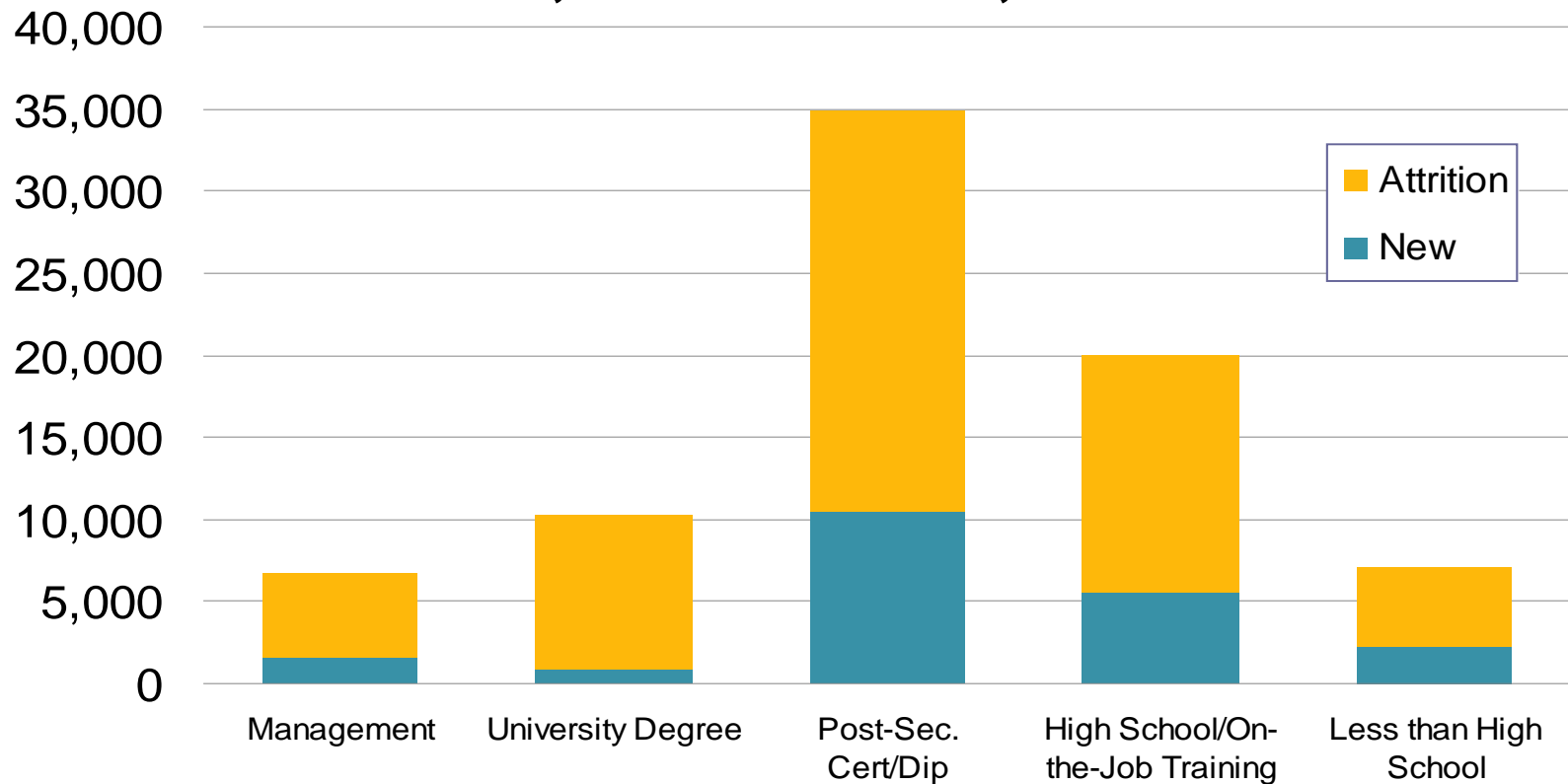
# Potential Saskatchewan Labour Force



Source: Saskatchewan Labour Force Supply, 2008, Report

# Skill Level Demand

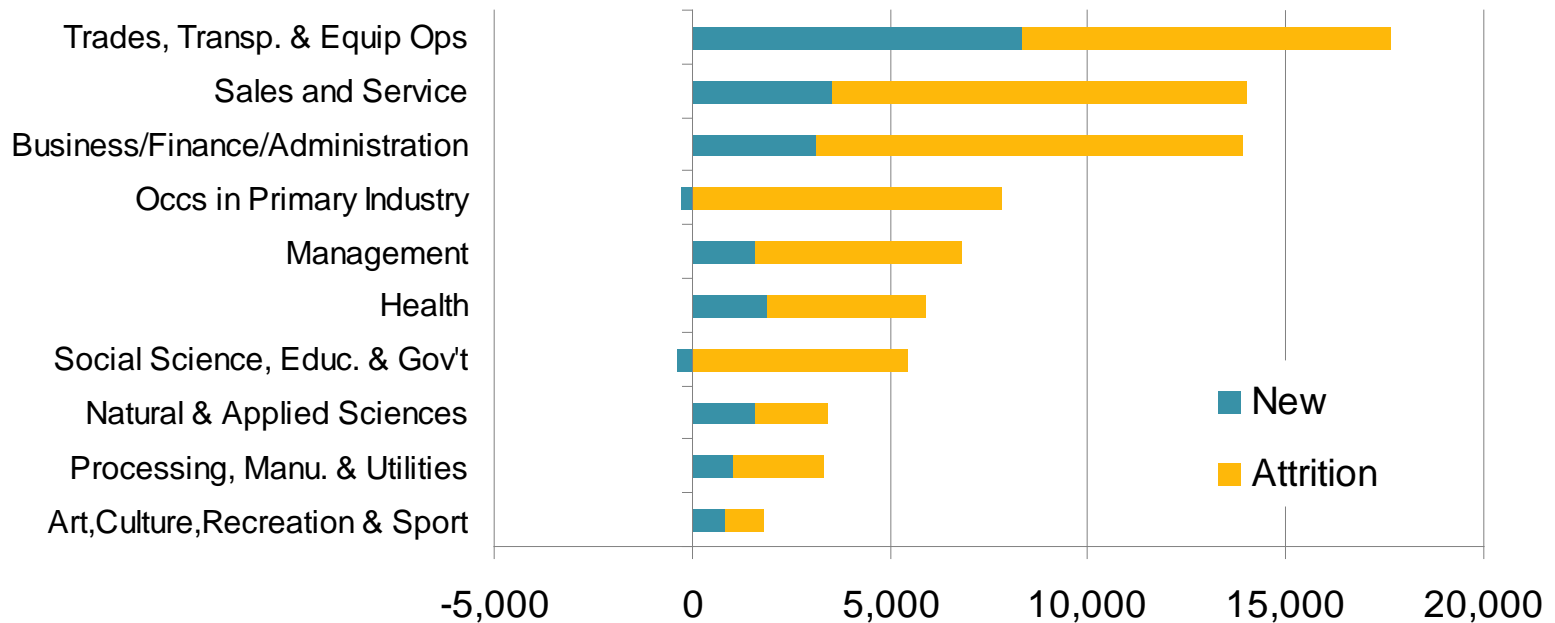
## Projected Employment Opportunities by Skill Level, Saskatchewan, 2006-2011



Source: COPS 2007 CDM, adjusted by SEF working group

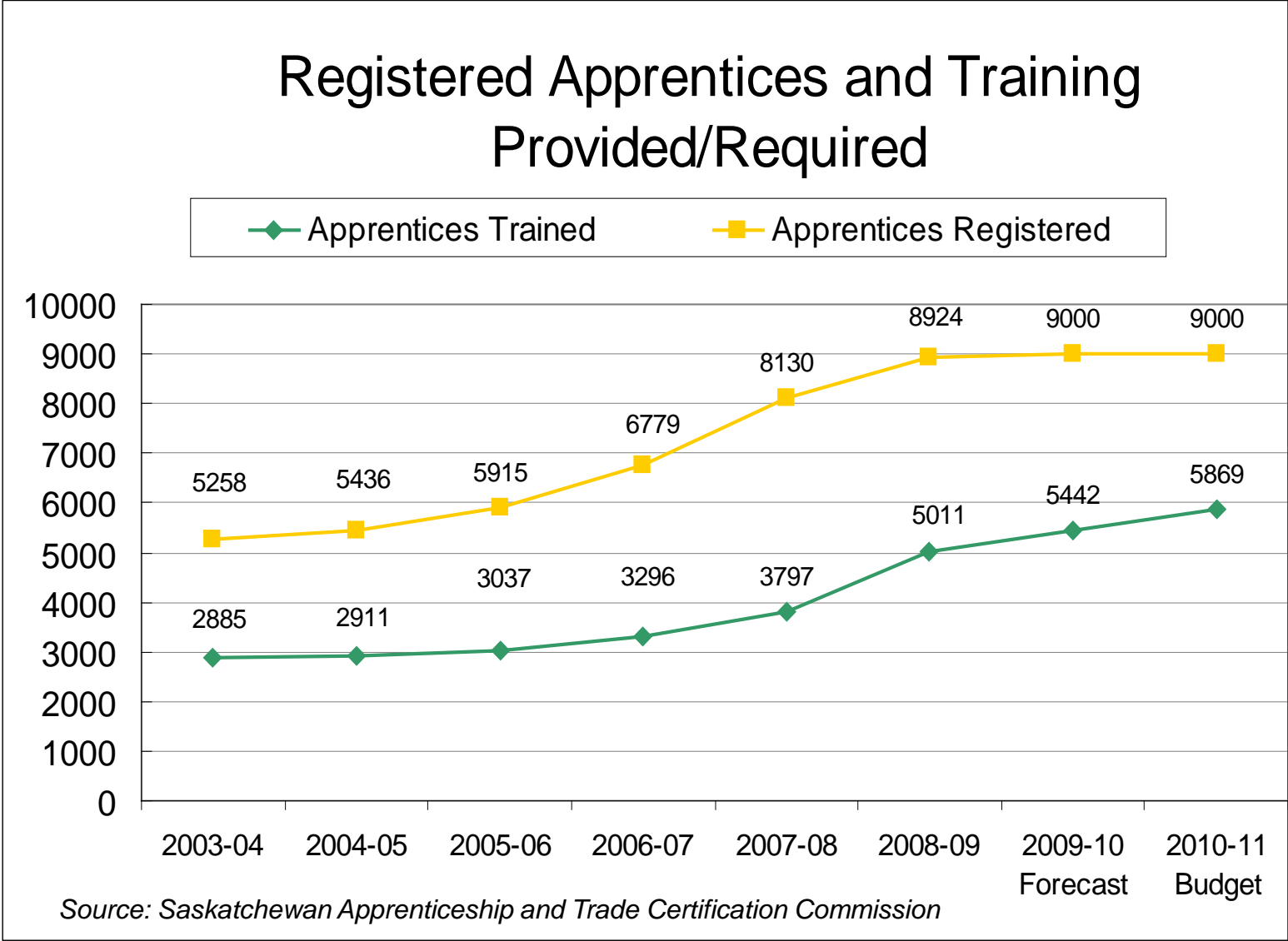
# Job Opportunities by Skill Type

## Projected Employment Opportunities by Skill Type, Saskatchewan, 2006-2011



Source: COPS 2007 CDM, adjusted by SEF working group

# Saskatchewan Apprenticeship Growth



# Industry Concerns

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- Shortages of Skilled Tradespersons
- Increasing Competition
- History of Public Sector Poaching
- Practice What You Preach



# Actual Situation

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- 2006 review
- Limited Data Available
- LFS:
  - Estimated 3500 persons with trades certificates
  - Significant Data Limitations



# Methodology Chosen

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- Survey and Interview Process
- Decision to go with 22 of the largest
  - Crown Corporations
  - Provincial Departments
  - Regina and Saskatoon
    - Municipal Governments
    - Public and Catholic School Divisions
    - Health Districts
  - Two Universities
  - RCMP Academy
- Follow-up Interviews/Meetings



# Survey Questions

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- Journeypersons and Apprentices
- Positions and Employment
  - By Age Group
  - By Equity Group
  - By Trade
- Barriers/Solutions



# Key Findings

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- 21 Organizations
- 1975 Tradesperson Positions
  - 1770 Journeypersons (89.6%)/98% Filled
  - 205 Apprentices (10.4%)/80% Filled
- Only 12 of the 21 (57%) employed any apprentices
- 3 organizations employ 84% of all the apprentices



# Opportunity?

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- Journeyperson/apprentice ratio of 10.6 to 1
- Apply more apprentice friendly ratio of say 3 to 1
  - potential to expand employed apprentices by 426 to 590
- Extrapolate to total public sector of 3500
  - Potential to increase number of apprentices by 727 to 1057



# Representative Workforce

Group	Journeypersons	Apprentices
Aboriginal	2.6%	18.9%
Women	1.1%	3.0%
Visible Minority	0.9%	0.6%
Disabilities	Not Collected	



# Age Composition

Age	Journeypersons	Apprentices
Less Than 25	9.8%	31.1%
25 to 45	40.4%	59.8%
Over 45	58.6%	9.1%



# Future Needs

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- 427 journeypersons over next five years
- Up from current 26/year to 85/year
- More than a three fold increase



# Barriers

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- Number of FTE's
- Salary Dollars
- Seniority Clauses
- Past Hiring Practices
- Number of Journeypersons
- Journeypersons Unwilling to Train
- Lack of Interest in Becoming an Apprentice



# Main Barriers

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- 80% said somewhat or major
  - Number of FTE's
  - Salary Dollars
- 45% said seniority clauses
- Only six organizations listed past hiring practices as significant



# Innovative Approaches

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- Letters of Understanding (LOU's)
  - Between Management and unions to facilitate new apprentice hires
    - Public Service Commission
    - Highways and Transportation
    - Environment and Resource Management
    - Saskatchewan Government Insurance
    - City of Regina
  - Collective Agreement Wording
    - U of R and U of S



# Other Suggestions

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- Funding incentive to help cover apprentice wages
- Apprentice pooling via joint training committees
- Adult training principles for journeypersons
- Market supplements
- Share good practices



# Results Shared with Senior Management

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- Good HRP is fundamental solution
- Invest in your future workforce
- Competition increasing
- Lead by example
- Opportunity for youth and equity groups
- Ensure quality service
- Assist private sector productivity and competitiveness



# Letters of Understanding

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- Proven tools
- Shared LOU's via report with all participants
- Developed and shared a LOU checklist



# Two Years After

- Good progress (Re: Apprentices Employment)

## Tradesperson Profile Comparison

	2008	Percent Change	2006
<b>A. Total Tradesperson Positions</b>	2046	+3.6%	1975
Journeyman Positions	1795	+1.4%	1770
Percent of Total	87.7%		89.6%
Apprentice Positions	251	+22.4%	205
Percent of Total	12.3%		10.4%
<b>B. Total Positions Filled</b>	1946	+2.3%	1902
Journeyman Positions Filled	1711	-1.6%	1738
Percentage Filled	95.3%		98.2%
Apprentice Positions Filled	235	+43.3%	164
Percentage Filled	93.6%		80.0%
<b>C. Journeyman/Apprentice Employed Ratio</b>	1711/235=7.3 to 1		1738/164=10.6 to 1

# Representative Workforce

## Representative Workforce Profile – 2008 & 2006

	2008	% Distribution	2006	% Distribution
<b>A. Apprentices</b>	235		164	
Aboriginal	57	24.3%	31	18.9%
Visible Minority	4	1.7%	1	0.6%
Women in Male Trades	13	5.5%	5	3.0%
Persons with Disabilities	4	1.7%	N/A	
<b>B. Journeypersons</b>	1711		1738	
Aboriginal	73	4.3%	46	2.6%
Visible Minority	11	0.6%	15	0.9%
Women in Male Trades	14	0.8%	19	1.1%
Persons with Disabilities	22	1.3%	N/A	

N/A – Due to an oversight, information on Persons with Disabilities was not collected in 2006

# New Initiatives

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- Number of organizations using Letters of Understanding doubled from four to eight
- Regina Public Schools introduced three \$12,000 apprenticeship scholarships
- University of Regina has identified two FTE's for Aboriginal apprentices
- SaskTel exploring apprenticeship for Service Technicians
- Highways working with private sector to secure journey positions
- Corrections looking at apprenticeship for short order cooks
- RCMP looking to incorporate apprentices into their trades areas



# Conclusion

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- Progress/challenge being addressed
- More can be done
  - Journeyperson/apprentice ratio in 2008 was 7.3 to 1
  - More apprentice friendly ratio of 3 to 1
- Potential to still increase number of apprentices
  - by another 335 in the 22 organizations
  - by another 528 in all public sector organizations



# Discussion

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- Reports can be viewed on the website of the Saskatchewan Apprenticeship and Trade Certification Commission at:

[http://www.saskapprenticeship.ca/PUBLICATION/Other\\_Reports\\_\\_Info/](http://www.saskapprenticeship.ca/PUBLICATION/Other_Reports__Info/)

