

# Investing in Apprenticeship

The Bottom Line

What's in it for You?

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# Presentation Outline

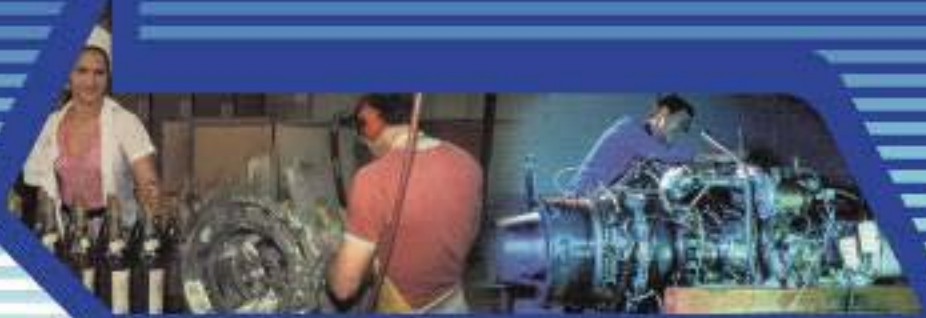
- Commitment to Apprenticeship in Canada
- Value and Benefits
- Barriers and Challenges
- Questions and Answers



# Apprenticeship

- Is the core of the Construction Industry training system
- Provinces & Territories manage the system
- There were more than 100,000 apprentices registered in 2001. (Emerging Trends in Management, Supervision & Mentoring, Construction Sector Council, 2004)





# Investing in Apprenticeship

Labour's  
Commitment



# Labour's Committment

- Joint union-management training trusts
  - ◆ Over 58,000 workers were enrolled in 2,800 courses in 181 training centres across Canada during the 2001-02 period (CSC, 2004)
  - ◆ Centres are financed by contributions collected from hourly contributions from payroll (employer & employee) and in some cases government funding



# Training Trusts

- A method of spreading the investment over an industry segment
- Everyone pays because it helps to fund the cost of training that all can access
- By having these funds & access to training provided through them, construction industry segments are out front of a lot of other industries
- Allows for sustainable apprenticeships by giving access to multiple employers and learning opportunities



# Operating Engineers

- Training Colleges in NL, NS, NB, ON, MB, SK, AL, BC
  - ◆ Many deliver the in-school portion of the apprenticeship programs
  - ◆ Provide in-service training to members
  - ◆ Provide specialized industry training
- Collective Agreements provide for employment of apprentices



# COEJATC

- Canadian Operating Engineers Joint Apprenticeship and Training Council
- Development of National Occupational Standards
  - ◆ Operators who demonstrate the skills, knowledge and abilities established by the national occupational standards have the credentials to work anywhere in Canada
- National Standards for Pipeline Training



# COEJATC

- **Workplace Essential Skills**
  - ◆ developing national learning outcomes to define the level of skills required for Heavy Equipment Operators using the HRP Essential Skills Profile
  - ◆ developing diagnostic tools to assess an individual's knowledge in a particular skill
  - ◆ recommending training programs that will be suitable to upgrade skills





# Investing in Apprenticeship

The Bottom Line

What's in it for !!!!!!!!!!!!!!!



# What's in it for The Community?

- Real careers pay real wages; result - community disposable income
- Consumers get “Best Value”, less repair; done right the first time
- Safety, both on the job and in the community
- Insurers are betting on a smaller risk
  - ◆ Qualified people don't have buildings falling down
- Replenish the stock of skills



# What's in it for the Employer?

- A steady supply of job ready employees whether for short term or long term work without huge 'just in time training costs'
- Better quality products –reputation for good work
- Training costs are shared over an industry
- Lower recruitment & retention costs
- National database for supply



# What's in it for the Apprentice?

- Marketable skills
- Job ready skills
- Pride
- Mobility
- Real Careers
- A real place to start for life long learning



# What's in it for the Trainers?

- Steady state of trainers
  - ◆ Revenue base and the base on which to keep equipment & trainers current
- Training becomes desirable which fosters continual & life long learning
- Ability to retain the best training personnel over the long haul
- Reputation



# What's in it for the Industry?

- Higher quality product
- Increased Productivity
- Safer workplace with greater compliance
- Reduces overall costs
- Assurance of supply of skills
- Greater employee
  - ◆ Commitment
  - ◆ Adaptability to changing market conditions



# The Business Case

- Although not easily quantified, all indicators currently available show that investment in apprenticeship provides a good return
- 1998 report from the American Society for Training & Development said that companies with the highest training expenditures demonstrated 57% higher net sales, 39% higher gross profits and 15% higher ratio in market-to-book values



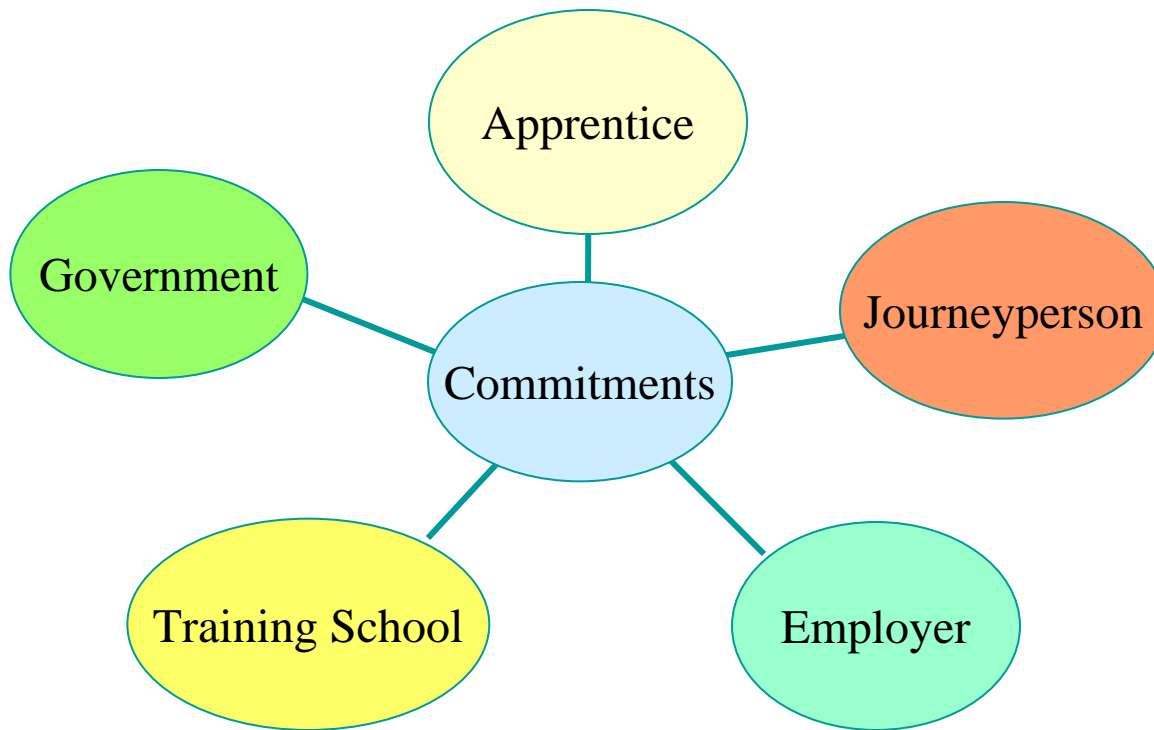


# Investing in Apprenticeship

## Challenges



# Challenges



# Employers

**“Owners and Contactors have to recognize the importance of training at all levels; it is vital to the future of the industry”**

Source – “Emerging Trends in Management, Supervision and Mentoring in the Construction Industry “ – Executive Summary, Construction Sector Council, Winter, 2004 p. 1



# Employers

- Must adopt apprenticeship
  - ◆ Hire apprentices
  - ◆ Provide for mentorship
  - ◆ Be committed to the process
- If you want well trained and qualified trades professionals, you have to be willing to assist in their development.
- “You have to invest in apprentices; our ‘star workers’ came from here”



# Journeypersons

- “Apprenticeship can’t happen without mentoring”
- It is the responsibility of the journeyperson to mentor the apprentice
- Mentoring skills/training are needed for the journeyperson
- On-the-job training has to be training. The apprentice is not a gopher – go for this, go for that
- There is a lack of incentives for journey persons
- Attitude change needed: The apprentice is taking my job



# Apprentice: Responsibilities & Challenges

- To complete all technical training
- To complete all required work experiences
- To ensure that work experiences are well documented
- To keep knowledge and skills current
- To maintain a positive attitude



# Training Schools

- Must provide quality pre-service and inservice training
- Must collaborate with other stakeholders in the continual updating of existing programs and the development of new programs to meet the needs of industry
- Training vs. the business of training



# Governments

- Provincial jurisdiction for certification & training encourages distinct practices resulting in barriers
- Interprovincial agreements on national occupational standards are needed.
- Acceptance of recognized training in and by all provinces
- Facilitate the mobility of apprentices
  - ◆ Incentives for workers that must travel / move





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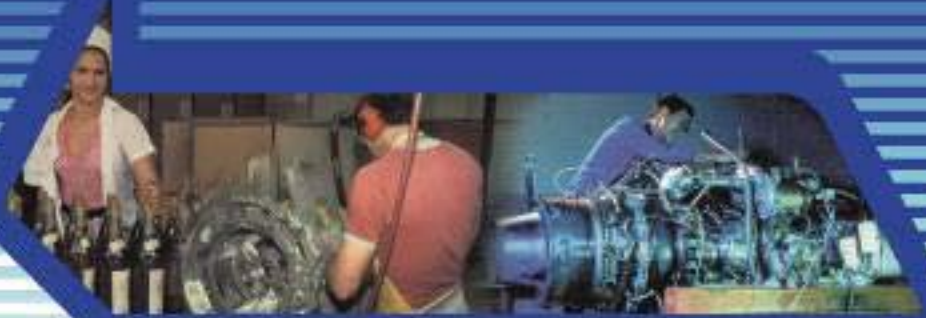
## Key Issues



# Apprenticeship – Key Issues

- **Shifting demographics within the existing workforce.**
  - ◆ In many trades a significant portion of the workforce will be eligible to retire within the next decade.
- **Level of new entrants will not compensate for loss through attrition.**
  - ◆ Most young Canadians do not consider trades to be a first choice career option.
- **Completion rates for apprenticeship need to be increased.**
  - ◆ For some trades and jurisdictions there is significant concern in this area.
- **Provincial Barriers**
  - ◆ Training in one province is not recognized in another





# Investing in Apprenticeship

A Good Decision



# A Good Decision

- Investing in apprenticeship and training is a good decision resulting in more profitable companies, safer work places, more productive employees, workers with greater employment opportunities, better products for customers and a stronger economy for Canada.
- We encourage the Canadian Apprenticeship Forum to continue it's work in this area to make the business case for Apprenticeship





Invest in  
Apprenticeship

Thank you..

