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# Compulsory Certification in Manitoba: Legislating for Success

Canadian Apprenticeship Forum: Halifax, June 8, 2004

**Apprenticeship**

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# Compulsory Certification Trades in Manitoba

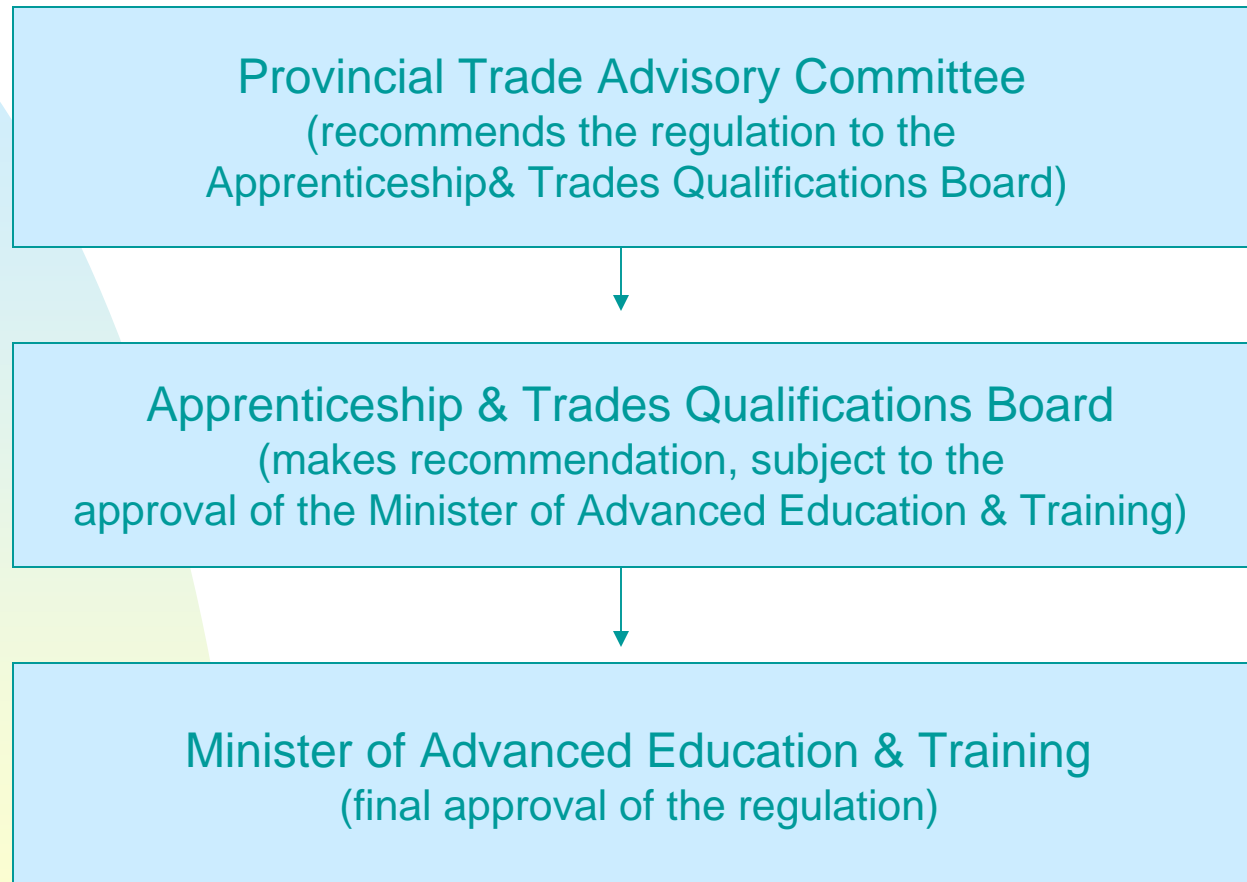
- ◆ Steamfitter-Pipefitter (Jan./04);
- ◆ Sprinkler System Installer (Feb./03);
- ◆ Crane & Hoisting Equipment Operator (July/00);
- ◆ Refrigeration & Air-conditioning Mechanic (Nov./97);
- ◆ Hairstylist (formerly under The Hairdressers Act);
- ◆ Esthetician (formerly under The Hairdressers Act); and
- ◆ Electrologist (Feb.02)



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# Legislative Approval Process



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# Trades Under Consideration for Compulsory Certification

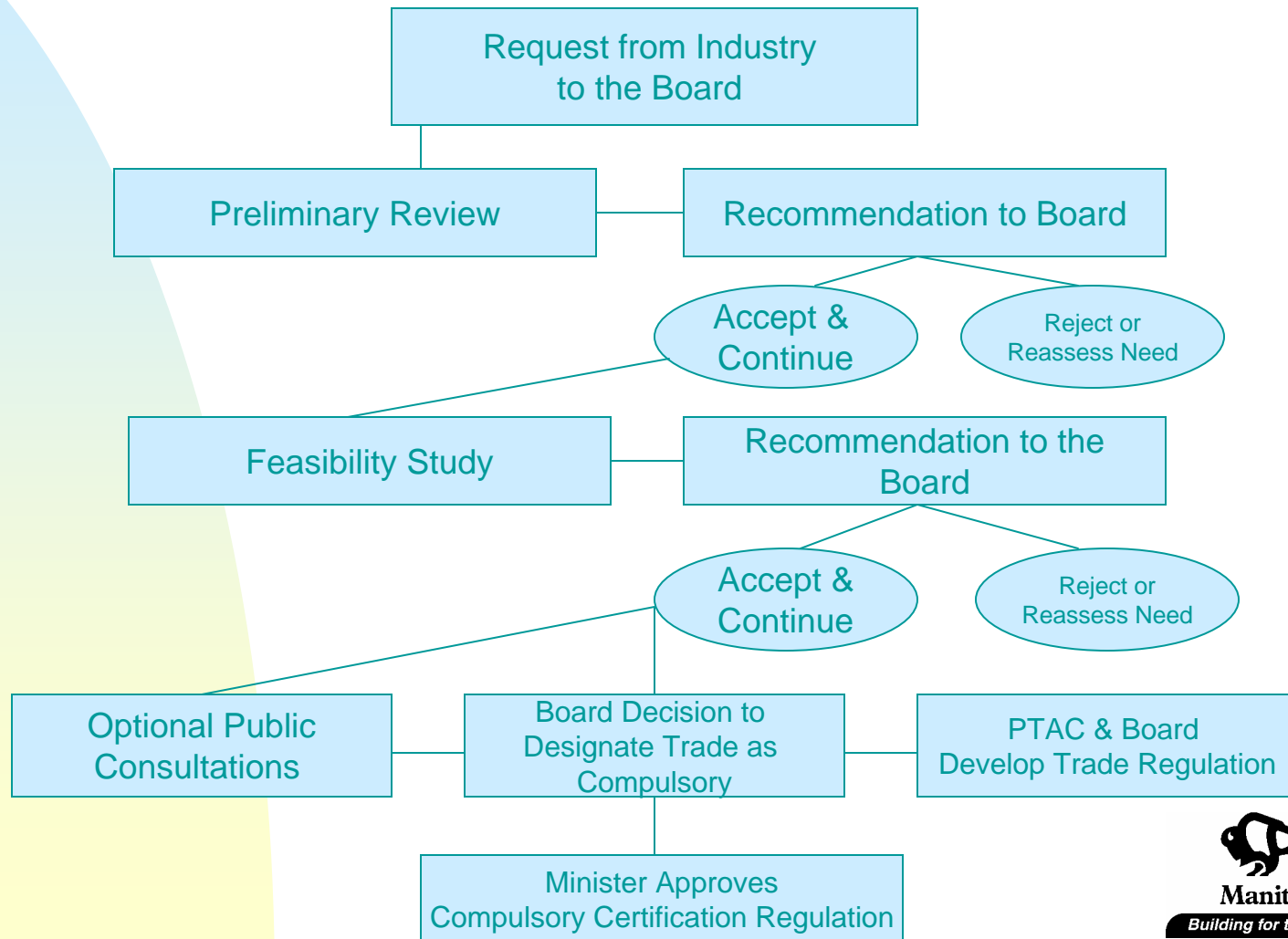
- Industry requests for the compulsory certification of an additional 10 trades:
  - ◆ Motor Vehicle Mechanic;
  - ◆ Motor Vehicle Body Repairer;
  - ◆ Sheet Metal Worker;
  - ◆ Plumber;
  - ◆ Construction Electrician;
  - ◆ Industrial Electrician;
  - ◆ Power Electrician;
  - ◆ Carpenter;
  - ◆ Millwright; and
  - ◆ Ironworker



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# Compulsory Certification Process



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# Preliminary Review

- Conducted in-house by Apprenticeship Branch staff;
- Initiates the consultative process with industry stakeholders;
- Examines the need for compulsory based on:
  - ◆ public safety;
  - ◆ worker safety;
  - ◆ consumer protection; and
  - ◆ environmental protection; and—————→



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# Preliminary Review

- Provides a cursory examination of the impacts of compulsory certification on the:
  - ◆ labour market;
  - ◆ industry stakeholders;
  - ◆ workers;
  - ◆ consumers; and
  - ◆ government



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# Feasibility Study

- Conducted by an independent third party;
- Provides a formal structure for stakeholder consultations via focus groups, surveys, and interviews; —————>



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# Feasibility Study

- Provides a detailed assessment and analysis of the impact of compulsory certification on the:
  - ◆ labour market;
  - ◆ industry stakeholders;
  - ◆ workers;
  - ◆ consumers; and
  - ◆ government; and
- Makes recommendations regarding the implementation of compulsory certification



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# Feasibility Study for the Automotive Trades

- Determined that it is feasible to implement compulsory certification under specific conditions, including that the regulation:
  - ◆ exclude routine maintenance tasks, specialized shops, and specific geographical areas;
  - ◆ enable grandparenting; and
  - ◆ harmonize with other applicable legislation, policies, penalties and enforcement



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# Regulatory Development

- Role of the Apprenticeship Branch to:
  - ◆ Ensure the smooth implementation of compulsory certification regulation; and
  - ◆ Minimize impacts on the labour market, industry stakeholders, workers, consumers, and government



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# Controlling Impacts

- Legislative mechanisms to control impacts include:
  - ◆ grandparenting;
  - ◆ exclusions;
  - ◆ exemptions;
  - ◆ temporary permits; and
  - ◆ ratio adjustments



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# Perceived Benefits of Compulsory Certification

- Training and certification serves to improve worker competence; and
- Compulsory certification will improve public safety, worker safety, environmental protection and consumer protection



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# Effective Regulation

- Compulsory certification regulation should:
  - ◆ Be clear in intent;
  - ◆ Practical in application;
  - ◆ Harmonize with the existing realities of industry and the labour market; and
  - ◆ Enable transition



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# Long-Term Process

- Compulsory certification is a long-term dynamic process;
- Industry and consumers must recognize the benefits of certification;
- Need for a cultural shift in the perception of the trades to ensure legislation is accepted by the public and industry



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# Limits of Law

- The law may be limited in its ability to effect change; and
- Regulation may be more effective when used with other policy instruments to achieve its purpose



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# Role of the Public Service

- When regulating the government must:
  - ◆ Consult with all stakeholders; and
  - ◆ Address the impact of compulsory certification on all stakeholders



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# Impacts in the Automotive Trades

- specialty shops;
- small shops;
- rural shops;
- fleet vehicles agencies;
- Manitoba Hydro;
- Manitoba Public Insurance;
- people in remote rural areas;
- part recyclers;
- component rebuilders
- co-op students;
- people performing routine maintenance;
- Truck & Transport Mechanics;
- Heavy Duty Equipment Technicians;
- other government Departments;
- First Nations Communities;
- vehicle inspection programs & inspectors



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# Future Initiatives for Industry

- Industry may:
- Continue to build on the legislative foundation for compulsory certification that is being established today;
- Continue with incremental changes over time; and
- Use other policy instruments to effect change

# Further Information

- For information about apprenticeship training and compulsory certification, contact:

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