



# Exploding the Myth

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# So, what's a Myth?

- Sacred story from the past (not folklore)
- Seek to interpret the world around us
  - Creation
  - Moral values
  - Motif
  - Etological
- This subject has a mythology in Spades



# What are the Apprenticeship Myths



- Shortages!!
- The Aging Work Force
- They are lined up around the block!!
- The 'Bottom Feeders' are ruining apprenticeship
- Track training Rules!!

# There are shortages where...

- There are no places to start new apprentices
- Where the market is white hot for a while
- Where the economics 'dictate'
- Where the system runs without 'checks'
- Where training isn't a priority



# No one is prepared to shift...

- There is no perfect system, but....
- My system is the closest to perfection....
- We must kill all other models....



And the issue is Incredibly Complex

# Shortages Defined



- You need a job to be one!!
- The shortages of minimum wage apprentices
- More work doesn't create more apprentices
- Mobility Failures
- There are more facets...

# There used to be a commitment

- Contract of Indenture as opposed to 'Charlie the Computer says lay off'
- Who gets laid off first?
- First Year used to be the Screen
- Uncertainty breeds drop outs



# Continuity

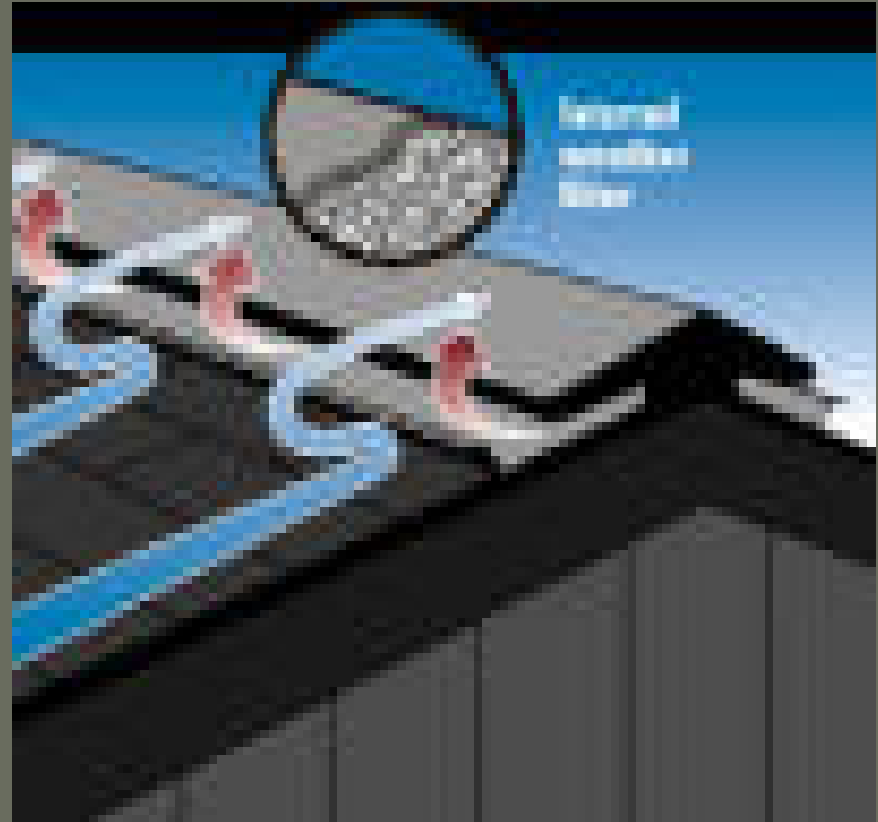


Panning for gold in the 1800s

- How many years to complete (not time served versus competency based)??
- Boom or Bust cycles
- The 4<sup>th</sup> year never works – so when to they complete
- Can the ‘system’ provide for the needs of the learner??

# Who's in the System Anyway??

- What's the real story on completions
- Turnover – starters versus completions
- Shortages – a stalking horse for an ulterior motive??
- Who is inactive and, why??
- LMI is key



# Costs



- Tools
- Mobility
- Costs of failures and non-completers
- The lack of enforcement
- Hidden costs
- Alberta 42K apprentices – 10K trained by 9% of industry

The self defeating strategy

What's taught on the Job??



Training Plans

Mentorship

Thank You



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