APPRENTICESHIP: CURRENT PRACTICES AND STRATEGIC INITIATIVES

Workforce Training and Education Coordinating Board
Olympia, WA,
March 14th 2013
OVERVIEW

- ITA and RTO
- Apprenticeship registration: Apprentice and Sponsor
- Grants and tax credits
- RTO initiatives
- Sector Task Forces and HR Committees
- Enhanced assessment strategy
- Non-apprentice occupations
ITA AND RTO

**Industry Training Authority**
- Provincial Crown Agency
- Leads and coordinates BC’s skilled trades system
- Works with employers, employees, industry, labour, training providers and government
- Issues credentials, sets program standards, manages apprenticeships and increases opportunities in the trades

**Resource Training Organization**
- Sanctioned as an Industry Training Organization (ITO) by the ITA
  - Industry-driven model
  - Not-for-profit, independent of Crown Corp.
- Oversees the management and development of apprenticeship training for BC’s resource sector
- Established in 2007
RTO SECTORS

- Mining and smelting
- Oil and gas
- Pulp and paper
- Solid wood
- Shipbuilding and repair
- Utilities
RTO TRADES PROGRAMS

- Industrial Electrician
- Industrial Instrumentation Mechanic (Millwright)
- Machinist
- Metal Fabricator (Fitter)
- Planer Mill Maintenance Technician (I & II)
- Power Line Technician
- Rig Technician
- Saw Trades
- Steamfitter/Pipefitter
- Tool and Die Maker
- Welder (C, B, A)
- Winder Electrician
APPRENTICE AND SPONSOR REGISTRATION

APPRENTICE

- Registration checklist
- Credit for prior training
- Credit for work experience
- Pre-requisites
- ITA ID and registration card

EMPLOYER/SPONSOR

- Apprentice and sponsor registration forms
- Registration forms for SSA/ACE IT programs
- Sponsor account
- Employer support and recognition
GRANTS AND TAX CREDITS

APPRENTICE
- Employment insurance
- Tax credit
- Grants and bursaries
  - AIG – taxable cash grant of $1,000 per year, max $2,000 per person
  - ACG - $2,000 taxable cash grant upon completion
- Secondary students
  - Scholarships
  - Passport to education

EMPLOYER
- Apprenticeship job creation tax credit – up to $2,000 per eligible participant
- Training tax credits for Shipbuilding and Repair industry employers
  - Refundable tax credit up to $5,250
- BC Training tax credits
  - Basic credits
  - Completion credits
  - Enhanced credits
RTO STRATEGIC INITIATIVES

- Industry driven, worker focused, flexible training
  - alignment of organizational and individual career goals
- Workforce diversity and inclusion
  - Age, gender, culture
- Innovative human resources management and development practices
  - Targeted recruitment strategies and practices
  - Training programs, knowledge transfer, skills assessment and recognition
- Collaboration and partnerships
  - Business, labour, government, education and community
APPRENTICESHIP TOOLKIT

WELCOME

Are you new to the apprenticeship system?

Interested in apprenticeship but don’t know where to start or how it works? This guide is intended to simplify and explain the apprenticeship process in BC. This guide is for apprentices and sponsors and for those considering entering the apprenticeship system.

Many BC apprenticeship programs are built on the interprovincial Red Seal credential program which provides mobility to work across the country.

This guide explains who’s who in apprenticeship and the roles and responsibilities of apprentices and sponsors. It explains how to get started, provides tips for on-the-job and technical training, and explains the certification process.
APPRENTICE BC
TRADES ROCK
Are Trades Right for Me?

Choosing a Trade

Want to narrow down your choices and learn more about BC's Resource Sectors and the types of trades they employ? Visit the Choose a Trade section, and check out TradesRock.com for more information.
KEY HR ISSUES AND SOLUTIONS

ISSUES

- Recruitment and retention
- Skills development and knowledge transfer
- Perception of the resource industry and related careers
- Apprenticeship completion rate and employer participation
- Labour mobility

SOLUTIONS

- Tools to recruit and retain a diverse workforce
- Industry driven training programs
- Enhanced worker mobility
- Public education strategies to improve the image of the sector
- Increased sector participation in apprenticeship
- Targeted recruitment strategies
- Enhanced assessment, flexible training, PLAR, FCR
LABOUR MARKET PARTNERSHIPS

- BC Mining HR Task Force
- BC Shipbuilding and Repair HR Committee
- BC Solid Woods HR Committee
- BC Natural Gas Workforce Committee
- Business, labour, education and government representatives
- Conduct needs assessment and gaps analysis
- Develop sector wide HR strategies and practices
- Facilitate implementation of new practices
- Sector wide HR planning
- Industry specific training
WORKFORCE RESEARCH AND ANALYSIS – MINING INDUSTRY
EDUCATION AND PROMOTION – MINING INDUSTRY

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Email & tell us how many times our host Maggie Dorf says the word "WOW" in the 1st season of Mining Your Future

ends April 5th, 2013

watch all 8 episodes online: www.MiningYourFuture.com
CAREER EDUCATION – MINING INDUSTRY

- Workforce Exploration Skills Training (WEST) – NWCC
  - 6 week bush camp employability skills program
  - No cost for eligible participants (funded program)
- Campus promotion and recruitment
  - Career and job fairs supported by industry
- Mining Your Future
  - TV mini-series showcasing the diverse career opportunities in the mineral exploration and mining industry [Link](http://www.infomine.com/library/videos/3442c0/mining_your_future_episode_1.aspx)
FIRST NATIONS TRAINING – MINING INDUSTRY

- BC Aboriginal Mine Training Association
  - Work with First Nations communities in BC
  - Programs and services across BC
  - Training programs
    - HEO Training program (ITA Certification)
    - Mining skills for entry-level workforce
    - Underground miner
    - Introduction to trades
    - Women in trades
    - Apprenticeship programs
WORKFORCE DEVELOPMENT – OIL AND GAS

- Essential skills
  - Integrating essential skills training into training programs
- Petroleum competency program
  - Certifies workers in several petroleum industry occupations
- Labour market transition program
  - Focuses on underemployed and displaced workers from supply pool that have a high level of transferability to petroleum in-demand occupations
ENHANCED ASSESSMENT – SHIPBUILDING AND REPAIR

SHIPYARD LABOURER
ITA OCCUPATIONAL CERTIFICATE

Application Package

The Challenger Application Package will be provided to simplify the assessment registration and admission process. It includes:
1) Self-Assessment Checklist
2) Assessment Process Information
3) Application to Challenge ITA Certificate
4) Portfolio of Evidence Checklist
5) Third Party Report

SHIPYARD LABOURERS

We invite you to participate in our pilot Shipyard Labourer enhanced assessment leading to a new ITA Occupational Certificate. Please register online: getcertified.ca

EMPLOYERS

Joint-RTO and IMTARC is supporting the ITA Certification for Professional Shipyard Labourers by sending your workers to partake in the enhanced assessment pilot.

HOW TO QUALIFY

To qualify to challenge an ITA Occupational Certificate the challenger must meet the following requirements:

1. A minimum of 4000 hours of hands-on experience as a shipyard labourer.
Time spent on a training course is not counted as "hands on" work experience.
2. WHMIS certificate.

WHEN THE ASSESSMENT IS CONDUCTED

The assessment will be conducted during the period of March 14th to April 30th, 2013.

SHIPYARD PROFESSIONAL LABOURER

Step into the Trades
RESOURCES

- ITA - http://www.itabc.ca/
- RTO - http://www.rtobc.com/
- WORK BC - http://www.workbc.ca/Pages/Home.aspx
- BC HR Task Force - http://www.acareerinminingbc.ca/
- Careers in mining - http://www.miningyourfuture.com/
- Careers in forestry - http://www.cofi.org/educationcareers/career-links/
- First Nations training and employments - http://www.bcamta.ca/latest-news
- Career app for smart phones - http://www.buildacareer.ca/
THANK YOU