



# APPRENTICESHIP: CURRENT PRACTICES AND STRATEGIC INITIATIVES

Workforce Training and Education Coordinating Board  
Olympia, WA,  
March 14<sup>th</sup> 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

APPRENTICESHIP 101 ON THE JOB IN THE CLASSROOM CERTIFICATION FORMS & DOCUMENTS

CONTACT LIST | GLOSSARY

## THE APPRENTICESHIP toolkit

A Guide for Navigating the BC Apprenticeship System

APPRENTICESHIP 101

- Welcome
- Overview of the Apprenticeship Process
- Who's Who in Apprenticeship
- Pathways to Certification
- Financial Information
- Sponsoring an Apprentice
- Becoming an Apprentice
- FAQ

### 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.



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# APPRENTICE BC

EMPLOYER LOGIN

**bc** apprenticeship bc Home / Apprenticeship / Employer / Contact

## Connecting BC's out-of-trade apprentices with new employers

If you have been laid-off or had your apprenticeship cancelled, register now and receive our help in connecting you with an employer to finish your apprenticeship. [Click here to register.](#)

[APPRENTICE](#) [EMPLOYER](#) [F.A.Q.](#)

**WEDNESDAY, APRIL 06, 2011 - JOHN LEITH**  
**10 Tips to Help Get Back to Work Quickly**  
Maecenas sed diam eget risus varius blandit sit amet non magna. Aenean lacinia bibendum nulla sed consectetur. Morbi leo risus, porta ac consectetur ac, vestibulum at eros... [Read Full Article](#)

**FRIDAY, APRIL 01, 2011 - DAVID MANIS**  
**The Right Stuff**  
Maecenas sed diam eget risus varius blandit sit amet non magna. Aenean lacinia bibendum nulla sed consectetur. Morbi leo risus, porta ac consectetur ac, vestibulum at eros... [Read Full Article](#)

**Apr 22 on Twitter**  
RT @westernelectric: Great candidates interviewed for IE apprenticeship positions this weekend through Apprenticeship BC. Thanks guys.

**Ways to Follow Us**  
Want more ways to find out what's going on with Apprenticeship BC? We've got your connection right here.

[Twitter](#) [Facebook](#)

# TRADES ROCK

**IT'S YOUR Life**  
Explore a career in the Resource Trades

**Menu** ▾

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**Solid Wood**

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**Utilities**

**Oil & Gas**

**Ship Building & Repair**

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**4 ways to Step Into the Trades**

**In-Demand Trades**

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### FEATURED LINKS

- [Apprenticeship Information](#)
- [Are Trades Right for Me?](#)
- [Debunking the Myths](#)



APPRENTICESHIP  
1800.IT.CA



ita  
YOUR TICKET.

## 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.

### FEATURED TRADESWOMEN PROFILE



Name: Sara Jeffrey  
Trade: Metal Fabricator

[View Profile](#)  
[View All Profiles](#)



# 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



A CAREER  
IN MINING  
IS MORE  
THAN YOU THINK

 IN THE SPOTLIGHT

 SPEAKERS BUREAU

 VIRTUAL MINEMENTOR

Supported by \_\_\_\_\_

**M<sup>C</sup>HR** | MINING INDUSTRY  
**RH/M** | HUMAN RESOURCES COUNCIL



*Step into the Trades*

# EDUCATION AND PROMOTION – MINING INDUSTRY



**Mining  
Your Future**

Mining Careers in Today's BC Mining Industry

watch all 8 episodes online:  
[www.MiningYourFuture.com](http://www.MiningYourFuture.com)

WIN an iPad &  
one THOUSAND  
BUCK\$ !

Like us on Facebook,  
Follow us on Twitter &  
you're ready to enter!

The CONTEST...  
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

# 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 [http://www.infomine.com/library/videos/3442c0/mining\\_your\\_future\\_-\\_episode\\_1.aspx](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

**GET CERTIFIED**  
APPLY ONLINE TO CHALLENGE THE PROFESSIONAL SHIPYARD LABOURER OCCUPATIONAL CERTIFICATE FROM ITA.

[www.itabc.ca/shipyard-labourer](http://www.itabc.ca/shipyard-labourer)

**IMTARC**  
INDUSTRIAL, MARINE, TRAINING & WORKER REGISTRATION CENTRE

**ita**  
YOUR TICKET.



## Application Package

The Challenger Application Package will be provided to simplify the assessment registration and selection process. It includes:

- ❑ Self-Assessment Checklist
- ❑ Assessment Process Information
- ❑ Application to Challenge ITA Certificate
- ❑ Portfolio of Evidence Checklist
- ❑ 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: [get-certified.ca](http://get-certified.ca)

## EMPLOYERS

Join RTO and IMTARC in 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



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# 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



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