

Apprenticeship: A Winning Formula

NETCO
CONFERENCE
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Canadian Council of
Directors of Apprenticeship



RED SEAL
THE INTERPROVINCIAL STANDARDS RED SEAL PROGRAM

Presentation Overview

- Canadian Council of Directors of Apprenticeship (CCDA)
- Interprovincial Standards “Red Seal” Program
- CCDA Research Agenda
- Challenges for Apprenticeship in Canada

1.



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CCDA consists of each provincial and territorial representative with responsibility for apprenticeship and two representatives from the Federal Government.

2.



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The mandate of CCDA is to facilitate a standard of excellence in provincial/territorial apprenticeship training leading to Red Seal designation thus facilitating interprovincial mobility , and

To assist in increasing the number of skilled tradespeople in Canada.

3.



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CCDA Committees and Working Groups

Executive

Carries out the mandate of the CCDA between full council meetings.

Communication/Promotion

Works with partners to promote Apprenticeship and the skilled trades.

Industry Relations

Develops and maintain linkages and relationships with national industry groups.

Research Committee

In consultation with CCDA and its partners, develops an agenda and timetable for research projects to be undertaken by CCDA.

Interprovincial Standards and Examination Committee (ISEC)

Working group of CCDA responsible for Red Seal products.

4.



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Human Resources and Social Development Canada

- Support:
 - The development of National Occupational Analysis
 - The development of interprovincial examinations
- Provide secretariat and research support to CCDA

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Interprovincial Standards “Red Seal” Program

- Administered by the CCDA
- Encourages the development of common apprenticeship training and certification standards
- Engages diverse industry representatives from all provinces and territories

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Interprovincial Standards “Red Seal” Program Core Products

- National Occupational Analyses (NOA)
- Interprovincial Red Seal Examination

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National Occupational Analyses (NOAs)

- The NOA series is the foundation of the Interprovincial Standards “Red Seal” Program
- Documents that detail tasks and sub-tasks performed by workers in a trade or occupation
- The NOAs are developed with industry practitioners

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Interprovincial Red Seal Examinations

- Red Seal examinations are developed from the NOAs with industry practitioners
- Upon successful completion of the Interprovincial Examination, candidates receive a Red Seal endorsement on their journeyman certificate

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Mobility

- There are currently 49 trades designated as Red Seal
- Approximately 88 percent of all registered apprentices are working within the 49 designated Red Seal trades
- Journeypersons who have a Red Seal endorsement on their certificate can work and move freely from one part of Canada to another where that trade has been designated
- Since 1959, in excess of 430,000 Red Seal endorsements have been issued

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Interprovincial Standards “Red Seal” Program: Benefits

- Recognition of meeting a national standard
- High level of employment among Red Seal holders

Mobility

- with employers
- within the province/territory
- interprovincial
- Improved chances of advancement

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CCDA Research

- In May 2005, CCDA adopted a change in its mandate to include research
- CCDA Research Committee is mindful of other apprenticeship research initiatives.

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Considerations for Areas of Research Important to CCDA

- CCDA recognizes that other organizations, including CAF-FCA and CSC, are engaged in apprenticeship related research
- CCDA does not intend to duplicate research and will work with other organizations as appropriate
- CCDA has selected 5 topics to research

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CCDA RESEARCH COMMITTEE DELIVERED PROJECTS



Employer Participation in Apprenticeship

- This project will estimate the degree of participation as a percentage of the number of potential training employers, and the characteristics of participating employers (e.g., size of firm, industry, union status)
- It will identify reasons why some employers do not participate in apprenticeship
- It will also determine what would influence or change employers' willingness to participate
- Contract awarded to Compas Inc.
- Scheduled to be completed by late fall of 2007.

Recognition of Specialization within Trades

- This project will examine the extent of recognition of specialization within established trades
- Contract awarded to Prism Economics and Analysis
- Project currently underway. Scheduled to be completed by late fall of 2007.

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CCDA RESEARCH COMMITTEE DELIVERED PROJECTS



Characteristics of a Well-Functioning Apprenticeship System

- This project's objective is to develop an operationally useful inventory of the different characteristics of apprenticeship models and programs.
- Contract awarded to Compas Inc..
- Scheduled to be completed by late fall 2007.

Apprentices Support Mechanisms

- The project will identify principal causes of apprentice discontinuations in Canada and will review the types of support mechanisms that are currently, or potentially, available
- Contract awarded to the Educational Policy Institute (EPI).
- Project is currently underway. Project expected to be completed by late fall of 2007.

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CCDA RESEARCH COMMITTEE DELIVERED PROJECTS

Apprenticeship Technical Training Models

- This project will cover all technical training models currently in use in Canada and an assessment of respective advantages and disadvantages regarding cost and effectiveness.
- The project will identify and assess the applicability in Canada of new, proposed, models of technical training with respect to cost and effectiveness criteria, based on the Canadian and international literature on apprenticeship/alternation training.
- Contract awarded to the Educational Policy Institute (EPI).
- Project is currently underway. Expected to be completed by late fall of 2007.

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STATISTICS CANADA DELIVERED PROJECTS

National Apprenticeship Survey (NAS)

- Purpose of the NAS:
 - Why people choose trades as a career
 - Why some apprentices do not complete
 - Post-apprenticeship labour market experiences
 - Why some apprentices take longer to complete the program
- Collection is completed – analysis of the data is currently underway
- Results expected in Spring 2008

1993 Registered Apprentices Cohort Study

- This project will look at a longitudinal cohort of registered apprentices, who first started their programs in 1993, over a period of 11 years.
- Using the Registered Apprenticeship Information System (RAIS), the project will study completion patterns of apprentices over a 10 year period.
- Statistics Canada to oversee the project which was done in part by a consultant.
- The project is currently underway. Results are expected to be released by mid-December, 2007.

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STATISTICS CANADA DELIVERED PROJECTS

Finding a Replacement for RAIS

OBJECTIVE:

- The Registered Apprenticeship Information System (RAIS) will be shut down in 2009. As such, HRSDC has asked Statistics Canada to conduct a study that will look at options and make recommendations for a replacement of RAIS.

STATUS:

- The study is currently underway and is scheduled to be completed by the late fall 2007.
- Work on a new system will follow.

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Other CCDA Research Projects Currently Underway

Environmental Scan on National Occupational Standards

- This project is a scoping exercise that will gather information such as what trades related national standards exist, what procedures were followed in the development of those standards and whether or not they bear similarities with those of the Red Seal Program.
- Project awarded to R.A. Malatest and Associates Inc.
- Project is currently underway. Expected to be completed by mid-December 2007.

Review of Provincial and Territorial Apprenticeship Information Systems

- This project will provide a description and functional analysis of information systems currently used by provincial and territorial governments to monitor and assist the administration of the activities of apprenticeship programs offered in the respective jurisdictions.
- Contract awarded to Plester Consulting Services.
- Results are expected in the fall of 2007.

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Interprovincial Red Seal Statistics Electrical Trades



Trade: Construction Electrician

Year: Period Jan. 1 – Dec.31	2002	2003	2004	2005	2006
Completed Apprentices					Estimate
Number of candidates	2212	2588	2958	3414	4114
Red Seal issued - this period	1773	1341	2130	2354	2682
- to date	49,558	50,899	53,029	55,738	58,420
Trade Qualifiers					
Number of candidates	1205	1173	1405	1452	1435
Red Seal issued - this period	738	376	868	794	963
- to date	11,303	11,679	12,547	12,989	13,952

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Interprovincial Red Seal Statistics Electrical Trades



Trade: Industrial Electrician

Year: Period Jan. 1 – Dec.31	2002	2003	2004	2005	2006
Completed Apprentices					Estimate
Number of candidates	203	223	273	227	311
Red Seal issued - this period	117	136	200	152	180
- to date	3,837	3,973	4,173	4,337	4,517
Trade Qualifiers					
Number of candidates	1124	1382	1412	772	1358
Red Seal issued - this period	774	927	1088	532	1096
- to date	3,346	4,273	5,361	5,866	6,962

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Interprovincial Red Seal Statistics Electrical Trades



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Trade: Powerline Technician

Year: Period Jan. 1 – Dec.31	2002	2003	2004	2005	2006
Completed Apprentices					Estimate
Number of candidates	104	159	189	248	179
Red Seal issued - this period	57	83	121	153	133
- to date	1,980	2,063	2,184	2,336	2,469
Trade Qualifiers					
Number of candidates	43	33	36	45	35
Red Seal issued - this period	21	9	12	23	30
- to date	313	322	334	354	384

Challenges for Apprenticeship in Canada



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- High demand for skilled workers
- Skills required for a more technological market
- Promotion of skilled trades as a career choice
- Employer engagement and commitment
- Lack of a broad range of work experience

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Challenges for Apprenticeship in Canada

- Foreign Credential Recognition
- Cost/time required to develop standards and keep them current
- Access to the apprenticeship system
- Completion of the Apprenticeship program

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