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Our File

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**FACSIMILE MESSAGE**

**TO:**

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% PUBLIC CONSULTING GROUP

**FAX NO.**

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**FROM:**

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**B.C. FEDERATION OF LABOUR  
FAX NO. 430-5917**

**Total number pages including cover sheet** \_\_\_\_\_

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June 14, 1995

*Mary  
P.S. Review*

**T** Members of the CLC Executive Council

**Re:** Ad Hoc Committee on Apprenticeship

Labour representatives on various apprenticeship committees have been asking for a common labour position on a range of issues around apprenticeship. As announced at the May meeting of Executive Council, the Congress has established an Ad Hoc Committee to produce a labour position that can be used by affiliates and provincial federations.

The first meeting of the Ad Hoc Committee was held on April 25, in Toronto, to discuss a draft position paper. The paper will be revised and sent to the Committee for further work and comment.

We are planning to hold a meeting in September to go over the document. Please let me know if you would like to have a representative on the Committee to comment and review the draft. A copy of the first draft is attached along with a copy of the minutes of the first meeting.

With federal government support, the Canadian Council of Directors of Apprenticeship are organizing a National Apprenticeship Conference for November 24th to 26th in Ottawa. Several affiliates and federations have received invitations. We expect the Ad Hoc Committee's work on the paper will be complete well in advance of that meeting.

A redraft of the discussion paper on apprenticeship will be sent to you in the next couple of weeks.

Kevin Hayes is the CLC Resource person on the Committee.

Solidarity,

Jean-Claude Parrot  
Executive Vice-President



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## OBSERVATIONS AND RECOMMENDATIONS

- ☐ Business is determined to replace apprenticeship with co-op education and an internship system where workers and unions have little say or control.
- ☐ Apprenticeship is a vitally important training system for workers *policy issue*
- ☐ Workers must get more say and control of the apprenticeship.
- ☐ It was recommended that the CLC take the leadership in developing a national apprenticeship policy. (The CLC is probably best positioned to develop national standards.)
- ☐ It was proposed that the CLC establish a Committee on apprenticeship. (The Chair explained that Standing Committees of the Congress are established in the CLC constitution. But an ad-hoc committee or sub-committee of the Training and Technology committee could be established.)
- ☐ Each provincial labour federation should also establish an apprenticeship committee.

*my*

## NEXT MEETING

The next meeting will be in September.

- expansion of # of apprenticeship trades
- role of govt, business, labour in education, training, research, developing applications
- privatization of training

## CLC Ad Hoc Committee on Apprenticeship Policy

## Minutes

April 25, 1995

OFL Building , Toronto

## IN ATTENDANCE

Parrot, Jean-Claude, Chair, CLC	Price, Elaine → N&LFL
Buttler, Frank → PSAC	Reid, Tom → USWA
Connor, Sam → IAM	Roberts, Bruce → CAW
Dainard, Neil → ACTRA	Sinclair, Kelly → UFCW
Falconer, Gord → USWA	Turk, Jim → OFL
	Hayes, Kevin → CLC Secretary

## OPENING REMARKS OF THE CHAIR

- ☐ The meeting began at 9:15 a.m.
- ☐ The meeting was organized in response to a request to the CLC Training and Technology Committee that the Congress develop a policy on apprenticeship. This request was echoed by the CLC representatives on the CLFDB Apprenticeship Committee. They had no policy framework to guide them in their work.
- ☐ The purpose of the meeting was to give direction on the development of a CLC policy on apprenticeship and to recommend a process for developing the policy.
- ☐ The draft paper on apprenticeship was to facilitate discussion. It did not cover all of the issues.



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## 6. BARRIERS TO EQUAL ACCESS

Aboriginals, women, visible minorities and persons with disabilities must have full and equal access to apprenticeship training. There are systemic barriers ranging from inadequate child care to physical and organizational workplace barriers.

- a) What mechanisms should be adopted to ensure that systemic discrimination is not a barrier to the employment equity groups in accessing apprenticeship training?

*competition*  
- *Barriers*  
*these*

## 7. ENTRY LEVEL EDUCATIONAL REQUIREMENTS

The entry level educational requirement has risen steadily. Grade 12 is now seen as a minimum to allow successful completion of an apprenticeship program.

*not entrance!*

- a) Is completion of Grade 12 or its equivalent necessary for all entrants, regardless of previous work experience?
- b) Should entry begin in Grade 10 with a different mix of workplace and classroom learning?

*not qualifications*

## 8. NATIONAL STANDARDS AND CERTIFICATION

National standards should be developed based on industry needs for all occupations identified as suitable for the apprenticeship training model. Because of provincial jurisdiction, enforcement of the same standard for apprenticeable trades across the country is a major problem. The Red Seal program is an important instrument in achieving national standards.

*Notes are based on limiting the # of lower paid trainees on job*

- a) Should these standards cover all aspects of training, including on-the-job and in-school training, trainer qualifications, entrance requirements and the ratio of trainers to trainees on the job?
- b) Should the Interprovincial Standards Program (Red Seal) be responsible for ensuring that trades belonging to this program are designated apprenticeable in all jurisdictions where they exist?
- c) Should a valid certification process be established for all new occupations, so that all workers who complete the apprenticeship program will be certified to the same high standard, and the certificate be recognized across Canada ensuring the mobility of the workforce?

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## 9. ENFORCING THE EMPLOYMENT OF SKILLED TRADES

Policing of the use of certified tradespeople, the maintenance of proper ratios and incentives for the hiring of apprentices should be systematically undertaken. Are increased fines for violating the law effective? Should the employer be required to use certified journey persons and indentured apprentices on government contracts over a certain figure? ✓

- a) Should there be compulsory certification of all trades?
- b) Should compulsory upgrading in all trades be required as new technologies change standards? ✓

✓  
- 2 exchange  
but we  
(monthly)

exclusion  
from bids

## 10. GOVERNANCE

The governance of the apprenticeship system is complex. Apprenticeship Boards is only part of the decision-making infrastructure. Some of the most important decisions are made by employers and educational institutions. Provincial governments and the federal government in a variety of ways play a pivotal role.

- a) Who is responsible for keeping the apprenticeship system alive?
- b) Who effectively controls the program?
- c) Who should be responsible for the composition of the apprenticeship boards? - sent