

HIGHLIGHTS OF APPRENTICESHIP REVITALIZATION ACTIVITY: 1992/93

SCHOOL WORKPLACE APPRENTICESHIP PROGRAM

- 12 new school boards approved for a total of 47 (45 funded)

COMMUNITY-BASED PARTNERSHIPS FOR OUTREACH

- 18 projects contracted for \$410,000

NEW TRADES, IMPROVING QUALITY OF TRAINING

- 233 tradespeople trained through Train-the-Trainer program
- Working with TV Ontario on distance education delivery for Train-the-Trainer
- 2 new Provincial Advisory Committees created:
 - Reinforcing Steelworker
 - Fire Alarm and Sprinkler Installer
- 14 new Interprovincial Trades approved:

Baker	Lather
Boilermaker	Mobile Crane Operator
Cabinet Maker	Motorcycle Repairer
Farm Equipment Mechanic	Partsperson
Floorcovering Installer	Steel Fabricator
Insulator	Tool & Die Maker
Ironworker	Truck-Trailer Repairer
- 11 new curricula developed:

Baker & Patisier	Plumber
Construction & Maintenance	Refrigeration & Air Conditioning
Electrician	Mechanic
Elevating Devices Mechanic	Steamfitter
General Machinist	Sheet Metal Worker
Hairstylist	Tool & Die Operator
Pattern Maker	
- 6 new Trades Updating courses developed:

Chloro-Fluoro-carbon Handling	Design Experiments
Advanced Electronic Controls	Air Bags & Anti-lock Brakes
Quick Die Change	Electronically Controlled ABS
- 3 new trades under development:
 - Home Support Care Worker
 - Automated Machine Specialist
 - Industrial Electrician/Millwright

APPRENTICESHIP EXPANSION AND REVITALIZATION

THE CURRENT APPRENTICESHIP SYSTEM

- **APPRENTICESHIP IS A LEARNING SYSTEM**
 - Combines on-the-job and in-school training
 - Provides formal occupational preparation
- **APPRENTICESHIP IS A CERTIFICATION SYSTEM**
 - Provides portable skills
 - Province-wide standards in 69 trades
 - Interprovincial standards in 40 trades
- **50,000 APPRENTICES AND 25,000 EMPLOYERS**
- **300,000 CERTIFIED TRADESPEOPLE**

THE CHALLENGE FACING ONTARIO'S TRAINING SYSTEM

- **CHANGING TECHNOLOGIES CREATE DEMANDS FOR NEW AND HIGHER SKILLS**
- **COMPETITION AND RECESSION MEAN WE CANNOT AFFORD TO MISS OPPORTUNITIES**
- **DESPITE LARGE INVESTMENTS IN EDUCATION, WE SUFFER FROM PERSISTENT SKILL SHORTAGES**
- **TWO-THIRDS OF YOUNG PEOPLE ENTERING THE WORK FORCE HAVE NO FORMAL VOCATIONAL TRAINING OR CERTIFICATE**
- **EQUITY GROUP PARTICIPATION IN THE WORKFORCE IS OFTEN RESTRICTED TO TRADITIONAL, LOW-PAYING JOBS**

WHAT CHANGES ARE TAKING PLACE IN APPRENTICESHIP NOW?

- **WE ARE MAKING APPRENTICESHIP MORE FLEXIBLE**
 - A variety of "doors" and formats for users of the system
 - Standards updating is ongoing, it provides the basis for portability.

- **WE ARE DEVELOPING A SYSTEM WITH STRONG SENSE OF "OWNERSHIP" ON THE PART OF STAKEHOLDERS**
 - Reconstituted Provincial Advisory Committees ensure private sector "ownership" of training quality
 - Educational institutions are re-examining the importance of technical training
 - Laid-off apprenticeship program and other community models are expanding leadership role of established and new partners

APPRENTICESHIP EXPANSION AND REVITALIZATION

1. EXPAND THE SECONDARY SCHOOL WORKPLACE APPRENTICESHIP PROGRAM (SWAP)

WHY?

- 2/3 of young people enter the labour force without any post-secondary education
- Only 8.4% of apprentices are 16 - 19 years old
- The average age of an apprentice is 25 years

STRATEGY IS TO INCREASE NUMBER OF SCHOOLS BOARDS PARTICIPATING FROM 35 TO 90

- Provides high school students with opportunity to complete high school diploma and enrol as apprentices
- Fosters co-operation between schools and employers and unions
- Implementation will stress equity targets
 - 15% racial minorities
 - 20% female

2. INTRODUCE NEW TRADES AND IMPROVE QUALITY

WHY?

- Many existing standards and examinations are out-of-date
- No province-wide curriculum documents for in-school apprenticeship training
- While 90% of apprenticeship training takes place on the job there are no supports to ensure the quality of on-the-job training

STRATEGY IS TO IMPROVE THE QUALITY OF IN-SCHOOL AND ON-THE-JOB TRAINING AND INCREASE NUMBER OF INTERPROVINCIAL STANDARDS

- Regular updating of standards and examinations
- Province-wide curriculum documents
- Train the trainer for existing tradespeople
- Accelerate development and adoption of interprovincial standards
- Allows for significant expansion of equity participation

2b. DEVELOP NEW TRADES

WHY?

- . Apprenticeship provides provincial certification in only 69 trades
- . Many occupations are suitable for apprenticeship training

STRATEGY IS TO EXPAND APPRENTICESHIP INTO NEW TRADES AND OCCUPATIONS AND IN EXISTING TRADES IN SKILL SHORTAGE AREAS

- . Strengthen provincial advisory network
- . Work with sectoral training groups
- . Target on skill shortage and emerging occupations
- . Target on occupations with high wage opportunities for equity groups

3. OUTREACH AND COMMUNITY PARTNERSHIPS

WHY?

- . Women comprise close to half of the workforce but less than 5% of apprentices
- . Other designated groups also under-represented

STRATEGY IS TO ENHANCE OUTREACH AND COMMUNITY-BASED PARTNERSHIPS FOR ACCESS

- . 75 Community-based projects will place clients from equity groups in apprenticeship programs
- . Projects foster partnerships between apprenticeship employers and community groups
- . Projects provide assistance to overcome barriers to participation
- . Projects build on experience gained from Women's Access projects and laid off apprentice initiative

WHAT ARE THE EQUITY TARGETS AND STRATEGIES?

THE GOAL: INCREASE PARTICIPATION OF ALL DESIGNATED GROUP MEMBERS TO A LEVEL SIMILAR TO THEIR PARTICIPATION IN THE LABOUR FORCE.

Women:	46.4%
Racial minorities:	8.6%
Persons with disabilities:	8%
Aboriginal people:	2%

ARE THEY ATTAINABLE?

- . All new apprenticeships will have proportional equity participation
- . Traditional apprenticeships will change through new points of entry
 - by 1995, 20% female SWAP students
 - by 1995, 15% racial minorities SWAP students
 - 50% equity target for modified apprenticeship programs