

CAF-FCA 2008 CONFERENCE VICTORIA, BC | VICTORIA CONFERENCE CENTRE JUNE 8 – 10, 2008

APPRENTICESHIP Our Competitive Advantage

IEMIA PARTAKA

THE BC CONSTRUCTION INDUSTRY EMPLOYERS



We wish to thank the following partners and contributors who have to date pledged their support of the CAF-FCA 2008 Conference.

"Apprenticeship - Our Competitive Advantage"

THEME PARTNER

➤ The BC Construction Industry Employers (a coalition led by the BC Construction Association).

BANQUET DINNER

➤ International Union of Operating Engineers

PRESENTATION SUPPORT SERVICES

 Human Resources and Social Development Canada

LUNCH PARTNERS

- ► General Presidents' Maintenance Committee for Canada
- ▶ Industry Training Authority of British Columbia

WELCOMING RECEPTION

Canadian Construction Association

BREAKFAST PARTNERS

- ➤ United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada
- MERIT Contractors Association of Alberta / Independent Contractors and Business Association of B.C.

PLENARY SESSION PARTNER

➤ Boilermaker National Training Trust Fund

CONCURRENT SESSION PARTNERS

- ➤ Canadian Labour Congress
- ➤ Federation of Post-Secondary Educators of BC
- ➤ North Island College
- ➤ Portage College

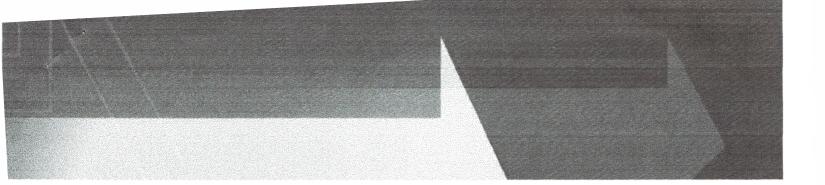
SUPPORTERS

- ➤ Government of Manitoba
- Saskatchewan Apprenticeship and Trade Certification Commission

CONFERENCE OBJECTIVES

The CAF-FCA 2008 Conference "Apprenticeship – Our Competitive Advantage" will build on the success of previous pan-Canadian apprenticeship conferences held in British Columbia (2002), Nova Scotia (2004) and Quebec (2006). The conference is designed to:

- Provide opportunities to gain extensive insight from speakers and delegates; discuss strategic directions; and network with others within the apprenticeship community.
- Present and discuss CAF-FCA initiatives which are of interest to the apprenticeship community.
- Provide opportunities for others within the apprenticeship community to share ideas and initiatives underway in Canada.
- ➤ Increase the number of partnerships at various levels demonstrating support and commitment from the apprenticeship community.
- > Increase participation from employers.



Dear Colleagues,

The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) cordially invites you to its 2008 Conference "Apprenticeship – Our Competitive Advantage". You won't want to miss this exciting opportunity to share leading-edge information and to network with other apprenticeship stakeholders.

The CAF-FCA is a not-for-profit, multi-partite organization, bringing together key constituents within the apprenticeship community. CAF-FCA is a unique partnership of representatives from labour, business, the Interprovincial Alliance of Apprenticeship Board Chairs (IPA), educators, persons with disabilities, members of visible minorities, Aboriginal persons, women, the Canadian Council of Directors of Apprenticeship (CCDA), and Human Resources and Social Development Canada (HRSDC).

The 2008 conference will focus on building the business case for apprenticeship by featuring sessions on employer engagement; solving skills shortages; developing winning HR strategies; industry trends, such as sustainability and new technology; and challenges and opportunities from a policy perspective. The program will be highly interactive in nature; supporting and encouraging shared perspectives from presenters and delegates alike.

We are pleased to announce two special guests for 2008. Author, explorer and television host Bruce Kirkby will deliver the keynote address on June 8; and Harry Cook, former Chief of the Lac La Ronge Indian Band, will join us as our closing guest speaker on June 10. Mr. Kirkby will share many unique experiences and insights with us, while Mr. Cook's presentation will pave the way for the National Aboriginal Trades Symposium that follows the 2008 Apprenticeship Conference on June 10 and 11.

The balance of the two-and-a-half day program will offer informative and exciting presentations by renowned Canadian business and labour leaders; showcases and demonstrations; breakout sessions focusing on the latest developments in key areas; opportunities to reach decision-makers in the Canadian apprenticeship community; and a host of networking activities with approximately 450 delegates from across the country.

On behalf of the CAF-FCA Conference Committee and the CAF-FCA Board of Directors, we encourage you to register early for *Apprenticeship – Our Competitive Advantage*. Please take the opportunity to participate in this important conference and support our Canadian apprenticeship systems.

Sincerely,

0

Cindy Oliver Conference Co-Chair Lahour Representative

Mary Lawson Conference Co-Chair Business Representative



SATURDAY, JUNE 7, 2008

14:00 - 19:00 **Registration Open**

SUNDAY, JUNE 8, 2008

10:00 – 18:30 **Registration Open**14:00 – 18:30 **Exhibits Open for Viewing**

14:00 - 16:30 **Opening Ceremonies**

Opening Prayer

Greetings: Cindy Oliver and Mary Lawson, CAF-FCA 2008 Conference Co-Chairs

The Right Honourable Stephen Harper, Prime Minister of Canada (invited)

The Honourable Monte Solberg, Minister of Human Resources

and Social Development (invited)

The Honourable Colin Hansen, Minister of Economic Development

of British Columbia (invited)

Plenary Presentation: A Joint Message from Business and Labour

Guest Speakers: To be confirmed.

Plenary Presentation: Achieving the Extraordinary: Moving from Vision to Reality

Keynote Speaker: Bruce Kirkby, Host of NOW (No Opportunity Wasted)

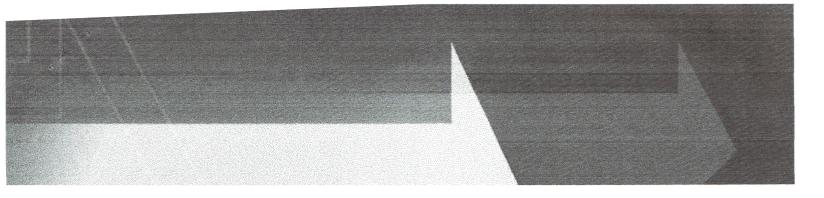
17:30 – 18:30 Pre-Dinner Reception / Cash Bar

18:30 - 21:00 **Opening Dinner**

MONDAY, JUNE 9, 2008

07:00 - 17:00	Registration Open
07:00 - 17:00	Exhibits Open for Viewing
07:15 - 08:30	Buffet Breakfast
08:30 - 09:15	Breakfast Presentation: Skills, Trades and Career Awareness
	Guest Speakers: Richard Walker and Shaun Thorsen Skills / Compétences Canada, WorldSkills 2009
09:15 — 10:00	Plenary Presentation: An Overview of Apprenticeship in Canada – the 2007 National Apprenticeship Survey Results and other CCDA Research Findings
	Presented by: A representative from the Canadian Council of Directors of Apprenticeship (CCDA) Frank Menezes and Marinka Ménard, Statistics Canada

10:00 – 10:30 Networking Break



10:30 – 12:00 Concurrent Sessions

101 Apprenticeship Training: A Profitable Investment

- 102 New Approaches Shared Visions
 - 103 Delivering on Innovation
 - 104 Connecting Youth With Apprenticeship: A BC Story
 - 105 105a: Off-site Visit to Camosun South Island School District Partners (Secondary School). Please note this visit is open to the first 50 registered delegates. 105b: Presentation and Tour: ITA's Mobile Training Unit

12:00 – 13:30 **Lunchtime Plenary**

Presentation: "Personal Stories from Women in Trades"

13:30 – 15:00 Concurrent Sessions

201 A Bright Future for Apprenticeships

- 202 On-Line and On-The-Road
 - 203 Apprenticeship Goes "Green"
 - 204 Applying the Apprenticeship Advantage
 - 205 The Power of Apprenticeships

15:00 – 15:30 **Networking Break**

15:30-17:00 Concurrent Sessions

- 301 A Competitive Strategy in Challenging Times
- 302 Promoting a Workplace Training Culture
- 303 "Success"ion Planning Through Apprenticeship
 - 304 The Construction Forecast: How Apprenticeship Can Respond
 - 305 Building an Ideal Apprenticeship System
- 17:30 21:30 Dining Experience at the Quw'utsun' Cultural and Conference Centre (Optional Off-site Activity)



TUESDAY, JUNE 10, 2008

07:00 - 12:30	Registration Open
07:00 - 14:30	Exhibits Open for Viewing
07:15 - 08:30	Buffet Breakfast
08:30 - 10:00	Concurrent Sessions 401 Taking the Lead Through Youth Initiatives
	402 Essential Skills and the Path to Success
	403 "Pass it on": Mentoring in Apprenticeship
	404 Aboriginal Apprenticeships: Partners in Success
	405 Apprenticeship and the Economy: Industry-driven Solutions
10:00 - 10:30	Networking Break
10:30 - 12:00	M Aboriginal Human Resource Council (AHRC) Plenary Presentation:
	A National Aboriginal Trades Framework – Accelerating Aboriginal Apprenticeship. Guest Speakers: To be confirmed.
12:00 - 12:30	CAF-FCA 2008 Conference Wrap-Up Summation, Reporting Back and Closing Ceremonies
12:30 – 14:30	CAF-FCA / AHRC Lunch and Presentation: Trades and the Aboriginal People Guest Speaker: Harry Cook, former Chief, Lac La Ronge Indian Band

LEGEND

• Indicates sessions that will have simultaneous interpretation.

Off-site Tour / Activity: Bus Transportation will be provided.

"APPRENTICESHIP – OUR COMPETITIVE") DETAILED PROGRAM

SUNDAY, JUNE 8, 2008

14:00 - 16:30

Opening Ceremonies

Opening Prayer

Greetings:

Cindy Oliver and Mary Lawson, CAF-FCA 2008 Conference Co-Chairs

The Right Honourable Stephen Harper, Prime Minister of Canada (invited)

The Honourable Monte Solberg, Minister of Human Resources and Social Development (invited)

The Honourable Colin Hansen, Minister of Economic Development of British Columbia (invited)

Plenary Presentation: A Joint Message from Business and Labour

Guest Speakers: To be confirmed.

Plenary Presentation: Achieving the Extraordinary: Moving from Vision to Reality

Keynote Speaker: Bruce Kirkby, Host of NOW (No Opportunity Wasted)

Bruce Kirkby lives a life of exploration and adventure that most people can only dream of. He's traveled to Africa, to the Arctic, to nearly every corner of the globe. As host of CBC's NOW: No Opportunity Wasted, he is helping regular Canadians accomplish in just three days something they've been putting off for years.

On CBC's NOW, which debuted to half a million viewers, Bruce Kirkby helps two people every week achieve life-altering experiences, and accomplish goals they had never thought possible. As a trusted guide, he assists NOW challengers in conquering their personal fears, and turning their thoughts into actions.

Sharing his adventures with others is Bruce Kirkby's passion. A noted wilderness adventurer, a bestselling author, and an award-winning photographer, he has journeyed through sixty countries and to the most remote corners of the world.

Bruce Kirkby is the author of two bestselling travel memoirs, Sand Dance, which was short-listed at the Banff Mountain Book Festival, and Dolphin's Tooth, about his journey from engineering cubicle to a life of adventure. He is a contributing editor at Explore, a columnist for UP!, and has written for The Globe and Mail and TIME.

17:30 – 18:30 Pre-Dinner Reception / Cash Bar

18:30 – 21:00 **Opening Dinner**



MONDAY, JUNE 9, 2008

07:15 - 08:30 Buffet Breakfast

Guest Speakers: Richard Walker and Shaun Thorsen, Skills / Compétences Canada, WorldSkills 2009 This presentation will highlight how Skills / Compétences Canada programs and WorldSkills 2009 in Calgary will raise the profile of skilled trades careers with young Canadians, employers, and the general public. This session will apply to all skilled trades in Canada and will examine ways to focus on Canada's youth as one potential solution to the skills gap.

09:15 – 10:00 Plenary Presentation: An Overview of Apprenticeship in Canada – the 2007 National Apprenticeship Survey Results and other CCDA Research Findings

Presented by: A representative from the Canadian Council of Directors of Apprenticeship (CCDA) **Frank Menezes** and **Marinka Ménard**, Statistics Canada

This presentation will provide an analysis of the 2007 National Apprenticeship Survey results, giving statistical information on three distinct groups of apprentices in Canada based on their activity in 2007. The NAS results will also be reviewed in light of recently released CCDA research reports on areas such as employer participation in apprenticeship; characteristics of a well-functioning apprenticeship system; and apprentice support mechanisms.

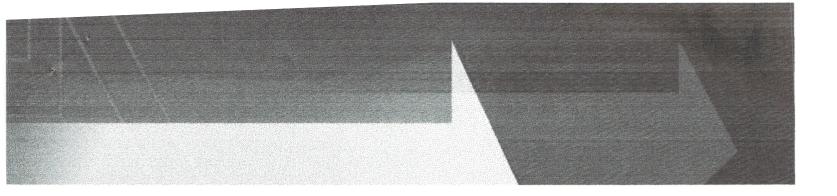
10:00 - 10:30 **Networking Break**

10:30 – 12:00 Concurrent Sessions

101 Apprenticeship Training: A Profitable Investment

This session will delve into the Canadian Apprenticeship Forum-Forum canadien sur l'apprentissage's research on the return on apprenticeship training investment. Delegates will learn the outcomes of two recently completed studies by the CAF-FCA and the Association of Canadian Community Colleges on apprentices' experiences, as well as hear about the preliminary findings of CAF-FCA's National Employer Engagement Forums.

Presenters: Tim Krywulak, Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage Emily Arrowsmith, Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage



102 New Approaches - Shared Visions

Two provinces are developing new approaches to address gaps in the labour force and overcome skills shortages. Find out how the governments of Newfoundland and Labrador and Quebec are working with the apprenticeship community to meet current and future challenges.

Presenters: Paul Dinn, Government of Newfoundland and Lahrador

Denise Hanrahan, Government of Newfoundland and Lahrador

Antoine Landry, Commission des partenaires du marché du travail (Quéhec)

Jean-Pierre Tremblay, Commission des partenaires du marché du travail (Quéhec)

103 Delivering on Innovation

A look at how three community colleges, in different regions and with different needs and challenges, have developed unique training delivery models to achieve their goals and promote apprenticeship training. This session will foster discussion on the advantages these solutions may offer to other trades and sectors across Canada.

Presenters: Ted Eastley, Assiniboine Community College

Pat Dandeneau, Okanagan College John Haller, Okanagan College Robin Popow, Vancouver Community College

Alan Davis, Vancouver Community College

104 Connecting Youth with Apprenticeship: A BC Story

Find out how three high school programs in British Columbia are introducing youth to apprenticeship. Presenters will share statistics and success stories, as well as insights on how these initiatives can positively impact participation in apprenticeship programs and relationships with industry.

Presenters: Rodger Hargreaves, BC Ministry of Education

Jessi Zielke, BC Industry Training Authority

Vicki Munn, School District No. 36 (Surrey) and School District No. 37 (Delta)

Lloyd Stamm, Automotive Training Standards Organization

Alison Csanyi, Canadian Materials Handling and Distribution Society (CMHDS)

Greg Baynton, South Vancouver Island Construction Association

Keven Elder, School District 63 Saanich

Kelly Knister, Camosun South Island School District Partnership



105 105a: Off-site Visit to Camosun South Island School District Partners (Secondary School). Please note this visit is open to the first 50 delegates.

This off-site tour will showcase a Secondary School of the Greater Victoria region participating in transition programs as part of the Camosun South Island School District Partnership (CSISP). Delegates will see high school students pursuing their career interests while at the same time meeting their graduation requirements by completing Post-Secondary Trades Technical Training dual credit programs. The CSISP partnership builds on all the resources within the South Vancouver Island region and helps to build the capacity required to meet the demand for Skilled Trades workers.

OR

105b: Presentation and Tour of ITA's Mobile Training Unit

Lindsay Langill, of BC's Industry Training Authority will outline the ITA's approach to making training more accessible to apprentices and their employers through alternate delivery models. The session will include a tour of ITA's renowned Mobile Training Unit (set up within walking distance of the Victoria Conference Centre) and will be applicable to all trades.

12:00 – 13:30 **Q** Lunchtime Plenary

Presentation: "Personal Stories from Women in Trades"

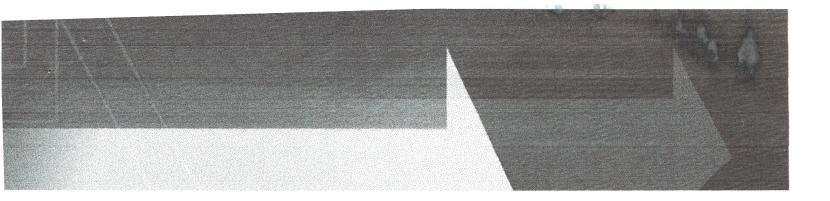
Personal accounts will offer intriguing and often heart-wrenching insights into the experiences of women working in the skilled trades.

13:30 - 15:00 Concurrent Sessions

201 A Bright Future for Apprenticeships

Apprenticeship programs are an investment in the future that pays dividends today. Join representatives from Hydro Ottawa and Ontario's Hydro One Networks to learn how effective implementation and management of apprenticeship programs have been integral to their organizations' success, and how their experience can offer solutions for other industries.

Presenters: Lance Jefferies, Hydro Ottawa Limited
Wayne Ostermaier, Hydro One Networks Inc.
Len McMillan, Hydro One Networks Inc.
Dave Price, Hydro One Networks Inc.



202 On-Line and On-The-Road

Explore three unique online and blended program delivery models that provided solutions for different needs: providing distance training for apprentices; delivering Red Seal refresher courses; and helping employers to keep their employees' skills current. Presenters will share their lessons learned and offer recommendations for other sectors and trades.

Presenters: Dalton Mervold, Saskatchewan Institute of Applied Science and Technology (SIAST)

Richard Sharpe, Nova Scotia Government, Department of Education,

Apprenticeship Training and Skill Development Division

Mike Kidney, Nova Scotia Community College

Jennifer Steeves, Canadian Automotive Repair and Service (CARS) Council Ed Nasello, Canadian Automotive Repair and Service (CARS) Council

203 Apprenticeship Goes "Green"

The demand for environmental building materials and systems continues to grow in both the residential and commercial construction sectors. Find out how educators and employers are facing this challenge, and how apprenticeships in the construction trades can respond to meet the demand.

Presenters: Mary Anne Davidson, Residential Construction Industry Training Organization Kim Savage, Residential Construction Industry Training Organization Nick Reggi, Humber Institute of Technology and Advanced Learning Des McCarville, Humber Institute of Technology and Advanced Learning

204 Applying the Apprenticeship Advantage

Tapping into under-represented segments of our society is crucial if Canada is to address the predicted shortage of skilled workers. In this session, delegates will find out how recent research and innovative partnerships are creating links to provide pre-apprenticeship opportunities to non-traditional communities. Best practices and success stories will be presented to motivate discussion and inspire action.

Presenters: Matt Foran, PTP Adult Learning and Employment Programs
Barbara McFater, PTP Adult Learning and Employment Programs
Rolf Priesnitz, George Brown College
Brenda Pipitone, George Brown College
Carol Ringwood, Toronto Social Services, City of Toronto



205 The Power of Apprenticeships

Apprenticeship truly is Canada's competitive advantage. In British Columbia, new training models in the power sector are creating apprenticeship opportunities, while at the same time recognizing and meeting the needs of workers and the industry.

Presenters: Bob Hughf, HITAC / Labour Industrial Electrician Committee and Representative with Communication, Energy and Paperworkers' Union (CEP)

Brad Smith, HITAC / Labour Industrial Electrician Committee and Reliability Manager, Catalyst Paper

John Ives, Power Workers' Union

John Sprackett, Power Workers' Union

15:00 - 15:30 **Networking Break**

15:30 - 17:00 Concurrent Sessions

301 A Competitive Strategy in Challenging Times

Now in its fourth year, the innovative Two Trades Project was developed to keep the Dryden Domtar Mill competitive in a difficult marketplace. Learn how, by allowing employees to be certified in more than one trade, union and management have been able to focus on reducing operating costs while still being sensitive to the realities of their workforce.

Presenters: John Hatton, Confederation College Charlie Roussin, Domtar

302 Promoting a Workplace Training Culture

The commitment to workplace learning is a pillar of Canada's apprenticeship systems. In this session the Work and Learning Knowledge Centre (WLKC) will share information on its latest initiatives and how WLKC's work can support stakeholders in the apprenticeship community.

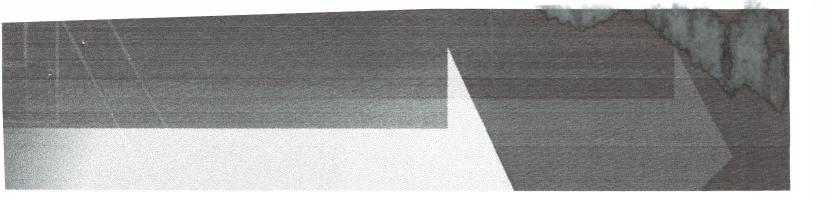
Presenters: Alex Stephens, Work and Learning Knowledge Centre

Donnalee Bell, Canadian Career Development Foundation

303 "Success"ion Planning Through Apprenticeship

The Department of National Defence's Fleet Maintenance Facility Cape Breton (FMF CB) has created partnerships with industry and educators to meet both current and future needs in key trades. Delegates will learn first-hand how the FMF CB Apprenticeship Program's experience can provide a valuable template for other sectors.

Presenters: Steve Anderson, Fleet Maintenance Facility Cape Breton Ron Holmes, Maritime Pacific (MARPAC) DND



304 The Construction Forecast: How Apprenticeship Can Respond

Apprenticeship is a crucial source of training for the next generation of skilled tradespeople. In presenting their 2008-2011 National Forecast, the Construction Sector Council will share valuable insights into how Canada's apprenticeship system can ensure the right skills at the right time.

Presenter: Bob Collins, Construction Sector Council

305 Building an Ideal Apprenticeship System

The union movement has long supported and assisted apprenticeship training in Canada. In this session, the Canadian Labour Congress will explore what elements comprise an "ideal" apprenticeship system. The presentation will also discuss the roles of unions, the post-secondary education system, employers and government, and the necessity and challenge of making apprenticeship more accessible to all.

Presenters: Jim Sinclair, BC Federation of Labour

Wayne Peppard, British Columbia and Yukon Territory Building and Construction Trades Council

Terry Weymouth, Canadian Auto Workers (CAW)

17:30 – 21:30 Dining Experience at the Quw'utsun' Cultural and Conference Centre (Optional Off-site Activity)

The Quw'utsun' Cultural and Conference Centre, located in the Cowichan Valley, will offer conference delegates and guests an authentic First Nations Experience including entertainment, a cultural interpretive tour and dinner. The menu will feature native dishes eaten in the traditional Cowichan way of feasting.

Space is limited to 250 people on a first-come, first-served basis. Don't miss this opportunity – reserve now!

For additional details, please check the conference website: www.caf-fca.org (click on "Conference").



TUESDAY, JUNE 10, 2008

07:15 - 08:30

Buffet Breakfast

08:30 - 10:00

Concurrent Sessions

401 Taking the Lead Through Youth Initiatives

The future of apprenticeship in Canada is highlighted through an introduction to three successful youth initiatives. By introducing secondary school students to the value of apprenticeships, each one of these programs has had measurable, positive outcomes. Presenters will share best practices and recommendations for applying and adapting their models in other communities.

Presenters: Doug Podetz, Kwantlen University College Jim Wright, Ontario Construction Secretariat Jean-Robert Sabourin, La Cité Collégiale André Rouleau, Job Connect, Russell / Glengarry

402 Essential Skills and the Path to Success

Essential Skills play an underiably important role in apprenticeship training. This session will highlight work currently being done at the provincial level, and will present national research findings to illustrate best practices and lessons learned to guide Canada on the road ahead.

Presenters: Trent Craddock, Human Resources and Social Development Canada
Anthony Muttu, Human Resources and Social Development Canada
Gaelyne Macaulay, Path to Success Centre
Ruth Rogerson, PEI Apprenticeship Centre
Lynda Fownes, BC Construction Industry Skills Improvement Council, Skillplan

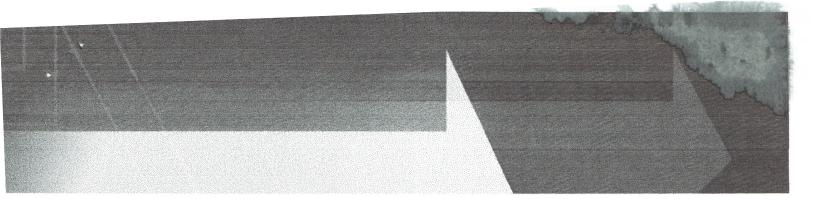
403 "Pass it On": Mentoring in Apprenticeship

Apprenticeship is all about mentoring. This session will showcase different perspectives of mentoring in the apprenticeship process; discuss how needs were identified and challenges met; and offer an analysis of outcomes and impact.

Presenters: Sue Boutilier, Nova Scotia Government, Department of Education,
Apprenticeship Training and Skill Development Division & Nova Scotia
Community College
Bernard Jurcina, Nova Scotia Community College
Richard Sharpe, Nova Scotia Government, Department of Education,

Apprenticeship Training and Skill Development Division

Dr. Larry Rosia, School of Construction, SAIT Polytechnic



Darrel Hilman, School of Construction, SAIT Polytechnic
Bill Lebedovich, TEAMWORKS Management Consulting Inc.
Carolyn Emerson, Canadian Coalition of Women in Engineering, Science, Trades and Technology
Valerie Overend, Canadian Coalition of Women in Engineering, Science, Trades and Technology

404 Aboriginal Apprenticeships: Partners in Success

Three successful strategies for tapping into and supporting Canada's Aboriginal workforce will be explored in this session. Through youth programs and activities; enhanced assessment and recruitment practices; and innovative partnerships to increase apprenticeship capacity; delegates will discover how employers, educators and First Nations are working together to create new opportunities and write success stories.

Presenters: Colleen Wassegjijg-Migwans, Wikwemikong Unceded Indian Reserve Lawrence Enosse, Wikwemikong Unceded Indian Reserve Blair Bellerose, Aboriginal Community Career Employment Services Society (ACCESS)

Helen Boyce, Aboriginal Community Career Employment Services Society (ACCESS)

Richard Yoo, British Columbia Institute of Technology (BCIT)
Rod Goy, British Columbia Institute of Technology (BCIT)
Representatives from the BC Aboriginal Human Resource Development Society (BCAHRDS)

405 Apprenticeship and the Economy: Industry-driven Solutions

Against the backdrop of skills shortages in key sectors of our economy, Canada's mining industry is winning the battle to recruit and retain skilled workers by building national systems of certification and training accreditation. National Occupational Standards (NOS) require collaborative input from all industry stakeholders. Find out how this multi-partite approach is reaping benefits for the mining sector.

Presenters: L. Andrew Cardoza, The Alliance of Sector Councils (TASC)

Barbara Kirby, Mining Industry Human Resources Council

Representative from the Government of the Northwest Territories