

ATLANTIC WORKFORCE PARTNERSHIP (AWP)
Atlantic Apprenticeship Harmonization Project (AAHP)
STATUS NOTE AT December 31, 2016

*** (Background information for this project and AWP is attached as an Appendix) ***

Harmonization Component of the Project

Over the 34 months, the four Atlantic Provinces have completed an environmental scan/diagnostic of existing apprenticeship programs of each of the four Atlantic Provinces, developed a harmonization work plan (21 key areas for action, including IT Platform), and completed ~ 72% of the project framework outputs.

The AAHP has been broken into four phases:

- Phase 1: Planning (98 % completed);
- Phase 2: Harmonization Requirements and Design (70 % completed);
- Phase 3: Implementation (52 % completed), and
- Phase 4: Operations (0 % *Note: only one deliverable at end of project*).

Non-Trade Key Activities Status Update

Key Activity	Status	Next Reporting Period	Target For Implementation
Administration of Exams: Accommodations & Rewrites	Operational	n/a	September 2015 (except for legislative changes for PE and NS)
Administration of Exams: Security and Invigilation	Operational	n/a	April 1, 2016
Low Registration Trades	In progress	Working with successful training providers (2, NB & NS)	July 2017
Designation of Voluntary and Compulsory Trades	In progress	Jurisdictional Impact and Design	July 2017
Communication Plan	Operational	n/a	September 2014
Registration Entry Requirements	Operational	n/a	January 1, 2016
Completion Requirements	Operational	n/a	January 1, 2016
Recognition of Prior Learning	In Progress	Aspects of RPL is being worked on through Mobility Agreement Work	July 2017
*Trade Name (Model)	Operational	n/a	September 2015
*Hours (Model)	Operational	n/a	April 2016
*Atlantic Curriculum Standards (Model)	Operational	n/a	January 2015
*Exam Banks (Model)	Operational	n/a	April 2016
*Log Books (Model)	Operational	n/a	September 2015
*Atlantic Trade Advisory Committees (ATAC) (Model)	Operational	n/a	September 2014
IT Systems (Common System)	In Progress	<i>See Apprenticeship Management System Component Section</i>	
Select Next Trades (Criteria)	Operational	n/a	September 2014
Fees	In Progress	Aspects of the Key Activity Design are being worked on.	July 2017



Key Activity	Status	Next Reporting Period	Target For Implementation
Employer and Apprentice Incentives	In Progress	n/a	July 2017
Training Provider Compensation	In Progress	Aspects of the Key Activity Plan are being worked on.	July 2017

* The Model or Process elements are included here. See below for trade specific update.

Trades Status Update

Trade	ATAC	Curriculum & Sequencing	Hours	Logbook	Examination Specs	Level 1 Bank	Level 2 Bank	Level 3 Bank	Level 4 Bank	Level 5 Bank	Next Quarter Activities January to March 2017
Bricklayer	Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	On Hold	Finalize and implement Level 2 & 3 banks.			
Cook	Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	On Hold	Finalize and implement Level 3 banks.			
Welder	Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	On Hold	Finalize Level 2 & 3 banks.			
Metal Fabricator	Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	On Hold	Finalize Level 2 & 3 banks.			
Carpenter	Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	On Hold	Finalize and implement Level 2, 3 & 4 banks.			
Construction Electrician	Final and Released	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	Jurisdictional review of curriculum and sequencing, hold ATAC meeting to complete exam bank level 1, 2, 3 and 4.			
Industrial Electrician	Final and Released	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	Jurisdictional review of curriculum and sequencing, hold ATAC meeting to complete exam bank level 1, 2, 3 and 4.			
Instrumentation and Control Technician	Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	Ready for or Out for Jurisdictional Review	All Approvals Received	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	Jurisdictional review of hours, logbook. Hold ATAC meeting to complete exam bank level 3 & 4.
Plumber	Final and Released	Ready for or Out for Jurisdictional Review	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	Jurisdictional review of curriculum and sequencing, hold ATAC meeting to complete logbook development and exam bank level 1 and 2.
Steamfitter-Pipefitter	Final and Released	Ready for or Out for Jurisdictional Review	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	In Development/ Preparing for ATAC Review	On Hold	Hold ATAC meeting to complete curriculum and sequencing, logbook skills and table of specifications.

Legend:

Final and Released	All Approvals Received	Ready for or Out for Jurisdictional Review	In Development/ Preparing for ATAC Review	On Hold	Not Started
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Apprenticeship Management System Component of the Project

ESDC has extended the timeline for the completion of the project until 2019. The vendor selection and provincial financial securing processes are currently being worked on and are anticipated to be completed in Q4. The provinces (including Manitoba) continue to work with their provincial Treasury Boards, Cabinets, etc. to obtain permission to enter into an agreement with a vendor to provide the project development. An amendment to the contract to reflect the



increased costs associated with the project was filed with ESDC in Q4 2015-2016 and approval provided in July 2016. The additional \$2.07M will be utilized by the five provinces in the development and implementation of the IT solution. A preferred vendor has been chosen and the project is currently working with them to identify the required resources, project timelines, and deliverables. A Shared Atlantic Apprenticeship Management System Funding Agreement has been drafted for the Provinces to sign once the funding approvals have been received in each jurisdiction. A Project Manager has been engaged for the project and is in place. Weekly meetings between the provinces and the Project Manager are occurring to ensure that provinces are proceeding with the provincial project development as required.

Industry Consultations during reporting period

There are no industry consultations to report for this period.

*To date there have been **46** stakeholder presentations/consultations across Canada in addition to the ATAC meetings.*

Scheduled Industry Consultations next reporting period

There are no industry consultations presently scheduled.

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Appendix

Background

On June 6, 2012, the Council of Atlantic Premiers announced the establishment of an Atlantic Workforce Partnership (AWP) to help prepare the region and its workers for significant economic opportunities on the horizon as well as demographic and workforce challenges. Atlantic workforce cooperation has the potential to increase the likelihood of successfully addressing a range of common workforce and economic-development public policy opportunities and challenges. Working together, pooling resources, sharing best practices and testing innovative approaches will facilitate economies of scale, reduced duplication and strength in common positioning.

Six key priority areas have been identified: Atlantic Apprenticeship Harmonization; Attraction and Immigration; Federal Labour Market Programs; Labour Market Information; Business Supports; and Youth labour market attachment and retention.

Atlantic Apprenticeship Harmonization Project

The Atlantic Provinces agreed to work together on harmonization of Apprenticeship starting with ten Red Seal Trades. They are: bricklayer, cook, welder, metal fabricator, construction electrician, industrial electrician, carpenter, instrumentation and control technician, plumber and steamfitter-pipefitter. Harmonization of these ten trades has the potential to positively affect 60% of apprentices in the Atlantic region. These trades were selected based on factors including the mobility of the trade, related trades, volume of apprentices, timing of the National Occupational Analysis/Interprovincial Program Guide as well as Canadian Council of Directors of Apprenticeship harmonization plans.

To ensure the success of the Atlantic Apprenticeship Harmonization Project, the Atlantic Premiers signed a Memorandum of Understanding (MOU) solidifying the commitment of all four Atlantic Provinces. This is a \$7.9 M initiative over four years. The federal government, through Employment and Social Development Canada, committed \$4.36M; and the four Atlantic Provinces have committed \$3.53M.

The Project includes two main components: the harmonization project and a shared Apprenticeship (IT) Management System (AMS). Of the \$7.9 M ~ \$5.5 is allocated for the AMS.

The Objectives of the Atlantic Apprenticeship Harmonization Project are to:

- 1) Increase the mobility of apprentices and ease the associated processes for all stakeholders through elimination of the current complexity of a myriad of rules, standards, names, curriculum, policies, books, etc.;
- 2) Improve the completion rates and time of completion for apprentices through greater availability of training to apprentices by collaborative curriculum development; increased



alternative delivery, and sequenced training that allows maximum utilization of existing training; and

- 3) Increase the number of apprentices and journeypersons through shared program marketing, improved testing processes for apprentices and trade qualifiers, better access to holders of foreign credentials, and improved support to gender and equity groups.

To accomplish these objectives, common processes and standards will be established. Common processes will be established for such matters as Exam Administration, Compulsory Certification, Low Registration Trades, Fees, Employer and Apprentice Incentives, Training Provider Compensation, etc.

Common standards will be established for such matters as Trade Name, Hours, Atlantic Curriculum Standards and Sequencing, Exam Banks, Log Book, etc.

Common Elements of both Process and Standards will be established for such matters as Registration/Entry Requirements, Completion Requirements, and Recognition of Prior Learning.

Atlantic Trade Advisory Committees (ATAC), consisting of an employer representative, an employee representative and a training provider representative from each of the four provinces, will be established for each of the ten trades. Each ATAC is mandated to provide industry input and recommendations into the development of harmonized apprenticeship and trade certification programs leading to harmonized apprenticeship systems across Atlantic Canada.

In addition to harmonizing trades between provinces, other apprenticeship supports are being reviewed for development, including a common IT system. Such a shared IT system could provide:

- Extended functionality to apprentices, training providers and employers (online forms, payment processing, etc.);
- Flexibility to effectively respond to current and emerging labour market needs and training requirements;
- Enhanced reporting capabilities; and
- Greater efficiencies.

The activities and outputs defined in the original agreement with ESDC were based on the best information available at the time. Subsequently, the Canadian Council of Directors of Apprenticeship (CCDA) has been working on a National Harmonization Project. The New West Partnership has initiated work on protocol to enhance the mobility of apprentices in the Western Region. Following an overview of the work of CCDA, the AAHP and the New West Partnership last July, the Forum of Labour Market Ministers (FLMM) established an ADM Working Group to ensure a coordinated, pan-Canadian approach to advance apprenticeship harmonization and mobility initiatives. In view of these developments, some of the AAHP activities and outputs in the agreement with ESDC now appear to duplicate or are misaligned with CCDA plans. Additionally, the original budget submitted to ESDC significantly underestimated the costs of industry engagement. Therefore, a request to amend the agreement will be submitted including a request for additional monies to more accurately cover the costs of industry engagement.