

Skilled Trades and Professions: Industry Pathways

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Welcome!

- Background
- Pathways for industry
- New creation process

Background

The Skilled Trades and Apprenticeship Education Act came into force on July 20, 2022.

- De-links apprenticeship education and trades regulation so each can be recognized independently.
- Offers opportunities to expand the apprenticeship model to new occupations.
- Recognizes apprenticeship education as a valid form of post-secondary education

Language Changes

From	To
<i>Apprenticeship and Industry Training Act</i>	<i>Skilled Trades and Apprenticeship Education Act</i>
Journeyman Certificate	Journeyperson certificate
Certificate	Credentials and Certificates
Apprenticeship contracts	Apprenticeship education agreements
Indentured	Registered and sponsored
Compulsory/optional	Restricted activities
Technical training	Classroom instruction
Employers	Sponsors
Supervisors	Mentors
Executive Director	Registrar and Administrator
Record book	Competence portfolio
Apprenticeship programs	Apprenticeship Education Programs
	NEW = Industry Training Programs

What is Industry Pathways?

- *Industry Pathways* is STP's expansion of the apprenticeship learning model to new careers under STAEA.
- Industry pathways has established the new options for industry and the steps involved in developing a delivering new programs.

Pathways for Industry

STAEA Pathways

STAEA offers two education program types and the option to regulate skilled trades.

- Education programs
 - Apprenticeship Education Programs, or
 - Industry Training Programs
- Regulated occupation
 - Designated trade

Apprenticeship Education Programs

A government administered post-secondary education program consisting of two interspersed components.

- On-the-Job Learning:
 - ~80% occurs on-the-job through paid employment
 - Mentorship through a sponsoring organization
 - Hours, skills and abilities tracked in competence portfolio (blue book)
- Classroom Instruction:
 - ~20% occurs in-class at an approved PSI
 - Funded by Government
- Government issues a certificate, diploma, or advanced diploma upon completion.

Industry Training Programs

A flexible education option for industry groups that are not interested in the full apprenticeship education program model.

- Administered and delivered by industry organizations
- Majority of training occurs on-the-job
- Government sets standards
- Government issues a certificate of achievement upon program completion

Designated Trades

Designated trades are regulated occupations under STAEA.

- Establishes standards for journeyperson certification.
- Certification demonstrates a person has the skills and abilities to work in their trade.
- Government serves as the regulator through AIT.
- Creates a model to restrict activities to people who are considered qualified.
- Individuals who meet certification standards will receive a Journeyperson Certificate, with a Red Seal if applicable.

Apprenticeship Education Program & Designated Trade

- ✓ Recognition of on-the-job experience and classroom education
- ✓ Recognition towards related post-secondary program(s)
- ✓ Potential for having restricted activities
- ✓ Journeyman Certificate and Education Credential

(Issued by Government of Alberta)



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Industry Training Program & Designated Trade

- ✓ Recognition of on-the-job experience and training
- ✓ Potential for having restricted activities
- ✓ Journeyman Certificate and Education Credential

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Designated Trade Only

- ✓ Potential for having restricted activities
- ✓ Journeyman Certificate

(Issued by Government of Alberta)



Apprenticeship Education Program Only

- ✓ Recognition of on-the-job experience and classroom education
- ✓ Recognition towards related post-secondary program(s)
- ✓ Education Credential

(Issued by Government of Alberta)



Industry Training Program Only

- ✓ Recognition of on-the-job experience and training
- ✓ Education Credential

(Issued by Government of Alberta)



Planning for Success

- Development and maintenance of education programs and trades requires significant industry and government resources.
- Successful programs share common core elements:
 - Broad industry support & buy-in
 - Practitioner demand
 - Requirement for proven competencies
 - Distinct technical knowledge and skills
 - Labour market demand

Industry Pathways Process

Creating new education programs and trades involves four stages and is driven by industry.

- Stage 1: Consultation
- Stage 2: Application
- Stage 3: Development
- Stage 4: Implementation

Stage 1: Consultation

- Process begins with an inquiry from industry stakeholders.
- AIT and industry explore alignment between needs of industry and STAEA's industry pathways.
- Based on alignment, industry may submit a proposal to move their inquiry forward. (template available)
- If not, AIT can introduce stakeholders to other appropriate organizations to explore options.

Stage 2: Application

- Industry is provided with a comprehensive application and survey package to complete.
 - Package focuses on the occupation's suitability and viability in relation to the common core elements.
 - Transparency is key.
- When complete, AIT will review for completeness and provide a recommendation to the Minister.
- For designated trades, Alberta Board of Skilled Trades will also review and provide recommendation.

Stage 3: Development

- Program development begins.
- Industry working groups are created to develop standards and program materials, such as:
 - Competencies and curriculum guides
 - Scope of the profession
 - Assessments
- Consultation with PSIs as necessary.
- Preparation for any legislative amendments.

Stage 4: Implementation

- The education program and/or trade is implemented.
- Albertans may register with AIT to begin:
 - Learning on-the-job from mentors
 - Attending classroom instruction
 - Working towards journeyperson certification or education credential.
- AIT field staff provide on-site support to stakeholders.
- For designated trades, compliance monitoring begins.
- Program is monitored and maintained with industry.

Key Takeaways

- STAEA provides opportunities for new occupations and industries to adopt the apprenticeship learning model.
- A new process has been developed to support industries looking to explore pathways through STAEA.

For More Information

- Website: tradesecrets.alberta.ca/industry-pathways/
- Email: industry-pathways@gov.ab.ca

Questions?

