

# Sponsors and Mentors

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Chris Fuhrmann & Shaun Fay  
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# Welcome!

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- Background
- Language changes for STAEA
- Sponsors and Mentors
  - What are sponsors and mentors?
  - Who can be a sponsor? Who can be a mentor?
  - Sponsored and non-sponsored apprentices
  - What does this mean for industry?

# Background

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

- The act allows for greater agility and flexibility for industry.
- It introduced the concept of sponsors and mentors.

# Language Changes

From	To
<i>Apprenticeship and Industry Training Act</i>	<i>Skilled Trades and Apprenticeship Education Act</i>
Journey <b>man</b> /Journey <b>man</b> Certificate	Journey <b>person</b> /Journey <b>person</b> certificate
Employers	Sponsors and mentors
Indentured	Registered and sponsored
Apprenticeship programs	Apprenticeship education programs
Apprenticeship contracts	Apprenticeship education agreements
Record Book	Competence Portfolio
Technical training	Classroom instruction
Certificate/certification	Credentials and certificates
Compulsory/optional	Restricted activities

# Sponsors

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Sponsors –  
previously  
known as  
employers

Holders of the apprenticeship education agreements.

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Allows for organizations that were previously unable to participate do so.

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Change was needed to allow for the modernization of the apprenticeship system.

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Apprenticeship model now has increased agility.

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# Sponsor Obligations

## Apprenticeship Program Regulation (AIT Act) Employer Responsibilities

- Provide for on-the-job training for the apprentice



## AEITP Regulation (STAE Act) Sponsor Obligations

- Ensure the apprentice receives on-the-job training

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## Apprenticeship Program Regulation (AIT Act) Employer Responsibilities

- Provide for on-the-job training for the apprentice
- Ensure supervision is provided to the apprentice



## AEITP Regulation (STAE Act) Sponsor Obligations

- Ensure the apprentice receives on-the-job training
- Ensure the mentor-to-apprentice ratio is maintained as per the schedule
- Ensure the apprentices is provided with mentorship

# Sponsor Obligations

## Apprenticeship Program Regulation (AIT Act) Employer Responsibilities

- Provide for on-the-job training for the apprentice
- Ensure supervision is provided to the apprentice
- Pay wages to the apprentice







## AEITP Regulation (STAE Act) Sponsor Obligations






- Ensure the apprentice receives on-the-job training
- Ensure the mentor-to-apprentice ratio is maintained as per the schedule
- Ensure the apprentices is provided with mentorship
- Ensure the apprentice is receiving paid employment as per the schedule









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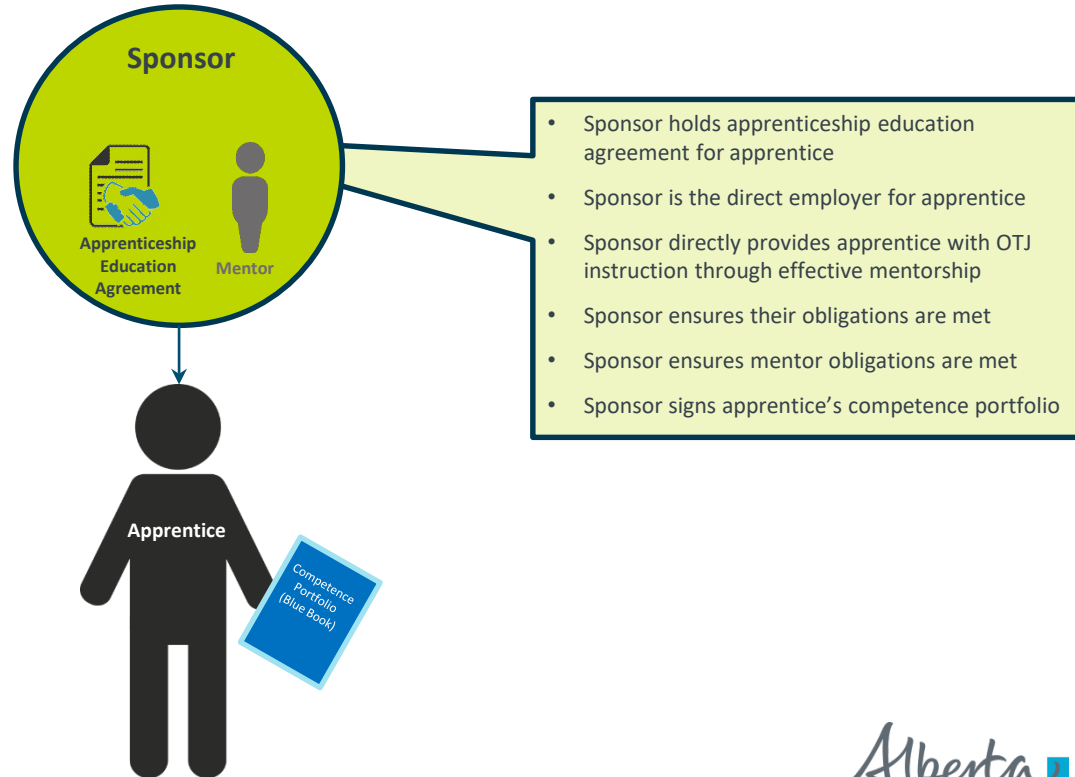
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# What to Expect? – Employers as Sponsors

## Example 1:

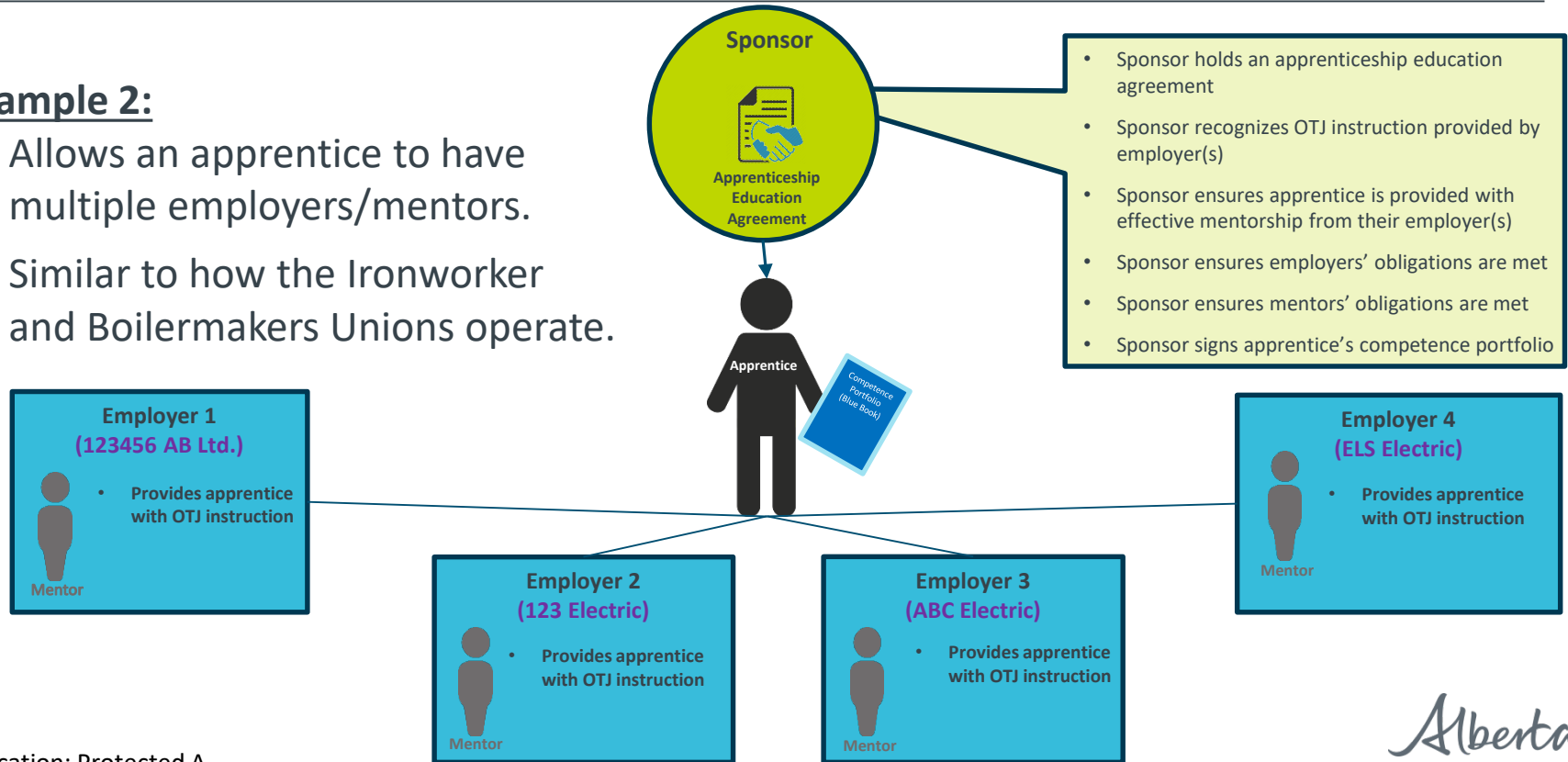
- Similar to under the *AIT Act*, the employer holds the apprenticeship education agreement.
- This is the most common scenario expected under STAEA.



# What to Expect? – Non-employer Sponsors

## Example 2:

- Allows an apprentice to have multiple employers/mentors.
- Similar to how the Ironworker and Boilermakers Unions operate.



# Who are Mentors?

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## Mentors...

- are **supervising journeypersons** or individuals that hold a recognized trade certificate.
- support apprentices with on-the-job learning through **effective communication and guidance.**



# Mentor Obligations



Be available to the apprentice and be able to **communicate and educate** in respect to the activity being performed.



Provide the apprentice with the information, **knowledge, guidance, supervision and opportunities** necessary to develop their skills and competencies.



Provide a learning environment that is **supportive** of on-the-job instruction and continuous development.



Provide **continual evaluation and feedback** in alignment with the apprenticeship education program requirements.



Provide on-the-job instruction that **integrates the knowledge and skills learned through classroom instruction.**



# Sponsored Vs Non-sponsored Apprentices

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## Sponsored Apprentice

Have registered as a apprentice and entered into an apprenticeship education agreement with a sponsor.

Actively working in industry

- Eligible to gain work experience hours
- Working under a mentor
- Apprenticeships for these individuals will work much the same way that you are familiar with

## Non-sponsored Apprentice

Have registered as a apprentice without a sponsor

Can attend classroom instruction

Will be issued a competence portfolio (record book)

Will need to fill out an acceptance form when they become sponsored.

# What Does it Mean?

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Increased **agility** for organizations to train their apprentices in the full scope of the trade

Strengthened on-the-job training through introduction of **mentorship**

For the vast majority of organizations, **very little will change** in day-to-day operation

- Continue to log and enter apprentice hours
- Ensure access to classroom instruction
- Continue to provide the on-the-job training portion of an apprenticeship education program

# For More Information

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- Website: [tradesecrets.alberta.ca](https://tradesecrets.alberta.ca)
- Email: [Stae.act@gov.ab.ca](mailto:Stae.act@gov.ab.ca)

# Questions?

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