

# Apprenticeship Futures Commission Survey

## Background and Contextual Information

The Apprenticeship Futures Commission has been established to consult with Manitoba's stakeholders and the public on apprenticeship and related training and certification systems. The Commission will make recommendations to the Minister of Competitiveness, Training and Trade that will contribute to the future strategic direction for skilled trades in Manitoba.

Apprenticeship in Manitoba has been built upon a strong tradition of excellence and responsiveness to the needs of the Manitoba labour market. However, the apprenticeship training and related certification systems are but one mechanism for the development of a skilled labour force. An apprentice is a person who has entered into a legal agreement to work for an employer for a specified period that incorporates on-the-job (practical) and in-school (technical) training. The Apprenticeship and Trades Qualifications Board is responsible for recommending to the Minister of Competitiveness, Training and Trade the legislative and policy frameworks for apprenticeship in Manitoba. Having considered input from its Provincial Trade Advisory Committees (PTACs), the Board works in partnership with the Apprenticeship Branch to:

- Identify and designate trades for apprenticeship training and certification;
- Develop standards for apprenticeship training in designated trades;
- Specify trades that are appropriate for compulsory certification; and
- Advise the Minister about trades training and Manitoba's labour market.

The Apprenticeship Branch is responsible for the delivery of programs and services related to apprenticeship training and trades certification in more than 50 regulated trades. The Branch registers and monitors apprenticeship agreements between apprentices and employers and schedules technical training for apprentices. The training is provided through colleges and other designated training providers as arranged and purchased by the Branch. Technical training follows the standards approved by the Apprenticeship and Trades Qualifications Board and developed and maintained by the Branch. For Red Seal trades, these standards correspond to a national standard agreed upon by all participating provincial and territorial apprenticeship and related training and certification systems to facilitate mobility of workers between jurisdictions.

The Apprenticeship Futures Commission is very interested in hearing from you. The Commission has established four general themes as the basis for requesting input. These themes will also serve as a 'lens' through which the Commission and the public can view the apprenticeship training and related certification systems:

Access	Engagement	Innovation	Effectiveness
<ul style="list-style-type: none"> <li>• Is the system flexible and responsive to the diverse needs of employers and apprentices?</li> <li>• Can equity groups such as women, Aboriginal peoples, immigrants and visible minorities easily gain entry to and participate in the apprenticeship and related training and certification systems?</li> </ul>	<ul style="list-style-type: none"> <li>• Does the general public have a good understanding of the Apprenticeship and related training and certification systems?</li> <li>• Are employers, parents and educators engaged enough to ensure a vibrant and relevant approach to provincial apprenticeship programming?</li> </ul>	<ul style="list-style-type: none"> <li>• What improvements can be made to the existing framework of policies, programs and services?</li> <li>• What kind of innovative partnerships would enable the apprenticeship and related training and certification systems in Manitoba to train and certify more skilled workers?</li> </ul>	<ul style="list-style-type: none"> <li>• Do the current apprenticeship and related training and certification systems effectively meet the demands of employers and employees for training skilled labour in Manitoba?</li> <li>• What efficiencies could speed up the process of enhancing the qualifications and skills of workers?</li> </ul>

Access	Engagement	Innovation	Effectiveness
<ul style="list-style-type: none"> <li>Are financial barriers affecting participation in apprenticeship training?</li> </ul>	<ul style="list-style-type: none"> <li>How can key stakeholders work better together to grow and sustain our apprenticeship training and certification systems?</li> </ul>	<ul style="list-style-type: none"> <li>What role can technology play in generating greater access to apprenticeship training?</li> </ul>	<ul style="list-style-type: none"> <li>Are there more cost effective and/or efficient ways of providing apprenticeship training in Manitoba?</li> </ul>

**Please Note:** Your responses to the questions regarding the Senior Years Apprenticeship Option program may be used in the current evaluation of this program.

Please read the following before completing this survey:

For the questions that ask you to choose from a list of possible answers, please select only ONE answer. It is also very important that you select an answer for each question.

### Section A - About You

It is important for the Commission to understand the perspectives of specific groups of people. The following information will assist the Commission as it is reviewing all input.

**1. Please choose the category that BEST describes you as it relates to the apprenticeship and related training and certification systems.**

<input type="checkbox"/> Employer	<input type="checkbox"/> Trades professional (without certification and not registered as an apprentice)
<input type="checkbox"/> Student	<input type="checkbox"/> Educator/Trainer
<input type="checkbox"/> Prospective apprentice	<input type="checkbox"/> Parent
<input type="checkbox"/> Current apprentice	<input type="checkbox"/> Other
<input type="checkbox"/> Certified journeyman	

**2. If you chose "Other" in Question 1 above, please specify.**

**3. Please choose from the category below that BEST describes the trades category you are currently involved in.**

- Industrial
- Construction
- Transportation
- Service
- N/A

**3a. If you chose "Industrial", please indicate from the list below the trade you are currently involved in.**

- Boilermaker
- Electric Motor System Technician
- Industrial Electrician
- Industrial Instrument Mechanic
- Industrial Mechanic (Millwright)
- Industrial Welder
- Machinist
- Miner
- Power Electrician
- Steel Fabricator
- Tool & Die Maker
- Other

**3b. If you chose "Other", please list your occupation.**

**3c. If you chose "Construction", please indicate from the list below the trade you are currently involved in.**

- Bricklayer
- Cabinetmaker
- Carpenter
- Concrete Finisher
- Construction Electrician
- Crane and Hoisting Equipment Operator
- Glazier

*(List continued on following page)*

- Insulator (Heat & Frost)
- Ironworker
- Lather (Interior Systems Mechanic)
- Painter & Decorator
- Plumber
- Refrigeration & Air Conditioning Mechanic
- Roofer
- Sheet Metal Worker
- Sprinkler System Installer
- Steamfitter - Pipefitter
- Other

**3d. If you chose "Other", please list your occupation.**

**3e. If you chose "Transportation", please indicate from the list below the trade you are currently involved in.**

- Agricultural Equipment Technician
- Aircraft Maintenance Journeyman
- Heavy Duty Equipment Technician
- Motor Vehicle Body Painter/Repairer
- Motor Vehicle Mechanic
- Recreation Vehicle Service Technician
- Transport Trailer Technician
- Truck & Transport Mechanic
- Other

**3f. If you chose "Other", please list your occupation.**

**3g. If you chose "Service", please indicate from the positions below that best describes your occupation.**

- Cook
- Esthetician
- Electrologist
- Floorcovering Installer
- Hairstylist
- Landscape Technician
- Partsperson
- Pork Production Technician
- Other

**3h. If you chose "Other", please list your occupation.**

**4. Please enter the first three digits of your postal code (home or business).**

## Section B

Please indicate your degree of agreement or disagreement with these statements when considering the apprenticeship and related training and certification systems in Manitoba.

### The Manitoba Labour Market

**5. There is a labour and skills shortage in *all* trades in Manitoba.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**6. There is a labour and skills shortage in some trades in Manitoba.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**7. Labour and skills shortages are a key concern for *employers*.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**8. Labour and skills shortages are a key concern for your *community*.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**9. A skilled workforce is crucial to a robust provincial economy.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**10. Apprenticeship is an important education and training model for developing a skilled workforce.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**11. If you indicated that you "Strongly agree" or "Agree" with Question 5 or 6, please comment on where (what trades or specific regional areas) there are shortages.**

### **Understanding, Awareness and Perception of Apprenticeship**

**12. Manitoba's apprenticeship and related training and certification systems are understood by most Manitobans.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**13. Apprenticeship training and certification is an attractive career path for Manitoba students and other prospective apprentices.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**14. Appropriate and sufficient information about apprenticeship is provided to prospective apprentices in Manitoba.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**15. Appropriate and sufficient information about apprenticeship is provided to prospective employers in Manitoba.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**16. Journeyman certification is widely recognized and respected.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**17. Being able to earn college credits through completion of an apprenticeship program would increase the number of people choosing apprenticeship as a career path.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**18. What actions could be taken to enhance Manitobans' understanding of the apprenticeship and related training and certification systems?**

**19. What actions could be taken to make Manitoba's current apprenticeship and related training and certification systems more attractive to individuals considering a career in the trades?**

**20. What actions could be taken to enhance employers' involvement in apprenticeship?**

### **Structure, Framework and System**

**21. The Apprenticeship and Trades Qualifications Board is an effective means of providing advice and recommendations to the government about the apprenticeship and related training and certification systems.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**22. The role of the Apprenticeship and Trades Qualifications Board is understood by the individuals involved in the apprenticeship system.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**23. The Provincial Trade Advisory Committees (PTACs) are an effective means of ensuring that industry's needs are represented.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**24. The Apprenticeship and Trades Qualifications Act and Regulations ensure that the requirements of industry, labour and the general public are met.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**25. The Apprenticeship Branch effectively and efficiently delivers programs and services related to apprenticeship training and trades certification.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**26. There is effective coordination between government departments and/ or programs affected by, or involved in, the apprenticeship training and certification system to optimize the level of service and effective use of resources.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**27. *The apprenticeship and related training and certification systems in Manitoba include 52 trades that are designated as apprenticeable trades.* This is the right number considering apprentice, employer and community needs.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**28. Apprenticeship is necessary for all the trades currently covered designated as apprenticeable trades.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**29. If you indicated "Disagree" or "Strongly disagree" to Questions 27 and/or 28 please expand by commenting on what trades should be added to the list and/or in which trades apprenticeship is not necessary.**

**30. There is an increased requirement for specialization in many of the tasks performed by certified journeypersons.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**31. Currently apprenticeship in Manitoba certifies the full scope of a trade as defined by an occupational analysis. Apprenticeship should continue to provide only full certification training.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**32. If you indicated "Agree" or "Strongly agree" to Question 31, please indicate why you believe apprenticeship should continue to provide full certification training.**

**33. The apprenticeship and related training and certification systems should provide partial certification as an alternative.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**34. If you indicated "Agree" or "Strongly agree" to Question 33, please explain what you feel the benefits of partial certification would be.**

**35. The credentials received through Manitoba's apprenticeship and related training and certification systems should be recognized in other provinces.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**36. The minimum time requirements to complete an apprenticeship are necessary.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**37. The current ratio of apprentices to journeyman requirements is appropriate.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**38. Current program standards correlate well to the skills and abilities needed by a journeyperson in the workplace.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**39. The process of registering apprentices is efficient and effective.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**40. Equity groups such as youth, women, aboriginal people, immigrants and visible minorities can easily participate in apprenticeship training.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**41. Financial support by the *government* for apprenticeship training is sufficient.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**42. Financial support by *employers* for apprenticeship training is sufficient.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**43. What other methods of ensuring industry's needs (both employers and apprentices) are represented should be considered?**

**44. Please suggest changes to the apprenticeship and related training and certification systems and model that would make it more flexible and responsive to meet the changing skills requirements of industry and increase access, participation and engagement of potential employees and employers in apprenticeship.**

**Training and Skill Development**

**45. The curricula for apprenticeship training are current and relevant.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**46. The current processes are effective in ensuring the currency and relevance of the curricula.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**47. The current technical and on-the-job training system is producing the number of skilled individuals needed in the industry.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**48. The existing training system has the capacity to meet the current and emerging needs of the industry.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**49. *Manitoba primarily uses the block-release training model which involves employers initiating a lay-off of convenience for their apprentices an average of eight weeks per year in order to attend technical training.* This current training delivery model provides sufficient access and encourages engagement by both apprentices and employers.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**50. Essential Skills helps apprentices entering the system develop the basic skills necessary to succeed in technical and practical training. This program is an effective way of encouraging participation and retaining apprentices in the system.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**51. The Prior Learning Assessment and Credential Recognition processes are effective in encouraging participation and retaining apprentices in the system.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**52. The current apprenticeship and related training and certification systems is providing quality training.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**53. Consideration should be given to including other partners such as industry associations and product manufacturers in the delivery of technical training.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**54. The apprenticeship and related training and certification systems should provide upgrade training for journeymen to ensure they remain up to date on current techniques.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**55. The public school system should play a significant role in preparing students for transitioning to the workforce during and after graduating from high school.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**56. *The Senior Years Apprenticeship Option (SYAO) offers high school students in Grades 11 and 12 the option to obtain practical, paid work experience in one of approximately 40 trades while simultaneously earning credits towards high school graduation. This program is effective in providing awareness of a career in the trades.***

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**57. *The SYAO program is not the same as the accredited vocational programs which can lead to level 1 equivalent for technical training. The SYAO program should provide technical training equivalency.***

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**58. The SYAO program is effective in improving access to apprenticeship training.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**59. The SYAO program is effective in increasing participation in apprenticeship training.**

- Strongly agree
- Agree
- Disagree
- Strongly disagree
- No basis to know
- Not applicable

**Major Challenges/Barriers**

**60. Please identify what you believe are the major challenges/barriers to access, engagement, effectiveness and efficiency in Manitoba's apprenticeship and related training and certification systems.**

**Opportunities**

**61. Please identify other models for structuring apprenticeship, technical training and/or certification that should be considered.**

**62. Please identify other opportunities to improve access, increase engagement and increase the effectiveness and efficiency of the apprenticeship and related training and certification systems in Manitoba.**

**63. Other comments related to the apprenticeship and related training and certification systems.**