



Welcome

What's new in Apprenticeship?

Supporting LBS Practitioners &
Learners



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**EMPLOYMENT
ONTARIO**

Ontario 

Canada 



Purpose

By the end of the Webinar:

- Practitioners will be familiar with the *Modernizing the Skilled Trades and Apprenticeship Act, 2019*
- Practitioners will be able to advocate for LBS and supporting Apprenticeship
- Practitioners will know where to find resources
- Practitioners will know how to enter Apprenticeship learner plans into CaMS



Quick Overview

144 Skilled trades fall into the following categories:

- 42 in Construction
- 47 in Industrial
- 20 in Motive Power
- 35 in Service



Quick Overview

Most Trades require a Grade 12 and the following skills:

- Problem solving ability
- Good communication skills
- Attention to detail
- Mathematical and analytical skills
- Aptitude for technology
- Creativity and imagination
- Coordination and dexterity
- Ability to conceptualize the end-product
- Continuous learning skills



Quick Overview

The Ministry of Labour, Training and Skills Development (MLTSD) registers and supports apprentices, assesses employer eligibility and administers Certificate of Qualification exams.



Why Change Apprenticeship?

2014 - 2018	New Registrations	Completions
Automotive service	18,876	12,066
Electricians	16,494	15,153
Machinists and Millwrights	7,095	4,806
Carpenters	7,395	3,258
Plumbers, pipefitters and steamfitters	6,867	5,859
Metal workers and Welders	3,264	2,055
Heavy equipment and crane operators	3,264	993



Modernizing the Skilled Trades and Apprenticeship Act, 2019

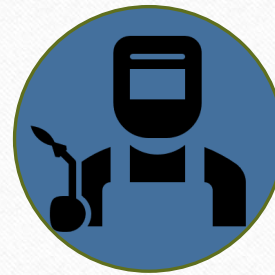
What this means

The legislation gives the Minister the ability to:

- establish advisory committees
- determine trades, skill sets, and restricted activities
- determine what trades and skill sets will be subject to an apprentice-to-journeyperson ratio



Scrapping Skills Sets



Ontario initially considered introducing **portable skill sets** to help speed up certification and training in the skilled trades. They have since decided against pursuing Portable skill sets and things are status quo at this time.

The website has not been updated.



Phase II

As part of the effort to simplify the skilled trades and apprenticeship system, the government appointed a five-member Skilled Trades Panel to provide advice and recommendations to the Minister of Labour, Training and Skills Development on developing a new approach to training and certification. The panel has replaced the previously appointed Training and Skills Advisors. Adam Melnick and Andrew Pariser were recently appointed as Youth Advisors along with Jennifer Green. For more information on their mandate please the province's [website](#).

The Skilled Trades Panel will be providing advice and recommendations to the Minister on a new service delivery model to replace the current services delivered by the Ontario College of Trades. Consultations on Phase 1 of the Skilled Trades Panel mandate closed on November 12, 2020. Consultations for Phase 2 of the Panel's mandate will begin in early 2021. For more information on the consultations, please see the province's [website](#).




Changes to fees

As of mid-April 2019, OCOT membership fees for apprentices were eliminated.

Annual membership fees for journeypersons were reduced by 50%.

OCOT's new annual membership fees are:

- **\$0 for the Apprentices class**
- **\$0 for the Journeyperson Candidates class**
- **\$0 for the Tradespersons class**
- **\$60 for the Journeypersons class**



Advising Learners

Skilled Trades and Apprenticeship



Case Study

Hairdresser

- The learner had passed a Hairdressing Course and attempted the Certificate of Qualification examination but was unsuccessful.
- The LBS organization matched the learner to a tutor who worked with the learner to understand the Standard of Qualification and make connections between his current skills, what he learned in the Hairdressing School, his work experience and the CofQ.
- This learner passed the exam.

Question and Answer Pause

If you have a question about the content thus far, please type your question in **Q & A**.

We invite ASL participants to identify your question as

“ASL Question(add your name)”

We will activate the panel so you may sign your question to an Interpreter.



Case Studies Video

- Learning to Earning Video



This Employment Ontario program is funded in part by the Government of Canada and the Government of Ontario and through the Canada-Ontario Job Fund Agreement.



Recording in CaMS

2 options for pathway:

- Apprenticeship
- Skills Training

Create Service Plan



* required field

Details



Primary Client

mister orange

Program *

Literacy and Basic Skills



Referred In *

EO - Ontario Job Bank



Transitional Client *

Not Applicable - New client



Owner *

[Redacted]



Service Delivery Site *

[Redacted]



Self Service Initiated *

No



LBS eChannel Indicator

☐

Template Name



Template

Goal Path to Employment | Voie de transition vers l'emploi



Save

Cancel



Role of Practitioner: Apprenticeship

LBS service providers help a learner examine:

- the benefits and opportunities in pursuing an apprenticeship
- what is involved in the process
- whether an apprenticeship goal is appropriate, feasible and suitable
- pre-apprenticeship as a starting point



Role of Practitioner: Apprenticeship

You are encouraged to connect with Employment Services to:

- Coordinate
 - Pre-apprenticeship
 - Local labour market needs
 - Specifics of voluntary and regulated trades (Red Seal)
-
- Service Coordination

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Role of the Practitioner: Skills Training

Skills training programs are designed to provide participants with job-specific skills. There are many skills training program providers. Programs vary in length, ranging from a few hours to several weeks or months. Generally, however, these programs do not exceed a 52-week period or an academic year (a period of 8 months).



Role of the Practitioner: Skills Training

Many skills training programs grant certificates recognized by a specific professional body (e.g. Personal Support Worker, Truck Driver, Security Guard, etc.).

Key Questions:

- 1.Has the learner identified a specific occupational goal which requires skills training?
- 2.Is the desired occupation in demand in the learner's community?
- 3.Is the appropriate skills training program available in the learner's community?
- 4.Is there a need for a referral to an Employment Service provider so that they can help the learner to identify an appropriate skills training program?



Role of the Practitioner: Skills Training

- Before a learner can enter a skills training program, it may be necessary for them to complete the Academic and Career Entrance (ACE) certificate, GED, OSSD or the needed secondary school credit(s), high school equivalency, and/or pass an entrance test which will meet entry prerequisites. Many skills training programs may not require high school diploma or equivalency. A learner may be accepted, as a mature student if they possess the recognized work experience and/or are able to pass an entry test/exam.



Role of the Practitioner: Skills Training

LBS service providers support and help the learner to explore the **skills training** options available in the community:

- what **academic credentials** are necessary
- should be aware of how the available skills training **link with local employment opportunities**.
- assist the learner to **understand the importance of the level of education**, technical skills and competencies required for entry into a specific skills training program.
- prepare a learner by providing the necessary **literacy and essential skills** to support the effective transition to the skills training goal.



Role of the Practitioner: continued

-
- pre-apprenticeship training - free, government-sponsored, typically get upgrading, soft skills, level 1 and a placement
 - apprenticeship training - need an employer sponsor, learn on the job and then typically do 3 levels of schooling at a community college
 - short term skills training - things like welding training etc.
 - skilled trades diploma programs at community colleges

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Resources

Skilled Trades and Apprenticeship



Resources



Feel free to add your favourite resources to the chat!

MNN is creating a compendium of resources for the Apprenticeship goal path

MNN brought us the *“Getting the Job Done: Preparing to Write the Certificate of Qualification in Ontario”*

- Carpenters, Plumbers, Construction/Maintenance Electricians, Automotive and Service Technicians, Industrial Mechanic Millwrights



Resources

Pop UP PD for LBS Educators – 2019-2020 – 3 webinars on the topic of Apprenticeship

[Demystifying Apprenticeship](#) – webinar explaining the ins and outs of apprenticeship

[How I became a Journeyperson](#) – 3 journeypersons tell us about how they joined the trades

[LBS Resources for Apprenticeship](#) – all resources are hyperlinked in the PDF



Resources

Task-based portal – Apprenticeship goal path

<http://taskbasedactivitiesforlbs.ca/english>

Literacy Link South Central (LLSC)

Apprenticeship Tools and Resources (**Livebinder:**

<http://www.livebinders.com/play/play?id=1955776>



Resources

Literacy Resources Discussion Forum

Contact Robyn
Cook-Ritchie to submit
a resource.

robyn@laubach-on.ca

The screenshot displays the 'Literacy Resources and Discussion Forum' page on the Laubach Literacy Ontario website. The header includes the 'COMMUNITY LITERACY OF ONTARIO' logo, the 'Laubach Literacy Ontario' logo, and the 'EMPLOYMENT ONTARIO' logo. The page is divided into two main columns. The left column features a 'Forums:' section with a bulleted list of topics: 'OALCF and Assessment', 'Professional Development', 'EOIS CaMS and Reporting', 'Volunteers', and 'Open Discussion'. Below this is an 'Other Links:' section with 'Manage Subscriptions' and 'Discussion Norms'. The right column is titled 'Apprenticeship Goal Path Resources' and includes a search bar with 'View list', 'View single', and 'Search' buttons. It also has a 'Entries per page' dropdown set to '30', a 'Search' input field, and 'Sort by' options: 'Time added', 'Ascending', and 'Advanced search'. A 'Save settings' button is located below the search options. The page number 'Page: 1 2 3 (Next)' is displayed. The main resource listed is 'Resource: Getting the Job Done: Preparing to Write Your Certificate of Qualification in Ontario - Tools and Tips for Plumbers' by 'The Mid North Network', published in March 2015 and updated in 2019, funded by 'Employment Ontario'. An 'Annotation:' section states that the booklet is divided into four sections: 'Studying and Organizing your Study Materials', 'Refreshing Your Math Skills', 'Test-taking Strategies', and 'Exam Readiness Checklist and Additional Resources'.

COMMUNITY LITERACY OF ONTARIO

Laubach Literacy Ontario

EMPLOYMENT ONTARIO
Ontario's employment and training network.

Guest

Literacy Resources and Discussion Forum

Forums:

- [OALCF and Assessment](#)
- [Professional Development](#)
- [EOIS CaMS and Reporting](#)
- [Volunteers](#)
- [Open Discussion](#)

Other Links:

- [Manage Subscriptions](#)
- [Discussion Norms](#)

Apprenticeship Goal Path Resources

View list View single Search

Entries per page 30 Search Sort by Time added Ascending ☐ Advanced search

Save settings

Page: 1 2 3 (Next)

Resource: Getting the Job Done: Preparing to Write Your Certificate of Qualification in Ontario - Tools and Tips for Plumbers

Author(s): The Mid North Network
Published: March 2015, updated 2019
Funder: Employment Ontario

Annotation:

The booklet is divided into four sections:

- Studying and Organizing your Study Materials
- Refreshing Your Math Skills
- Test-taking Strategies
- Exam Readiness Checklist and Additional Resources



Trades Occupational Course curriculum (Workplace Literacy)

Essential Skills for the Trades

Skilled Trades Helpers & Labourers

All Occupational Courses Based on the Essential Skills – www.LLEO.ca

(Available on CD-ROM.)

Cleaner

Clerical

Daycare Worker

Essential Skills for the Trades

Food Counter Attendants

Food Processing

Grocery Clerks and Store Shelf Stockers

Health Care

Hospitality

Landscaping and Grounds Maintenance

Labourers

Material Handler

Printing Machine Operator

Public Works and Maintenance Labourers

Retail

Service Station Attendant

Truck Driver



Resources

FAST Apprenticeship Assessment (readyfortrades.ca)

FAST (Foundational Assessment for Skilled Trades) is based on the program known as Evaluating Academic Readiness for Apprenticeship Training, or *EARAT*.

EARAT was first developed for learner who wished to pursue apprenticeship training in skilled trades. The program assessed skills in three subject areas (**Math, Communications and Concepts of Science**) for each designated trade.

By completing these assessments, the learner could determine if there were areas of additional study required for success in the in-school component of their chosen trade.



Resources

***"The A Word"* video series launched by Literacy Link South Central**

The videos run between 20-30 minutes and could become the foundation for an ongoing Apprenticeship conversation.

Video topics include:

- Building the capacity of service providers
- What clients need to know
- Support people who are on the path to Apprenticeship

<https://www.llsc.on.ca/resources1#Apprenticeship>



Resources

Provincial Skilled Trades Website

Ontario.ca/page/skilled-trades

Skilled trades

Find a career you wouldn't trade. Learn how to become a tradesperson, find resources if you're an employer or currently working, and get job advice.

What you need to know

Explore the
trades

Become a
tradesperson

Resources

Contact us

What is a skilled trade?

Find a career you wouldn't trade. A skilled trade is a career path that requires hands-on work and specialty knowledge. Skilled trades workers build and maintain infrastructure like our homes, schools, hospitals, roads, farms and parks. They keep industries running and perform many services we rely on every day, like hairstyling, food preparation or social services.

Questions



Thank you

