



**BC / NS**

# **Discussion on Workforce Development in the Shipbuilding and Repair Industry**

November 26, 2013

# INNOVATION IN APPRENTICESHIP TRAINING

- Online record book initiative
- Advanced entry trades training strategy
- Alternative apprenticeship pathways
- Connecting out of trade apprentices with employers
- Mentorship training, focus and support?

# ADVANCED ENTRY TRADES TRAINING STRATEGY

- Assess and recognize trades competencies that have already been acquired by workers
- Reduce completion time for training and trades certification from 4 to 2 years (for qualified individuals)
- Achievable within BC apprenticeship policy framework
- Implemented as part of SkillSource and independently
- Efficiency through existing MOU with Australian partner  
<http://www.youtube.com/watch?v=2LKp129gMU4>
- Pilot Projects (Utilities, Mining, Shipbuilding, LNG)

# ADVANCED ENTRY TRADES TRAINING STRATEGY

- Targeted recruitment, screening, assessment and placement into apprenticeship employment:
  - Individuals who have started a Canadian apprenticeship but who, for a variety of reasons, have not been able to complete
  - Individuals who have obtained foreign trades qualifications or related education for which they have not been able to get recognition
  - Ex-members of defence forces
  - People with other related trades (industrial electrician/instrumentation mechanic)
  - Individuals who have extensive skills and experience within the scope of established trades but lack a formal qualification

# ALTERNATIVE APPRENTICESHIP PATHWAY

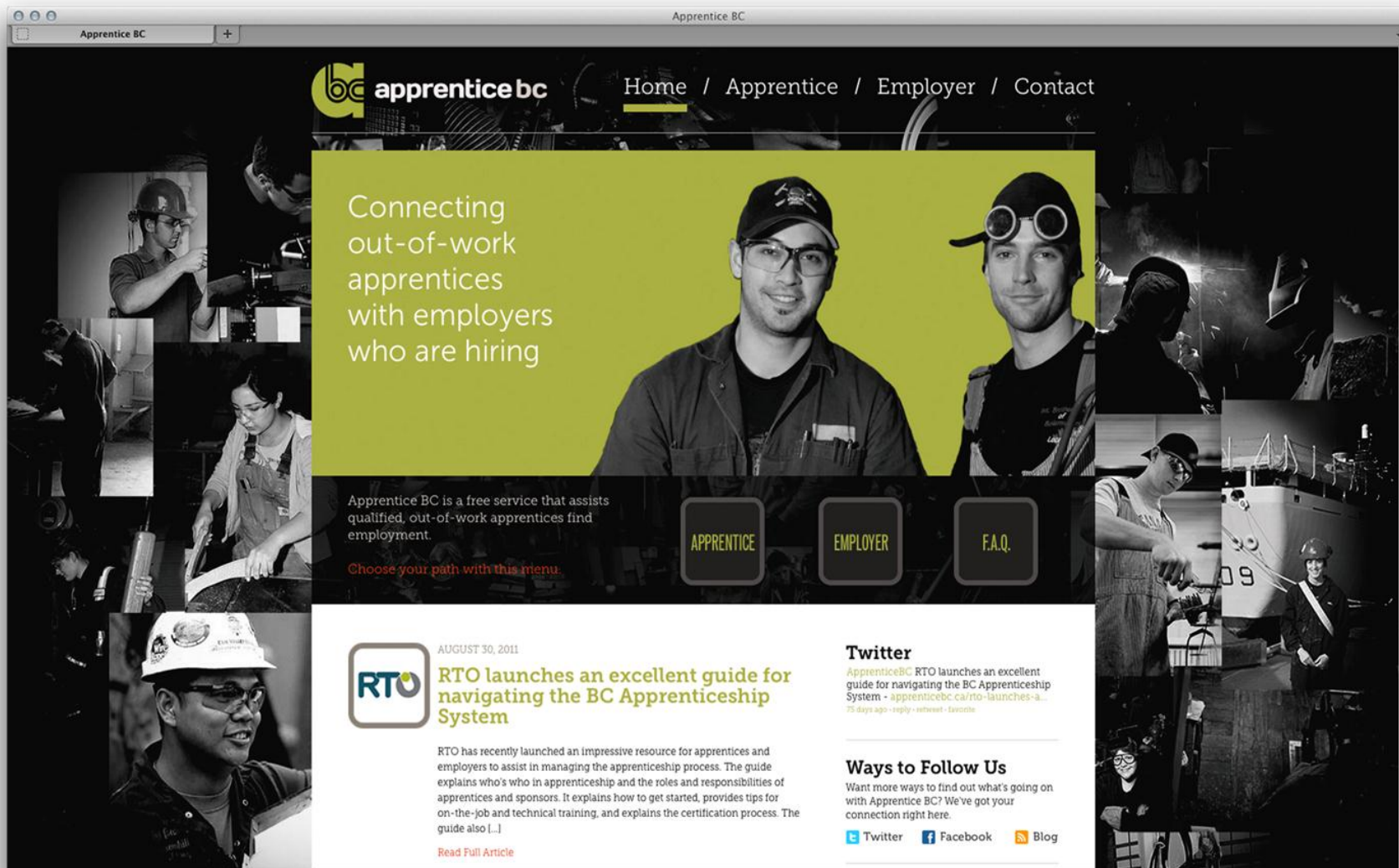
- Screening, selection and recruitment
- RTO sponsorship of apprentice, tracking/administration
- Issue management/ITA liaison/technical training support
- Assistance securing tax credits and grants
- On the job monitoring/apprentice support/work-based assessment
- Recognition and mentorship programs
- Identify industry employers willing to provide 'work experience' terms
- Placement services in the event of layoff



# CONNECTING OUT-OF-TRADE WORKERS WITH EMPLOYERS

- Mechanism to connect out of work apprentices with employers
- Job search tool for apprentices
- Recruitment tool for employers
- Job search/placement support tool for EPBC
- Facilitates employer engagement in apprenticeship
- Increases apprenticeship registration and completion
- Promotes and supports the BC Jobs Plan





*Step into the Trades*



# QUESTIONS

