

Skilled Trades 1201

Unit 1 – Apprenticeship and the Skilled Trades

Topic 1 – The Apprenticeship Program

The Apprenticeship Program and Red Seal Certification

The Apprenticeship Policy for Newfoundland is developed by the Provincial Apprenticeship and Certification Board

- sets a standard for schools that deliver apprenticeship programs and "accredits" them certifying they meet the standards www.ed.gov.nl.ca/app/trainingsites.htm
- Decides which occupations have apprenticeship training.. Newfoundland and Labrador has 56 and there are over 150 available across Canada Some have "Red Seal Certification" and allow certificate holders to move between provinces. Not all trades have training programs in Newfoundland and Labrador but examinations may be provided here. www.ed.gov.nl.ca/app/occupations/designatedtrades.htm
- accepts registrations of persons for different trades. You can only be designated under one trade at a time.
- monitors apprenticeship programs and tracks apprentices all the way to journey person certification
- coordinates periodic written and practical examinations
- approves training plans and MOU's between the apprentice and the employer <http://www.ed.gov.nl.ca/app/forms/pdf/mou.pdf>

Apprenticeship

- Apprenticeship is a training program in which a person gets a chance to gain experience in a set of skills from an employer who needs the assistance of skilled workers.
- It is formally negotiated between the employer and the apprentice, overseen by the Certification Board. The written agreement is called a "Memorandum of Understanding".
- There are many requirements that are the responsibility of the apprentice (http://www.ed.gov.nl.ca/app/doc_pub/pdf/gen_conditions.pdf)

Apprenticeship and Journey person

- An apprentice is a person who gets on-the-job-training from a qualified Journey person, with periods of formal school training in between.

- A Journey person has already passed the apprenticeship program, received a "Certificate of Qualification" and has written the Journey Person Certification Examination.

Apprenticeship facts

- The Record of Occupation Progress is a log book an apprentice must submit at the end of the apprenticeship program. (<http://www.ed.gov.nl.ca/app/app/logbook.htm>)
- It contains a list of skills and work experiences determined by an advisory group of industry-related persons outside the Department of Education.
- It contains signatures of trade-certified supervisors and transcripts from trade schools.
- The apprentice must find an employer and register with the Industrial Training Section of the Department of Education. An apprentice typically spends 80% of training time in the workplace.
- You must have high school completion and may have required courses depending upon the trade. "Mature Students" may enter over the age of 19 who can demonstrate high school competency..
- First-Year apprentices get a wage rate 55% of the Journey person's wage, increasing over time. A journey person earns between 30 and 70,000.00 per year. Wage is determined by demand in the industry and the local economy.
- The apprentice must maintain the log book and complete everything outlined in it. You must also have a personal set of tools required for the training program.
- After a specified period of formal technical training, workplace experience and formal examinations, the apprentice gets a Certificate of Qualification.
- Apprenticeship programs can range from 1-5 years and average 4 years
- The Training Plan the apprentice must follow is determined by industry members (<http://www.ed.gov.nl.ca/app/plansoftraining/index.htm>)

Trade Qualifier

- A Trade Qualifier is an individual who has amassed sufficient practical work experience to meet the established criteria to attempt the certification journey level (Provincial or Interprovincial) examination. The criteria requires relevant on-the-job experience of at least one year in excess of the apprenticeship term. For example, a Trade Qualifier employed as an Automotive Service Technician requires five years of work experience where the apprenticeship term for that occupation is four years.
- The Trade Qualifier must provide documentation which verifies competence through sign-off of mandatory work skills as attested by a certified journeyperson in the

respective occupation. Documentation must also include verification of time employed in the occupation.

- A person attempting certification as a Trade Qualifier need not complete any institutional training; although the option to attend training is available where the need for theoretical upgrading is identified. Trade Qualifiers who successfully complete the certification examination receive the same Certificate of Qualification (journey person certificate) as a completing apprentice.