

Cabinetmaker

TRANSITION PLAN

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Abbreviations

CCDA	Canadian Council of Directors of Apprenticeship
CL	Current Level
ER	Employer sponsor
HL	Harmonized Level
IPSE	Interprovincial Red Seal Exam
NOA	Red Seal National Occupational Analysis
RSOS	Red Seal Occupational Standard; replaces NOA
SLE	Standardized Level Exam
TP	Training provider
TT	Technical training
TW	Trade worker
WBT	Work-based training

Harmonization Overview

The Canadian Council of Directors of Apprenticeship (CCDA) is responsible for the Red Seal Program, which develops common interprovincial standards and examinations. The CCDA is undertaking the Harmonization Initiative in 30 Red Seal trades with British Columbia as an active participant.

The goal is to substantively align apprenticeship systems across Canada by making apprenticeship training requirements more consistent in the Red Seal trades.

Harmonization Priorities

1. Use of Red Seal **trade name**
2. Consistent **total training hours** (in-school and on-the-job)
3. Same number of **training levels**
4. Consistent **sequencing** of training content, including use of most recent Red Seal Occupational Standard (RSOS).

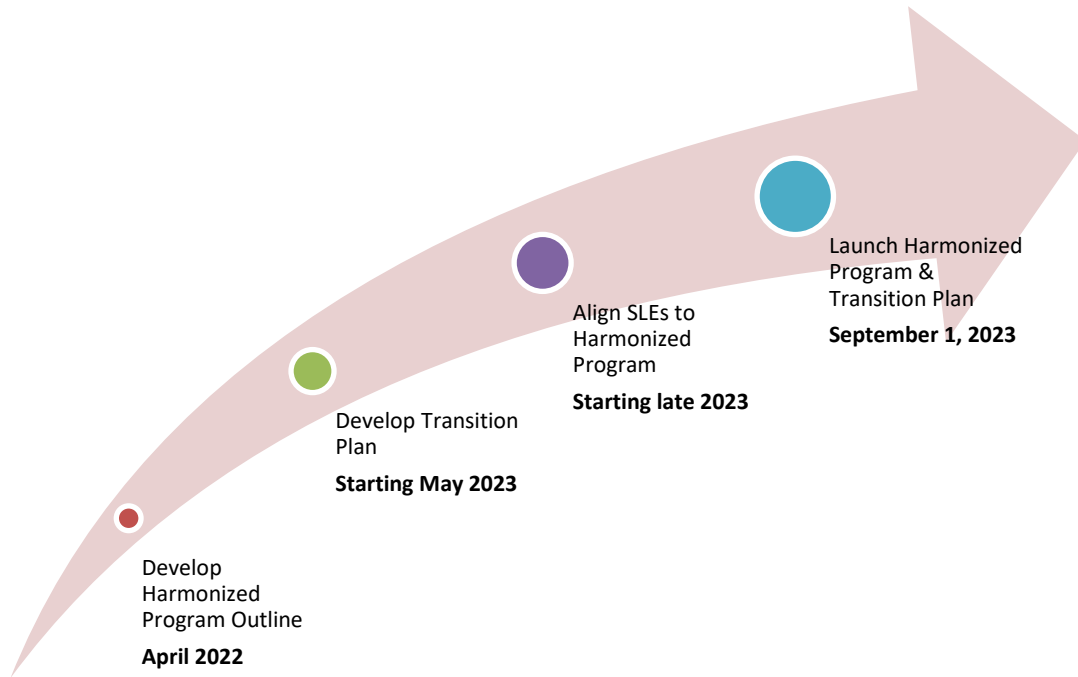
What's changing for TRADE	Changing in BC?	What will it be?
TRADE NAME Cabinetmaker (Joiner)	YES	Cabinetmaker
NUMBER OF TRAINING LEVELS	NO	4
TOTAL HOURS technical + work-based training	NO	7,200
TRAINING SEQUENCE order of subjects taught	YES	Some changes to sequence

Transition Planning Process

The re-sequencing of the Cabinetmaker program through the Harmonization Initiative has resulted in some changes to the sequencing of technical training.

SkilledTradesBC Transition Team consulted with the post-secondary training provider that delivers the Cabinetmaker apprenticeship program and considered the input of our internal and external partners. SkilledTradesBC and its partners evaluated several transition options and the transition plan outlined in this document was identified as the best option. We have also ensured that there are pathways for all current apprentices to complete their apprenticeship.

Program Development and Transition Planning (2022 – 2023)



Apprentice Numbers in Current Program

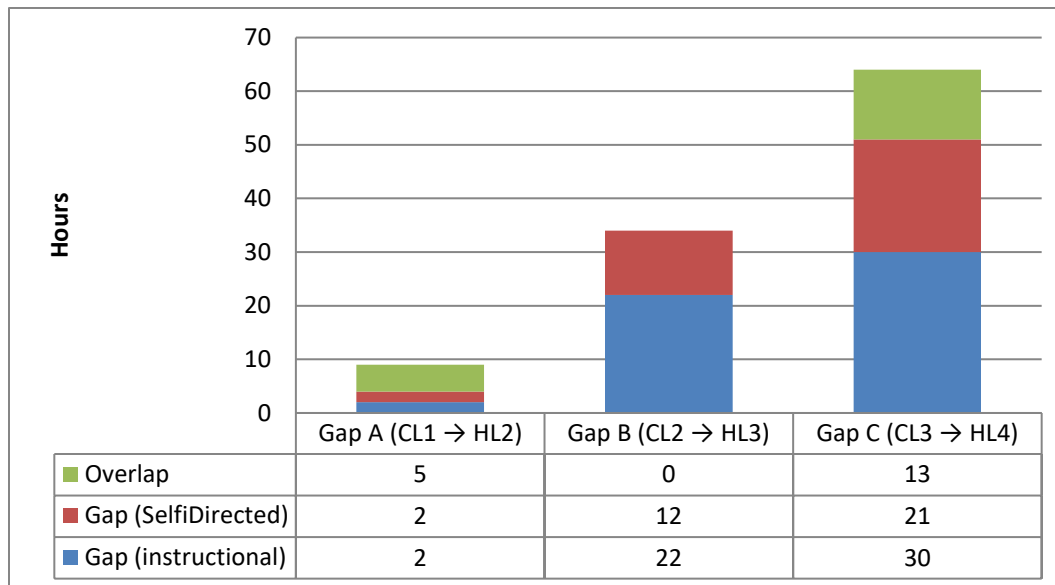
Program	Status	OTT	CL1	CL2	CL3	CL4	Total
Cabinetmaker	Active	100	99	76	72	14	361
	Inactive	410	162	95	47	66	780
	Total	510	261	171	119	80	1141

*As of July 25, 2023, there are **3 apprentices** with “out of sequence” training.

Notes apprentice numbers:

1. Numbers are as of May 3, 2023.
2. **OTT:** Apprentices who are registered in SkilledTradesBC Portal but haven't completed any technical training.
3. **CL4s:** Apprentices who have completed CL4 are not considered in transition planning as they will not be impacted by the implementation of harmonized training.
4. **Active:** Apprentices for whom activity has been logged in SkilledTradesBC Portal within the last 18 months.
5. **Inactive:** Apprentices for whom **no** activity has been logged in SkilledTradesBC Portal within the last 18 months.

The Gaps



WHAT ARE GAPS AND OVERLAPS?

A **Gap** is an estimate of the hours of technical training content that **an apprentice will be missing if they transition** from the current program to the Harmonized program (CL→HL) at a specific level. A current apprentice who is unable to finish their training in the current program will be transitioned to the Harmonized program at designated levels. A current apprentice will only transition to the Harmonized program once and so will only face a gap in their training at that one point.

Gap A (CL1→HL2) is the technical training content that an apprentice who has completed Current Level 1 will be missing if they transition into Harmonized Level 2.

Gap B (CL2→HL3) is the technical training content that an apprentice who has completed Current Levels 1 and 2 will be missing if they transition into Harmonized Level 3.

Gap C (CL3→HL4) is the technical training content that an apprentice who has completed Current Levels 1, 2 and 3 will be missing if they transition into Harmonized Level 4.

An Overlap is an estimate of the hours of technical training content that an apprentice will be repeating if they transition from the current program to the Harmonized program (CL→HL) at a specific level.

WHAT ARE INSTRUCTIONAL HOURS AND SELF-DIRECTED LEARNING HOURS?

Instructional Hours represents the missing content that requires instructional time to address. It is critical to the apprentice's success and is unlikely to be learnt without intervention.

Self-Directed Learning Hours represents the missing content that an apprentice will likely learn in the context of other tasks or levels in technical training, on the job, or through self-study.

CAN APPRENTICES WHO ARE IN THE HARMONIZED PROGRAM TRANSITION BACK INTO THE CURRENT PROGRAM?

No. **Gaps for reverse transition**, i.e. when an apprentice transitions from the Harmonized program to the current program (**HL→CL**) will contain different technical training content than normal transition. Reverse transition often results in gaps that are larger than normal transition. **It is never recommended to allow an apprentice to reverse transition.**

WHERE CAN I SEE WHAT CONTENT AN APPRENTICE WILL BE MISSING IF THEY TRANSITION AT A PARTICULAR LEVEL?

See *Appendix A: Details of Gaps* for a list of the competencies, content and achievement criteria that current apprentices will be missing if they transition to the harmonized program.

Transition Plan Summary

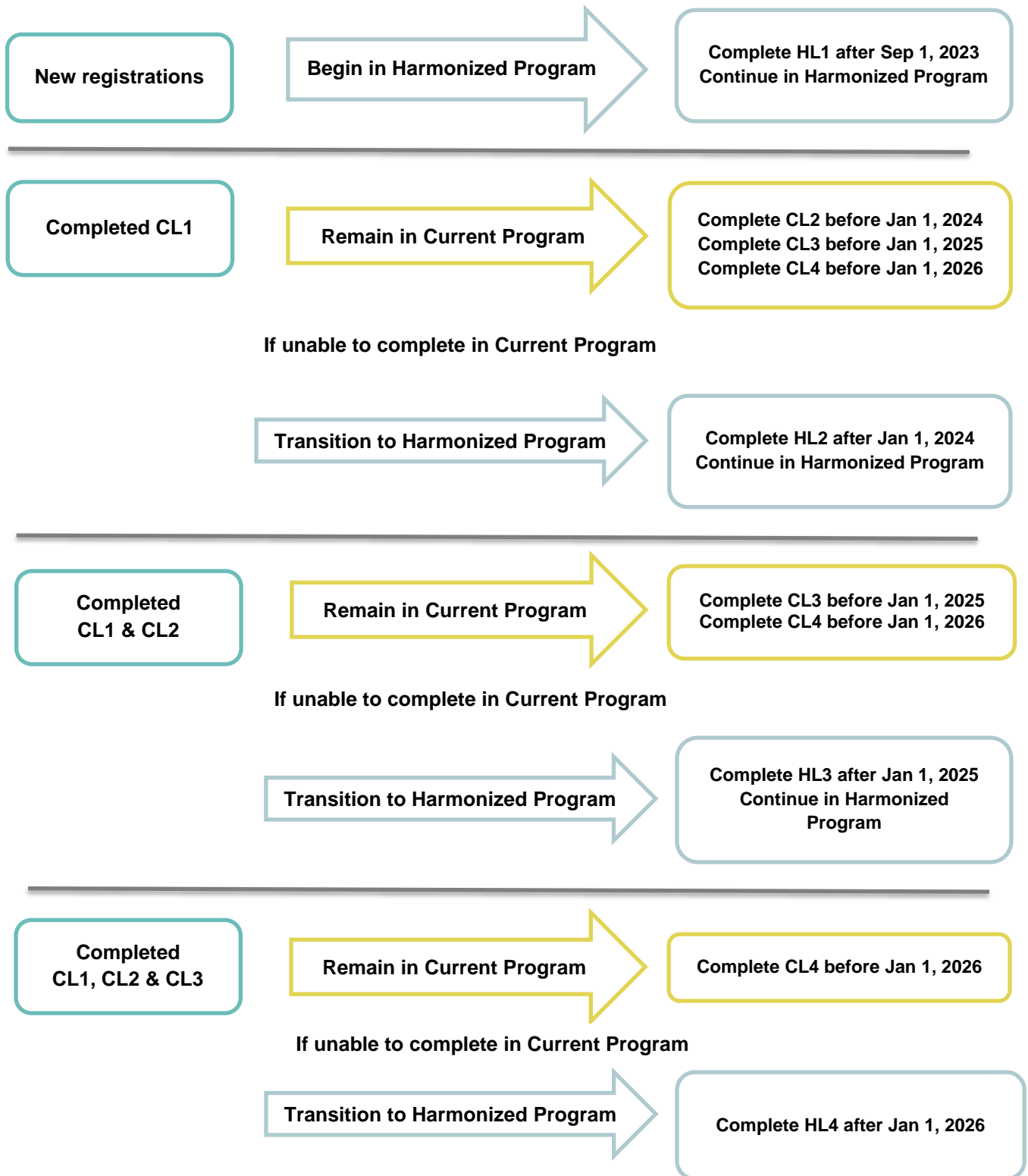
Implementation Timelines	
Harmonized Level 1 (HL1)	September 1, 2023
Harmonized Level 2 (HL2)	January 1, 2024
Harmonized Level 3 (HL3)	January 1, 2025
Harmonized Level 4 (HL4)	January 1, 2026

Year 0 September 2022	CL1	CL2	CL3	CL4
Year 1 September 2023	HL1	CL2	CL3	CL4
Year 2 January 2024	HL1	HL2	CL3	CL4
Year 3 January 2025	HL1	HL2	HL3 TP Support 4 days	CL4
Year 4 January 2026	HL1	HL2	HL3 TP Support 4 days	HL4 TP Support 5 days

NOTES:

- **Training provider (TP) support** is **not** a requirement for apprentices to get credit for the previous level. It is offered to training providers to provide support for CL2 apprentices taking HL3 and CL3 apprentices taking HL4. The gaps faced by these apprentices are relatively small and can be addressed in a variety of ways at the discretion of the TP.
- **See Appendix B: Transition Delivery Guidelines** for more information about TP support.

Pathways for Current Apprentices (Summary)



Exams for the Harmonized Program

CL Exams - As current levels are phased out, the current exams will no longer be used.

HL Exams - As harmonized standardized level exams (SLEs) are implemented, there will be a delay before the harmonized exams can be launched.

Exam	Exam Development	Tentative Exam Launch
HL1	Fall 2023	Fall 2024
HL2	Fall 2024	Fall 2025
HL3	Fall 2025	Fall 2026

WHY ARE THE HARMONIZED EXAMS IMPLEMENTED AFTER THE HARMONIZED LEVEL?

The exams need to be validated and must undergo extensive quality assurance. This process may take up to one year.

PRIOR TO SLE IMPLEMENTATION, WHAT IS THE FINAL MARK BASED ON?

For classes that end before the launch of the HL SLE, the final mark for the level will be based solely on in-school assessments.

HOW WILL TRAINING PROVIDERS BE INFORMED OF THE LAUNCH OF AN HL EXAM?

An OPSN will be sent to announce the launch of the HL exams.

Appendix A: Details of Gaps

GAP A: CL1→HL2 Gap (Missing Content)

This table lists the content that an apprentice will be **missing** if they have completed CL1 and then take HL2.

Competency	Missing Content	Achievement Criteria	Content Migration	Priority	Instructional Hours*	Self-directed Learning Hours**
C2 Plan Projects	<ul style="list-style-type: none"> Describe planning a project Prepare an estimate 	Prepare an estimate	HL1 ← CL3	Low	2	2
				Total	2	2

***Instructional Hours** are hours of content that an apprentice would need dedicated instruction to cover.

****Self-Directed Learning Hours** are hours of content that an apprentice would be able to cover through self-study, on the job or in the context of other tasks/levels.

OVERLAP A: CL1→HL2 Overlap (Repeated Content)

This table lists the content that an apprentice will be **repeating** if they have completed CL1 and then take HL2. Overlaps are identified so that instructors and apprentices are aware of the repeated content. There may be opportunities for transitioned CL1 apprentices to use some of their overlap time to study their gap content.

Overlap	Repeated Content	Content Migration	Overlap Hours
I1 Arrange materials for laminating	<ul style="list-style-type: none"> Identify materials for laminating Arrange materials for basic laminating 	CL1 → HL2	1.5
I2 Apply adhesive for laminating	<ul style="list-style-type: none"> Identify tools and equipment Apply adhesive to materials for basic lamination 	CL1 → HL2	1.5
I3 Clamp pieces together	<ul style="list-style-type: none"> Describe hand-operated clamps Clamp material together for lamination 	CL1 → HL2	2.0
		Total	5.0

GAP B: CL2→HL3
Gap (Missing Content)

This table lists the content that an apprentice will be **missing** if they have completed CL2 and then take HL3.

Competency	Missing Content	Achievement Criteria	Content Migration	Priority	Instructional Hours*	Self-directed Learning Hours**
O1 Prepare finishing materials	<ul style="list-style-type: none"> Describe finishing materials Describe factors influencing finish selection Prepare finishing materials 	*Assessed through O2 and O3 Achievement Criteria.	HL2/HL3 ← CL4 CL1 → HL2	High	2.5	2.5
O2 Apply finishing material manually	<ul style="list-style-type: none"> Describe manual finishing Apply finishing material manually 	Colour match a wood sample.	HL2/HL3 ← CL4	High	2.5	2.5
O3 Spray on finishing material	<ul style="list-style-type: none"> Describe spray finishing equipment Describe quality control Apply solvent-based finishing 	Spray a project with water-based finish.	HL2/HL3 ← CL4	High	1	1
Q1 Perform final on-site assembly and fastening of cabinets and countertops	<ul style="list-style-type: none"> Describe the installation of cabinets and countertops. Install cabinets and countertops on site 	Install lower cabinets with countertops, scribed to the wall including a toe kick.	HL2 ← CL4	High	10	4
Q2 Finalize installation of cabinets and countertops	Finalize installation of cabinets and countertops	N/A	HL2 ← CL4	High	4	0
C2 Plan projects	<ul style="list-style-type: none"> Describe planning a project Prepare an estimate 	Prepare an estimate	HL1 ← CL3	Low	2	2
				Total	22	12

GAP C: CL3→HL4
Gap (Missing Content)

This table lists the content that an apprentice will be **missing** if they have completed CL3 and then take HL4.

Competency	Missing Content	Achievement Criteria	Content Migration	Priority	Instructional Hours*	Self-directed Learning Hours**
B4 Maintain finishing equipment	<ul style="list-style-type: none"> Describe finishing equipment Describe safety procedures for maintenance of finishing equipment Describe maintenance of finishing equipment 	N/A	HL3 ← CL4	Medium	2	1
J1 Select veneers	<ul style="list-style-type: none"> Describe veneers Select veneer 	Adhere veneer to a substrate	HL3 ← CL4	Medium	2	1
J2 Prepare veneer and substrate	<ul style="list-style-type: none"> Prepare veneer Prepare substrate 	Adhere veneer to a substrate	HL3 ← CL4	Medium	1	2
J3 Adhere veneer to substrate	<ul style="list-style-type: none"> Describe considerations for adhering veneer to substrate Adhere single panel of veneer to substrate 	Adhere veneer to a substrate	HL3 ← CL4	Medium	1	1
J4 Perform final clean-up of laminated sheets	Perform final clean-up of laminated sheets for a single panel of veneer	Adhere veneer to a substrate	HL3 ← CL4	Medium	1	1
O1 Prepare finishing materials	<ul style="list-style-type: none"> Describe finishing materials Describe factors influencing finish selection Describe factors influencing opaque/pigmented solvent-based finish selection Prepare finishing materials 	*Assessed through O2 and O3 Achievement Criteria.	HL2/HL3 ← CL4	High	2.5	2.5
O2 Apply finishing material manually	<ul style="list-style-type: none"> Describe manual finishing Apply finishing material manually Apply finish to colour match a sample 	Colour match a wood sample.	HL2/HL3 ← CL4	High	2.5	2.5

Cabinetmaker Transition Plan

Competency	Missing Content	Achievement Criteria	Content Migration	Priority	Instructional Hours*	Self-directed Learning Hours**
O3 Spray on finishing material	<ul style="list-style-type: none"> Describe spray finishing equipment Describe quality control Apply solvent-based finishing Apply water-based finishing 	<ul style="list-style-type: none"> Spray a project with water-based finish. Spray a project with solvent-based finish. 	HL2/HL3 ← CL4	High	1	1
Q1 Perform final on-site assembly and fastening of cabinets and countertops	<ul style="list-style-type: none"> Describe the installation of cabinets and countertops. Install cabinets and countertops on site 	Install lower cabinets with countertops, scribed to the wall including a toe kick.	HL2 ← CL4	High	10	4
Q2 Finalize installation of cabinets and countertops	Finalize installation of cabinets and countertops	N/A	HL2 ← CL4	High	4	0
T1 Breakout materials for solid surface	Breakout materials for solid surface	*Assessed through T3 Achievement Criteria.	HL3 ← CL4	Low	1	1
T2 Fabricate solid surface materials	Describe fabricating solid surface materials	*Assessed through T3 Achievement Criteria.	HL3 ← CL4	Low	1	1
T3 Install solid surface materials	Install solid surface materials	Install a solid surface countertop with a profiled edge	HL3 ← CL4	Low	1	3
				Total	30	21

OVERLAP C: CL3→HL4
Overlap (Repeated Content)

This table lists the content that an apprentice will be **repeating** if they have completed CL3 and then take HL4. Overlaps are identified so that instructors and apprentices are aware of the repeated content. There may be opportunities for transitioned CL3 apprentices to use some of their overlap time to study their gap content.

Overlap	Repeated Content	Content Migration	Overlap Hours
H2 Perform curved laminating	Laminate curved components	CL3 → HL3/HL4	8
U2 Perform carving	Describe performing carving	CL3 → HL4	1
U3 Perform wood turning	Perform wood turning	CL1 → HL4	4
		Total	13

Appendix B: Transition Delivery Guidelines

DEFINITION OF GAPS

A gap is technical training content that an apprentice would be missing if they transition from the current program into the harmonized program. **Not every gap will be addressed by gap training.** Transition Plans may include one or more options for addressing gaps:

- **Training Provider Support (minimal gaps):** Some gaps are minor and will be covered in subsequent levels of technical training and/or on the job. In those cases, the apprentice will be given one-for-one credit in the harmonized program. Training providers are encouraged to identify apprentices who may need some extra instruction or support to address their gaps.

TRAINING PROVIDER SUPPORT

Delivery

- Training providers may request funding for training provider support for the levels and years indicated in the scenario.
- Delivery method and schedule is up to the training provider.

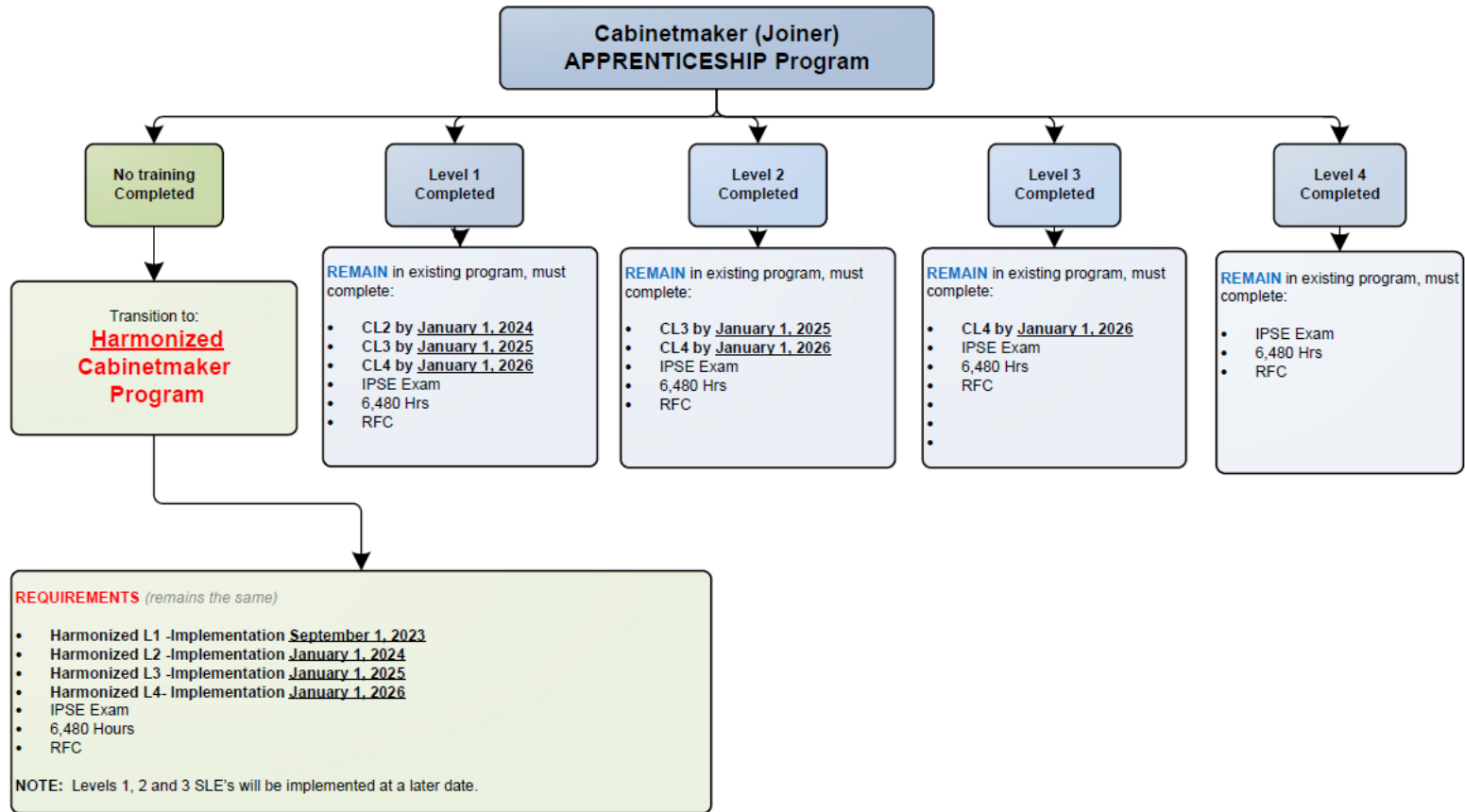
****Training provider support is optional. It is not a completion requirement for the apprentice. Training provider support is not recorded in SkilledTradesBC portal.****

Appendix C: Communication Plan for Transition

Audience	Purpose	Mode
Training Providers	To announce the changes to training standards and the publication of a new Program Outline and Program Profile on the trade webpage on SkilledTradesBC website	Official Program Standards Notification (OPSN) via email and posting on trade webpage
Training Providers	To plan for transitioning to the new program	Webinar(s), phone calls and/or face to face meetings
Training Providers	To announce the final transition plan	Program Update and Transition Plan via email and posting on trade webpage
Training Providers	To announce the launch of the harmonized level exams	OPSN via email and posting on trade webpage
Employers	To gather input on transition scenarios	Webinar(s), phone calls and/or face to face meetings
Employers	To inform on the upcoming changes to the program and the pathways to completion for their apprentices	Letters sent through SkilledTradesBC Portal
Employers	To inform on the upcoming changes to the program and the pathways to completion for their apprentices	Presentations at Program Advisory Committees (PAC) and other industry events
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Letters sent through SkilledTradesBC Portal
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Targeted outreach via phone and email
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Classroom visits by Apprenticeship Advisors

Appendix D: Transition Map

Cabinetmaker Transition Map EFFECTIVE September 1, 2023



CHALLENGE PATHWAY
Cabinetmaker (Joiner) Hours Requirement: 9,720 hours (remains the same)

Last Updated: July 25, 2023