



Building Successful Apprenticeships: Open Shop Strategies and Best Practices

Industry Training Authority
Skilled Trades Innovation Forum
June 2, 2015

Independent Contractors and Businesses Association of British Columbia

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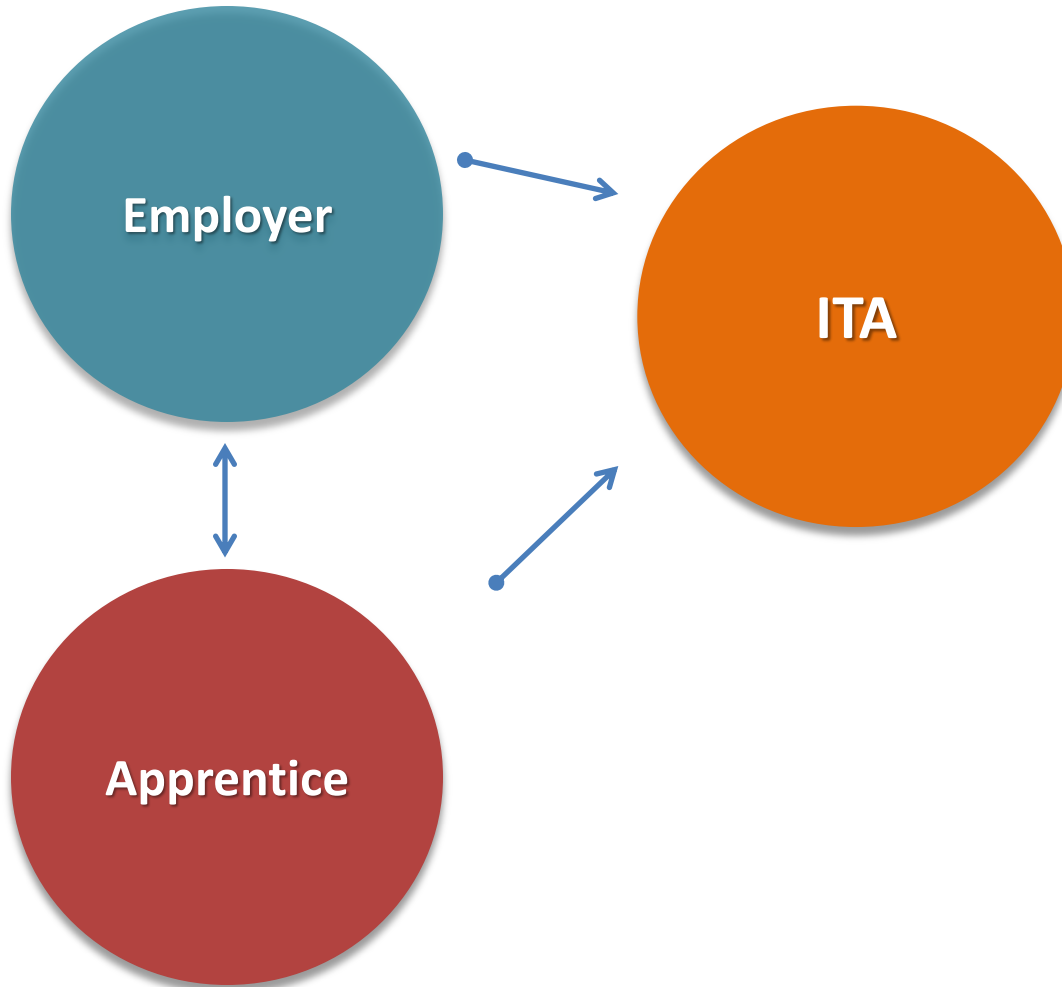


About Us



- The voice of open shop in BC
- 1,200 members in all aspects of the construction industry
- 80% of all construction in BC
- Involved in all major capital projects in BC
- Advocate for economic conditions that boost construction and our province
- Single largest sponsor of construction apprentices in BC

Current Training System



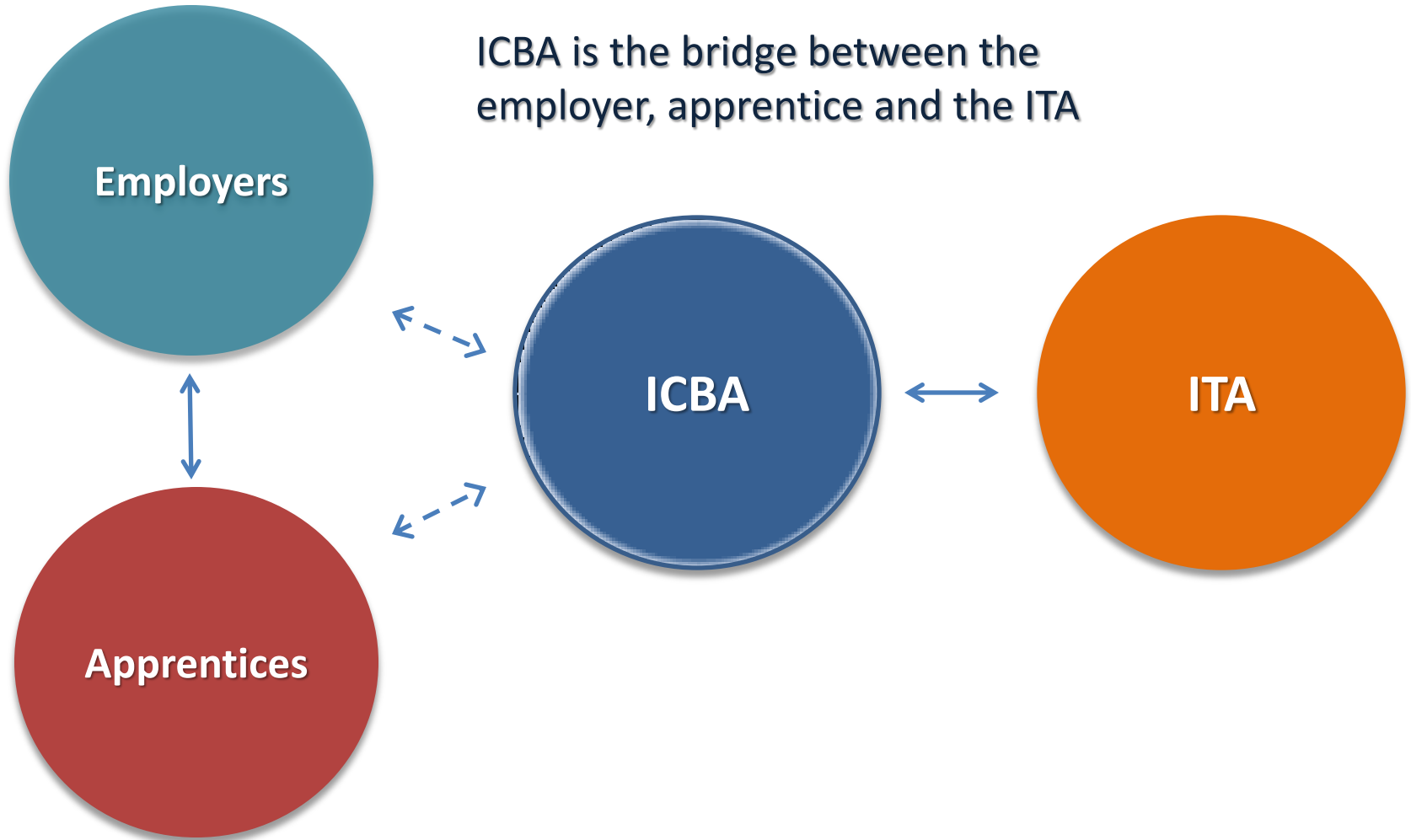
Employer concerns:

- Administrative burden
- 4 year employment commitment

Apprentice concerns:

- Employment-based training
- Continuous employment
- Perception of trades

Our Training Model



Key Elements of our Model

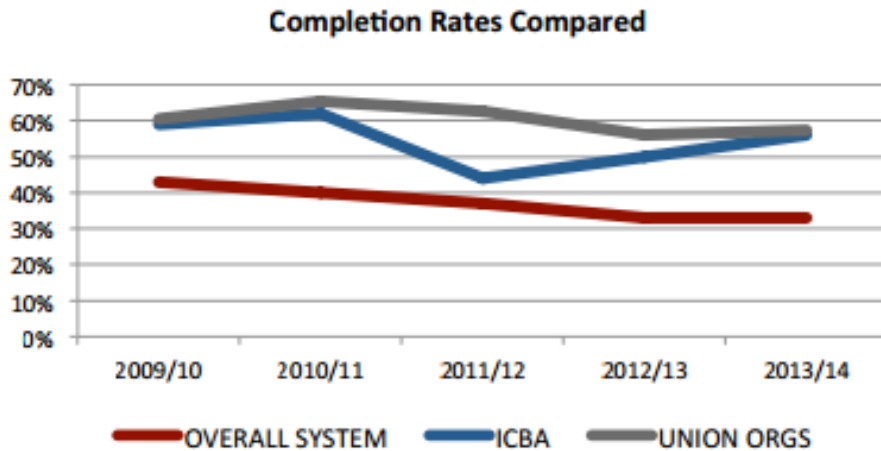


- sponsor and coordinate apprentices on behalf of members
- take care of administration and reduce paperwork
- provide counselling services to employer and employee
- track apprentices in the system
- facilitate continuous employment
- provide bursaries



Our Model by the Numbers

ICBA is the single largest sponsor of construction apprentices in BC



- >1300 ICBA apprentices
- > 30 of trades covered
- > 160 employers covered
- ~ 60% completion rate
- Apprentices trained across BC



Perceptions of Trades Among Youth



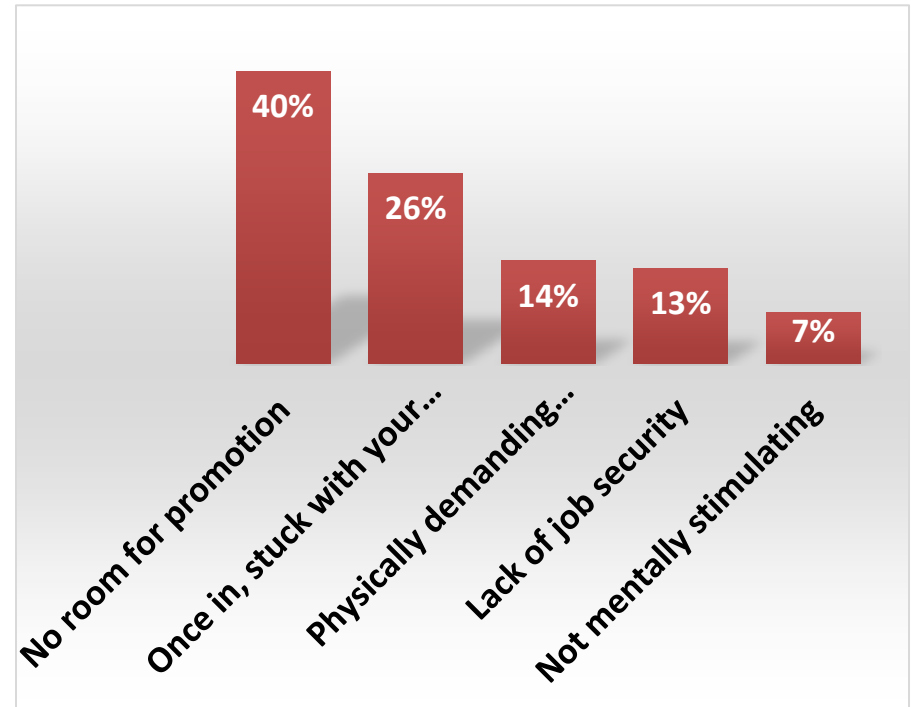
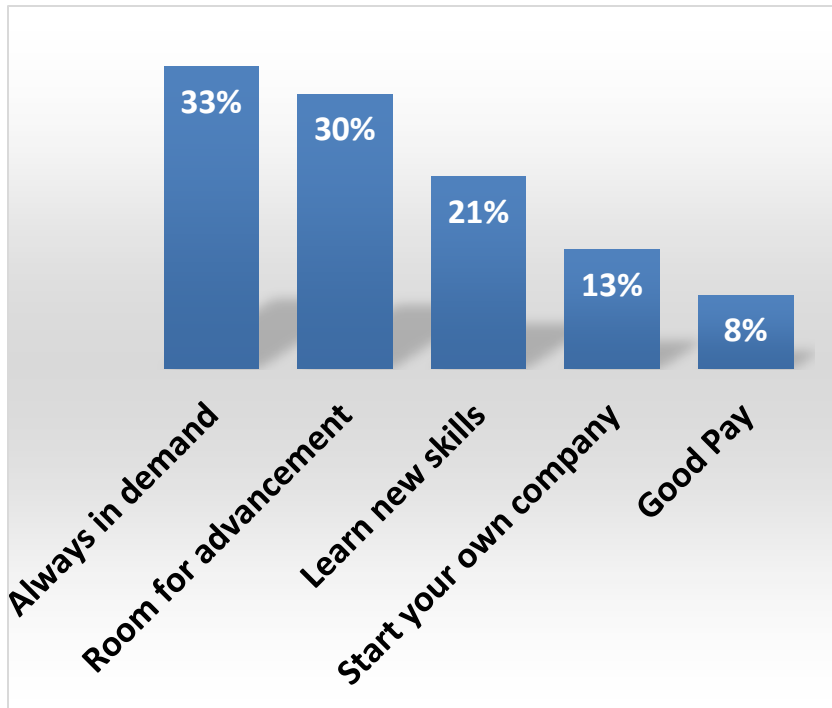
- 59% unaware of how to get into trades
- More than 80% interested in job opportunities, only 25% interested in a job in the trades
- ‘Job in the trades’ means: manual labour, good pay, training required, hard work
- Top factors to seek a trades job: discovering they loved the work, more money, job security, career advancement
- Top 8 preferences were office jobs; bottom 12 were traditional trades jobs



Perceptions of 'jobs in trades'

48% saw them as a long term career with opportunity for advancement

52% saw them as career limiting or didn't know



Take Away Strategies



For future apprentices:

- facilitate continuous employment
- show them the career path

For employers:

- reduce paperwork and administrative burden
- reduce perception of 4 year employment commitment



THANK YOU.

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