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CCDA Harmonization Project

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Why Harmonization for apprenticeship?

- While there are common outcome standards in the 57 Red Seal trades, differences exist in P/T apprenticeship training and certification requirements that may affect the transition of some apprentices moving from one jurisdiction to another.

A broad cross section of national apprenticeship stakeholders representing employers and workers have called for harmonization of apprenticeship requirements.



Why Harmonization for apprenticeship?

- Apprentices - in-school technical training, workplace hours in other jurisdictions
- Employers – recruitment, movement of apprentices
- Training providers – share curriculum resources

Examples of Differences: The total required number of hours (on-the-job and in-school), e.g. the total hour requirement for the trade of Mobile Crane Operator is 6000 hours in Ontario and Prince Edward Island compared to 4000 hours in Nova Scotia.



What is Harmonization?

The focus of the CCDA Harmonization project is to substantively align apprenticeship systems across Canada by making apprenticeship training and certification requirements more consistent.

Work was launched in Fall 2013 to identify differences in apprenticeship requirements between jurisdictions, with an initial focus on 10 Red Seal trades.

First 10 Red Seal Trades

1. Carpenter
2. Welder
3. Metal Fabricator (Fitter)
4. Heavy Duty Equipment Technician (HDET)
5. Ironworker (Generalist)
6. Ironworker (Structural/Ornamental)
7. Ironworker (Reinforcing)
8. Mobile Crane Operator
9. Mobile Crane Operator (Hydraulic)
10. Tower Crane Operator

¹The Government of Quebec is participating as an observer in the CCDA work on harmonization.



Harmonization Priorities

In consultation with industry and training stakeholders, the CCDA confirmed the following priorities:

1. Same trade name and definition.
2. More consistent total training hours (in-school and on-the-job).
3. Same number of training levels.
4. More consistent sequencing of training content (at block level), including use of most recent National Occupational Analysis.
 - Specific to mobile crane trades, more consistent equipment classifications and weight restrictions.

Industry supports the **sequencing of in-school technical training levels** as the main priority.



Harmonization Process

Key activities for each trade include:

1. **Research and analysis** to develop proposed recommendations for all trades on harmonization priorities.
2. **Consultations with national and P/T industry and training stakeholders** on proposed recommendations.
3. **Identification of areas of consensus** based on stakeholder feedback; solution seeking through national webinars with stakeholders.
4. **P/Ts establish implementation plans and apply** required changes in apprenticeship systems.



Accomplishments to date

- All partners including the vast majority of industry are supportive of the vision for harmonization.
- Regarding the first 10 trades, consensus was reached in most cases on three of four objectives:
 - Use of the Red Seal trade names;
 - Total training hours;
 - Number of training levels.
- Progress is being made on the fourth objective, sequencing of in-school technical training, but consensus-building requires additional time and effort.



Stakeholder Perspectives

During national and P/T consultations, industry stakeholders agreed that:

- Harmonization is the CCDA's most important strategic priority.
- It is important to take appropriate time to build consensus on sequencing of technical training.
- The next phase of harmonization should focus on a shorter list of trades and consider families of trades.



Looking forward

- Mandate from industry and FLMM to include more trades in the CCDA Harmonization project.
 - Developing a strategic plan laying out future phases aiming to strike a balance between various factors (e.g. industry requirements, apprenticeship system capacity to change, economic pressures, Minister's direction, etc).
- Continuing to build on lessons learned from the first 10 trades, and leveraging efficiencies from related initiatives (AAHP).
- Upcoming FLMM Ministers meeting in the summer to clarify next steps.



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