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RED SEAL · SCEAU ROUGE

Canadian Council of Directors of Apprenticeship Harmonization Project

Meeting with Crane Rental Association of Canada June 6, 2014



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- **Overview - CCDA and Red Seal Program**
- **CCDA Strategic Directions 2013-2016**
- **Harmonization Project**
- **Proposed Recommendations and Action Plan**
- **Discussion**



The Red Seal Program

- Approximately 60 years ago, the provincial and territorial and federal governments created the Red Seal Program to develop common standards for the scope and tasks of designated trades.
- These common standards have played an important role in the harmonization of apprenticeship programs, which enhances the mobility of individual tradespersons certified by the provinces and territories.
- The Red Seal Program has been a good model of labour mobility for *tradespersons*, pre-dating the Agreement on Internal Trade. For many years, it was the ticket to mobility in the skilled trades.



(1) Standards and Assessments:

- enhance Red Seal standards and assessments.

(2) Harmonization:

- promote the harmonization of interjurisdictional processes and requirements for skilled trades training, certification and standards.

(3) Promotion:

- increase awareness of the Red Seal as a competitive advantage and an assurance of quality.

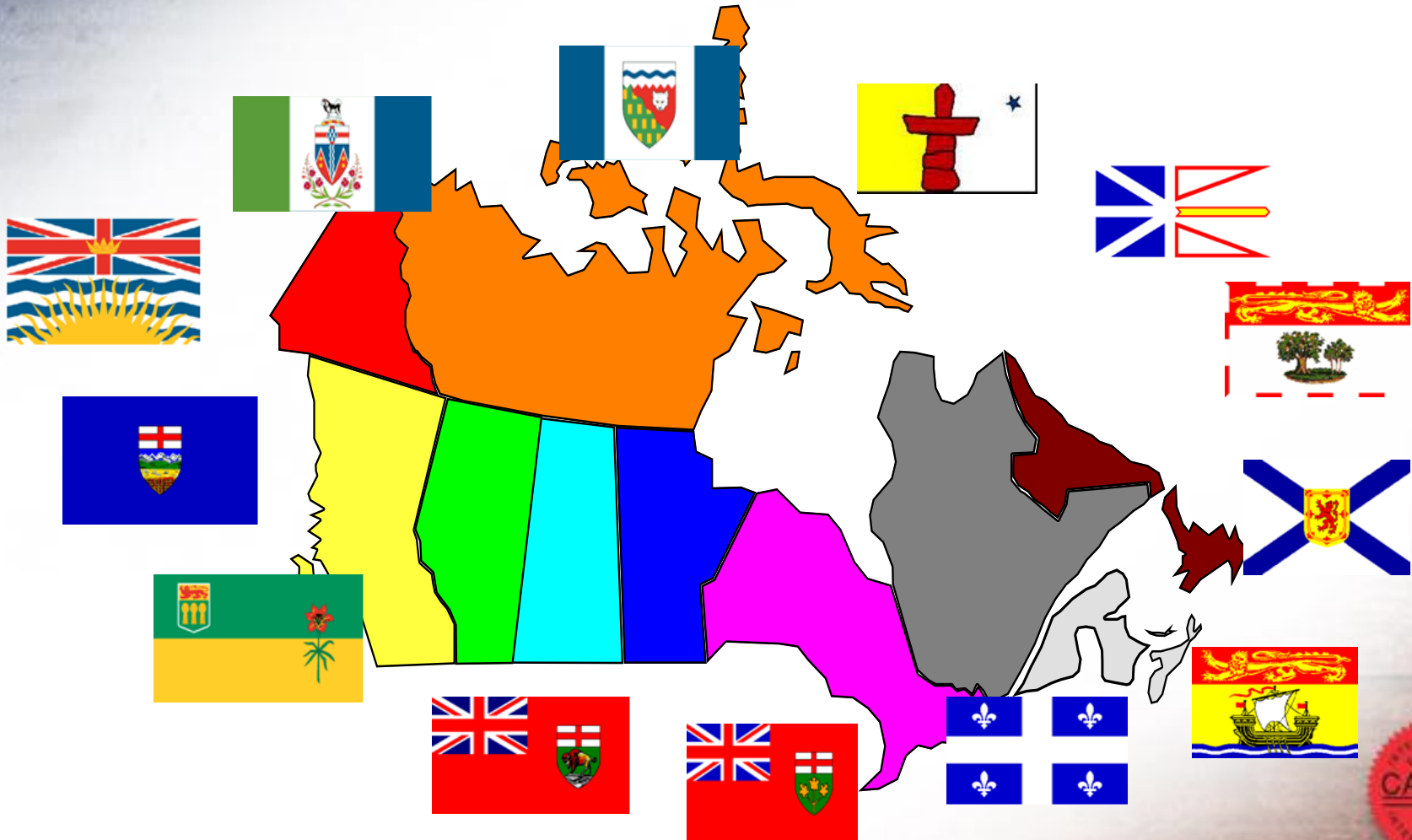
(4) Engagement:

- increase the engagement and participation of partners and stakeholders in the Red Seal Program.



Why Harmonization?

- In Canada, there are 13 distinct apprenticeship systems*



Why Harmonization?

- While there are common outcome standards in the 55 Red Seal trades, differences exist in P/T apprenticeship training and certification requirements across jurisdictions that may affect the transition of some apprentices (uncertified workers not covered by the Agreement on Internal Trade) moving from one jurisdiction to another.

Examples of Differences:

- **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.



Why Harmonization?

- A **broad cross section of national apprenticeship stakeholders** representing employers and workers have consistently called for harmonization of apprenticeship requirements to:
 - make it easier for apprentices to move between jurisdictions and for employers to hire and train apprentices
 - ensure more people acquire their certification.
- **Significant support** was expressed for harmonization by industry at the CCDA's 2013 and 2014 National Apprenticeship Stakeholder meetings.
- Many stakeholders emphasized the **importance of making this a priority to help address the needs of the labour market**, including in regions and sectors where there are skills shortages.



Harmonization

- Apprenticeship authorities¹ are working together through the CCDA to examine harmonization in **10 Red Seal trades over two years.**
- Over the last year, jurisdictional training and certification requirements were reviewed in 10 targeted Red Seal trades examining:
 - sequencing of technical training (in-class) curriculum.
 - the total number of training hours required.
 - names for the trades across P/Ts.
 - the use of the National Occupational Analysis by P/Ts.
- Some additional differences were specific to groups of trades, e.g., the two Red Seal mobile crane operator trades had jurisdictional divergences in weight restrictions and equipment classifications associated with these trades.

The 10 targeted trades identified for the CCDA project:

Carpenter, Mobile Crane Operator, Mobile Crane Operator (Hydraulic), Welder, Tower Crane Operator, Heavy Duty Equipment Technician, Metal Fabricator (Fitter), Ironworker (Generalist), Ironworker (Structural/Ornamental), Ironworker (Reinforcing)



Mobile Crane Operator/Mobile Crane Operator (Hydraulic)

- Mobile crane is a designated trade in all provinces, while the Mobile Crane (hydraulic) sub-trade is designated as a trade in BC and sub-trade in NB, SK, and AB (only minor differences).
- Different bodies responsible for trade designation and certification standards results in inconsistent designation of Mobile Crane trade and its sub-trade causing mobility challenges.
- Divergence in trade standards based on weight classes.
- Practical experience on specific equipment is key qualification determinant.
- Practical on-the-job hours are the primary certification requirement.
- Little divergence in curriculum content, but differences in concentration and sequence exist.
- Differences in the trade standard and the designating authority are the most significant impediments to harmonization efforts.
- Wide range in total number of hours required (from 4,000 to 7,200) – some jurisdictions only stipulate on-the-job hours, others define both on-the-job and technical training.
- Ratios relatively consistent across Canada – from 1:1 to 1:2.
- Further industry consultation and research is required.



Mobile Crane Operator/Mobile Crane Operator (Hydraulic)

P/Ts	Designated Trade	Relevant Sub or Related Trades	Mobile Crane Trade Standard (Regulation)	Mobile Crane Certification	Hours
PE	Mobile Crane Operator	None	Defined by NOA	Voluntary	Work:6000
	Mobile Crane Operator (Hydraulic)			Voluntary	
NL	Mobile Crane Operator	None	Defined by NOA	Compulsory	Technical:746 Work: 4654
NS	Mobile Crane Operator	Crane Operator Class 1, 2, or 3 License	Defined by Technical Safety Act	Compulsory	Work: 4000
NB	Mobile Crane Operator	Category 1 – Hydraulic Boom Category 2 - Lattice Boom	Detailed Tasks Defined	Voluntary	#1 Work: 3000-5400 #2 Work: 5400
ON	Mobile Crane Operator - Branch 1	Hoisting Engineer — Mobile Crane Operator 2; 16,000 lbs – 30,000 lbs	Defined by Tasks and Competencies	Compulsory	Technical: 480 Work: 5520
MB	Crane and Hoisting Equipment Operator - Branch 1: Mobile Crane Operator	None	Detailed Tasks Defined in Trade of Crane and Hoisting Equipment Operator Regulation	Compulsory	Technical:490 Work: 4610
SK	Crane and Hoist Operator	1. Lattice Boom Crane Operator 2. Hydraulic Crane Operator	Tasks Broadly Defined	Voluntary	#1 Technical: 720 #1 Work: 3780 #2 Technical: 720 #2 Work: 3030
AB	Hoisting Equipment Operator – Mobile Crane Trade	1. Hydraulic Craft 2. Conventional Craft - Mobile Branch	Detailed Tasks Defined	Compulsory	Technical: 360 Work: 4500
BC	Mobile Crane Operator (Lattice Boom Friction Crane)	None	Defined by POA	Compulsory	Technical: 300 Work: 4020
	Mobile Crane Operator (Lattice Boom Hydraulic Crane)	None		Compulsory	Technical: 300 Work: 4000
YK	None	None	N/A	N/A	N/A
NU	Crane & Hoisting - Equipment Operator	None	N/A	N/A	N/A
NT	Crane & Hoisting Equipment Operator - Mobile Crane	None	N/A	Voluntary	N/A
	Crane & Hoisting Equipment Operator- Hydraulic Mobile Crane	None	N/A	Voluntary	N/A

* British Columbia does not designate trades as compulsory or voluntary under apprenticeship legislation. This decision is made through Work Safe British Columbia regulations. Mobile Crane Operator/Mobile Crane Operator (Hydraulic) are considered compulsory trades in BC.

Mobile Crane Operator/Mobile Crane Operator (Hydraulic)

Province	Mobile Crane Definition	Weight Restriction
BC	Lattice Boom Friction	unlimited
	Lattice Boom Hydraulic	<80 tonnes
	Hydraulic Unlimited Tonnage	unlimited
AB	Mobile Crane (Conventional or Hydraulic)	>15 tons
SK	Crane and Hoist Operator	not defined
MB	Mobile Crane	>7,299 kg (8 tons)
ON	Mobile Crane - Branch 1	>8 tons
	Mobile Crane - Branch 2	8 >15 tons
NB	Crane	>17.5 tons
NS	Class 1 - Boom Truck or Mobile Crane	>100 tons
	Class 2 - Boom Truck or Mobile Crane	20 >100 tons
	Class 3 - Boom Truck or Mobile Crane	<20 tons
NL	Mobile Crane	not defined
PE	Mobile Crane	not defined
NT	?	?



Proposed Recommendations

- To make P/T apprenticeship requirements more consistent to improve apprentice mobility, the Taskforce recommends for the 10 targeted Red Seal trades:
 - that apprenticeship training curriculum be based on the most recent Red Seal occupational standard;
 - adoption of the same trade name and definition across jurisdictions;
 - consistent sequencing of technical training curriculum content (at block level);
 - that total training hours (in-school and on-the-job) be made more consistent; and
 - **crane equipment classifications and weight restrictions be made more consistent.**



Recommendation

- Recommend crane equipment classifications and weight restrictions be made more consistent

#	Proposed Steps
1.	<p>Recommend that more consistent crane equipment classifications and weight restrictions be developed.</p> <ul style="list-style-type: none"> • Strike a sub-committee of the Harmonization Task Force to develop recommendations for these requirements.*
2.	<p>Engage implicated national industry and training stakeholders in discussion of priorities for harmonization of Mobile Crane trade training requirements including the equipment classifications and weight restriction categories.</p>
3.	<p>Taskforce recommends equipment classifications and weight restrictions to CCDA.</p>
4.	<p>Additional engagement of implicated national industry and training stakeholders, as required.</p>
5.	<p>P/Ts begin implementation of CCDA recommendation.</p> <ul style="list-style-type: none"> • Consultations with P/T industry and training providers • Adjustment of regulations as required



Discussion Questions

- Are the differences in apprenticeship training and certification requirements across the country a barrier for your industry?
- What are your views on the priorities identified for the Crane trades? Are we on the right track?
- As Crane equipment owners, are there particular issues that we should take into consideration when implementing these recommendations?



Next Steps

- Please provide any additional comments and feedback to **Anne Janes** (anne.janes@hrsdc-rhdcc.gc.ca or 819-654-2938) by Wednesday, June 25th, 2014.
- This feedback will be used to make adjustments as necessary to the proposed recommendations and action plans for discussion with the CCDA.



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