

**APPRENTICESHIP AND CERTIFICATION BOARD MINUTES**

**100 - 111 LOMBARD AVENUE**

**January 8, 2024**

**BOARD MEMBERS**

Harrison, Darryl	Employer Representative
Henry, Shawn	Employee Representative
Korving, Richard	Employer Representative
McCutcheon, David	Secretary and Ex-Officio Member
Miller, Harvey	Chair
Morin, Adam	Employee Representative
Paul, Carol	Employer Representative
Poirier, Kevin	Training Provider Representative
Weber, Ashley	Employee Representative

**REGRETS**

Novo, Davide	Employee Representative
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**ABSENT**

Poulsen, Matthew	Employer Representative
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**GUESTS**

**STAFF**

Krause, Cheliza	Acting/Communications and Board Coordinator
May, Vanessa	Manager, Policy, Legislation and Board Operations



**2024.01.01**

**OPENING**

**1.1 Call to Order**

The Chair called the meeting to order at 9:07 a.m.

**1.2 Approval of Agenda**

**Closed.**

**Motion 2024.04.01**      **The Board motions to approve the January 8, 2024 agenda as amended.**

**Consensus of 6 in favour**      **0 opposed**      **0 abstained**  
**Carried.**

**1.3 Approval of Previous Minutes**

**Closed.**

**Motion 2024.04.02**      **The Board motions to approve the November 2, 2023 minutes as written.**

**Consensus of 6 in favour**      **0 opposed**      **0 abstained**  
**Carried.**

**2024.01.02**

**UPDATES: BOARD AND EXECUTIVE DIRECTOR**

**2.1 Chair's Update**

**Closed.**

The Chair:

- Attended the Canadian Council of Directors of Apprenticeship (CCDA) meeting in Ottawa in November 2023. Confirmed that the CCDA is continuing to explain the issues happening across Canada, such as common problems with affordable housing.
- Reported on the Awards of Distinction gala. The Chair had the opportunity to speak with the new Minister and reported that he looked forward to working with him in the future.

**2.2 Review of Previous Board Meeting Evaluation**

**Closed.**

- The Chair reviewed the evaluation results. He advised that there was consistent results regarding how the last meeting was managed and thanked the Board for their reporting efforts.

**2.3 Executive Director's Update**

**Closed.**

The Executive Director advised Board members that:

- He attended the Canadian Council of Directors of Apprenticeship (CCDA) meeting in Ottawa in November 2023 along with the Chair. The Executive Director confirmed that the labour shortages that Manitoba is experiencing are a nation-wide issue, with input gained from the different jurisdictions.

- Technical Training Registration week saw a higher number of registrations than what was expected. The Executive Director advised that the high number of registrations may still be a rebound from COVID-19, when fewer apprentices attended school, as well as other factors such as the federal incentive program, and accredited programs, with level 1 apprentices ready to register for level 2.
- Apprenticeship Manitoba is adding 600 more seats over the next few weeks to accommodate the increased demand. The branch can add or cancel classes depending on the demand from apprentices.
- Other provinces have reported the highest number of apprentices in their system. For example, British Columbia had 46,000 apprentices and Alberta reported 60,000 apprentices.
- Shared that he met with the new Minister and that the Minister recently visited 111 Lombard Avenue to see the office environment and meet with staff.

Q: Is there a timeframe for these extra 600 seats?

A: A month to six weeks.

Q: How will students who did not get to register be informed of these new seats?

A: We have created an Interest List, and when there are new courses available, apprentices on the interest list will be notified.

Comments: The Executive Director advised that Apprenticeship Manitoba does not have the staffing capacity to administer a Wait List, so the Interest List is used to help confirm if opening up another class is required. Previously, there was a Call-to-School system, but that changed in 2016. A Board member shared that since the new system was in place, where individuals are expected to register themselves, far fewer classes are being cancelled.

#### **2.4 Review of Action Sheet**

**Closed.**

The Chair presented the Action Sheet, with items reviewed and their status reported. The Manager of Policy, Legislation and Board Operations advised the Board that the Annual Report is now available for public distribution and available online.

Comments: The Chair inquired about the status of the Briefing Notes that had been sent to the Minister. The Manager of Policy, Legislation and Board Operations confirmed that no correspondence has been returned to the Branch from the Minister's office as of yet.

**2024.01.03**

### **COMMITTEE REPORTS: DISCUSSION & DECISION ITEMS**

#### **3.1 Review of Transportation Sector Committee Appointment Response**

**Closed.**

The Manager of Policy, Legislation and Board Operations announced that Chris Dubyts had accepted the Transportation Sector Committee appointment and mentioned that he was excited to give back to the apprenticeship system.

**2024.01.04**

### **DISCUSSIONS/DECISIONS**

**4.1 Trade Designation Application – EIFS, Stucco and Drywall Finisher**

**Closed.**

The Manager of Policy, Legislation and Board Operations reviewed the application received by industry that had been presented during the previous Board meeting to designate the trade of EIFS, Stucco and Drywall Finisher.

Comments: The Manager of Policy, Legislation and Board Operations advised the Board that if it recommends the pursuit of trade designation for the industry, the Sector Committee would review and discuss the requirements to develop the trade regulation and training standards through an Industry Working Group. A Board member suggested that a microcredential could be developed with training providers. Concerns were brought forward regarding whether this would be sustainable as an apprenticeship program in the long-term, and if this could be added to another already existing trade. Additionally, the Manager suggested that developing a Common Core level with the Lather apprenticeship program could be another solution.

The applicant joined the Board and discussed the limited training offered in the industry, with no training offered in Manitoba. One of the Board members stated that they had been working with the applicant to come up with a solution. He advised that the Residential Sector was suffering and that no one has any formal education, only training that has been acquired in the field.

Q: How many individuals work in this industry?

A: According to the Job Bank, 670 individuals.

Q: Is there a high turnover of staff?

A: There is very little turnover in this industry, as this type of trade attracts a certain type of employee that can navigate taking a few months off during the year. Residential is typically active between May to October, while Commercial can run all year long.

Comments: Safety concerns and poor workmanship were discussed. The applicant confirmed that training would allow the industry to be more confident that staff had adequate knowledge to perform the tasks of the trade and that anticipated growth was inevitable. He believed that this is because stucco remains a more affordable option in Manitoba due to the local access to high quantities of sand. The Executive Director asked the applicant if he was confident about gathering buy-in from the rest of the industry, with plans to create an Industry Working Group. The applicant advised stated that he was part of an association and that was the driver for this request, and he would be able to contact his competitors to come together to form this group with the help of Apprenticeship Manitoba.

Q: Do you know what other provinces are currently doing?

A: Yes, Ontario and Quebec both offer three year training programs.

Comments: Discussions continued regarding the number of individuals required to support this program. The Manager of Policy, Legislation and Board Operations advised the Board that the applicant provided ten letters of support but reminded the Board that at least 50 apprentices would be required each year to support this program long-term. The Manager of Policy, Legislation and Board Operations advised that Industry Working Group Subject Matter Experts would be able to advise and provide further recommendations to the Board.

***Motion 2024.01.03      The Apprenticeship and Certification Board motions to approve the development of the new trade of EIFS, Stucco and Drywall Finisher with***

*certification through trades qualification only, and to direct the Construction Sector Committee to create an Industry Working Group to establish a Provincial Occupational Analysis for further review and development.*

*Consensus of 6 in favour      0 opposed      0 abstained  
Carried.*

**4.2 Trade Designation Application – Powerline Technician**

**Closed.**

The Manager of Policy, Legislation and Board Operations reviewed the request, which was presented at the previous Board meeting for Powerline Technician be to designated as a Red Seal trade, with certification available through the trades qualification only pathway. The Board reviewed the list of 140 individuals who would like to write the certification exam, which was submitted by the applicant, along with the Powerline Technician Application. The Manager reminded the Board that she was previously tasked to contact Manitoba Hydro regarding designating this trade. While she did meet with Manitoba Hydro, they were unable to provide a firm response, only conditional support to Apprenticeship Manitoba until further communication is provided.

Q: How does Manitoba Hydro's training line up?

A: Manitoba Hydro suggested that its training is more comprehensive than the Red Seal training program.

Q: Did Manitoba Hydro provide you with a timeline for a firm response?

A: Early in the New Year.

Comments: The Executive Director was asked to explain how trades qualification would work for Powerline Technician. He advised that currently Manitoba Hydro workers do not receive certification outside of Manitoba Hydro. This option would provide these technicians with the opportunity to challenge the Red Seal Exam. The technicians would need to provide proof of years worked and scope of the trade to Apprenticeship Manitoba's Qualifications Assessor. Currently, Manitoba Hydro must sub-contract work to certified journeypersons as the trade of Powerline Technician does not exist in Manitoba.

Q: Would we get out-of-province applications?

A: Yes, we could see out-of-province applications.

Comments: The applicants presented to the Board. They advised the Board that trade mobility and injuries on the job remain severe barriers and ongoing issues for technicians in the industry. They advised the Board that Manitoba Hydro certifications remain unrecognized outside of Manitoba Hydro and there is no ability to obtain a Red Seal in Manitoba. The Executive Director reminded the applicant that their original request in 2017 was for a full apprenticeship system for Powerline Technician. The applicant agreed that while a full system would be great, it is more important to him that his members are not restricted to work for one organization. He was confident that these technicians will not get certified and leave the province as most technicians have strong roots and family supports in Manitoba. The Manager of Policy, Legislation and Board Operations advised that if the Board wanted to move forward with recommending a trades qualification only pathway, Manitoba Hydro would need to provide a response.

Comments: The Board agreed that it is important that Manitoba Hydro be provided an opportunity to respond to Apprenticeship Manitoba regarding the trades qualification pathway for Powerline Technician.

Concerns about the timeline were discussed and that a deadline for Manitoba Hydro was determined to ensure that the Board's recommendation would be submitted to the Minister in a timely-fashion but allow Manitoba Hydro time to provide a formal response.

**Motion 2024.01.04**      ***The Apprenticeship and Certification Board motions to provide Manitoba Hydro 30 days to respond to Apprenticeship Manitoba regarding its position on proceeding with designating Powerline Technician as a Red Seal trade in Manitoba through the trades qualification only pathway.***

***Consensus of 6 in favour      0 opposed      0 abstained***  
***Carried.***

**Motion 2024.01.05**      ***The Apprenticeship and Certification Board motions to proceed with next steps to designate Powerline Technician as a Red Seal trade in Manitoba through the trades qualification only pathway.***

***Consensus of 6 in favour      0 opposed      0 abstained***  
***Carried.***

**4.3      Trade Designation Application – Powerline Technician      Closed.**

The Manager of Policy, Legislation and Board Operations reviewed a second application to designate the trade of Powerline Technician as a Red Seal trade in Manitoba, with an apprenticeship pathway. The Executive Director advised the Board that this applicant had previously requested to be the training provider for this trade.

Q: When is a union able to deliver level 1 training?

A: There are situations where Apprenticeship Manitoba partners with unions, but this is a partnership with the colleges, who then subcontract to a union.

Comments: Concerns about pushback from Manitoba Hydro were discussed. A Board member advised that in the absence of support from Manitoba Hydro regarding an apprenticeship training program, he was uncomfortable moving forward with the request. The Chair suggested that offering a trades qualification only pathway would open the door for industry pursue an apprenticeship program for Powerline Technician in the future.

**Motion 2024.01.05**      ***The Apprenticeship and Certification Board motions to uphold its previous decision to pursue the designated of Powerline Technician as a Red Seal trade in Manitoba through the trades qualification only pathway.***

***Consensus of 6 in favour      0 opposed      0 abstained***  
***Carried.***

**2024.01.05      NEW BUSINESS**

**5.1      Technical Training Course Delivery      Closed.**

The Manager of Policy, Legislation and Board Operations advised the Board that Apprenticeship Manitoba underestimated the number of apprentices that would register for technical training for in the upcoming year, and therefore, not enough courses were purchased from the colleges. She explained that this increase was likely due to the aftermath of COVID-19 and that Apprenticeship Manitoba was not able to predict the increased number of apprentices wanting to register. She advised that this was an 88% increase from previous the 2022-2023 Technical Training Registration Week registrants.

The Manager advised the Board that it could review the data provided, which confirms that Apprenticeship Manitoba was working with their training providers to request an additional 39 classes to accommodate the increase in registrations.

Comments: The Executive Director reminded the Board that Apprenticeship Manitoba is adding 539 seats to help meet the increase in demand for training. He stated that current media reports that suggest that Apprenticeship Manitoba is being defunded are not accurate, as the Branch adds seats when there is an increase in interest, to avoid paying for empty seats.

**2024.01.06 UPDATES**

**6.1 NIL Closed.**

**2024.01.07 REGULATIONS FOR BOARD APPROVAL AND SIGNATURE**

**7.1 NIL Closed.**

**2024.01.08 RECENTLY REGISTERED REGULATIONS**

**8.1 NIL Closed.**

**2024.01.09 FUTURE AGENDA ITEMS**

**9.1 NIL Closed.**

**2024.01.10 CORRESPONDENCE / INFORMATION**

**10.1 Minimum Wage Rates Inquiry Closed.**

The Manager of Policy, Legislation and Board Operations informed the Board that Apprenticeship Manitoba is continuing to see correspondence related to minimum wage rates for apprentices. Employers are reaching out to advise that they are unable to keep their apprentices due to the increasing provincial minimum wage, which is tied to the minimum wage rates for apprentices.

Comments: The Executive Director recognized that wages are a serious discussion because no one wants to earn less. If employers are not able to hire apprentices, then it will be difficult for the government to reach their mandate of employing 10,000 new skilled workers.

**10.2 Apprenticeship Wage Review**

**Closed.**

Discussed in 10.1 Minimum Wage Rates Inquiry

**10.3 Apprenticeship Wage Review for Hairstyling**

**Closed.**

Discussed in 10.1 Minimum Wage Rates Inquiry

**2024.01.11 CALENDAR EVENTS**

**11.1 Next Board Meeting**

**Closed.**

Board members confirmed that they would be available to attend the next meeting during the second or third week of April 2024.

**2024.01.12 IN CAMERA (IF REQUIRED)**

**12.1 NIL**

**Closed.**

**2024.01.13 ADJOURNMENT**

**13.1 Meeting adjourned at 2:08 p.m.**

**April 12, 2024**

**Original signed by Tanya Palson,  
Chair, on behalf of**

**Original signed by Vanessa May, Manager,  
Policy, Legislation and Board Operations,  
on behalf of**

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*Date approved by the  
Apprenticeship and Certification Board*

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*Harvey Miller, Former Chair  
Apprenticeship and Certification Board*

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*David McCutcheon, Secretary  
Apprenticeship and Certification Board*