

**CCDA Meeting with National Apprenticeship Stakeholders
(March 20, 2014)**

CCDA Harmonization

Harmonization project

- The Interprovincial Red Seal Program was established approximately 60 years ago to develop common standards for the scope and tasks of a designated trade to enhance the mobility of individual tradespersons certified by the provinces and territories. The Program has been a good model of labour mobility for tradespersons, pre-dating the Agreement on Internal Trade.
- Although the Red Seal Program encourages harmonization by developing common interprovincial standards and examinations, inconsistencies exist in provincial/territorial (P/T) apprenticeship training and certification requirements (e.g. different on-the-job hours). These inconsistencies can affect the ability of apprentices to move easily to another jurisdiction without possible interruptions or delays in their training (e.g. if the sequencing of the training does not line up or the required number of on-the-job or technical training hours is different).
- National apprenticeship stakeholders have recognized these issues and have been consistently calling for the harmonization of jurisdictional apprenticeship training and certification requirements to encourage labour mobility and the employability of apprentices and journeypersons.
- These concerns were factored into the development of the CCDA's 2013-2016 Strategic Directions, which identified promoting harmonization of inter-jurisdictional processes and requirements for skilled trades training, certification and standards as one of four strategic priorities for the next few years.
- The objective of the CCDA Harmonization project is to make apprenticeship training and certification requirements more consistent¹. The project is focusing on 10 targeted Red Seal trades within the next two years.
- Phase One of the project began in early Fall 2013 - focusing on three Red Seal trades – Carpenter, Mobile Crane Operator and Mobile Crane Operator (Hydraulic).
- Based on a review of requirements, proposed recommendations have been developed for both the Carpenter and Mobile Crane Operator trades including making the sequencing of curriculum and total training hours (both in-school and on-the-job) more consistent, and ensure that jurisdictions use the most recent version of the National Occupational Analysis. For the Mobile Crane Operator trades, recommendations also propose use of consistent trade names and weight restrictions/equipment classifications.

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

- National stakeholders implicated by work on the first three Red Seal trades have indicated their support for this work and the proposed recommendations.
- Phase Two of the project began in late Fall 2013 and is targeting seven additional trades – (Welder, Tower Crane Operator, Metal Fabricator (Fitter), Heavy Duty Equipment Technician, Ironworker (Generalist), Ironworker (Reinforcing), and Ironworker (Ornamental/Structural)).
- Preliminary findings for these additional trades are quite similar to those in Phase 1. It is expected that proposed priorities and recommendations for these trades will also be similar.

Foreign Qualification Recognition (FQR) project

- Thousands of internationally trained workers (ITWs) seek certification in the Red Seal trades each year. Demand from ITWs is expected to grow in line with sustained demand for the skilled trades and as adjustments are made to the immigration system, including the introduction of the Federal Skilled Trades Program.
- Applications from ITWs are assessed in each jurisdiction to see if these workers have sufficient hands-on experience and knowledge to be eligible to challenge the Red Seal exam. CCDA internal research has noted that FQR processes vary somewhat across jurisdictions and that there is room for improvement on a number of fronts.
- The overall objective of the CCDA FQR Project is to design and implement an optimal process and standards framework that is timely, fair, transparent and consistent across all jurisdictions for assessing the eligibility of ITWs to become certified in Red Seal trades.
- To help guide jurisdictions towards more common approaches for assessment, the project has developed an Optimal Assessment Process Model that describes “best practice” FQR processes.
- The Optimal Assessment Process Model describes in four steps how the FQR process should occur: pre-arrival information, application assessment, competency assessment and the Red Seal exam. The model will guide the creation and use of consistent pre-arrival information products and application packages. It also provides clarity to how jurisdictions will assess prior work experience.
- The project’s next step is to develop and test tools, such as online self-assessment, guides for assessors, and common approaches to assessments. The project is closely aligned with the goals of CCDA’s Strengthening the Red Seal and Harmonization initiatives.
- An important aspect of the FQR project is to develop strategies to ensure ITWs are better prepared for the assessment processes.
- Industry support for this important CCDA FQR work is critical.