

HIGH SCHOOL APPRENTICESHIP PROGRAM

Professional Learning Group

Meeting Notes

DATE: Friday, February 24, 2017
TIME: 9:30 a.m. (Coffee, Pastries at 9:00 a.m.)
LOCATION: Lord Selkirk Regional Comprehensive Secondary School

1. Call to Order - Reg Toews
 - a. Review the Agenda
 - Bob Lepischak – Additional agenda item, pursuing an Agricultural related trade.

2. Welcome and facility orientation - Carla Mroz
 - Introductions by Carla Mroz. Carla reviewed details regarding the facility, parking and tour.
 - Thank you to Apprenticeship MB for funding the meetings.
 - Thank-you Carla for organizing and hosting.
 - Scott Kwasnitza – Superintendent of Lord Selkirk School Division, welcomed everyone.
 - Scott thanked everyone for their hard work and commented on how important their roles are. “Keep fighting the good fight”

3. Introductions - Reg Toews
 - a. Name Place Cards
 - Please continue to use the name place cards and return that at the end of each meeting.
 - b. Introductions
 - Round table introductions
 - c. Sign in sheet
 - Please cross off the names of any individuals how will no longer be attending meeting.
 - d. Passions?
 - i. Reg Toews shared a video with the group, *Don't Follow Your Passion* <https://www.youtube.com/watch?v=CVEuPmVAb8o>
 - ii. Share with an elbow partner
 - Did you follow your passion/opportunity?
 - Individuals from the group shared their personal story of how they followed either their passion or opportunity.
 - Heather Rose – Combination of passion and opportunity.
 - Shaun Lindal – As you take opportunities, it develops into passion.
 - Russell Dobie – Often passion doesn't pay the bills. Many people pursue their passion part time.

- Jim Hoger – Stumbled into teaching. “The fork in the road, may have a few detours”.
- Torin Proulx - Once you have a chance to experience your passion, you may find out that you don't like it.

4. Reports and Updates

a. Apprenticeship Manitoba

i. Update and information

- Melissa Phaneuf-Ahi

- Melissa welcomed Jean Luc Beaudry
 - Jean Luc Beaudry has been working with Apprenticeship MB for the last 5 years.
 - Background in carpentry. Certified as a carpenter in 2010.
 - Worked with the heavy duty truck and trailer trades, construction electrical trades, roofer, slopped roofer, landscape and horticulture, cabinet maker, and HSAP and more.
 - Prior to working for Apprenticeship Manitoba, Jean Luc worked with a nonprofit organization that helped transition people in the north end to full time employment in the carpentry trades.
- Applications are up to date. Please send Melissa an email if you are missing any applications.
- The website is currently being worked on. There have been some changes to the website already.
- French option will be put back on the website.
- There will be a separate section for youth apprenticeship.
- New HSAP brochures are coming out. They have been ordered and should be available in about a two weeks' span.
- DT's do not receive any letter. Only the employer, apprentice and the school get a letter.

b. Education and Training

- Kim Poirier

i. Further HSAP Promotion

- Reg Toews - As some of you may have already heard, the MELOO group as it grew out of the PLG, has been discontinued with MET taking the lead to continue promotion by forming an advisory group. I want to thank those of you who promote HSAP as a part of what you do every day and to those who wanted to promote it beyond your region. I look forward to the new vision and direction the advisory group will provide for the promotion of HSAP.

ii. Trades Training Forum

- If you attended the forum or have any questions, there is still opportunity to provide feedback and ask questions. Please email Kim Poirier kim.poirier@gov.mb.ca , Tiffany Stepaniuk

tiffany.stepaniuk@gov.mb.ca or Melissa Phaneuf-Ahi
Melissa.phaneufahi@gov.mb.ca

- A more formal survey was given out at the forum.
- The forum was created because of a priority last year in the government. There had been feedback coming in from Apprenticeship and Manitoba Education, in regards to some of the gap that school were feeling and barriers that they were facing in regards to HSAP.
- Understanding the roles of Apprenticeship Manitoba and Education and Training.
- First forum that was created with both Apprenticeship MB and Education and Training.
- Developing the forum helped both departments work together.
- Feedback will help move forward on what to prioritize.
- MELOO group was developed around the same time that the forum was being developed. Education and Training felt that it was easier to be done through a task group with all representation.
- Will proceed by gathering the information that the MELOO group has created and tie that into an advisory task group.
- Priorities would be educating all levels of education, making sure both Apprenticeship MB and Education and Training understand each other systems.
- When prepping for this advisory council, it was felt that this forum would allow the opportunity to connect with the right people.
- Invited the Superintendents, principal, teacher leaders and counselors
- Opened up conversations within school divisions.
- Build on the task group (employers, sector councils, educators, Apprenticeship, trades people, youth).
- Would also like a few to members of the group to sit on this advisory council.
- More information to come.
- Created a pathways chart at the forum, outlining the different options that students have regarding trades training. There was lots of confusion around the different systems.
- If you see something that needs to be changed, please let Kim know. It is a working document.
- Kim Poirier will forward the electronic version of the pathways chart.
- All of the documents that were used at the forum will be posted on Maple.
- There were 4 questions that were asked in the feedback at the forum.
 - What I expected?

- What I learned?
- What I valued?
- What I still need?
- The plan is to have another forum in the future and build on these priorities.
- Shaun Lindal – there were many new individuals attending the forum and suggests extending the forum. Lots of information in a small amount on time.
- There were a variety of different goals for the forum. One of the biggest pieces was to work towards getting the information about Apprenticeship and our high school programs, past our vocational and HSAP teachers, and on to teachers, counselors, superintendents, etc. Share information from these meetings, the forum, and with your schools.
- Michelle Marchildon – Exploring ways to create opportunities for students in French and French immersion setting to access technology education in French. Michelle is working together with Marc Charrière at the DSFM and how to grow these opportunities.
- Marc Charrière – Opening up a print media program (Notre Dame). It will be linked with the MITT program as well. Students will be able to do work experience at the end or complete it at MITT. There is a launch date coming up.
- Michelle Marchildon – There is going to be a similar forum in French. Michelle is opening it up to anyone with high schools with French speaking teachers, instructors. Forum will be held in May or June.
- Human ecology (French), Grades 5-8, new curriculum was completed this year. On March 22nd, day to go through the curriculum and answer any questions. Please contact Michelle if you want to attend or for more information.
Michelle.marchildon@gov.mb.ca
- Michelle Marchildon – Link to the Canada 150 plus website
<http://www.edu.gov.mb.ca/k12/canada150/index.html>
- Kim Poirier - The Career Symposium is coming up in Brandon and Winnipeg in March, as well as Skills Manitoba and Skills Canada. Please encourage parents and students to come out.
- Heather Rose – Parents are able to bring their Grade 8 students to the Career Symposium, on the Tuesday night.

c. Skills Manitoba/National Competition - Brenda Giesbrecht

- The last time Skills National was held in Manitoba was in 2004
- Reg invited someone from Skills Canada to come to the meeting to present. No one was available.
- The provincial Skills competition is coming up on April 13th (Red River College, Notre Dame, and Roblin Center Campus)

- Deadline for competition registration is March 3rd
- If you are interested in booking group tours, call Ainsley DeVos at the Skills Manitoba office. skillsmb@skillscanada.com or 204-927-0250
- Skills National Competition will be held in Winnipeg this year (May 31st – June 3rd)
- Subsidies for transportation are available at a first come, first service basis.
- If you are interested in volunteering, please contact the Skills office.
- There will be over 45 different skilled trades competing.
- Try-a-trade
- Over 7000 students have already registered. This is a new record.
- There is room to accommodate 10000 students per day.
- The National competition is at a completely different scale than the provincial.
- Huge event.
- New at the National competition will be an Essential Skills area and workshop.
- Please encourage trustees, parents, etc. to attend. There is no need for them to preregister.
- Heather Rose – When students are volunteering, is there any training, safety available? Melissa Phaneuf-Ahi – Students need parental permission.
- Reg Toews encouraged everyone to go and check out the National completion. Once in a lifetime opportunity.
- Volunteer signup is available on the website. You can pick and choose where/when you want to sign up.
- Kim Poirier – For the trades related competitions, there is certain criteria that needs to be met.
- Please email Skills Manitoba directly if you have any questions about qualifications regarding accredited programs.
- The Job Skills Demonstration – does not have to come from an accredited program.

d. Getting Agriculture Involved as a Trade - Bob Lepischak

- Agriculture is not a formalized trade.
- In order to operate a farm, you need skilled individuals. Technology based equipment.
- Maintenance needs to be done on a regular basis.
- In Manitoba, a signal dollar earned in Agriculture changes hands 7 times.
- Concerned about an ongoing work force.
- If there was formalize program to would help keep individuals in the

farms, loyal workforce.

- Trained young individuals are needed to work on equipment.
- There needs to be something that would make individuals proud to work on a farm.
- Agricultural Craft Technician (construction, heavy duty equipment maintenance, welding, machining, general service and operation of large equipment (similar to what Manitoba Infrastructure does)
- Agriculture is a small sector of the economy.
- Bob met with the federal Minister of Agriculture. He is concerned with the aging population of farmers.
- Farms want individuals that are skilled in a number of trades.
- Melissa Phaneuf-Ahi – It needs to be industry driven. Melissa will send Bob some more information.

5. New Business

a. A tour of LSRCSS

- Carla Mroz

- Thank you Carla for providing a tour of LSRCSS.

b. Trade Specifics

- Melissa Phaneuf-Ahi

- Every trade has a 1:1 ration unless otherwise posted on the Manitoba Apprenticeship website. Go to Manitoba trades and click on the trade of choice.
<http://www.gov.mb.ca/wd/apprenticeship/discover/mbtrades/index.html>
- Nick Verras suggested adding a ratio column to “Your Ticket to the Future” brochure.
- Aircraft – Federal regulated
- Automotive – Ford or GM specific is the employer requests it
- Boiler Maker – must be 18 years of age. Not HSAPable
- CNC machinist – must be certified.
- Construction Electrician – please indicate Electrical license number.
- Cook – DT can only be used in Level 1. Level 2 must be under a RS.
- Supervision Exemption, if they meet the criteria – HSAP Esthetics only.
- Nail Tech 2:1
- Gasfitter – HSAPable
- Hairstyling 1:2
- You are considered a mature student if you have not graduated and have been out of school for at least 6 months.
- Out of province training – Tiffany Stepaniuk
 - Technical training is paid for by the province in which the student is attending.
 - There are some supports to for lodging, travel, etc.
 - Students are typically on EI.

6. Business out of the notes

a. Dates for 2017-18

	- Reg Toews
1. HSAP-PLG Meeting 1	October 6, 2017
2. MTS PD Day 2017 (SAGE)	October 20, 2017
3. HSAP-PLG Meeting 2	December 1, 2017
4. HSAP-PLG Meeting 3	March 9, 2018
5. Skills Manitoba Competition	April 12, 2018
6. HSAP-PLG Meeting 4	May 25, 2018
7. National Skills Competition	June 3-5, 2018

b. Apprenticeship across Canada

- Andy Reimer, Blair Hordeski, Heather Rose

OYAP (Ontario Youth Apprenticeship Program) – Blair Hordeski

- OYAP works in conjunction with a well-established Co-op program. Co-op is a program in the time table of Ontario schools offering unpaid work internship.
- OYAP is like a layer to the Co-op program that adds value to the placement/program.
- Students and employers can establish a “Registered Training Agreement” that allows the student to be recognized as an apprentice in the skilled trades. Allows them to collect hours and skills (their book is not just about collecting hours, but also about collecting skills) in the trades. Allows them to collect hours towards high school credit.
- The employer only becomes responsible for Workers Compensation if they do pay the high school apprentice (they need to be paid for apprenticeship hours earned outside of what is considered the regular school day). Hours outside the coop placement time frame are the responsibility of the employer and apprentice in terms of compensation, benefits, and apprentice-to-journey person ratios.
- As the registered apprentice trainer, they can then choose to sign off on any of the skills in the training standard that they feel have been mastered, or not. There is no obligation or pressure to sign off on a certain number or even any of them--as in any apprenticeship scenario, it depends on the apprentice's performance and the employer/mentor's judgement.
- The agreement lasts only for the school semester. The employer is under no obligation to continue after graduation/semester.
- After signing a Registered Training Agreement, the employer is not mandated to pay the apprentice. They are committing to apprenticing the students for the semester/committing to ‘train’ them.
- The employer only becomes responsible for Workers Compensation if they do pay the high school apprentice (they need to be paid for apprenticeship hours earned outside of what is considered the regular

school day). Hours outside the coop placement time frame are the responsibility of the employer and apprentice in terms of compensation, benefits, and apprentice-to-journey person ratios.

- Signing a Registered Training Agreement with an OYAP student does not in any way affect journeyperson/apprenticeship ratios.

OYAP

- Andy Reimer

- Andy also researched OYAP.
- After you finish the high school program, the ratios are quite a bit different than the Manitoba system. In Ontario, ratios are based on how big your business is. It is very Red Seal orientated.

Canadian Apprenticeship Forum

– Andy Reimer

- In 2015, they had an apprenticeship round table and met in Saskatoon. They brought youth apprenticeship representatives from all across Canada together and put together some highlights from the different programs.
- <http://caf-fca.org/wp-content/uploads/2016/08/Youth-Apprenticeship-Across-Canada.pdf>
- The link to the highlights are posted on the RRTVA website, under HSAP-PLG Resources.
- Andy highlighted Alberta
 - Similar to Manitoba
 - Students start when they are 16
 - Students need to have a certain amount of compulsories completed.
 - They have to sign a registered apprenticeship program document like in Manitoba
 - Students have the option to do Level 1 Voc Ed training if available through the school
 - They do need to write an exam after Level 1 in order to complete their level 1.
 - Industry driven bursary program for students to continue their apprenticeship if they have started one in Grade 11 or 12, if they transition immediately into an adult apprentice and maintain their employment.

American Model

- Heather Rose

- National Skills Coalition Organization
- Promising Practices in Worked-Based Learning for Youth
http://www.nationalskillscoalition.org/resources/publications/file/10-4-NSC-YouthWorkBasedLearning_v4.pdf (this article is also posted on the RRTVA website)
- 4 recommendations highlighted in the article.

- Paid work-based learning opportunities should be continued.
- Strong partnerships with businesses and other community stakeholders are really important.
- Positive youth development and continued support services.
- Linkages to career pathways.
- Obama's government passed a bill, spending over 5 million dollars over 4 years on Worked Based Learning projects.
- Prior to this, there was already an act (2006) passed called the Carl Perkins Vocational and Technical Education Act, which spent over a billion dollars a year in on career and technical training.
- Most school's districts have a career and technical department. These supervisors go out and supervise students.
- They use a Pre Apprenticeship program. Most states do not have a Apprenticeship program similar to Manitoba. Students go into Apprenticeship after graduation.
- North Carolina – apprenticeship program. Grade 11 and 12 high school students are paid \$9/hour to go to a pre-employment 2-month placement. They learn the soft skills needed to succeed in the Apprenticeship program. Students are also enrolled in college courses. Students attend high school half a day and the other half a day is spent in a work place or a college course. Students are then sent out for apprenticeship. There are partnerships with manufacturers for 3 -4 years, which continues after high school.
- Mostly focused around CTE, Career and Technical Education placement programs.

c. Essential Skills in HSAP Discussion

- Reg shared a video with the group, *I Learned More from McDonald's than at College* <https://www.youtube.com/watch?v=iyEbvehRPhY>
- The video really speaks to soft skills.
- Video speaks to how much people learn beyond the four walls of our schools.
- 9 essential skills – reading, document use, numeracy, writing, oral communication, working with others, thinking, digital technology.
- 9 essential skills - Is this something that we should be addressing with students?
 - May help students to reflect as to what essential skills they are learning and what skills they have.
 - Heather Rose – It is often hard for students to verbalize what essential skills that they already have.
 - Greg Link - Essential skills are identified at Skills. There will be some opportunity to gather resources regarding essential skills in the next couple of months.
 - Heather Bush – There needs to be some pre teaching.

- Greg Link – This information could be used for resumes.
- Reg Toews – students would identify what essential skill they are learning (more of a reflective piece). Also used as a teaching piece.
- Marc Charrière – The Government of MB website has a large piece on essential skills (job specific).
- Important for resume skills.
- Rick Korman – Report cards require teachers to report on learning behaviours instead of essential skills. Rick has set up his evaluation to reflect the learning behaviours.
- Reg and Andy will continue to work on something and bring it to the group.

7. Next meetings and other important dates

April 13, 2017	(Manitoba Skills) RRC
April 28, 2017	HSAP-PLG Sunrise SD Office Beausejour, MB
May 31 - June 3, 2017	(Skills Canada – National Competition) RBC Convention Centre

Actionable Items

- Melissa Phaneuf-Ahi – will look into adding ration column to brochure” You’re ticket to the Future”