



Workshop 9 Apprenticeships and Trades - How do they fit?

Student Summary

This workshop will seek to provide you with the following:

- An overview of available non-university post-secondary training options.
- Opportunity to discuss process of identifying the 'right' school for students – school selection.
- Opportunity to discuss advantages and disadvantages of non-university post-secondary training.
- Opportunity to discuss credentials and portability of trades.
- Opportunity to discuss general academic and financial requirements to pursue training.
- Review some of the specific trades and lifestyles associated with them.
- Opportunity to discuss and review some specific training institutions and programs to show the type of information that you can collect and will need to make your choices and decisions.
- Opportunity to discuss and review the resources that are available to educate you and support you in entering the trades. This includes government funding and organizations that promote the trades in Canada.

At the end of this workshop you will take with you:

1. Handouts outlining the general school selection process.
2. Handouts outlining training institutions and colleges.
3. Handouts outlining resources for further research and exploration.
4. Handouts helping you maximize your chances of admission into postsecondary institutions and programs.



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Introduction

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Setting the Context

There are a number of different education options for you when you are considering your career path. Most of these will be determined by the choice of career, however even within your career choice there are still different options that may work better than others for you. We are going to talk about the trades, colleges and apprenticeships. The goal will be to have you better understand them, be able to research them further and know if these are for you.

Colleges

Colleges are characterized by smaller campuses, smaller class sizes, dedicated student support services, strong campus communities, interactive teaching styles, off-campus course choices, the ability to enter directly after high school, and they are less costly than universities. Through programs lasting a few months to more than three years, colleges focus on preparing students to enter the workforce by getting the student work-ready. Colleges are designed to respond to the human resource needs of the local, regional and Canadian business community, industry, sector councils and public service sector.



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In Canada, **three unique types of colleges** choices are offered:

1. 178 Canadian **community colleges** offer college diplomas, certificate programs and university transfer programs. Typically, employment-related programs such as apprenticeships are available.

LENGTH: Varies from one to three years.

2. 819 private post-secondary Canadian **career colleges** offer a wide variety of occupational training programs such as massage therapy, business, tourism and information technology, with a focus on preparing students to be work-ready quickly. These colleges operate as private businesses. The colleges have the ability to go through a registration process in which they have to meet certain criteria outlined by the provincial/territorial government. If this is an option you are considering, ask potential employers if they recognize the diploma/certificate offered by the career college you are considering.

LENGTH: Varies from a few months to more than a year.

3. 32 Canadian **university colleges** offer university degree programs structured around applied and academic programs, college diplomas and certificate programs. Here, students can expect to find a range of program choices. The standards for university degree programs are not as strict as universities because they focus on the work and skill experience already learned rather than on G.P.A. Typically, employment-related programs such as apprenticeships are available.

LENGTH: Varies from one to three years.

Apprenticeships

OH1B Apprenticeship and Industry Certification

“An apprenticeship is an agreement between an individual who wants to learn a skill and an employer who needs a skilled worker. Apprentices earn while they learn.” *Source:* Schoolfinder.com

Apprenticeship is a proven industry-based learning system that combines on-the-job experience with a qualified employer who is willing to sponsor the apprentice for a specific amount of time, with technical training leading to certification as a journeyman. On average, 85 percent of the apprentice's two to five years of training is spent in the workplace acquiring the skills, tools and materials required to master the trade.

Upon completion of the specified training period, apprentices write a voluntary or compulsory exam depending on the trade and dependent on provincial or territorial regulations. Upon passing, the apprentice receives a Certificate of Qualification that recognizes the apprentice as a certified, ticketed, journeyman.



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Apprenticeship programs exist for many occupations in various sectors such as hairdressing, construction and welding. Designated trades are determined by each province and territory, and the programs are governed by provincial and territorial regulations.

LENGTH: Varies according to the trade; averages one to four years.

Sources: Schoolfinder.com; Opportunity Knocks <http://www.realm.net/opportunityknocks/>

Use these responses as an example for how to research and look at possible routes to colleges and apprenticeship trades careers.

HO7/HO8 Resource Lists

Getting In

Students often choose the college or non-university education route for varied reasons including: smaller class sizes, the choice of entering post-secondary schooling directly after high school, less expensive, closer to home, the need to upgrade or take courses missed during high school, lack of interest in strict academics, different learning styles, areas of interest, and lower academic performance. Take some time to fill in your answers and discuss the questions in the Handouts and Overhead. Take notes during the discussion as it applies to you. We have provided you with a variety of handouts and resources for further review and research.

HO1 What is the Difference?

HO2 How to Choose a Post-secondary Institution

HO3 Strategies for Maximizing Chance of Admission

HO7 Community Colleges

Discussion

OH2 Discussion Questions

- Q. 1 How will you choose the post-secondary institution that's right for you? List some of the factors that will impact your decisions.
- Q. 2 What are the available resources to help you with those decisions?
- Q. 3 What is non-university life like? Is it for you?
- Q. 4 What are some of the things that would encourage choosing a non-university education?



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Post-secondary Costs

OH3/(HO5/ HO5) Calculating the Cost of Your Future College Education

Education is demanding! Demanding on your time, bank account, emotions, and your social and family commitments. These demands highlight the importance of wisely researching your school choices.

As we mentioned in the introduction, usually college is a less expensive option than university and allows you to enter the workforce quicker, equipped with the work skills employers are looking for.

Several factors need to be considered as you are choosing a college – including your financial situation. Let's estimate how much it will cost you to get a college education.

Activity1

How much does that cost? Educational cost estimates by students.

Introduce Trades Careers

OH4A What is a Trade?

We introduced the concept of apprenticeships at the start of the workshop. Opportunities in the skilled trades are growing across Canada and most western countries around the world, especially as baby boomers near retirement age. It is reported that by 2010, the number of Canadians reaching retirement age will dramatically increase because the first set of baby boomers will be 63 by 2010. *Source:* Skilled Trades Web site www.careersintrades.ca

Now, let us look at an example that will illustrate how the shortages of skilled people will continue to grow. In British Columbia's Lower Mainland region, the upcoming 2010 Olympics, an airport addition, 30,000 housing starts and the building of a new highway are heating up the demand and competition for skilled trades workers.

What is happening in your community?

Activity 2

Discussion and exploration of non-university education and careers in the trades. Once groups are finished, review some of the specific trade profiles and program overviews and discuss them using the following points:

1. What are some of the lifestyle differences for a trade?
2. How do trades fit in globally and how does this trade fit in specifically?
3. What are some of the education options and how are those different than universities?
4. What would attract you to this or another trade?
5. What are some of the things you can do in high school to prepare or explore this or another trade?



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HO9/HO11

OH4B Future for the Trades

The future trends we have highlighted translate into significant demand for skilled trades. They are attractive career options because they offer stable employment, the ability to choose interesting projects to contribute to, increased regional and global mobility, highly competitive salaries and respect.

Sector Councils

Plenty of current trades career and sector information and details on potential apprenticeships/internship opportunities are listed on Canadian sector council Web sites.

What is a sector council?

The Government of Canada has supported the creation of some 29 sector councils to address sector-wide human resource issues in order to work towards creating a skilled workforce that is able to meet the needs of a knowledge-based economy. Each council has unique functions but in general, they provide current occupational information, industry-specific resources, supports, access to industry job banks, and details on training, apprenticeships, and internships. For more information, you can refer to your workshop handouts for a list of sector councils. We encourage you to visit the sector council Web site that most closely relates to your area of interest.

HO6 Sector Councils

Credentials and Certifications

When thinking about education and your future you have to think about the mobility of your degree, training or certificates. The Red Seal Program was established to provide greater mobility across Canada for skilled workers. Through the program, journeypersons can obtain a “Red Seal” endorsement on their Certificates of Qualification for 44 specific trades following a successful completion of an Interprovincial Standards Examination. *Source: Ignition*
http://www.councils.org/ignition/pdf/ignition_e.pdf

A comparative chart of apprenticeship training programs across Canada, the Ellis Chart, a list of Red Seal trades and occupational analyses, is available through the Interprovincial Standards Red Seal Program Web site at <http://www.red-seal.ca>. This is a great way to stay mobile and travel across Canada!

OH5 Profile of a Red Seal Trade: Margaret Horne, 24, Apprentice Ironworker, Halifax, NS

Describe what you do: We erect steel and put up precast concrete for buildings. There's a lot of welding and bridging involved, and there's also “hooking on,” where you hook the steel members on a crane and send them up to your connectors in the air.

What initially attracted you to the trade? My father's been in it for about 30 years and my brothers are ironworkers. I've always been interested in what they did. They'd come home and tell



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me stories and I'd look t pictures of the buildings they worked on. I'm the first female ironworker in Nova Scotia.

Describe the process of getting into your trade. With me, it was easy because my Dad is in it, and so are my brothers. When I joined the union, I went to my first job so I would have some knowledge before I did schooling I spent time working on the casino [on the Halifax waterfront], then I went to school for two months a year for three years, the rest of the time was on the job experience.

What is the most rewarding thing about your work? To stand back and look at what you have accomplished, that's really something. Every time I travel past a building that I worked on, I think "That's a really nice building, and I helped build it."

Describe a career highlight to date. The Halifax Casino was my first job and that was really something. To me, that is an absolutely beautiful building.

What are your goals for the future? I see myself working on the tools for the next few years, and I hope to someday to be in a foreman position.

Source: Opportunity Knocks www.realm.net/opportunityknocks

See additional profiles in **HO 10 Sample Trades Profile** and check out this website with some videos on various careers including some trades:

www.alis.gov.ab.ca/video

Closing and Next Steps

Trades provide a very attractive and rewarding career path. They are mobile, offer competitive salaries, and have great growth potential not only in Canada but globally. Some things to think about now are:

- Is there a trade that interests you?
- What are the next steps for you to find out more about whether it is a fit for you?
- What are three things you are going to do in the next 30 days to explore the trades and apprenticeships as an option?
- Who are three people you are going to talk to about the trades and apprenticeships?

Remember the right path is the right path for you!