



Bulletin #2 - June 3, 2005

This project is a joint initiative of the Heavy Industry Training Advisory Committee (*representing employers from the pulp and paper, oil and gas, mining and smelting and solid wood sectors*) and organized labour (*represented by the BC Federation of Labour, the CEP, PPWC, IBEW, USWA and the CAW*). The parties have come together under a Labour Market Partnership agreement supported by Human Resources Skills Development Canada, with the participation of the Industry Training Authority of BC and representatives from the province's educational service providers. The aim is to collaboratively develop the apprenticeship program for what would be a new trades classification in B.C. - that of Industrial Electrician. Phase One of the project includes research and review of training and assessment methodologies successful in other jurisdictions.

What's New on the Project?

- Two independent firms have been hired to complete the five research components identified in Bulletin #1 (*Project Information Sheet published in March 2005 and updated on May 10, 2005*). All research should be complete by the end of September.
- The occupational analysis for competency requirements is occurring over 2 two-day sessions on May 30 & 31 and June 23 & 24 in Vancouver. A full list of the subject matter experts (electricians) participating is included at the end of the bulletin.
- The competency profile will be distributed to industry stakeholders (other electricians, those involved in planning, supervising or engineering electrical work, trainers, industry associations, and unions) for feedback and validation in late July.

Why are we proceeding with this project?

The development of a highly trained workforce is of paramount importance to the industry. Consideration and development of alternative training and assessment methods should increase employer confidence that apprenticeships are an excellent tool in meeting their needs. In B.C., there is currently no trade training program specifically for industrial electricians, even though there is a high demand for this skill set.

When will the apprenticeship program be ready for delivery?

Phase One is the research and review of all available training and assessment models, and consensus building on the best approach for BC. The Steering Committee expects to complete Phase One in early 2006 (the end of February is the target date).

Phase Two will entail the development of detailed curriculum, delivery systems and assessment processes. Delivery of this new apprenticeship program could begin in the latter part of 2006. The time needed to develop the program will depend on the design and delivery approach that is chosen, what existing learning resources can be used, and what new resources must be developed for apprentices, instructors, and on-the-job coaches.

Will this program have Provincial Trades Qualification (T/Q) and Inter-provincial Certification (Red Seal)?

Yes. The steering committee intends to ensure that apprentices enrolled in the industrial electrician apprenticeship program will achieve B.C. trades qualification (T/Q) and inter-provincial certification (Red Seal).

What impact will this have on me?

If you are an electrical apprentice now, maintain your training focus in the current electrical program. In developing the industrial electrician program, the Steering Committee will



Industrial Electrician Apprenticeship Project

consider transition measures to ensure opportunities to transfer / ladder into the program. A decision to transfer to this program would be solely between yourself and your employer. The Steering Committee aims for a seamless and undistruptive transition between the current system for electrical apprentices and one that includes improved training for those wanting to work in industrial settings.

If you are a certified electrician (industrial or otherwise), your certification will continue to be recognized as valid. As a result of ever changing technologies used in the electrical field, the occupational analysis is expected to reveal some training gaps. Accordingly, should a modular format for training delivery be developed for apprentices, it may also contain provisions for upgrading and refresher technical training for existing electricians.

Should employers and unions be waiting for the new program before taking on new apprentices?
Absolutely not! Don't interrupt the normal intake of apprentices. Take whatever steps necessary to meet your needs.

What can I do to help?

Provide feedback on the occupational analysis when it is circulated this summer, to ensure that the summary of competency requirements is complete and accurate.

Pass the word on this project. We need help in getting the word out on what this is all about. Distribute this (and future) bulletins, talk it up in crew meetings, call someone to get more materials if you need them, invite someone from the steering committee to speak to your apprenticeship committee. Support the researchers by providing timely and accurate responses to project surveys and interview questions.

If you have a question or want to give some feedback, contact one of the steering committee members listed below.

Steering Committee members are:

Richard Boyce (USWA) 250-523-9451	Bob Hughf (CEP) 604-682-6501 ext 229
Danny Bradford (Selkirk College) 250-354-3212	Michelle Lanouette (HRSDC) 604-666-2361
Andy Cleven (IBEW) 604-571-6530	Paul Sourisseau (IFLRA) 250-860-3592
Frank De Bartolo (PPWC) 250-627-1497	Geoff Stevens (ITA) 604-214-8703
Ed Doherty (NorskeCanada) 604-654-4300	Mike Stekelenburg (Alcan) 250-639-8556
Larry Doskoch (Teck Cominco) 250-364-7257	Ian Turnbull (Terasen Gas) 604-592-7641
Rod Goy (BCIT) 604-451-6944	Cam Wiebe (CAW) 250-279-0204
Bill Harper (BC Fed of Labour) 604-341-4869	Ed Wong (Business Council of BC) 604-684-3384
Sylvia Holland (Chair) sholland@radiant.net or 604-875-1576	

Previous bulletins and any other available materials can be found at www.hitac.ca and www.bcfed.com.

Subject Matter Experts involved in the occupational analysis:

Ainsley Encinas (Alcan)	Buff Wilkinson (Elk Valley Coal)	Bruce Reeds (Highland Valley Copper)
Rick Wittman (Eurocan)	Steven Coe (Teck Cominco)	Bernie Radfux (Cascadia)
Stuart Blundell (Canfor)	Duncan Gable (NorskeCanada)	Karl Luszcak (Pope & Talbot)
Carl Thesen (Tolko)	Alan Stewart (Duke Energy)	Frank Gervais (Terasen Gas)
Ross Turvey (Domtar)	Kevin Zomes (Weyerhaeuser)	