



Apprenticeship in Ontario and the Ontario College of Trades

Presentation to: CAMPE

**Ministry of Training, Colleges and Universities
November 22, 2012**

OUTLINE

- Historical Context
- The Act
- Roles:
 - The College of Trades
 - The Ministry of Training, Colleges and Universities
- Appendices

Historical Context

- Appointment of Tim Armstrong in 2007 as advisor to the Minister of Training, Colleges and Universities
- In Spring 2008, Mr. Armstrong submitted his report.
- Recommended the establishment of a “*College of Trades*”, an all-trades governance institution
- In September 2008, the Government of Ontario announced its intention to introduce legislation that would establish the College of Trades.
- Appointment of Kevin Whitaker as implementation advisor

HISTORICAL CONTEXT

Ontario College of Trades Implementation Advisor

- Kevin Whitaker submitted his report in May 2009 and made 19 recommendations:
 - Industry driven
 - The College as a “Champion” for the trades
 - Diversity and removal of barriers to access
 - Role of Government
 - Governance structure
 - Deciding ratios and classification of trades
 - Appointments Council / First Board
 - Membership / Structure
 - Staging

HISTORICAL CONTEXT

Ontario College of Trades Implementation Advisor

- In October 2009, the *Ontario College of Trades and Apprenticeship Act, 2009* was passed, which enables the establishment of an Ontario College of Trades – an industry-driven governing body for the province’s apprenticeship and skilled trades system.

Ontario College of Trades and Apprenticeship Act 2009

- Establishes the College of Trades as an arms-length governing institution to protect the public interest and regulate persons practicing in skilled trades in Ontario and employers who employ them.
- Requires that membership in the College of Trades include all certified journeypersons in compulsory trades, registered apprentices, and employers or sponsors of journeypersons and apprentices.
- Creates an Appointments Council with the function to appoint the members of the governance structure (i.e., Board of Governors, Divisional Boards, Trade Boards and Roster of Adjudicators for the Review Panels).
- Establishes the Registrar/CEO and Chief Diversity Officer; and committees.

Ontario College of Trades and Apprenticeship Act 2009

- Empowers the College of Trades with the responsibility to establish the training standards for the trades, determine compulsory status for trades, and set appropriate journeyperson to apprentice training ratios through the ratio review process.
- Sets out the apprenticeship functions retained by the Ministry of Training, Colleges and Universities, including registering training agreements, approving training providers for apprenticeship programs, and research and policy development.
- Repeals the *Apprenticeship and Certification Act, 1998* and the *Trades Qualifications and Apprenticeship Act, 1990* once fully enacted (expected 2013).

RESPECTIVE ROLES

OCOT

1. Regulate persons practicing in skilled trades in Ontario and employers who employ them;
2. Promote trades and apprenticeship;
3. Establish the scope of practice and standards for trades;
4. Conduct research in relation to trades;
5. Work with other governments and the Minister with respect to the Interprovincial Red Seal Program
6. Make decisions on issues such as compulsory/voluntary certification and apprenticeship ratios.
7. Collect membership fees to support the functions of the College.
8. Maintain a public register of members.

MTCU

1. Promote trades and apprenticeship;
2. Register training agreements;
3. Approve institutions that will provide training for apprenticeship programs established by the College and manage special apprenticeship programs;
4. Administer examinations;
5. Provide secretariat support to the Appointments Council
6. Work with other governments and the College with respect to the Interprovincial Red Seal Program
7. Conduct policy development, evaluation and research in relation to the trades and apprenticeship; and
8. Pass regulations through Cabinet/Legislation and Regulations Committee process once approved by the Board of Governors

Results to Date

- College established (proposed go live date April 8, 2013)
- Fees released publicly
- Third set of ratio reviews to proceed

Work in Progress

- Regulations
- Proclamation of the Act
- Business and policy development
- Relationship between TCU and OCOT
 - Transitional work
 - Change management

Appendices

HISTORICAL CONTEXT

Compulsory Certification Review Project

- In 2007, Tim Armstrong was appointed as an Advisor to the Minister of Training, Colleges and Universities to make recommendations on the criteria and process in consideration of classifying a trade compulsory.
- He was tasked to consider six factors:
 1. Health and safety
 2. The registration of new apprentices
 3. The number of apprentices who complete apprenticeship training
 4. Consumer protection
 5. Economic impact
 6. Any other factor(s) considered relevant to achieve the objectives

HISTORICAL CONTEXT

Compulsory Certification Review Project

- Mr. Armstrong conducted in-person consultations and also invited written submissions.
- In Spring 2008, Mr. Armstrong submitted his report.
- The establishment of a “*College of Trades*”, an all-trades governance institution, was a key recommendation.
- Armstrong stated that “the various aspects of the system are, in varying degrees, interlinked and not easily isolated.”
- In September 2008, the Government of Ontario announced its intention to introduce legislation that would establish the College of Trades.

HISTORICAL CONTEXT

Ontario College of Trades Implementation Advisor

- In September 2008, Kevin Whitaker (then Chair of the Ontario Labour Relations Board) was appointed “Implementation Advisor” to consult with stakeholders and make recommendations on the mandate, governance, and implementation of the proposed College of Trades.
- Mr. Whitaker invited written submissions and conducted in-person consultations across the province.

Contact

- To learn more about the Ontario College of Trades, please visit our website. www.collegeoftrades.ca
- **Mary Joe Freire**
Regional Program Manager
Program, Planning and Coordination Unit
Western Region
Ministry of Training, Colleges and Universities
Maryjoe.freire@ontario.ca