



Key Messages on Harmonization

Canadian Council of Directors of Apprenticeship (CCDA) Harmonization Initiative.

What is the Harmonization Initiative?

- Apprenticeship systems across Canada are unique in each province and territory; they are responsive to industry needs in each jurisdiction, even when training for the same trade. This has led to differences between provincial and territorial apprenticeship systems, creating varying pathways to certification in the same trade.
- The goal of Harmonization is to *substantively align* apprenticeship systems across Canada by making apprenticeship training requirements more consistent in the Red Seal trades¹.
- To achieve this, the Harmonization Initiative analyzes the different systems to look for commonalities and identify opportunities for greater alignment.
- This work provides a strong starting point for working with industry and training stakeholders to align apprenticeship technical training across the various systems – yet meet their own unique regional needs.

What is meant by “substantively align” apprenticeship systems?

- Substantive alignment means that apprenticeship training requirements are made as consistent as possible.
- There is opportunity for P/T apprenticeship authorities to indicate where variances are necessary to meet their respective industry needs.
- It allows for flexibility, for example, in the delivery methods and how training is delivered within each level of technical training.

Why is harmonization a priority?

- The Harmonization Initiative resulted from years of industry pressure to bring apprenticeship training requirements across Canada into greater alignment.
- Differences in provincial/territorial apprenticeship training requirements can make it difficult for apprentices to move where employment opportunities exist and continue their training without interruption. For example, in some cases, the same trade’s total number of apprenticeship hours can differ by 3000 hours, with technical training varying from 3 to 5 levels.
- Many stakeholders emphasized the importance of making harmonization a priority to help address labour market needs in regions and sectors where there are skills shortages. Aligning apprenticeship training requirements in Red Seal trades across jurisdictions will facilitate the mobility of apprentices, support an increase in completion rates and enable employers to more easily access the workforce they need.

Who benefits from harmonization?

- Harmonization facilitates the mobility of apprentices across Canada and supports an increase in their completion rates.
- Harmonization brings benefits for different players :
 - **Apprentices** are more easily able to continue their apprenticeship if they move to another jurisdiction.
 - **Employers** benefit from simpler cross-border recruitment and movement of apprentices.
 - **Training providers** benefit from the opportunity to share best practices and curriculum resources.
 - **Apprenticeship authorities** benefit by avoiding duplication on development of apprenticeship training resources and delivering consistent high quality apprenticeships.

¹ Québec is an observer on this initiative.

What exactly is being harmonized?

- As part of this work, the CCDA identified four harmonization priorities in consultation with industry and training providers:
 1. Use of Red Seal trade name;
 2. Consistent total training hours (in-school and on-the-job);
 3. Same number of technical training levels; and
 4. More consistent sequencing of training content (at each technical training level) using the most recent Red Seal Occupational Standard.
- Specific to the Mobile Crane trades, more consistent equipment classifications and weight restrictions were also identified as areas for harmonization

What is the process for harmonizing a trade?

- The harmonization process includes the following key steps:
 - **Research and analysis** to develop proposed recommendations for each trade on the four harmonization priorities.
 - **Consultations** with industry and training stakeholders on the proposed recommendations.
 - A **facilitated discussion** on sequencing of training topics using the Red Seal Occupational Standard
 - **Review of recommendations** among stakeholders and resolution of concerns through national webinars with stakeholders.
 - **Implementation** of changes in apprenticeship systems.

Who is involved in the harmonization process?

- Harmonization of apprenticeship training is a key priority for industry, the Canadian Council of Directors of Apprenticeship (CCDA) and the Forum of Labour Market Ministers (FLMM).
- Apprenticeship training is a provincial/territorial responsibility. Through the CCDA, a consensus-based approach is used to reach agreement on decisions related to harmonization based on consultations with industry and training representatives.
- The process to harmonize a trade requires the engagement of industry experts from across Canada who participate in pan-Canadian consultations to discuss their requirements, explain their apprenticeship systems, and better understand the differences in training among jurisdictions. The process ensures a high quality of training is maintained.
- In addition to industry, federal, provincial and territorial governments, apprenticeship authorities and technical training providers all play a key role in ensuring the success of this initiative.

Which trades are being harmonized?

- Harmonization has progressed in a phase-by-phase approach, prioritizing high-volume trades in the initial phases, and gradually working towards harmonization of all Red Seal trades.
- In November 2014, federal, provincial and territorial Labour Market Ministers endorsed the CCDA Harmonization Initiative, with the first phase aiming at harmonizing ten Red Seal trades by September 2016.
- In 2015, Labour Market Ministers announced an ambitious new target of harmonizing a total of 30 Red Seal trades in most jurisdictions by 2020 (outside Québec), including reaching two-thirds of Red Seal apprentices by September 2017. This target was re-affirmed in October 2016.
- Implementation of the harmonized elements is proceeding on target in most jurisdictions.
- In 2017, the CCDA identified priorities for the trades beyond 2020, by building the harmonization of trades into the standards development work planning cycle.

Phase 1 – Implementation target September 2016

- Carpenter
- Metal Fabricator (Fitter)
- Welder
- Ironworker (Generalist)
- Ironworker (Reinforcing)

- Ironworker (Structural/Ornamental)
- Mobile Crane Operator and Mobile Crane Operator (Hydraulic)*
- Tower Crane Operator

** The CCDA approved industry's request to support only one Red Seal Mobile Crane Operator trade which incorporates hydraulic telescopic, hydraulically driven lattice boom and friction driven lattice boom cranes.*

Phase 2 – Implementation target September 2017

- Heavy Duty Equipment Technician
- Truck and Transport Mechanic
- Agricultural Equipment Technician
- Construction Electrician
- Industrial Electrician
- Industrial Mechanic (Millwright)
- Automotive Service Technician
- Plumber
- Steamfitter/Pipefitter

Phase 3 – Implementation target September 2018

- Boilermaker
- Sprinkler Fitter (formerly known as Sprinkler System Installer)
- Concrete Finisher
- Landscape Horticulturist
- Sheet Metal Worker

Phase 4 – Implementation target September 2019

- Rig Technician
- Refrigeration and Air Conditioning Mechanic
- Insulator (Heat and Frost)
- Machinist
- Tool and Die Maker

Phase 5 – Implementation target September 2020

- Cook
- Powerline Technician
- Motor Vehicle Body Repairer (Metal and Paint)
- Automotive Painter
- Hairstylist

Phase 6 – Implementation target September 2021

- Instrumentation and Control Technician
- Partsperson
- Bricklayer
- Glazier
- Roofer
- Motorcycle Mechanic

How are changes being implemented in provincial/territorial apprenticeship training?

- Apprenticeship training is a provincial/territorial responsibility. As such, each province and territory is responsible for implementing harmonized training in its own jurisdiction.
- Provinces and territories may have different challenges in implementing the agreed-upon recommendations at the same time as others.
- For example, in some cases, it may require changes in trade regulations or apprenticeship legislation, or negotiations within the apprenticeship delivery partners in the province.
- If curriculum changes are required, the CCDA will encourage collaboration among provinces/territories and the sharing of curricula and training tools.