



Minutes

Baker-Pâtissier Trade Board

Meeting

November 17, 2014
Fanshawe College, "A" Building, Room A1011
1001 Fanshawe College Blvd.
London, ON, N5Y 5R6

Trade Board Members in Attendance

Heinz Hubbert, Chair	Phil Miller
Douglas Peart, Vice-Chair	Janice Suarez
Richard Harris	Tatiana Vorobej

Trade Board Members not in Attendance

None

Resource Persons/Guests in Attendance

Cameron Anderson, Fanshawe College & Service Divisional Board, Ontario College of Trades
Roland Hofner, Fanshawe College
Sue Fisher, Fanshawe College

Staff in Attendance

Alice Power, Program Coordinator¹

1. Call to Order/Welcome

The Chair called the meeting to order at 9:25 a.m. and welcomed guests. Members of the Trade Board and guests introduced themselves.

2. Approval of Agenda

ON A MOTION MADE BY D. Peart SECONDED BY P. Miller AND CARRIED, the agenda was approved as presented.

3. Conflict of Interest

No conflicts of interest were declared.

4. Previous Minutes

¹ Recording Officer.

ON A MOTION DULY MADE BY R. Harris, SECONDED BY J.Suarez AND CARRIED, the draft minutes of the Trade Board's August 18, 2014 meeting were approved as tabled.

5. Fact Sheet Revision

The rebranded and revised Baker-Pâtissier Fact Sheet (423C) was distributed.

6. CAAT (Colleges)Update

C. Anderson provided an overview of the Fanshawe College culinary programs. It was reported that the culinary programs will be moving to a renovated retail building in downtown London. R. Hofner reported that Fanshawe College is launching a 2-year Baking and Pastry Arts Management diploma program as well as a part time Baker/Pâtissier apprenticeship program. The apprenticeship program is a one-year post graduate certificate program for 21 weeks which will run 2 days a week. Many of the potential students will be drawn from other culinary programs.

A discussion took place concerning program needs, providing the perspective from the industry, trends and the needs of the students. The Trade Board also discussed the pros and cons of in-school block delivery versus day release delivery. It was stated that bakers could also benefit from learning some broader culinary skills to make them more adaptable to industry/seasonal downturns, etc.

7. Program Update

7.1 Trade Statistics

The Program Coordinator provided Trade Board members with the membership statistics covering the period from April 2013 to October 31, 2014.

7.2 Baker Exam

It was reported that an item analysis was conducted on the Baker Red Seal Exams, the results were discussed with subject matter experts and recommendations for changes to items were sent out for peer review by other provincial jurisdictions.

7.3 Red Seal Program

It was explained that there is a focus to harmonize apprenticeship programs across Canada to enhance mobility and increase apprenticeship completion rates.

7.4 Apprenticeship Training Standard

The Board was requested to review the current Baker-Pâtissier Apprenticeship Training Standard and provide the Program Coordinator with recommendations/comments on the need for revision to the document.

8. College of Trades Update

8.1 Strategic Plan

The College's strategic goals were presented to the Trade Board.

8.2 Review of College Processes

It was reported that on October 23, 2014, the Ministry of Training Colleges and Universities (MTCU) appointed Tony Dean to conduct a technical review of certain processes within the College. Mr. Dean is focusing on how decisions are made regarding scopes of practice and trade classification

reviews. The College is supportive of this review and looks forward to working with Mr. Dean. A website has been set up to provide regular updates on the review's progress.

8.3 Membership

An update on Membership statistics was provided. As of October 31, 2014 there were 55,000 active apprentices. It was noted that there was a high loss rate of deemed apprentices, particularly in the voluntary trades and when the Registered Training Agreements were older than 5 years.

8.4 Compliance and Enforcement Update

An overview of the current College enforcement activities was provided. During the period from May 2013 to September 2014, it was reported that there were 11,375 field visits conducted by enforcement officers, 1,328 complaints received and 321 Provincial Offences Act tickets were issued. Regularly updated enforcement statistics are available on the College website.

The Trade Board expressed an interest learning more about the enforcement process and how the enforcement officers conduct their work. The Board requested that a representative from Compliance and Enforcement be invited to an upcoming Trade Board meeting.

8.5 Communications & Marketing Update

An update on the College's communications and marketing initiatives was provided. It was noted that the College launched a media campaign on September 29, 2014 throughout Ontario to promote the new website for youth: www.earnwhileyoulearn.ca. The Trade Board was shown the website and corresponding brochure: "The Apprenticeship Advantage". The campaign includes videos, billboards, posters in malls, subway platforms and in subway cars as well as on the interior and exterior of buses. The College will also have articles in various trade publications and career magazines, including article that will support the College's diversity strategy.

8.4 Academic Entry Requirements

It was reported that the 120-day public consultation for the academic entry requirements (AER) of each trade prescribed under the Ontario College of Trades and Apprenticeship Act, 2009 (OCTAA) has been postponed.

8.5 Trade Board Chair and Vice-Chair Training

The Program Coordinator presented the information on public interest and conflict of interest delivered to Chairs and Vice-Chairs at the training session on September 11, 2014. The Trade Board discussed the various conflict of interest scenarios that were provided as part of the presentation. It was mentioned that there will be additional training to support the Trade Board Chairs and Vice-Chairs in the future.

8.7 Financial Resource List for Apprentices and Employers

A list of financial incentives and grants for apprentices and employers was presented to the Board. It was noted that in its 2014 Budget, the Government of Ontario committed to undertaking a review of business tax expenditures, including the Apprenticeship Training Tax Credit (ATTC). In September 2014, the College sent a letter to the Assistant Deputy Minister of the Tax Policy Division of the Ministry of Finance highlighting that many Trade Boards and other stakeholders have expressed interest in participating in consultations as part of this review. The letter requested that the College be kept informed as to the progress of the review, including the development of the review's terms of reference and any stakeholder consultations.

9. Divisional Board Update

C. Cameron provided an overview of the Service Divisional Board meeting on November 14, 2014. The items discussed included the need to populate Trade Boards for specific trades, and looking at clustering trades on a Trade Board; identifying trades that could potentially be de-designated; the need to develop strategies to engage employers in the voluntary trades to become members of the College, as well as the need to provide a document that explains the roles of the MTCU and the College.

10. MTCU Update

The Program Coordinator reiterated that MTCU's focus is on apprenticeship retention and completions. She also advised that exam preparation programs are being piloted for a few trades with low completion rates and that an essential skills assessment for apprentices is also being considered.

11. Industry Update

It was reported that Ontario employers can apply for the Canada-Ontario Job Grant to invest in skills training for new and existing employees. The Job Grant will provide direct financial support to individual employers who wish to purchase training for their employees. The funding provides up to \$10,000 in government support per person for training costs but requires employers to contribute one-third of the total costs.

12. Next Scheduled Meeting

The Board agreed to meet in the either April or May 2015, the date to be confirmed. It was noted that there will be a vacancy on the Board with the departure of J. Suarez and the Chair thanked her for her contributions. The Trade Board was encouraged to let potential candidates know about the vacancy on the Board and that if they are interested to apply on the Appointments Council website.

13. Adjournment

ON A MOTION DULY MADE BY D. Peart SECONDED BY J. Suarez AND CARRIED, the meeting was adjourned.

"Heinz Hubbert"
Heinz Hubbert, Chair

April 27, 2015
Date