



ONTARIO COLLEGE OF TRADES
ORDRE DES MÉTIERS DE L'ONTARIO

Minutes

Construction Electrician Trade Board & Industrial Electrician Trade Board Joint Meeting

January 15, 2016 at 9:00 a.m.
CSA Group
5060 Spectrum Way (Meeting Room #3)
Mississauga, Ontario
L4W 5N6

Trade Board Members in Attendance

Ray Hamel, Chair (Industrial)
Dan Racicot, Chair (Construction & Maintenance)
Don Bemko
Tim Butler
Kristian Bischoff
Glen Drewes
Adrian Harris
Serge Lecompte
Dale MacDonald
Robert Nelson
Peter Olders
Larry Shaver
Don Spearin
Corrie Thompson

Trade Board Members not in Attendance

None

Resource Persons/Guests in Attendance

Beatrice Clark, HEQCO Project
Carol MacLeod, NETCO
Jean-Marc Ringuette, NETCO

Staff in Attendance

Risa Abella, Program Coordinatorⁱ

1. Call to Order/Welcome

The Chairs jointly called the meeting to order.

2. Approval of Agenda

Minor changes were made to the order of items on the agenda. **ON A MOTION MADE BY R. Nelson, SECONDED BY D. Bemko AND CARRIED**, the agenda was approved as amended.

3. Conflict of Interest

No conflicts of interest were declared.

4. Previous Minutes

ON A MOTION MADE BY R. Nelson, SECONDED BY S. Lecompte AND CARRIED, the draft minutes of the Construction and Maintenance Electrician Trade Board's September 11, 2015 meeting were approved as tabled.

An amendment was made to the draft minutes in regards to a recommendation by the Trade Board on the industrial exemption. **ON A MOTION MADE BY D. Bemko, SECONDED BY L. Shaver AND CARRIED**, the draft minutes of the Industrial Electrician Trade Board's September 18, 2015 meeting were approved as amended.

ON A MOTION MADE BY P. Older, SECONDED BY T. Butler AND CARRIED, the Industrial Electrician Trade Board and the Construction Electrician Trade Board agreed to share minutes.

5. Trade Board Resolutions and Issues Update

5.1 Transitional requirements between 309A and 442A: The Program Coordinator confirmed that the recommended transitional hours requirements of 1800 hours between 309A and 442A (and vice versa) as previously recommended by both Trades Boards, has been approved. The Director has notified the Trade Equivalency Assessment team to ensure this requirement is implemented.

5.2 Industrial Exemption: This issue may be considered by policy staff post Dean Report recommendations. The Program Coordinator will pass on any information she receives. Currently there is no update.

5.3 Exam rewrite requirements: The Program Coordinator confirmed that this matter is still being discussed by senior management to deal with exam compromise issues, as well as ensuring that apprentices and challengers are receiving the guidance they need prior to writing the examinations.

6. HEQCO Project

B. Clarke provided a summary of the Higher Education Quality Council of Ontario's (HEQCO) apprenticeship project and then requested feedback from the Trade Boards related to participating in the various electrical apprenticeships. Some comments included: insufficient technical math/numeracy skills for many trying to enter the trades; and distance learning issues for apprentices in small communities. Recruitment appeared to cover the spectrum of pathways including hiring from within, outreach to community college graduates who have taken technical programs, as well as more traditional apprenticeship applicants. Many individuals indicated that many companies find it difficult to "hire from 0". Most potential sponsors do not hire apprentices from scratch with zero skills or knowledge. It was also suggested that potential apprentices need to

take the initiative to pursue apprenticeship on their own, rather than having their parents or guardians contact potential employers on their behalf.

7. Pan-Canadian Practical Assessment Tools for Electricians

NETCO representatives, J.M. Ringuette and C. MacLeod, provided a summary of NETCO's practical assessment tools for electricians. The purpose is to provide a national framework to advocate for practical skills assessment. The Trade Boards inquired into the opportunity to attend an out-of-province session on these tools run by NETCO. The Program Coordinator will inquire with the Standards Manager and Director as to feasibility and cost.

ON A MOTION MADE BY D. Bemko, SECONDED BY G. Drewes AND CARRIED, the Trade Boards recommended that a representative from each Trade Board attend the upcoming consultation by NETCO. However, this will require the Program Coordinator to inquire with Standards management as to whether there is funding available for participation. The Program Coordinator will inquire with the Manager of Standards and report back to both Trade Boards.

8. Dean Review

The Trade Boards discussed the Dean Report Recommendations. Members raised concerns related to public safety and public interest, as well as the feasibility of the recommendation to enhance the role of the Ontario Labour Relations Board. Representatives of each Trade Board agreed to make a joint submission/response to the College and the Ministry of Training, Colleges and Universities. The Trade Boards agreed that they will take time to review the Dean Report which will be followed up with email/online discussion. R. Hamel will draft the response and send the draft to the other Trade Board members of both boards prior to emailing it.

9. College of Trades Update

The Program Coordinator provided some general updates on the College of Trades.

10. Training Delivery Agents and Exemption Tests

The Trade Boards discussed inconsistencies in delivery and assessment across the multiple Training Delivery Agents for the three electrical trades. Specifically, the issue of pass rates for in-school courses was raised. The Trade Boards raised concerns that pass rates for in school courses varied between the different delivery agents. The Trade Boards recommended that there be consistency in course pass rates across the different Training Delivery Agents.

ON A MOTION MADE BY D. Bemko, SECONDED BY K. Bishkoff AND CARRIED, the Trade Boards recommend a consistent pass rate of 70% across Training Delivery Agents for in-school requirements.

The Trade Board also raised a specific significant concern in relation to Colleges of Applied Arts and Technology Training Delivery Agents and student fees. Specifically, concern was raised in relation an administrative fee of \$200 being charged to apprentices enrolled in in-school training. The Program Coordinator will triage this matter for discussion with Standards management. The Program Coordinator confirmed that other Trade Boards have recently raised this issue.

11. Red Seal Product Cycle

The Program Coordinator provided an update on the Red Seal product development cycle for both interprovincial trades: Industrial Electrician and Construction Electrician. Specifically, with regard to Construction Electrician (Electrician, Construction and Maintenance), the new draft examinations are in the middle of the development cycle (item bank workshop held in September 2015). The next

major step will involve the exams coming out for jurisdictional peer review from the host jurisdiction of Nova Scotia. The Program Coordinator will notify the Construction Electrician Trade Board when the exams are ready for peer review in order to organize a workshop. The Program Coordinator inquired with the Trade Board as to interest in participation.

In regards to Industrial Electrician, the Program Coordinator provided an update on the Red Seal Occupational Standard (RSOS) workshop held in October 2015 for the Industrial Electrician trade. The next step will be jurisdictional peer review. The item bank workshop to develop the exam is not yet scheduled for Industrial Electrician. The Program Coordinator will provide updates as they are available. The applicable updates from the 309A standard will also be applied to the 309C standard.

12. Requirements for Transition between 309A and 442A

As a follow-up to both Trade Boards' previous resolution regarding the 1800 hour standard requirement for transitioning between from one designation to another, the Trade Boards discussed what competencies and skills would be a requirement of this assessment. The Program Coordinator also included a need to clarify and distinguish the equivalency assessment and apprentice registration requirements for each trade. The Trade Boards agreed to continue this conversation at next meeting. The Program Coordinator will conduct an initial analysis of the key apprenticeship program differences. Currently, "setting" is a key determining factor.

13. Apprenticeship Training Standards Updates

The Program Coordinator provided an update on the revisions to the three training standards. The working group for the Electrician - Construction and Maintenance training standard met in December 2015 to continue the updates. Although the Industrial Electrician training standard update has been previously validated, the Program Coordinator will be adding some of the enhanced updates from the Construction Electrician draft to the Industrial Electrician draft at the request of the Trade Boards and the working group members. Both documents will be resent for industry validation when they are ready in draft.

14. Red Seal Harmonization Project and Provincial Curricula Updates

The Program Coordinator provided an update on the upcoming Pan Canadian discussion sessions regarding the harmonization of both interprovincial electrical trades (Construction Electrician and Industrial Electrician). The Trade Boards reviewed documents distributed to each for comment on four key harmonization features: trade name, number of in-school levels, number of on-the-job hours, and sequencing of the learning units. The Trade Boards have an opportunity to comment on these matters on behalf of Ontario. Some Trade Board members requested the opportunity to complete the response forms individually as well as by group. The Program Coordinator will forward documents to members individually for completion as well as complete two forms based on the group responses for each trade. The Program Coordinator also invited the Trade Boards to participate in the upcoming Pan Canadian discussion webinar with subject matter experts and instructors from across the country.

In regards to nationally harmonized learning outcomes and learning objectives, the Trade Boards discussed the discrepancy between Ontario and most other jurisdictions in relation to the number of in-school levels for both electrical trades. Specifically, the interprovincial harmonization documents reviewed were structured in four in-school levels. The Boards discussed the relevance of a four-level model including the following issues:

- Would industry support releasing apprentices in blocks of 4 levels rather than 3 levels? The Trade Board indicated that the 4 level model would potentially be feasible for these trades

(Industrial Electrician and Electrician, Construction and Maintenance) from an industry perspective.

- Are the current total weeks and hours (28 weeks/300 hours) sufficient?
- Does the sector (including the Curriculum Development Advisory Committee) think that additional hours in school should be requested from the Ministry of Training, Colleges and Universities at the point when the curricula for all three trades are to be reviewed?

The Program Coordinator provided an update on the Curriculum Development Advisory Committee (CDAC) meeting as to gaps in the current provincial curricula for all three trades. The CDAC was recommending 4 levels of 8 weeks each (total 32 weeks). The Trade Boards advised that, from an industry perspective, an additional 4 weeks (based on 30-hour school weeks) would fill the gap related to the learning outcome need. The Program Coordinator advised that when the curricula are reviewed, the request for additional hours and levels is dependent on support and funding from the Ministry of Training, Colleges and Universities.

15. Ontario College of Trades Updates

The Program Coordinator provided general updates on the Ontario College of Trades.

16. Program Update

16.1 Count from end of December 2015

	Active Apprentices	Active Journeyperson Candidates	Active Journeyperson	Provisional Certificates	Tradespersons	Total membership for Trade
309A	8374	359	43183	0	n/a	51916
309C	61	6	787	0	n/a	854
442A	1394	69	1157	n/a	25	2645

16.2 Exam Attempts

The Program Coordinator provided aggregate data on exam attempts for apprentices and challengers.

17. Next Scheduled Meeting

The Chairs agreed on prospective dates to be sent out via email in regards to next meeting.

18. Adjournment

The meeting adjourned.

“Dan Racicot”

 Dan Racicot, Chair (Construction & Maintenance)

“Ray Hamel”

 Ray Hamel, Chair (Industrial)

April 29, 2016

ⁱ Recording Officer