

Vision of an industrial Apprenticeship System to recover our lost skills

Take Back Manufacturing (TBM) is an initiative dedicated to recovery of our manufacturing sectors and the associated prosperity within Ontario and Canada

(For more on the TBM initiative go to www.sme-tbm.org)

One of the TBM imperatives is the availability of a future manufacturing workforce that is both well-educated and well-trained.

The development of the future workforce has suffered a decline in concert with the decline of the manufacturing sectors and has placed the current skill mix in disarray.

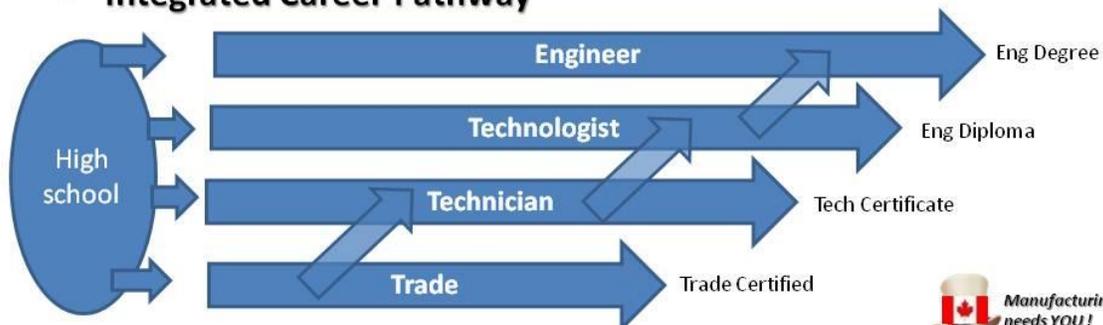
Without significant re-planning and action now, we will experience a drastic and increasing shortage of experience, knowledge and skills when we try to rebirth most manufacturing sectors.

We will need to manage our manufacturing workforce like the valuable resource it is and focus on creating a highly knowledgeable, skilled, competent and integrated workforce at all levels and disciplines within and across the industrial sectors.

This will require an integrated and scalable apprenticeship system to administer education and training with full support and involvement from industry sectors, educational institutions and the local governments.

VISION ..Re-focus on New Apprenticeship Programme

- **Integrated Career Pathway**



- Industry Recognized Skills and Education Development Progression
- Apprenticeship Pool From The Best, the Brightest And The Most Talented
- Become The Learning/Occupation Destination Of Choice for High School Students
- Apprenticeship Courses Transferrable And Articulated To Other Post Secondary Colleges And Universities, Supporting Lifelong Progression In Learning As Shown In Career Pathway Above
- Industry must lead on driving and installing this system. (So..can't complain about skill shortage!!)
- **DO IT!.....** Before we loose the Industrial Experience of the Baby Boomers!!



Joint Industrial Apprenticeship Board

To undertake such an apprenticeship system will require that we form one body for joint industry education and training.

To do this we must focus on economic goals not purist educational goals.

We must start parallel activities as follows:

Apprenticeship Training System

Design and undertake an integrated and graduated apprenticeship program for all trades and professions.

Link with firm industry demand projections for industry employment and development.

Support apprenticeships for both current professionals and those new to manufacturing by allowing entry at various stages of the program.

Setup job creation programs for young people.

Communicate and promote this process to young people who have already left school and to those that are still in school and their parents.

Rebuild strong employment goals for the next generation!

Professional Re-training system

Define and plan for Professional re-training of management and technical staff.

Link with firm industry demand projections to support industry employment and development.

Industry Career development plan

Provide career development consulting centers

Link with firm industry demand projections to support industry employment and development.

Vision Elements...

What follows are specific elements or policies of the vision that must be put into place..

Governance

Form a **Joint Industrial Apprenticeship Board** that will convene full-time to design and administer such a system.. And a member of cabinet for both Federal and each Province will be appointed specifically to this task.

We will operate an industrial **Indentured** Apprenticeship process to ensure stability.

Participant funding to be shared between... industry/government/family.

The system must include ALL Grades of Skill from trade entry positions to professional engineer; integrating government, industry, and professional regulating organizations.

All current professional societies and associations will integrate requirements and operate ONE system of acceptance within this apprenticeship process.

Administration

Make this apprenticeship system the major manner with which we upgrade and replace our workforce quickly and accurately.

Agree harmonised milestone certificates and diploma award points in this process.

Apprenticeship enrolment and counselling offices will be setup in each region and be integrated into the industrial and educational opportunities and resources of that region.

Employer will have an exit option... but only after apprenticeship system responsibilities are 100% fulfilled... unavoidable early termination will be reviewed and apprenticeship will be relocated by government body on a priority basis.

Provide a database of Central Information/Network system for employers/trainers/program administrators/skilled trades created and operated by industry/trainer partnership. (Colleges Ontario?)

Provide a database Pool of Industrial trained apprenticeships created and managed in each area...

Ensure system is designed so that *Career Pathway* mobility from trades to technical and business professions exists without wasted effort.

Training Integrated with Education

Agree on a generic training/education core curriculum for similar or same disciplines.

Agree industry sector training architecture with some commonality so they may better support career pathway mobility. (transfer and articulation)

Each industrial sector to design and document minimum job related training outlines to ensure integration with scholastic training.

Scholastic training must be harmonised across industry sectors.

Agree pre-requisite requirements for high School diplomas... subjects to qualify, skills assessment prior to apprenticeship start, etc. (To improve completion rates)

Agree and operate a formal school leaving and mature applicant injection process ensuring and maintaining apprenticeship system integrity.

Drop-outs and non completions will be monitored and re-enlistment rules will be enforced to ensure system is productive and does not get abused.

Apprenticeship completion rates and program costs must be transparent and accurately assessed to ensure improving target requirements.

Note: This system model may also be used as a template for construction, services, and motive power apprenticeship delivery