

Words of Wisdom From the Past....

While the construction industry does not always speak with one voice, when it comes to training there appears to be a general consensus that we need a new and improved industry-led approach to our apprenticeship programs.

A few years ago the construction industry formed a Task Force, whose role it was to review the state of the apprenticeship system in BC and make recommendations for improvements. In their report sits a definition of the elements of the "Ideal Construction Apprenticeship System". Perhaps now would be a good time to revisit those definitions.

- An ideal system will provide the employer and worker with effective and cost efficient training.
- The result of the training will be a highly mobile work force with skills that meet national standards.
- Skill levels will be maintained with appropriate opportunities for upgrading in a post apprenticeship environment.
- An integrated system of credentials will give appropriate credit to enable laddering of construction opportunities between other trades' technical and academic training.
- Apprenticeable occupations will be seen as desirable career options.
- Opportunities for access to apprenticeships will begin in high school in a secondary school system that both recognizes the value of trade careers and

better prepares students for the world of work.

- Individuals entering an apprenticeship will meet appropriate entrance standards and will undergo a probationary assessment period to determine the appropriateness of the selected trade for that candidate.
- Equity access to the trades will be based upon a principle that guarantees equal access to opportunity, not outcomes.
- The technical training system itself will include pre-apprenticeship training and will accommodate the full range of employer and worker needs.
- The workplace based elements of the training will be done with qualified employers who monitor the work experience element of training, ensure that a range of appropriate work experience is gained, and that the apprentice's progress is appropriately tracked and recorded.
- Technical training will be provided by qualified instructors through delivery systems that ensure up to date curriculum is delivered throughout the province in a manner that meets the needs of both the worker and the employer.
- The system will recognize competencies that go beyond journey status.

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Words of Wisdom From the Past...(cont')



- Effective links will be maintained between industry (the client) and the system (the service providers). The service providers need to take direction from and respond effectively to industry needs in terms of both training infrastructure and curriculum.
- In order to maintain the viability of the system, effective certification and enforcement measures will be established.

The report prepared by the Task Force is entitled: **Apprenticeship: A Construction Industry Perspective**. Anyone interested in reviewing it may contact BC Construction Association at : (250) 475-1077 or e-mail: bcca@bccassn.com

UNSCRUPULOUS TRADE CONTRACTORS?

A workman was killed at a construction site. The police began questioning a number of the other workers. Based with past brushes with the law, many of these workers were considered prime suspects. They were a motley crew: The electrician was suspected of wiretapping once but was never charged. The carpenter thought he was a stud. He tried to frame another man one time. The glazier went to great panes to conceal his past. He still claims that he didn't do anything; that he was framed. The painter had a brush with the law several years ago. The heating, ventilation and air conditioning contractor was known to pack heat. He was arrested once but duct the charges. The mason was suspect because he gets stoned regularly. The cabinet maker is an accomplished counter fitter.

The autopsy led the police to arrest the carpenter, who subsequently confessed. The evidence against him was irrefutable, because it was found that the workman, when he died, was hammered.



Coming Soon: In contemplation of the upcoming Provincial Election (*it has to happen eventually, right?*) the BC Construction Association, in conjunction with its Regional Associations, has been developing an "Election BC" website. Be sure to check in to our BCCA website [www.bccassn.com] in the next few weeks, and hit the "Election BC" link on our home page. The site will provide an overview of those issues facing the construction industry that we feel must be addressed by government. If you have an issue you would like to see addressed on the site, be sure to let us know! Together we can **GET BC BUILDING!**



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The mission of the BCCA is to provide leadership and excellence in the representation of and service to British Columbia's construction industry