

MINING APPRENTICESHIP PROGRAM (MAP)



*A flexible Apprenticeship
program*

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Overview

- Context for MAP
- MAP – Innovative Approach to Trades Training
- Future for MAP
- Summary



Why MAP in the Kootenays

- Resource based economy
- Skills shortages
- Existing training systems have not met predicted needs
- Trades workers aging and limited access for youth and under represented groups to Trades training
- Need to meet Industry training needs

Regional Facts (November 2009)

- EK has had an increase in population over the past 5 years
- Industry is in need of skilled Trades workers to meet advancing worker retirement
- 30% of households in the EK are, or have been, reliant on Forestry and Mining
- 71% of all income earned in the region comes from the Forestry and Mining sectors
- COTR continues to expand its Apprenticeship training to meet local needs
- Heavy dependency on the resource sector increases the vulnerability of the region to skilled Trade shortages
- Industry continues to face shortages of skilled labour

Regional facts (continued)

- 32% of all people employed in the EK are employed in a Trades related environment
- 44% of Trades and Health Care professionals will retire in the next four years: This equates to approximately 5100 job vacancies
- This equates to approximately 3468 Trades job vacancies



Skills Shortage Four Trade Statistics

Trade	Total	L1	L2	L3	L4	N/T
H/D	95	24	18	9	17	27
C. Electrician	198	33	47	55	19	44
I. Electrician	16	8	5			3
Welders	65	3	3	6		53
M/W	47	10	6	18	6	7
Total	421	78	79	88	42	134

Skills shortage (continued)

- In these four Trades the Industry can expect to lose 25% of their workforce over the next four to five years. There are 421 current Apprentices sponsored which represents only 49% of the replacements required to meet the expected attrition.
- Given the predicted skills shortages regionally, nationally and internationally, acquiring skilled Trades persons through open recruitments is increasingly difficult.
- What has COTR done to support Industry needs?



MAP – An Innovative Approach to Trades Training



The Mining Apprenticeship Program

A low cost, low risk, innovative approach to addressing the need for skilled Trades workers

MAP MODEL

- MAP is a program that was introduced at College of the Rockies in 2004 to hire and sponsor Apprentices in partnership with the Mining Industry with the goal to increase the number of Apprentices trained in the East Kootenays
- In March 2005 the program expanded to include electrical apprentices.
- In August of 2009 we hired our first Industrial Electrician
- Since the inception of the program 9 apprentices have completed their apprenticeship.

MAP MODEL

- Presently the College sponsors (indentures) 9 Heavy Duty Mechanics and 9 Electrical Apprentices

	<u>Greenhills</u>	<u>Fording River</u>	<u>Line Creek</u>	<u>Elkview</u>
H/D Mechanic	2	2	2	3
Electrical	3	3	1	2

- For the 2010 year we will have another 8 apprentices complete their training.

MAP Model (continued)

- Participants are the Mines, College and Mining support industry in the East Kootenay region
- The Industry partners provide the Apprentice Work Experience (AWE) the College provides technical training
- The MAP Apprentices are assigned by the College to Industry partners for a specific length of time and experience training at several different sites
- The College in all respects is the supervisor for the MAP Apprentices

MAP Model (continued)

- The College has the responsibility to manage any disciplinary, evaluative and performance feedback for the MAP Apprentices
- MAP Apprentices are students and employees of the College, not employees of the Industry
- The Apprentices are placed with Industry to obtain the necessary training to complete their Apprenticeships

MAP Model (continued)

- The Industry partners have no employment or administrative role to play with respect to the MAP Apprentices – but to add further:
 - ❖ The apprentices are assigned to a shift and crew
 - ❖ The shift foreman assigns the work to the apprentice
 - ❖ The shift foreman initials the apprentice's time sheet for validation
 - ❖ If an apprentice needs time off he/she will consult with the shift boss as well as with the College supervisor.
 - ❖ The apprentice must observe all workplace and safety protocols'.

MAP GOALS

- Increase Journeypersons and skilled workers for Industry
- Skilled workers trained at local Industry sites
- Cost effective training model for Industry and Government
- Support the local Post Secondary Institution
- Strengthen Industry/Post Secondary system partnership
- Support the goal of Industry to sustain activity that is “good for the community”
- Support the goal of Industry to provide “opportunity for young people and under represented groups to participate in something with a future”
- Increase interest in the Mining Industry as an attractive option for a career

MAP Advisory Committee

- Teck Coal Corporation
 - Greenhills
 - Fording River
 - Coal Mountain
 - Elkview
 - Line Creek
- SMS (Trans West)
- Cummins Western Canada
- P & H Mine Pro Services Ltd
- Detroit Diesel - Allison

Industry and College Roles

- Provide the leadership and support for the project
- Commit to funding the AWE work experience and technical training
- Commit to working collaboratively



FUTURE for MAP

- Has attracted attention from coast to coast
- Involve other Mining support and service Industries in the region
- Increase Involvement of other partners as appropriate (Ministry, ITA, Unions, etc.)
- Expand to other trades such as Millwright, Welding, and possibly Carpentry
- Continue to provide additional Apprentices where work placements are available
- An appropriate name for the program is needed as the program becomes more diversified into other Trade areas

SUMMARY

- Given the known fact that our area continues to face a serious shortage of skilled workers, the College in partnership with Industry is committed to expanding the MAP Program
- The College continues to involve other Industry groups in order to expand the present number of Apprentices and Trades currently offered
- MAP Apprentices will continue to access COTR technical training and local Industry based work experience to produce qualified Journeypersons to fill the expected shortages in the East Kootenays
- MAP is one solution to the shortfall of labour needs in the East Kootenays by providing an excellent means for youth and under represented groups to obtain a career in the Trades

Questions ?

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