Introduction
The purpose of this discussion guide is to obtain your feedback on an area of importance in the Apprenticeship and Certification Board’s (Board) Strategic Plan 2012-13. The Board will develop a policy on the designated trainer provision in the Apprenticeship and Certification – General Regulation (General Regulation).

Subject of Discussion Guide
The designated trainer provision in the General Regulation is set to expire on March 1, 2013. Your feedback will assist the Board in developing a long term solution for the designated trainer provision in 2012-13 that takes into consideration issues of sustainability for the High School Apprenticeship Program (HSAP) and the participation of targeted groups such as youth and regions with a lack of certified journeypersons in the apprenticeship training and certification system. The goal is to ensure that the needs of all employers, apprentices, education and community stakeholders are met.

Background Information
Under The Apprenticeship and Certification Act, the Board has the authority to make recommendations to the Minister to set training and certification standards in the skilled trades in Manitoba. Currently, a designated trainer is an experienced tradesperson that can train apprentices even though they do not have a Certificate of Qualification. The person must have experience in 70% of the trade and have been employed in the trade for 1.5 times the term of apprenticeship within the last 10 years. For example, in the trade of Carpenter, with a 4 year term of apprenticeship, the experienced tradesperson would need to have at least 6 years of work experience. The designated trainer provision never applies to a compulsory trade, where an apprentice must have a certified journeyperson supervising them.

The Board recognizes that in the past, the designated trainer provision has allowed for a flexible and responsive apprenticeship system for all Manitobans. The designated trainer has also been an important element for HSAP, as well as Aboriginal, rural and northern apprentices. Originally, the designated trainer provision was designed as a temporary program element with the intention that over a short amount of time, there would be enough certified journeypersons in Manitoba, whereby the designated trainer provision would no longer be needed. But over the last ten years, the designated trainer provision has been extended several times, usually for 3 year periods, for example in 2006, 2009, 2012 and most recently, on January 9, 2012, it was extended to March 1, 2013. It is believed that the possibility of the designated trainer provision being repealed (or discontinued) creates uncertainty amongst these stakeholders and that a long term policy regarding the provision needs to be developed.

What about specific trade regulations that have a designated trainer provision?
This discussion guide is about the designated trainer provision in the General Regulation which is separate from the designated trainer provision contained in some trade regulations. The designated trainer provisions for specific trades are not under review by the Board. Trades with specific designated trainer provisions include: Bricklayer, Cook, Computer Numerical Control Machinist, Crane and Hoist Operator – Power Generation and Transmission, Diesel Engine
Mechanic, Floorcovering Installer, Landscape Technician, Lather (Interior Systems Mechanic), Partsperson, Pre-Engineered Building Erector, Railway Car Technician, Rig Technician, Sheet Metal Worker, Landscape Technician, Pork Production, Water and Wastewater Technician and Welder.

**Designated Trainer Provision Options**

As part of the 2012-2013 Strategic Plan, the Board has committed to developing a policy regarding the designated trainer provision. The Board is receptive to stakeholder feedback on how to deal with the problems particular communities and targeted groups have in developing a qualified pool of certified journeypersons to supervise apprentices. Having certified and qualified supervisors for apprentices is an important element to maintaining the integrity of the apprenticeship and certification system. The following is a brief summary of five potential options:

1. The Board develops a policy in which designated trainers becomes a permanent option in the General Regulation.
2. Status Quo - The Board develops a policy where the time limit for the Designated Trainer Provision is renewed every 1 to 3 years subject to a review prior to the expiry date.
3. The Board develops a policy in which the Designated Trainer option becomes a permanent option for HSAP apprentices only.
4. The Board develops a policy which allows only certified journeypersons to supervise apprentices and where the designated trainer provision is discontinued permanently
5. Other - additional suggestions from stakeholders regarding the designated trainer provision is welcome.

**Consultation Response Required**

Do you support any of the above options? If so, please specify which option(s) you support and why.

Please consider the following:

*Should the designated trainer provision in the General Regulation be a short term solution to ensure there are enough experienced tradespersons to supervise apprentices? If so, what strategies should the Board consider to phase out the designated trainer provision to ensure that there are enough journeypersons able to train apprentices?*; or

*Should the designated trainer provision in the General Regulation be considered a long term program element that is a part of the apprenticeship and certification system in Manitoba? If so, what are the implications?*

Please provide your **written response** (note: email, fax and mail submissions will be accepted) by **June 30th, 2012** to the following contact information:

- Apprenticeship Manitoba
  c/o Manager of Board Operations and Relations
  1010-401 York Avenue
  Winnipeg MB R3C 0P8
  Fax: 204-948-2539
  E-mail: apprenticeshipboard@gov.mb.ca

The Board would like to thank you in advance for reviewing this guide, and looks forward to your comments and ideas.