# **Industry Pathways Process**

## **Explore what's right for your industry.**



#### **Overview**

Industry Pathways are the options for any industry looking to adopt an apprenticeship education program, industry training program, or trade designation under the *Skilled Trades and Apprenticeship Education Act* (STAEA).

STAEA provides increases flexibility for Alberta's skilled trades and apprenticeship education system by de-linking the educational and regulatory components.

De-linking education from regulation allows apprenticeship education programs (AEPs) and industry training programs (ITPs) to be developed for occupations with or without trade designation.

Likewise, occupations can be designated as trades with or without an associated AEP or ITP.

#### **Process**

The Industry Pathways process involves four stages and begins when an industry representative inquires with AIT. All four stages of the process require significant industry buy-in and contribution.

### Stage 1: Consultation

- AIT works with industry stakeholders to explore whether one of the industry pathways might support industry needs.
- If so, industry may submit a proposal to move to stage 2.
- If not, AIT can introduce stakeholders to other appropriate organizations to explore other options.

#### **Stage 2: Application**

- Industry representatives complete a comprehensive Industry Pathways Application Package.
- AIT assesses and makes a recommendation to the Minister whether to proceed with development; and the Alberta Board of Skilled Trades also makes recommendations on trade designation recommendations
- The Minister provides a decision on whether to proceed to Stage 3.

#### **Stage 3: Development**

- AIT supports an industry working group to:
  - establish the skills, knowledge, abilities, competencies, etc. required for program completion or certification,
    - establish tasks, activities, functions, restricted activities, and authorized individuals for designated trades, and
  - develop information technology, budget, and legislative resources.

## Stage 4: Implementation

- The program and/or trade is implemented.
- Albertans can begin to apply to AIT to start:
  - learning on the job from mentors and in classrooms and labs from industry professionals, and
    - earning education credentials and/or journeyperson certification.





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## **Inquiries**

AIT will provide support to industries interested in adopting an industry pathway to help navigate the process.

If you or your organization represents an industry that wishes to explore adopting an AEP, ITP, or trade designation, inquire with <a href="mailto:industry-pathways@gov.ab.ca">industry-pathways@gov.ab.ca</a>.

A united, aligned industry will make the industry pathway process much smoother. Buy-in from employers and industry organizations is essential. Before you inquire, consider:

- What does the industry wants to accomplish through this process?
- What training or workforce regulation matters could be addressed through this process?
- Does the industry have broad buy-in and representation to support the process?
- Which of the 5 pathways may be a good fit?
- Would the pathway be sufficiently different from existing programs delivered by AIT?
- How much labour market demand is there for skilled professionals in this occupation?

### **Timeline**

This is a multi-stage process with extensive research, discussion, analysis, and coordination required at each stage.

- The process may move as quickly or slowly as feasible to make sure the end result is something that works for your industry.
- Timelines are influenced by a variety of factors, such as AIT capacity, size of the industry, degree of industry support and buy-in, and time required for application submission.

#### **More Information**

Visit <u>www.tradesecrets.alberta.ca/industry-pathways</u> to learn more.

## The Five Pathways

Visit www.tradesecrets.alberta.ca/five-pathways to learn about the five industry pathways.





