

# Attracting Youth to Apprenticeship Education and the Skilled Trades

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Industry Education Session  
June 21, 2023



# Agenda

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- Introduction
- Exposure and Awareness
- Opportunities for Education and Experience
- Career Education Task Force
- Financial Supports
- Industry Participation

# Introduction

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- Labour shortages are occurring in many sectors in Canada and globally and are on the rise.
- Alberta Occupational Outlook forecasts a labour shortage in Alberta of more than 45,000 workers by 2030.
- Construction trades continue to be identified as an area where labour shortages are forecasted to occur.

# Introduction

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- The Government of Alberta provides students with exposure to apprenticeship opportunities at an early age in order to:
  - Increase understanding of educational pathways that can support a transition from high school to apprenticeship education and beyond.
  - Raise awareness of the career opportunities that apprenticeships and the skilled trades can offer.

# Exposure and Awareness

# Raising Awareness

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- Connections with K-12 teachers with trade-focused lessons, activities, videos, guest speakers and field experiences that align with math and science curriculum.
- Supporting junior high school student learning experiences that enable students to explore careers and apprenticeships.

# Raising Awareness

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- Providing both in-person and virtual presentations that can be tailored to specific class and lesson plans.
- Staging the Skills Alberta competition.
- Enabling students to test-drive careers and new skills through try-a-trade and skill exploration programs.
- Having a presence in Alberta schools, job fairs, and exploration events.

# Opportunities for Education and Experience



# Components of K-12 Career Education

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- Career and Technology Foundations (CTF)
- Career and Technology Studies (CTS)
- Career and Life Management (CALM)
- Dual credit
- Off-campus education

# Dual Credit Programs

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- Optional career based high-school programming where Grade 10-12 students can earn credits toward:
  - High school diploma or certificate of achievement
  - A post-secondary certificate, diploma or degree
  - First-period apprenticeship or journeyperson certificate
- Student can use dual credit programs to gain advanced standing in apprenticeships, both through off-campus work experience or classroom instruction.

# Registered Apprenticeship Program (RAP)

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- Students can work in a trade and earn wages, high school credits, and on-the-job hours towards their apprenticeship education program.
- Approx. 1,100 RAP apprentices as of Dec 31, 2022.
- Since RAP began, close to 6,600 apprentices have continued their apprenticeship program and are now certified tradespeople.

# Career and Technology Studies (CTS)

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- Students can complete apprenticeship classroom instruction while in high school, earning advanced standing in an apprenticeship program.
- 23 CTS Apprenticeship Pathways such as baker, carpenter, electrician, hairstylist, parts technician and welder.
- All required courses must be taught by a certified journeyperson for that trade.

# Career Education Task Force

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- Established in July 2022 to review career education for grades 7-12 in Alberta.
- Comprised of members from the K-12 education system, industry and post-secondary institutions.
- Heard from over 4,700 Albertans through a variety of public engagement mechanisms, including surveys and focus groups.

# Task Force Report

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- Provided strategic advice and recommendations to strengthen connections between schools and jobs.
- Final report submitted to Minister of Education in April 2023.
- Report contained 21 recommendations across 4 themes
  1. Career Education Programming
  2. Resources for Career Education
  3. Equitable Financial Resources for Career Education
  4. Collaboration Between Education Partners

# Recommendation Implementation

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Government committed to implementing 5 recommendations:

1. Increasing ease of access to off-campus education for all students
2. Reviewing dual credit programming to remove barriers
3. Developing and funding teacher training opportunities
4. Developing and promoting career education scholarships for students
5. Enhancing how career education programming is measured and evaluated

# Financial Supports



# Financial Supports for Youth

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## Alberta High School Apprenticeship Scholarship Program

- Recognizes accomplishments of high school students participating in the Registered Apprenticeship Program (RAP) and/or the Careers and Technology Studies (CTS).
- High School Apprentice Scholarship (\$1,000)
- High School Apprentice Scholarship – Bright Futures (\$2,000)

# Financial Supports for Employers

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- Canada Apprenticeship Job Creation Tax Benefit
  - Employers can claim a tax credit equal to 10% of wages payable to eligible apprentices.
- Youth Internship Incentive Program
  - Offered by CAREERS: The Next Generation
  - Financial incentive for employers of youth in work integrated learning internships.

# Industry Participation

# How Can Industry Participate?

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- Hire a high school student as an apprentice.
- Contact your local high school or CAREERS for information, resources and internship information.
- Participate in school-led career fairs.
- Get involved in the Skills Canada Alberta movement.
- Reach out to your local post-secondary institution to find out youth programs and initiatives.

# Questions?

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