

**College of New Caledonia**  
**Report to the Board on Industry Training**  
**December 4, 2005**

Industry training at the College encompasses a wide range of industries and program delivery models. It is a very complex undertaking, as it serves multiple masters and needs; with no single voice determining what is “right” to deliver, or how that training should be delivered.

Construction is the largest industry sector in the province, followed by automotive. Serving the wood processing sector is a high priority, as is serving the hospitality sector with its ongoing need for culinary arts training. Some sectors, such as pulp and paper and machining are relatively easy to program with, as they are cohesive and quite small. Other sectors, such as construction, solid wood and automotive, are much more difficult, as their overall training demands are diverse and they are seldom a cohesive sector in terms of communication and education planning. The wood manufacturing industry ranges from forest equipment operations to truck driving, sawmill operations, pulp and paper operations, value-added wood manufacturing and of course all the related trades. All of the training demands are complicated by the small demographics of north-central B.C.

This document attempts to lay out some of the factors influencing training decision-making at the College and in the communities in preparation for a discussion by the College Board.

**Who needs training?**

The need for skilled workers regionally, provincially and nationally has been news for more than three years. The loss of experienced, long-term workers to retirement, coupled with a smaller youth group moving into trades and industry, and the increasing academic demands for entry to many trades and industry programs and jobs are all well documented. North-Central B.C. industry is facing the crunch, exacerbated by the booming oil and gas industry to the north, and the booming construction industry in the lower mainland.

The College of New Caledonia has responded for many years by re-arranging and developing industry training to meet regional needs and shifts. A few of the more public assessments of the labour market include:

- In 2001-02 CNC led an industry-based committee in the first regional assessment of labour market needs in trades (funded by the federal government)
- In 2003 CNC led a Prince George Chamber of Commerce Roundtable on industry skills shortages
- Regional and Trades Advisory Committees have consistently noted the need for increased and different industry training

- There has been a significant increase in regional support for the College's industry training development activities, and an increased willingness of community groups and individuals to advocate on behalf of CNC for industry training
- In 2005 Ralph Troschke initiated the President's Industry Council, a discussion and advocacy body of senior industry representatives across a broad range of sectors.

**In the new and exciting category . . . .**

Residential Construction Framing Technician Program: CNC Quesnel worked closely with the Canadian Home Builders Association of BC and other institutions to have this program credentialed by the Industry Training Authority. CNC was one of the first institutions to offer the training last year in Quesnel and within six weeks of program completion 80% of graduates were employed in construction-related jobs. CNC Quesnel will offer the program again in 2005-06.

A few labour market factors to consider:

- Aboriginal people, women, immigrants and people with disabilities are very under-represented in the current industry workforce in our region; these groups are a rich resource for industry and communities in the future
- It is projected that there will be a strong demand for workers in industry until 2011 or 2015, after which the demand for traditionally-skilled workers will decrease due to a variety of factors:
  - changes in the forest sector in north-central BC due to the beetle-kill situation
  - stabilization of workforces in industries such as the pulp mills and sawmills, where workers tend to remain for lengthy periods
  - increased use of technology in industry, decreasing the numbers of actual workers, or substantially changing the workers to technologists
- some factors that will likely change the nature of the industry workforce in the next 10 to 15 years include:
  - increased emphasis on the transportation sector in our region
  - increased emphasis on environmental requirements and regulations, and as a result of growth generally in the region
  - silviculture will regain activity levels after the beetle-wood harvest
  - there will be a growing demand for on-line learning, both for entry workers and employed workers
  - mining and oil/gas activity are likely to grow in our region

## Why we can't meet everyone's needs . . . everyday

*What we hear . . .*

*We have extensive waitlists in trades. Actually, they're not really that extensive, because we have no provincial system (yet) for sorting them and apprentices register at multiple institutions, and for more than a year at a time. Actually, they are that extensive because as we become more responsive to industry timing and self-scheduling of apprentices, the courses that are aligned with industry needs have waitlists. Well, we have empty seats in other courses in the College – just move the money over to trades to meet the waitlist needs.*

*It's not that simple . . .*

The Industry Training Authority is a government agency and, effective spring 2005, is part of the Ministry of Economic Development rather than Advanced Education (for more information on ITA see Appendix A). The College receives a separate funding letter annually from ITA. Although funding comes from the ITA, public institutions continue to report all industry training FTE to Advanced Education for FTE purposes.

In recent years industry training funding has come to the College in the following ways:

- direct funding from ITA for ELTT and apprenticeship programs, including \$150,000 annually for rotating programs in the Regions
- special short-term funding from ITA for apprenticeship programs to address waitlist issues
- special funding from ITA for pilot projects (at CNC development and initial delivery of the Residential Electrical, Residential Framing, Pulp & Paper Operations and Planermill Apprenticeship programs have been funded)
- targeted funding from the Ministry of Advanced Education for Aboriginal Special Projects (at CNC this has been used for the ELT Carpentry in Kwadacha)
- Partially or fully cost-recovered programs and courses (Pulp & Paper Operations Certificate, Residential Electrical, Construction Framing on an on-going basis in Quesnel, Forest Equipment Operator Program in Lakes, all Industry Training Network courses – these are the College's continuing education courses in trades, marketed using an extensive, regional database)
- Combined ITA/School District funding for Career Technical Centre programs

In its 2005 funding letter, the Ministry of Advanced Education noted that “given the shortages some of the trades are facing, AVED recognizes that short-term demand for entry level trades training programs may exceed the funding available from the ITA, and supports institutions allocating AVED funding to those programs to meet demand”.

It has been many years since CNC has received new funding for on-going trades programming. In recent years the only new funding from the Ministry has been directed to health education and on-line education. The announcement by the Ministry of the new

John A. Brink Trades & Technology building in Prince George was accompanied by a requirement that CNC provide an additional 425 Full Time Equivalent student spaces over the next several years, but those spaces are not in Trades and they are not yet funded by the Ministry. In 2005-06 CNC's Full-Time Equivalent student target was increased by 35, with an additional \$376,800 in funding. These AVED funds must be spent on distance education courses in Applied Business Technology and Fetal Alcohol Spectrum Disorder, and on 32 new seats in Registered Nursing. The College does not have the flexibility to use those targeted funds for other needs.

**In the new and exciting category . . . .**

Forest Equipment Operator Program: Piloted in the Lakes District in 2005, this program uses large equipment simulators to prepare workers for the forest sector. Strongly supported by industry, including Burns Lake Community Forest, Babine Forest Products Ltd., E. A. Strimbold Ltd. and Pineridge Holdings Ltd., employment outcomes have been very good. The College is working to purchase our own simulators at a cost of approximately \$400,000, and in the future the program should be available in all College regions. Currently it is scheduled for Burns Lake from April to July 2006.

While CNC and other colleges can move funds around within the institution, there are limitations:

- ITA has quotas that must be met by each institution based on funding received
- The Ministry has quotas that must be met by each institution based on funding received
- the ITA must still approve apprenticeship and ELTT programs, so institutions cannot just switch funding to meet regionally identified needs
- Trades programs are substantially more expensive to run than other programs. It is easy to move funds between some program areas (English and Anthropology) and maintain the institutional delivery quotas and similar funding levels. Trades programs are at least twice as expensive to run as other College programs, and have substantially higher capital costs as well
- ITA funding only covers direct instructional costs and the continual squeeze on colleges from inflation reduces the ability to support much more than what CNC currently offers
- Like its provincial colleagues, CNC has not received an inflationary lift in many years – the effect of this is that fewer programs can be offered because those currently in existence require more funds than provided by the government or available through tuition, merely to continue
- CNC does not receive sufficient capital funding from the government to maintain its Trades programs at the desired level; we depend extensively on industry and community fundraising and donations to provide students with appropriate capital equipment
- If the College does decide to shut down one program (or more) to fund another, it can take up to four years before the funds become fully available to the new

- program. This time lag is due to the costs of ensuring students who have begun the program can successfully complete it, the costs of layoffs, and the costs of starting a new program
- A significant challenge to all rural colleges has been the depopulation of rural BC over the last seven to eight years resulting in a shrinking market of potential students. All rural colleges have felt the effect of declining enrollments further cutting into operating revenues. This, coupled with an overall declining 18-24 year old cohort, will result in a continued squeeze on overall college numbers in the future
  - The government has a cap on tuitions. CNC has among the lowest tuitions in the province, both for trades programs and other programs. With the tuition rate capped well below the provincial average (excluding apprenticeship programs), CNC recovers substantially lower tuition per program, though our costs are the same or higher than elsewhere in the province
  - The College is caught between two opposing efficiency measures. We are required by our ministry to balance our budget and to obtain a certain targeted level of FTE's. These are not always congruent goals and the former seems to take precedence leaving little opportunity for the college to take advantage of new opportunities.

### **What we're doing right now**

- *“extra sessions” refers to additional funding provided by ITA this year to meet waitlist demands*
- *CR = cost recovery programming*
- *Note: all students pay tuition to some level*

<b>Program</b>	<b>Campus</b>	<b>Funding</b>	<b># of times/year</b>
ELT Automotive	PG	ITA Base	2
ELT Carpentry	PG	ITA Base	2
ELT Electrical	PG	ITA Base	2
ELT Heavy Duty	PG	ITA Base	1
ELT Millwright/Machinist	PG	ITA Base	2
Residential Electrical	Quesnel	100% CR	1
Framing Technician	Quesnel	100% CR	1
ELT Carpentry	Lakes	Rotating FTE (ITA)	1
Residential Electrical	Lakes	Rotating FTE (ITA)	1
App. Automotive	PG	ITA Base	6
App. Carpentry	PG	ITA Base	6

App. Electrical	PG	ITA Base	9 with 2 extra sections
App. Heavy Duty	PG	ITA Base	7
App. Millwright	PG	ITA Base	12 with 1 extra section
App. Planermill	PG	ITA non-Base	Y1
Culinary Arts	PG	ITA Base	1
Welding C	PG	ITA Base	1
Welding A, B, Apprenticeship	PG	ITA Base	cont.intake 10 months
Power Engineering	PG	ITA Base	1
CTC Mill/Machinist	PG	SD57/ITA	1
CTC Electrical/Electronics	PG	SD57/ITA	1
CTC Welding	PG	SD57/ITA	1
CTC HD/Comm. Transport	PG	SD57/ITA	1
CTC Culinary Arts	PG	SD 57/ITA	1
Pulp & Paper Operations	PG	100% CR	1
Resource Industry Certificate	Mackenzie	100% CR	1
Forest Equipment Operator	Lakes	100% CR	1
Log Home Building	Lakes	100% CR	1
Industry Training Network	All regions	100% CR	

(see Appendix B for ITN programming information)

**In the new and exciting category . . .**

Resource Industry Certificate: Developed jointly with industry throughout the College region, including COFI, WCB, and the Forest Safety Council as well as mills in Vanderhoof, Prince George, Quesnel and Mackenzie. This 14 week program can be specialized to the lumber, mining or oil and gas sectors, and focuses on entry level safety and work skills. It is readily mobile and can run anywhere in the CNC region. CNC Mackenzie will offer a lumber specialization Resource Industry Certificate beginning February 2006.

## **2006-07 and beyond . . .**

In response to industry requests, the College is already planning the following initiatives:

The configuration of an advanced planermill, millwright and sawmill training centre at the Prince George campus is well underway. Donations from the industry and funding from the ITA in advance of the Planermill Apprenticeship program scheduled for January 2006 allowed us to design both a short-term and longer-term strategy to maximize training opportunities and quality. Space made available in the Mackenzie Building due to the opening of the Brink Building allows faculty in millwrighting, machining, electrical, pulp and paper and other programs to create a training “lab” that will be the most advanced in Canada. Small scale operational lines will support learning at all levels by duplicating the worksite. The College is seeking additional funding to make the longer-term strategy feasible.

### **In the new and exciting category . . . .**

The College is working closely with machining shops to offer the Machinist Apprenticeship starting as early as Spring 2006, in Prince George. Currently CNC has the equipment and faculty to offer the first two years; local industry is interested in creative options to make the full program a reality. Discussions include training delivery that would allow apprentices to work part-time and go to school part-time, and to allow apprentices to get credit for their shop activities at their worksite, and rotating students through different shops to increase exposure to equipment the College doesn't have.

The demand for Welding C training is substantial throughout the region. The College purchased a trailer for a mobile welding program. We already have the necessary mobile welding booths but still require approximately \$100,000 to make the trailer usable for Welding C completion. These funds are being sought through the Northern Development Initiative Trust.

Additionally, CNC is applying to the Northern Development Initiative Trust for five years of additional training infrastructure funding across the College region. These funds would allow immediate response to emerging needs throughout the region, without creating a long-term program model.

CNC is working closely with its various school district partners to expand CTC programming and to use the ACE-IT model where feasible. ACE-IT is a dual credit program enabling secondary school students to get a head start on the school based, technical training part of an apprenticeship. Programs are developed as partnerships among school districts, local employers and post secondary training providers. Participants earn credit for at least level 1 apprenticeship technical training, as well as secondary school graduation credits.

**In the new and exciting category . . . .**

In cooperation with the local community and with provincial and federal funding, CNC Mackenzie ran the Entry Level Training Carpentry program in Kwadacha over a 21 week period in 2003-04. Kwadacha (Fort Ware) is one of the most remote communities in B.C., and its community members face multiple barriers to learning. The CNC instructor and 13 students built a shop for the Aatsee Davie School, which met all the requirements of the first year ELT/apprenticeship training. Eight students successfully completed the program, and of those three met the requirements for completing their first year apprenticeship equivalency.

Exploring opportunities/needs in the oil and gas sector is important at this point, responding both to labour market information and emerging community/industry interest. CNC has tried for several years to provide both full- and part-time training in these areas but has not been successful for the most part, due to a lack of interest within the community, a lack of understanding of the sector, and an apparent unwillingness of forestry-experienced workers to relocate to the northeast. We continue to work with industry and Northern Lights College to identify timing and opportunities.

Mining is a growing sector in the region. We have done a substantial amount of continuing education with the mining sector over the past few years, but no full-time or on-going programs. This is being examined. Northwest Community College has a new School of Exploration and Mining, in cooperation with industry, and we are exploring opportunities with them for collaborative programming.

An “industry discovery” program is being assessed by CNC and regional industry for employer usefulness, student usefulness and relationship to the ITA framework. The College has previously run a number of exploration programs for industry, using soft funding, but does not have a standard, funded model. Some industry representatives have identified that this would be useful to assist potential industry applicants in making good decisions about their future work plans.

Additional ELTT and/or apprenticeship options are being analyzed. Industry assessments are being conducted to determine which ELTT programs are necessary and most effective, and where they may not be as strongly supported by industry. Understanding this will assist us with on-going resource allocation. As well, new apprenticeship requirements such as machining and plumbing are being explored based on industry demand and the new ITA frameworks.

New entry requirements for students in ELTT programs have been prepared by the Trades department and are moving through the Education Council process for implementation by September 2006. Linking ELTT entry standards to employment standards and to the requirements for success in the curriculum supports students and the employment community. Issues around entry standards for apprenticeship students remain, as that is governed by ITA.



## **The key directions we have to work with so far**

*Within the past couple of months, new directions have been identified within the system. If we follow these directions, CNC will:*

- *Decrease ELTT activity*
- *Increase apprenticeship activity*
- *Continue our innovative and pro-active work with industry, including developing applied research initiatives*
- *Increase our work with youth through Career Technical Centre and ACE-IT programs*
- *Increase work with aboriginal people, women, immigrants and people with disabilities*

### **New ITA Framework**

In November 2005 the Consortium of Trades Trainers of BC (College Presidents and private sector members) and the ITA agreed to new principles for funding and accountability. The highlights are:

- ITA funds will support provincially credentialed programs, including Entry Level Trades Training programs
- ITA funding priority will be first for apprentice training and then for youth trades training (to be determined if this includes the Career Technical Centres or just ACE-IT)
- Industry/employers (through Industry Training Organizations (ITOs) will provide input to form the basis of the three year institutional training plans, updated annually. There are three ITOs in place, in the Residential Construction, Automotive and Horticulture sectors.\*\*
- Apprenticeship and ELTT programs will be “banded” for pricing purposes, with the price bands applied provincially
- ITA will fund intakes/classes (a change from their recent decision to fund only individual seats); ITA will fund on a per-head basis for seats filled above the normal intake size; prior agreement will be needed from ITA to run a program at less than 75% capacity
- All ELTT programs will be standardized provincially for length and outcomes and will result in minimum Level 1 technical training credit (previously ELTT programs in different institutions producing the same credential ran anywhere from 5 to 10 months, and some produced differing credential levels). CNC’s existing ELTT programs in Auto Service Technician, Heavy Duty Mechanic, Carpentry, Electrician and Millwright are already at the newly identified standardized program lengths and will not require changes. Level C Welding at CNC currently runs 30 weeks and it is suggested that it be shortened to 25 weeks
- ELTT students will be registered with ITA and given an apprentice identification number; this will allow ITA to effectively track movement from entry level to apprenticeship

- Should industry see a need for an ELTT program to produce broader skills than Level 1 or more than one level, they can apply for a new provincial program and credential and for ITA funding
- Institutes can choose to run programs of a longer duration and fund themselves or have local industry fund them

\*\* The ITA definition of Industry Training Organizations (ITO) is: ITOs are industry led, not-for-profit legal entities tasked with developing and managing designated industry training programs within a recognized sector of the economy. They are charged with the promotion, development and management of the delivery of industry training and qualifications in the sector.

**In the new and exciting category . . . .**

In cooperation with local industry and with ITA funding, CNC developed an piloted the innovative Residential Electrical Program. This program provides first year apprenticeship recognition through a highly experiential learning model, having learners wire and rewire a framed house. This allows students to be successful in a specific field without the usual high academic requirements for electrical apprenticeship entry, but with up-front skills review to meet the demands of the applied model.

**College Sector Recommendations**

In November 2005 the BC College Presidents set out the following key industry training-related themes in a presentation to the Ministry of Advanced Education:

- Trades training for a skilled workforce
  - AVED policy agenda should be clear and congruent with the Ministry responsible for trades and vocational training (Ministry of Economic Development)
  - AVED should establish a long-term trades training capital replacement program, providing a minimum of \$200,000/year/institution
  - The government should create a trades training expansion fund of \$20 million
- Applied research and innovation to meet the needs of the local economy
  - AVED should establish a \$10 million fund, spanning three years, to promote and develop applied research
  - AVED should prepare and implement a strategy that:
    - Facilitates collaborations between colleges, universities and industry directed at applied research and innovation initiatives
    - Promotes within government the provision of tax or tax credit incentives for private sector organizations to engage in collaborations with colleges
    - Encourages the provincial government to lobby the federal government to improve college and college faculty access to federal research funding sources

- Improved participation of aboriginal learners
  - AVED work with the ITA, the Trades Training Consortium, other trainers and the BCCP to have funding from the First Nations New Relationship Fund directed towards apprenticeship and trades training for First Nations

### **Anticipated Government Directions**

Information received recently from the Ministry of Advanced Education indicates that the following will be priorities for the government beginning in 2007-08:

- 25,000 new spaces
- A research and innovation mandate for colleges
- An aboriginal strategy to increase participation
- A strategy for adult literacy
- Student financial assistance
- Funding capital inflation

### **Training Stakeholder Expansion**

Historically there have been a number of private or non-public sector training providers and identified stakeholders for apprenticeship and ELT training in BC. With the changes to ITA and the direction of the government, the involvements of these organizations is evolving.

The ITA is establishing a designation process for non-public training providers. The process will establish formal standards and recognition for non-public institutions that the ITA currently funds as well as for those that have been involved in the pilot delivery of new ITA programs. The designation policy and process is consistent with the Industry Training Authority Act, which gives the ITA the power to designate trainers. See Appendix C for more information.

Currently labour unions are setting up an umbrella organization to see apprenticeship programs, as the Construction Industry Training Institute, described as the first of its kind in Canada. The CITI will bring together existing apprenticeship programs sponsored by members of the BC and Yukon Building and Construction Trades Council. This is separate from the Construction Industry Training Organization, currently being proposed as an ITO under the ITA. Coordinated by the BC Construction Association, the CITO will not deliver training, but will act as a coordinating “hub” for sector training needs.

## **Glossary of Terms**

ACE-IT: a new program from ITA, designed to move apprenticeship and trades training further back into the high school system.

Advisory Committees: College regional or program specific committee appointed by the College Board to provide guidance and advice to faculty on curriculum and sector directions

Career Technical Centre Programs (CTC): these high school/college programs allow students to complete Grade 11, 12 and first year college in two years. CNC and School District 57 have been extremely successful with this program model.

COFI: Council of Forest Industries

Entry Level Trades Training Programs (ELT or ELTT): these programs differ around the province, in length, curriculum and credential outcomes. CNC has traditionally run them as five month programs, with most providing recognition for the equivalent of the theory component of first year apprenticeship. ITA is changing the provincial standard to be consistent with what CNC offers. The programs are intended for individuals who do not have an apprenticeship in place, and should prepare students to attain an apprenticeship with an employer. Employers have mixed feelings about the value of ELTT; approximately \$55 million of the annual \$70 million in ITA training funds is currently spent on ELTT.

Industry Training Authority (ITA): The Industry Training Authority (ITA) is a provincial government agency, which became fully operative in early 2004, with legislated responsibility to govern and develop the industry training system in B.C. The ITA is governed by a nine-person Board of Directors.

Industry Training Organizations (ITO): industry led, not-for-profit legal entities tasked by the Industry Training Authority with developing and managing designated industry training programs within a recognized sector of the economy. They are charged with the promotion, development and management of the delivery of industry training and qualifications in the sector.

WCB: Workers' Compensation Board

Welding C: the seven-month credentialed welding program for employment. The three month Welder-Fitter program is often added to it to provide an advanced skill set.

## **Appendix A**

### **Overview of the Industry Training Authority**

The Industry Training Authority (ITA) is a provincial government agency, which became fully operative in early 2004, with legislated responsibility to govern and develop the industry training system in B.C.

The ITA is governed by a nine-person Board of Directors, whose members come from diverse sectoral backgrounds and have broad expertise regarding industry needs and training approaches. Cliff Alderson, of Northern Toyota in Prince George, is a member of the ITA Board of Directors. A 10-member staff, working from an office in Richmond, carries out the day-to-day work of the ITA.

Service provision to apprentices – along with administrative functions such as registrations, coordination of examinations, and issuing of certifications – is carried out by the Industry Training Centre. Local service provision to apprentices and employers throughout the province is made available at the 58 locations of Service BC.

#### **Industry Training Stakeholders and Roles**

The ITA is responsible for the overall governance and development of the industry training system in B.C. Roles and responsibilities include:

- working with industry to identify current and emerging skills requirements, and to explore training and certification options;
- working with public and private training providers to coordinate and maximize the efficiency of training, and providing funding to them;
- providing quality standards for training and credentials that are consistent with industry needs, provincial regulations, and national Red Seal standards where applicable; and
- providing services to apprentices (registration, examinations, etc.) through its service bureau, the Industry Training Centre.

Industry is a key player in and beneficiary of the industry training system. Roles and responsibilities include:

- working with the ITA to identify current and emerging skills requirements, and to offer input on training and certification options;
- partnering with public and private training institutions to support technical training delivery;
- providing work-based training opportunities.
- People pursuing training are another key player in and beneficiary of the industry training system. Roles and responsibilities include:
  - locating employers who will provide them with work-based training leading to certification;
  - fulfilling their technical training requirements, including selection of and registration with an appropriate public or private training provider.

Public and private training institutions are key suppliers to the industry training system, and develop curriculum to meet defined industry needs. Roles and responsibilities include:

- offering technical training and Entry Level Trades Training that is well-aligned with industry needs, and often delivered in partnership with industry; and
- assessing the knowledge and skills of people pursuing industry training against defined standards.

### **New Approach**

The Industry Training Authority (ITA) has a mandate to work with stakeholders to improve industry training in B.C. This new approach is in its early stages of development, and will emerge over time. Key elements, however, are expected to include:

- enhanced efforts to ensure all training and certification is clearly driven by and well-aligned with current and emerging industry and labour market needs;
- increased opportunities to pursue modular training and specialized credentials – in other words, to develop specific skill sets that are in demand, while retaining options to go on to pursue longer-term training and broader credentials;
- a greater focus on competency-based skills assessments, rather than on assessments based purely on “time-in-trade”; and
- more flexibility for both new entrants and certified workers, with increased options to get credit for existing skill sets, and to “ladder” or “bridge” to new career options over time.

Traditional apprenticeships will continue to be available and supported in fields where they are in demand. In addition, there will be a strong focus on maintaining the integrity of the certification process, with respect to both B.C.-specific certifications and the Red Seal trades.

## **Appendix B**

### **CNC's Industry Training Network**

Working closely with industry throughout the region, CNC has identified a calendar of training opportunities in trades, and scheduled them throughout the year.

This planned approach to training means:

- You can plan your human resources year-round; you'll know what training is available, when and where
- Training is available closer to home
- If you're a smaller company, you'll get the right training for a few people, without having to purchase a full course
- If you're a larger company, you can send one or two people per course rather than sending all your trades people to a single course
- Whether large or small, excellent training is available close to home ... you'll save time and money!
- Training is customized, to meet your needs, programs will be offered at the regional campus that is best suited for the class or at the industry worksite.
- By working closely with other public post-secondary institutions, vendors, suppliers and private trainers we bring you the best instruction ... at home.

CNC has provided these services by creating an extensive database marketing project that reaches more than 2,500 trades-related individuals and companies, six times annually. This promotes individual course registrations, and contract training throughout the region.

Some of our part-time industry training available across the region:

- PLC courses in partnership with GLC Controls
- Millwright training for upgrading, lubrication and bearing, hydraulics, CNCs and laser alignment
- Electrical training including code refresher, high voltage electrical, safety training for electricians and substation operations and switching
- Heavy duty/commercial transport training including diesel engine electronics, commercial vehicle inspection, air conditioning
- Automotive training including advanced computer electronic controls and OBDII systems, air bag supplemental, lab copes and scan tool diagnosis and wheel alignments
- Gas fitter training
- Training in forklift, boomlift and aerial work
- Power engineering upgrade
- Welding training
- Maintenance Management Professional Certificate Program (in cooperation with the Plant Engineering and Maintenance Assn. of Canada)
- prospecting and exploration training
- first aid and WorkSafe training
- cook's assistant training

**Appendix C**  
**ITA letter re: Designation Process for Non-Public Training Providers**

I am writing to update you on activities underway at the Industry Training Authority (ITA) with regard to a new process for designating non-public training providers to deliver ITA Industry Training Programs. The ITA has been working aggressively to tackle BC's workforce development needs. The number of British Columbians participating in industry training has increased more than 56 per cent since April 2004. Introducing a policy and process for the designation of non-public training providers not only helps expand the delivery of training to meet this growing demand, but it also ensures that the quality of training is maintained to industry standards. Designation will give assurance to students and industry that high standards are met by non-public trainers with regard to facilities, instructor qualifications, curriculum, assessment processes, and general operations.

This initiative is responsive to requests from industry to introduce a mechanism to recognize nonpublic providers meeting provincial standards and provides non-public institutions with the opportunity for recognition of programs they are delivering. The process will also establish formal standards and recognition for non-public institutions that the ITA currently funds as well as for those that have been involved in the pilot delivery of new ITA programs. Furthermore the designation policy and process is consistent with the Industry Training Authority Act, which gives the ITA the power to designate trainers.

Earlier this year, the ITA Board of Directors approved a policy for designating non-public training providers to deliver specific ITA programs. This policy was developed with the input of industry, the Private Career Training Institute Agency (PCTIA), non-public training institutions, and the BC Career Colleges Association (BCCCA). The ITA has worked closely with PCTIA to ensure that the designation process is integrated with the PCTIA registration and accreditation model, which the majority of non-public institutions are required to follow. The ITA will administer the designation process for those institutions exempt from the PCTIA legislation. In all cases, relevant industry representatives will play a role in both establishing training provider standards and ensuring these are met. The ITA designation process is being piloted with four institutions, and pending the outcome of the pilot, we anticipate having the designation process available to other institutions by the second quarter of next calendar year. More detailed information about the policy, process, and draft guidelines being used for the pilots is available on the ITA web site at [www.itabc.ca/whatsnew.php?ContentID=64](http://www.itabc.ca/whatsnew.php?ContentID=64)

Please do not hesitate to contact me if you have any further questions.

Sincerely,  
Jeff Nugent  
Director Policy & Research  
Industry Training Authority  
November 9, 2005