

EDMONTON PUBLIC SCHOOLS

November 28, 2006

TO: Board of Trustees

FROM: L. Thomson, Superintendent of Schools

SUBJECT: Status of Registered Apprenticeship Program

ORIGINATOR: D. Barrett, Executive Director

RESOURCE

STAFF: Jan Anderson, Karen St. Cyr, Stuart Wachowicz, Stephen Wright

INFORMATION

TRUSTEE REQUEST #217, SEPTEMBER 5, 2006, (TRUSTEE NICHOLSON) PROVIDE A BOARD REPORT ON THE STATUS OF THE RAP PROGRAM. THE REPORT SHOULD ALSO ADDRESS HOW THE DISTRICT COULD REACH OUT TO OTHER PUBLIC SERVICE ORGANIZATIONS AND ENCOURAGE THEIR INVOLVEMENT IN THE RAP PROGRAM. The following information is provided in response to this request.

The Registered Apprenticeship Program (RAP) was initiated fourteen years ago to enable interested students to explore trades and technology education while they are still in high school working toward graduation. RAP allows students to learn knowledge and skills and at the same time gain experience that will help them make informed decisions about their future career. (What is Apprenticeship? – Appendix I)

Edmonton Public Schools, building on a model established nine years ago by Metro Continuing Education has now become what many in the province consider to be the most successful RAP program in Alberta. Currently RAP is supported centrally through the Curriculum unit. RAP is increasingly supported at the high schools through the work of RAP Coordinators. Some high schools run RAP directly while others use the services of Metro Continuing Education to provide work site inspections and coordination of services.

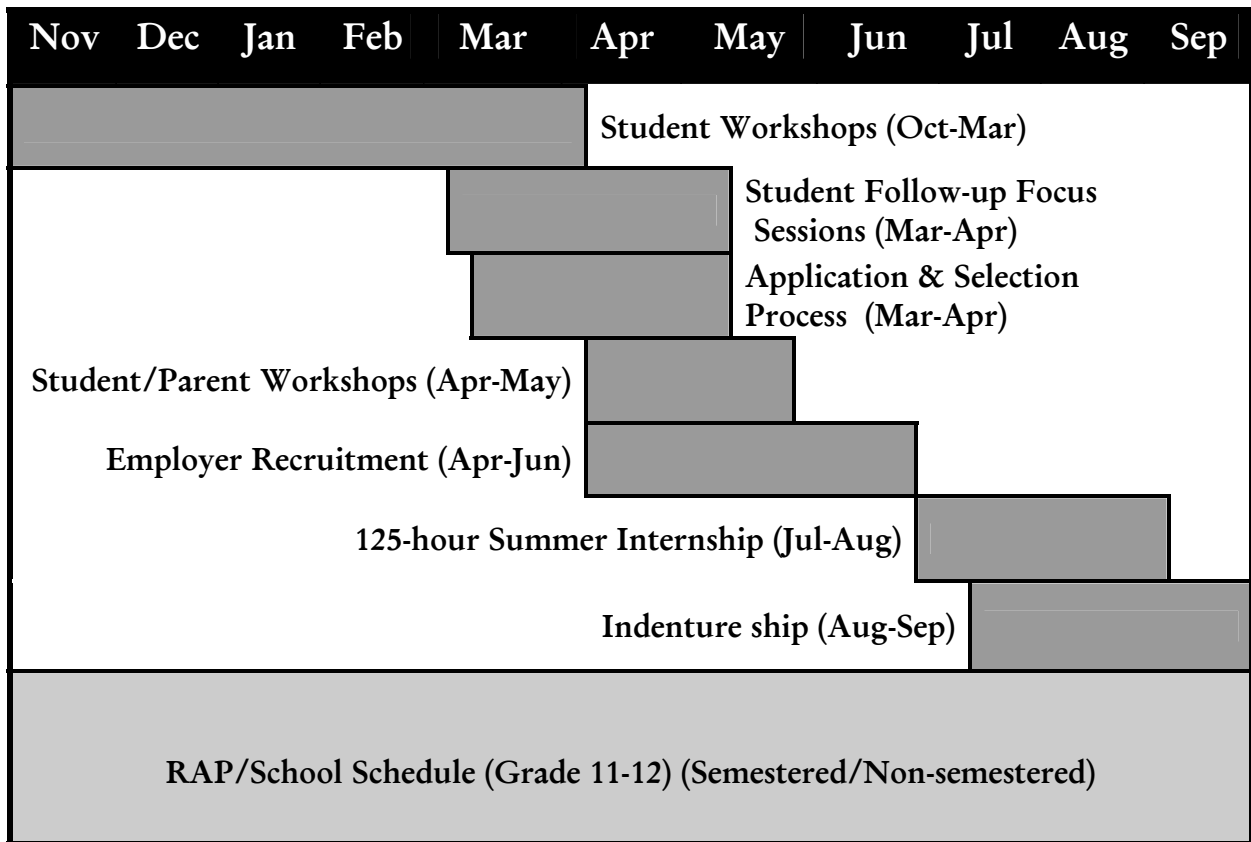
RAP enrolments have grown considerably over the past five years. It should be noted however that at any one time it is difficult to provide an exact number due to the staggered schedule of student application, safety and employability training, placement with an employer, initial course selection and the reporting of earned RAP credits. The numbers are further complicated by the fact that some students are in a pre-RAP program or Career Internship placement, which in many cases will lead to RAP course completion. (10 Steps to Becoming a RAP Student! – Appendix II)

Record of RAP enrolment over 10 years:

Year	96-97	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06
Students	14	32	47	70	68	116	135	152	193	330

Projected RAP students in EPS for 2006-07 410

RAP TIMELINE



While RAP has grown, it needs to be stressed that it is not an area which will grow indefinitely, given the limited number of job placements and the cyclical nature of demand for the trades. RAP also does not grow at the same rate as the regular apprenticeship program, and this is to be expected given RAP students are also working on high school completion.

Supports in place to sustain and grow RAP in Edmonton Public Schools:

- District standards have been developed and distributed to all high schools
- District supports are available to assist in RAP such as:
 - screening and placement of students
 - providing safety training
 - Employability Skills courses
 - website inspections and reviews of safety protocols and policy
 - accessible database of potential worksites (Community Database)
 - district produced *RAP Guide*
 - Metro Mentorship
 - provision of inservices from Alberta Apprenticeship, CAREERS and industry
 - sponsoring of Workplace Showcase
 - Youth Apprenticeship Program (YAP)
- High schools can offer RAP directly or partner with Metro Continuing Education for delivery
- CAREERS (formerly CAREERS: The Next Generation) supports information distribution and promotion of RAP

- Partnerships and Committees that support EPSB delivery of RAP:
 - Edmonton Economic Development Corporation – Workforce Connection
 - Trade Unions
 - Alberta Apprenticeship
 - Private Industry
 - Post Secondary
 - Alberta Aboriginal Apprenticeship Committee
 - Advisory Board for Youth in Transition to Apprenticeship (YITTA)

RAP Enhances Academic Achievement

It is important to note that many students in the RAP program succeed well academically, with many indications showing that RAP encouraged students to complete high school and acquire a diploma. Edmonton Public Schools had 33 RAP students who were recipients of the RAP Scholarships in 2006.

Challenges Ahead

There are a number of challenges facing RAP that the district and its partners are studying and addressing. Some of the challenges are as follows:

- **Robust Economy:** Young people are being enticed into the workforce directly, prior to completing high school and prior to engaging in programs like RAP. Some employment opportunities engage young people in employment that leads to starting trades training prior to RAP or technical school training. Schools are competing to keep such students in school and lead them to quality training programs.
- **Valuing the Trades:** It is a challenge to convey to parents, students and educators that RAP combines high school and post-secondary education, and that RAP has a rigorous entrance standard, requiring academic preparation, safety training and career awareness. There is a need to convey the message that the skilled trades are critical to a modern society and provide the journeyman with an honourable and valued career, which will carry with it significant financial reward.
- **Attrition:** Addressing the attrition rate in RAP is an ongoing challenge, just as it is for regular apprenticeship. The problem underscores the need for more support and mentorship from both the supervising journeyman and the RAP coordinator.
- **Program Support:** There is a challenge to ensure understanding of the role and responsibilities of the RAP Coordinator which is critical in marketing the program and reducing the attrition problem. It is also valuable for the RAP coordinator to have both a trade and a practical arts education background.
- **Career and Technology Studies (CTS):** The current CTS courses are not designed to provide meaningful support to RAP. The new revisions being proposed to CTS will be even more of a challenge in providing course support. The district will be responding to the provincial revisions of CTS, and will in addition be working centrally with post-secondary to help create a mutual and comprehensive understanding of how CTS will be offered to provide recognition to CTS courses when applying for post secondary acceptance.

These challenges currently limit RAP from reaching its full potential as a tool for students to grow in knowledge and skills to make wise and informed career choices. The district is in the process of developing strategies to address the challenges defined above.

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APPENDIX I: What Is Apprenticeship?

APPENDIX II: 10 Steps To Becoming A Rap Student!

What is Apprenticeship?

- ✗ Apprenticeship is a contract with an employer who agrees to provide you with on-the-job-training.
- ✗ As an apprentice, you learn a trade both on the job (80%) and with technical training (20%).
- ✗ You learn while you learn!
- ✗ Most apprenticeship programs are 3 to 4 years in duration.
- ✗ You will learn a trade with a journeyperson as your guide. Once you have completed your apprenticeship program you become a certified Journeyperson.

What Occupations are classified as trades?

In Alberta, a trade is designated under the Apprenticeship and Industry Training Act. The following occupations are designated trades for which in order to work certification is either compulsory or optional.

Compulsory Certification Trades

Appliance Service Technician
 Auto Body Technician
 Automotive Service Technician
 Boilermaker
 Crane/Hoisting Equip Operator
 Electrician
 Elevator Constructor
 Gasfitter
 Hairstylist
 Heavy Equipment Technician
 Ironworker
 Motorcycle Mechanic
 Plumber
 Rig Technician
 Recreation Vehicle Service Technician
 Refrigeration and AC Mechanic
 Sheet Metal Worker
 Steamfitter-Pipefitter
 Welder

Optional Certification Trade

Agricultural Equipment Technician
 Baker - Brick Layer
 Cabinet Maker
 Communication Technician
 Concrete Finisher - Cook
 Electrical Motor Systems Technician
 Floor Covering Installer
 Glazier - Instrument Technician
 Insulator - Landscape Gardener
 Lather Interior Systems Mechanic
 Locksmith - Machinist
 Millwright - Outdoor Power Equip Tech
 Painter and Decorator
 Parts Technician
 Power Lineman
 Power System Electrician
 Roofer - Sawfiler
 Sprinkler System Installer
 Structural Steel and Plate Fitter
 Tiler - Tool and Die Maker
 Transport Refrigeration Technician
 Water Well Driller

10 STEPS TO BECOMING A RAP STUDENT!

- STEP 1 MEET THE CRITERIA**
- On track to graduate
 - 90% attendance
 - Passing all courses
 - In good standing with teachers
- STEP 2 COMPLETE THE APPLICATION**
- Hand it in to Student Services by **[insert due date here]**
- STEP 3 PARENTS & STUDENTS ATTEND AN INFO NIGHT**
- Parent awareness & support is critical
 - Parent/Student Information Evening **[insert date here]**
- STEP 4 INTERVIEW WITH COORDINATOR**
- Interviews are conducted by RAP Coordinator, as well as a representative from industry (i.e. CAREERS: The Next Generation)
- STEP 5 COMPLETE THE EMPLOYMENT PREP & SAFETY COMPONENT**
- In-class
 - After school hours
- STEP 6 ARRANGE FOR AND ATTEND JOB INTERVIEW(S)**
- Students are expected to search for work on their own, prior to receiving assistance from the school or CAREERS
- STEP 7 SECURE FULL-TIME EMPLOYMENT**
- STEP 8 PARENT & STUDENT MEETING**
- Tie up loose ends;
 - Review & complete all necessary documents
- STEP 9 SUCCESSFULLY COMPLETE 125 HR INTERNSHIP PERIOD**
- STEP 10 BECOME A REGISTERED APPRENTICE**
- Work full-time in a trade
 - Register as an apprentice with Alberta Apprenticeship & Industry