



CONSTRUCTION INDUSTRY TRAINING ORGANIZATION

Carpentry Time-In-Trade Consultation Document

1. INTRODUCTION

Over the past two years, CITO has been working with a Carpentry industry committee to review the current program against the national standards.

As part of the review process the committee looked at the certification requirements for apprentices and the committee determined that the hours currently required to complete a carpentry apprenticeship did not reflect full-time employment for four years. Currently apprentices require 5,000 work-based hours and 720 in-school hours for a total of 5,720 hours to complete the apprenticeship. Using an average of 1,800 hours as a typical full time year, apprentices would be able to achieve the required training and hours in just over 3 years. The committee felt that this was insufficient and that the trade is too complicated for someone to be competent in less than four years.

2. PROPOSED CHANGE OR CHANGES

The committee is recommending that we increase the apprentice work-based training requirement to 6,480 hours. Adding on the required 720 hours of technical training this would be a total of 7,200 hours or 1,800 hours for four years. This would harmonize the hours required for a carpentry apprenticeship with the four year apprenticeship model. This is also in line with other Canadian jurisdictions.

3. COSTS

This change will not have an effect on the training agreements or schedules that the ITA has in place with the carpentry training providers in the province. This change will affect the apprentices and the additional year it will take to achieve journeyman status and wages. It is expected that this will be a minimal impact in that regular wage increases will be spread out over the 4 years.

4. RATIONALE FOR CHANGE

The carpentry trade is very complex and includes content from many different construction disciplines. Over the years, content has been added to the trade due to changes in construction safety practices, industry development and technological innovations. Initial feedback from the industry indicates that an individual can learn the trade within the apprenticeship training system but the time required to develop the skills is at least 4 years of full time employment with a variety of experience.

This is recognized in other jurisdictions around the country. The table below outlines the hours required in each of the provinces in Canada. The source (Ellis Chart) does not indicate if the hours listed per

province includes the technical training requirement or not. In the case of BC, it does not include the required 720 hours of technical training.

Newfoundland	7200	Saskatchewan	7200
Nova Scotia	8000	Alberta	5440
Prince Edward Island	8000	British Columbia	5000
New Brunswick	7200	Northwest Territories	7200
Quebec	6000	Yukon	6400
Ontario	7200	Nunavit	7200
Manitoba	7200		

5. ADVANTAGES OF PROPOSED CHANGE

Consistent training depends on establishing standards that are supported by industry employers. Early indications from industry are that the 5000 hour requirement in the current program is insufficient.

Apprentices are expected to be better prepared to work in the industry as journeypersons if they are given enough time to develop the necessary skills.

6. DISADVANTAGES OF PROPOSED CHANGE

Some apprentices may see this as a significant change but they should recognize that the required skills are not achievable within three years.

7. CITO TRADE COMMITTEE

CITO trade committees are developed using a similar structure to the CITO Board. We invite contractors from union and non-union companies (local and from other regions of the province), training providers and other sectors that might represent a specific sector of the industry. The following people served as members of our trade committee:

Barry Scroggs – Farmer Construction	Jerry Schouten – School District 36
Bob Whitaker – BW Enterprises	Randy Callaghan – PCL
Carrol Watamaniuk – Scott Construction	Tom Newton – Camosun College
Hank Bangma – Thompson Rivers University	Wayne Knight – Knight Contracting

8. APPRENTICESHIP STATUS

Currently there are 6,930 carpentry apprentices registered in the ITA's database. The reporting ability of the ITA database is somewhat limited so we cannot be sure how many of these apprentices are still active in the trade or how many will complete their training program.

Last year (2008) the IP pass rate for the carpentry trade in BC was 82% but generally, employers are telling us that although apprentices may know the material fairly well, they are not experienced enough to be granted full journeyperson status after only 5000 hours working in the industry.

9. IMPLEMENTATION

It appears that the most workable implementation of increased time in trade is to apply the change across all apprentices regardless of where they are in their time – requiring that all must complete 6,480 hours on the job before certification. This is the method recommended by the Trade Committee.

10. CONSULTATION

CITO is seeking input from industry in order to determine levels of support for the proposed change.

CITO Consultation Questionnaire

Carpentry – Time in Trade

Please indicate for the following statements by circling whether you (1) Disagree Strongly, (2) Disagree, (3) Are Neutral, (4) Agree, or (5) Agree Strongly

- A. The Carpentry Trade Committee recommends that apprenticeship time in trade requirement should be changed to add 1420 hours to a total of 7200 hours (4 years) including technical training. Please advise whether you:

(1) Disagree Strongly, (2) Disagree, (3) Are Neutral, (4) Agree, or (5) Agree Strongly

- B. The change in the number of hours required in the trade prior to certification will be beneficial to the trade in BC.

(1) Disagree Strongly, (2) Disagree, (3) Neutral, (4) Agree, or (5) Agree Strongly

- C. The change in the number of hours required in the trade prior to certification will be beneficial to **apprentices** in BC.

(1) Disagree Strongly, (2) Disagree, (3) Neutral, (4) Agree, or (5) Agree Strongly

Comments:

Name: _____ Tel. # _____

After completing, please fax this page to CITO at 604-431-1995

Thanks for your time and interest