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**Apprenticeship System Review of Newfoundland and Labrador**

**Submission Guide**

# Consultation Purpose

The purpose of the consultations is to inform the review of the apprenticeship system in Newfoundland and Labrador. Stakeholders will provide feedback on key aspects of the system that considers **effectiveness, sustainability, governance**, and **accessibility** to apprentices. Submission will provide insights and feasible **recommendations** that can be funded, implemented, and suggest ways to measure and evaluate effectiveness of changes suggested.

**Note: Submit written submissions to Prism Economics at** [**submissions@prismeconomics.com**](mailto:submissions@prismeconomics.com)**,** **with subject line: ‘*NL apprenticeship review’*.**

# Objectives:

* Understand how the current system works - what works well and what challenges may exist; and identify the causes or factors contributing to challenges identified;
* Identify needs and expectations of stakeholders (internal and external);
* Learn from best practices and apprenticeship system reform outcomes in other provinces;
* Develop recommendations to improve the system’s effectiveness, sustainability, governance, and accessibility.

**Name of Respondent:**

**Organisation:**

**Role (within Apprenticeship system):**

**Address:**

**Contact Information:**

**Subject Areas to Guide Submission**

**General**

1. Strengths of the Newfoundland and Labrador apprenticeship system - What works well? What innovations / initiatives or best practices contribute most to the success of your apprenticeship system?
2. What challenges or concerns is the NL system faced with? What challenges are experienced by the system’s stakeholders (apprentices, tradespersons, industry employers, government)?

**Governance**

1. Governance structure - roles and responsibilities of the PACB and ATCD; decision-making process; relationships; reporting process.
2. Challenges of the current governance structure – policies, legislation, regulations, engagement of stakeholders.
3. Accountability framework - representation and accountability to stakeholders, apprentices, employers, public.
4. Process for designating trades or developing trade standards.
5. Other governance structures that would provide some best practices for Improving Newfoundland and Labrador’s current structures. (E.g., other provincial or territorial apprenticeship Authorities?)

**Training Design and Effectiveness**

1. Alignment of current trades designated, and trade and training standards with industry and apprentice needs in the province (and nearby provinces that employ Newfoundland and Labrador journeypersons).
2. Training delivery system - pathways to entry, supports for apprentices, oversight, access to in-school training, relationship with in-school training providers (TDAs), access to on-the-job training, curricula and breadth of training, completions, and certification process).
3. Industry engagement and labour market relevance of training – shifts in tasks, skills, technologies, etc.
4. Challenges facing the training delivery system.

**Accessibility**

1. Outreach and engagement to various groups/communities to recruit and promote apprenticeships and the trades and effective initiatives.
2. Accessibility of training (online training; use of new technologies for training online or in-person, modes of training, etc.); geographical access.
3. Training and skills assessment of New Canadians tradespeople to facilitate certification and employment (credential and skills assessment, English language training, etc.)

**Evaluation - Measuring outcomes and success**

1. Apprenticeship system and assessing successful outcomes for industry and apprentices.

2. Ways to evaluate the apprenticeship system – current and recommended changes.

Issues:

* Polices in place - accreditation of programs/courses, employer eligibility standards, designated trainer oversight, reporting requirements for trainers, employers, apprentices.
* Research and data needs - records management / data management / data analysis on the apprenticeship system from various sources.
* Process measurement to track impact of policy and process changes.
* Outcomes-based measurement – retention rates with or without certification of qualification, completion rates/counts, employment outcomes.
* Access, equity, and inclusion – recruiting from diverse groups and collection of disaggregated data.
* Accountability of various policy actors or stakeholders in the apprenticeship system.
* Measures of success or key performance indicators (KPIs).

**Sustainability**

Risks or challenges to sustaining the current apprenticeship system – impacts on various stakeholders – funding requirements and sources; training uptake; quality assurance and consistency of training; outcomes for industry and apprentices/journeypersons, etc.

**Other areas**

Other areas that require attention and recommendations for change.