



CBTU SMCC

CANADA'S BUILDING TRADES UNIONS
LES SYNDICATS DES MÉTIERS DE LA CONSTRUCTION DU CANADA
Value on Display. Every Day. Valeur sûre à tous les jours.

WORKFORCE DEVELOPMENT PROJECT UPDATES

2022

EDITION

CBTU has invested significantly in workforce development, and our strategy is based upon the concept that a better-skilled and more inclusive workforce is key to the successful attraction and retention of highly skilled and well-motivated people. Through our workforce development work, we have partnered with SkillPlan on a number of ongoing projects that started or continued to operate in 2022.



OUR PARTNER

Since 1991, SkillPlan has addressed skills challenges in the construction industry. SkillPlan is a leader in Canada for identifying problems with skills and skills education and helping design curriculum and training programs to overcome these issues. SkillPlan works with 14 international building trades, their affiliated contractors, and 1,500 apprentices yearly to ensure their success in Red Seal programs. SkillPlan has a well-established network within the construction industry as well as with public and private post-secondary and Indigenous groups across the country. Skillplan has worked closely with tens of thousands apprentices from underrepresented groups to help them become full journeypersons and build a more diverse workforce.





OUR PROJECTS

Virtual Recruitment & Assessment for the Unionized Construction Industry

Project Objective: Develop an innovative outreach and recruitment strategy and system to attract underrepresented individuals to the unionized construction industry in Canada.

VISIT: WWW.CONSTRUCTIONTRADESHUB.COM TO LEARN MORE!

Supporting Apprentices with Learning Disabilities Through Technology

Project Overview: SkillPlan and its partners CBTU, Magnet and SRDC are pleased to announce the launch of an ESDC funded project that focuses on the unionized construction trades to identify and support apprentices with learning disabilities using enhanced LD assessment tools and wrap around supports within SkillPlan's national technology platform including:

- a trade contextualized Essential Skills Assessment
- access to the LD online risk assessment - an initial learning disability indicator tool at-risk apprentices, when screened in the LD risk assessments, will receive additional supports, resources, tutoring, technology tools and learning plans
- training providers will receive professional development, training tools and resources to better support their at-risk apprentices.



Connecting the Dots - a National Technology System for Construction

Project Objective: To conceptualize, expand, test and implement a technology ecosystem to support learners. This new, online, adaptive learning system will aggregate and deliver all the learning tools, products and customized supports for learners at every stage of their learning in a more cohesive and systemic way.

Current Phase: Engagement and Blueprint Validation:
Environmental Scan and Needs Analysis

Key Outputs:

- Automated and adaptive online learning system
- Interactive, short training videos (2100 learning videos)
- Virtual tutoring and mentoring
- Professional development courses including financial literacy, mental health awareness, diversity/equality/inclusion
- Pilot with 5000 pre-apprentices and apprentices

Enhancing Pre-Apprentice and Apprentice Training Tools

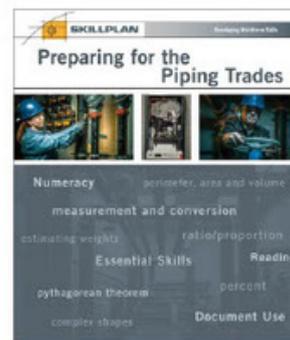
Project Objective: Design structured essential skills training tools to better support non-traditional and traditional learners in succeeding in their pre-apprentice and apprentice journeys. Currently, the Pilot Test and Development Phase are wrapping up and will be followed by continued refinement of the project and roll-out.

ENHANCING PRE-APPRENTICE AND APPRENTICE TRAINING TOOLS

PROGRESS UPDATE

CUSTOMIZED, INTERACTIVE & INTERGRATED

- **14 trade-specific profiles and readiness assessments** **19 trade specific** assessments in use, including learner reports for each assessment
- **14 preparation guides** **10 prep guides in use;** **4 in development** (6 additional in que as a result of stakeholder engagement)
- **Block training worksheets;** **hundreds of** worksheets developed
- **Enhancements:** **self-directed, online learning modules** with interactive elements, additional assessments, practice activities



INCREDIBLE UPTAKE NATIONALLY

CUSTOMIZED, INTERACTIVE & INTERGRATED

INITIAL ANALYSIS FROM THE SURVEYS COMPLETED BY PROGRAM LEARNERS RECEIVING TRAINING AND UTILIZING THE PROJECT RESOURCES INDICATED:

- 93% OF LEARNERS FELT THEIR MATH SKILLS FOR THE TRADES IMPROVED
- 71% FELT THEIR READING SKILLS FOR THE TRADES IMPROVED
- 71% FELT THEIR DOCUMENT USE SKILLS IMPROVED
- 82% FELT THEIR PROBLEM-SOLVING SKILLS IMPROVED
- 89% FELT THEIR READINESS TO CONTINUE THEIR APPRENTICESHIP IMPROVED

1500 pilot participants

1565+ have accessed various tools and resources and we expect this number to grow!

Recent Survey Data:

- Women 15% **(20%)**
- Indigenous 10% **(33%)**
- Newcomers 18% **(7%)**
- Youth (under 30) 43% **(50%)**
- Older (45 and older) 9% **(14%)**
- Racialized 9% **(24%)**

PRE-APPRENTICE

"I feel that the book and all the assessment is well done. It walks you through set by step, and very insightful."

Future Apprentice, Crane

Used the prep guide to prepare for the entrance assessment