

MANITOBA

# Training Strategy

NEWSLETTER



## Welcome to the *Manitoba Training Strategy Newsletter*

In spring 2001, over 250 leaders from large and small business, industry, government, community associations and the post-secondary educational system attended the Manitoba Training and Education Summit in Winnipeg, The Pas, and Brandon. At that time, they told us to focus on initiatives that promote prosperity and growth throughout Manitoba, that focus on youth, that recognize the needs of specific sectors and that build

partnerships. We have done so, and this newsletter reports on some of the exciting initiatives we have been working on that reflect these themes.

The training strategy is important to Manitobans because our prosperity depends on a well-educated and highly trained workforce. Many segments of our labour market will be affected by a large number of retirements expected to occur over the next few years. Businesses planning to expand or relocate to the province must be assured that we have enough qualified people available to ensure company growth, and there is huge potential for training a growing Aboriginal population seeking employment. Will they and other Manitobans have the necessary training and skills to take advantage of new and existing jobs?

To meet these and other challenges, we launched the Manitoba Training Strategy last year. Its goals are to:

1. build a skilled workforce aligned with labour market needs and emerging opportunities
2. expand access to relevant learning opportunities for all Manitobans
3. create an integrated and high quality education and training system

We cannot meet these goals alone. We must involve our partners in business, industry and education to prepare Manitoba for the future.

Work on the Manitoba Training Strategy is already yielding results. In this newsletter, we are pleased to share a snapshot of some exciting initiatives. We will continue to report to stakeholders on our progress on the training strategy.

Original signed by:

Diane McGifford  
*Minister, Manitoba Advanced Education and Training*



Manitoba

Building for the Future

### TABLE OF CONTENTS

Improving efficiency	2
New youth internship	3
New partnerships in northern Manitoba	4
Adult Learning Centres	5
Prior Learning Assessment and Recognition (PLAR)	6
New Aviation and Aerospace Centre	7
Major Hydro Projects	8



# *Improving efficiency through Industry Training Partnerships*

Manitoba Advanced Education and Training has launched a new branch called Industry Training Partnerships (ITP) that involves working with labour market partners to develop effective strategies for building and training Manitoba's workforce.

Replacing Workforce Manitoba, ITP provides a single window of access to a continuum of programs and supports for workplace training. It will help us serve business and industry more efficiently.

The branch promotes sectoral initiatives. These have proven consistently effective in meeting industry needs and helping government and industry plan for skilled workers in the short and long term. Small and medium-sized enterprises within the sectoral model are a high priority.

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## *What ITP Accomplished in 2001/2002*

### **Sectoral Training Initiatives**

Over 6,400 participants were trained through 15 successful government/industry partnerships in aerospace, manufacturing, health care products, information technology, agriculture and film.

### **Province-wide Special Courses**

ITP delivered 27 province-wide courses in areas essential to business competitiveness to 2,100 participants.

### **Workplace Essential Skills**

The Workplace Essential Skills programs, developed with industry, labour and employees, offered training in reading, writing, numeracy and oral communication. In 2001/2002, 28 programs involved 230 learners at 23 sites.

### **Prior Learning Assessment and Recognition (PLAR)**

Workplace Prior Learning Assessment and Recognition (WPLAR) Steering Committee, co-chaired by labour and industry, co-ordinated the development of innovative PLAR systems in industry.

### **Small and Medium-sized Enterprise Initiative**

We developed focused planning and flexible training to address some of the needs of small and medium-sized enterprises through the sectoral model.

## New youth internship launched

The Community Learning and Youth Programs branch delivers many exciting youth employment programs. In 2002/03, the branch launched a new one-year internship called Youth Transition: From Work to Post-Secondary Education, that offers work experience within the Manitoba civil service. Youth are recruited through high school counsellors, and high school graduates between the ages of 16 and 21 who lack financial means to pursue a post-secondary education are given priority.



*“The skills  
and knowledge  
I am learning  
through the  
Youth Transition  
Program will give  
me the tools to  
succeed in my  
studies at Red*

*River College and the University  
of Manitoba.”*

*Ryan Wong,  
Student in Youth  
Transition Program*

In the program, youth will receive wages, mentoring, and guidance on post-secondary programs. Upon successful completion of the program, they receive a bursary for post-secondary education of \$3,000 from Manitoba Student Aid. In 2002/03, 17 youth were hired in 11 government departments. This internship was developed by the government-wide Assistant Deputy Minister (ADM) Committee on Youth.

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## New partnerships lead to community-based training in Northern Manitoba

The Apprenticeship branch of Manitoba Advanced Education and Training is partnering with several First Nations communities in northern and central Manitoba, colleges and other government departments to deliver training for short and long-term human resource needs and to address immediate housing shortages. These partnerships allow band-sponsored apprentices to develop hands-on experience in their communities repairing houses and staying home for the technical training component of their education.



In the fall of 2001, Bloodvein, a remote Ojibway community, partnered with government to implement an ambitious renovation and building project. With funding from Canada Mortgage and Housing Corporation, Aboriginal Human Resources Development Strategy, as well as on-the-job training capital from Indian and Northern Affairs Canada, the band apprenticed 12 residents to work under the supervision of the community's six carpenters. In six months, as part of the experience required for Level 1 Carpentry, the apprentices renovated 25 homes. The Apprenticeship Branch then contracted a carpentry instructor affiliated with Red River College to deliver the required technical training in Bloodvein. These apprentices will now start Level 2 with a goal of becoming certified carpenters.

At Peguis First Nation, located near Fisher Branch, approximately 350 community residents attended a graduation ceremony for 10 apprentices who completed their Level 1 Carpentry. The community is committed to providing further work so these apprentices can continue and complete all of their Level 2 Carpentry training in Peguis.

Apprenticeship training delivered to national standards provides these communities with locally based and qualified tradespeople, who, in turn, can train others. These successful partnerships create positive multiplying effects that will go a long way in helping First Nations communities achieve independent economic development and long-term employment.

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### First Nations Communities Involved

Peguis  
Fisher River  
Norway House  
Bloodvein

# Adult Learning Centres offer learners choice and flexibility

A strong adult learning system offers adults opportunities to prepare for further education, training and employment. Adult Learning Centres (ALCs) provide instruction leading to a Mature Student Diploma and employment readiness, as well as pathways to workplace training, post-secondary education and adult trades and apprenticeship options. They also serve as venues for Prior Learning Assessment and Recognition services.

In 2001/02, the Brandon ALC, in partnership with Assiniboine Community College (ACC), successfully completed a pilot of its Dual Credit Initiative. The initiative enables learners to compress their studies for a regular or mature status high school diploma and the start of their post-secondary studies into a shorter time frame. A dual credit is a college or university credit course that may also be counted as a high school credit towards a high school diploma.

One learner summed up the experience at the Brandon ALC by explaining, “initially I came to upgrade, but now I’m picking up college courses and getting on my way to my goal ... dual credits will save me time at college ... I have three kids.”

The dual credit option is now available in ALCs throughout the province. In 2001/02, over 140 adult learners enrolled in dual credit courses.

To make ALCs accountable to students for the quality and effectiveness of their educational programs, new legislation was passed in the Legislature in August. *The Adult Learning Centres Act* takes effect July 2003 and establishes adult learning centres as distinct educational organizations that are closely tied to both the public school

and college systems. During November 2002, the Adult Learning and Literacy office has been engaged in stakeholder consultations regarding the drafting of Regulations to support the new *Act*.



*To date, 6,000 learners are enrolled in 44 Adult Learning Centres located throughout the province.*

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# *Prior Learning Assessment and Recognition*

## *Recognizing and Crediting Knowledge and Skills*

Prior Learning Assessment and Recognition (PLAR) is a process used to identify, document, assess and recognize skills and knowledge. Manitoba's PLAR system is considered the most comprehensive in Canada. A seamless system, it involves post-secondary institutions, industry, business, regulatory bodies, adult learning centres, employment centres, groups serving immigrants and Aboriginal organizations.

Three million dollars was committed over three years to PLAR in 2001/02. The objectives are to increase post-secondary capacity for PLAR, create advisory services for ALCs and Employment Centres and develop industry-based PLAR.

Manitoba Education, Training and Youth and Manitoba Advanced Education and Training worked with community colleges to develop two levels of practitioner training to ensure that PLAR practice in Manitoba conforms to a high standard. In 2001/02, 445 people participated in PLAR practitioner training.

PLAR is being used in many different settings across the province:

- PLAR benefits skilled immigrants and will further our goal to increase and support immigration to Manitoba.
- PLAR allows apprentices to prove what they already know and can do, reducing the time required to certify.
- For students considering further studies, PLAR serves as a strong motivator since it helps eliminate duplication in learning.
- PLAR is being developed at adult learning centres to help people gain credit towards the Mature Student Diploma.
- Employment Connections, a Winnipeg employment centre, offers innovative PLAR opportunities for job seekers.
- School divisions are being encouraged to introduce their own form of PLAR known as "Challenge for Credit" in the 2002/03 school year.
- Employers are using PLAR to develop people and offer them new training and work opportunities.

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# New aviation and aerospace centre takes flight

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Manitoba has a new training facility, Stevenson Aviation and Aerospace Training Centre, to meet the needs of Manitoba's growing aviation and aerospace sector. When Premier Gary Doer officially opened the new facility last spring, he noted the initiative is an excellent example of how government/industry "partnerships create valuable high technology jobs and increase Manitoba's competitiveness."

Located on the apron of Winnipeg's International Airport, the new facility has state-of-the-art-training shops to respond to developing industry trends. This centre complements Stevenson Aviation's existing training facilities at Southport Aerospace Centre near Portage la Prairie and expects to serve up to 200 students per year.

Stevenson Aviation was officially transferred from government management to Red River College in April 2002. College president Jacqui Thachuk is confident the new partnership will provide more effective use of resources and ensure "high quality, relevant and responsive programming" in responding to industry demand in the future.

Stevenson Aviation and Aerospace Training Centre operates under the guidance of a unique industry-led strategic council made up of industry, college and community representatives.

The \$7.5 million initiative was funded primarily by the Manitoba government, with assistance from the federal government's Western Economic Diversification program.

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*"I still haven't given up on my dream of flying, but first I want to obtain my Aircraft Structures license. My longer-term goals are to get my Aircraft M1 and M2 licences, possibly my Avionics licence, and then my commercial pilot's licence.*

*I'd like to encourage anyone, especially women, to take the classes they want and to pursue their dreams."*

Jeannie Scott, Student at Stevenson Aviation and Aerospace Training Centre



# Major hydro projects to create economic and social benefits

In the next few years, major hydro development projects will produce significant economic and social benefits for residents of northern Manitoba.

Construction of these generating stations represents a significant opportunity to advance economic development in northern Manitoba, especially among First Nations communities. Training for these projects will give northern First Nations and Aboriginal peoples access to opportunities in skilled trades jobs during project construction. It will also increase Aboriginal representation in the skilled construction trades. The construction projects will lead to increased participation in the northern labour market and have a positive effect on business and the community.

## The two construction projects are:

- Wuskwatim Generating Station
- Keeyask Generating Station

## The five communities involved are:

- Nisichawayasihk Cree Nation
- Tataskweyak Cree Nation
- War Lake First Nation
- Fox Lake First Nation
- York Factory First Nation

A multi-party committee, comprising officials from Manitoba Hydro, the five First Nations, the Government of Canada and Province of Manitoba (including Training and Continuing Education) will guide the development of the training programs. Each of the five First Nations will develop and deliver multi-year and annual training plans for their members to prepare them for these employment opportunities. With the potential of up to 1,200 additional jobs at peak of construction in northern Manitoba, the Province of Manitoba, Manitoba Hydro and Western Economic Diversification have currently allocated \$35 million to the projects.

Given the scope of this initiative and the multi-party funding arrangements, this initiative serves as a model for future development in the North.

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## CONTACT US

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We will continue to report on our progress on the Manitoba Training Strategy to stakeholders. Visit our Department's Web site at <http://www.edu.gov.mb.ca/tce> to learn about new developments and obtain related reports, such as *Report on High Demand Occupations in Manitoba 2002*, *Manitoba Prospects Career Planning Guide* and *Manitoba Options 2001-02: A Guide to Post-Secondary Education and Training*.

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