

Why we can't meet everyone's needs . . . everyday

What we hear . . .

We have extensive waitlists in trades. Actually, they're not really that extensive, because we have no provincial system (yet) for sorting them and apprentices register at multiple institutions, and for more than a year at a time. Actually, they are that extensive because as we become more responsive to industry timing and self-scheduling of apprentices, the courses that are aligned with industry needs have waitlists. Well, we have empty seats in other courses in the College – just move the money over to trades to meet the waitlist needs.

John A. Brink Trades & Technology building in Prince George was accompanied by a requirement that CNC provide an additional 425 Full Time Equivalent student spaces over the next several years, but those spaces are not in Trades and they are not yet funded by the Ministry. In 2005-06 CNC's Full-Time Equivalent student target was increased by 35, with an additional \$376,800 in funding. These AVED funds must be spent on distance education courses in Applied Business Technology and Fetal Alcohol Spectrum Disorder, and on 32 new seats in Registered Nursing. The College does not have the flexibility to use those targeted funds for other needs.

While CNC and other colleges can move funds around within the institution, there are limitations:

- ITA has quotas that must be met by each institution based on funding received
- The Ministry has quotas that must be met by each institution based on funding received
- the ITA must still approve apprenticeship and ELTT programs, so institutions cannot just switch funding to meet regionally identified needs
- Trades programs are substantially more expensive to run than other programs. It is easy to move funds between some program areas (English and Anthropology)

- program. This time lag is due to the costs of ensuring students who have begun the program can successfully complete it, the costs of layoffs, and the costs of starting a new program
- A significant challenge to all rural colleges has been the depopulation of rural BC over the last seven to eight years resulting in a shrinking market of potential students. All rural colleges have felt the effect of declining enrollments further cutting into operating revenues. This, coupled with an overall declining 18-24 year old cohort, will result in a continued squeeze on overall college numbers in the future
 - The government has a cap on tuitions. CNC has among the lowest tuitions in the province, both for trades programs and other programs. With the tuition rate capped well below the provincial average (excluding apprenticeship programs), CNC recovers substantially lower tuition per program, though our costs are the same or higher than elsewhere in the province
 - The College is caught between two opposing efficiency measures. We are required by our ministry to balance our budget and to obtain a certain targeted level of FTE's. These are not always congruent goals and the former seems to take precedence leaving little opportunity for the college to take advantage of new opportunities.

What we're doing right now

- *“extra sessions” refers to additional funding provided by ITA this year to meet waitlist demands*
- *CR = cost recovery programming*
- *Note: all students pay tuition to some level*

Program	Campus	Funding	# of times/year
ELT Automotive	PG	ITA Base	2
ELT Carpentry	PG	ITA Base	2
ELT Electrical	PG	ITA Base	2
ELT Heavy Duty	PG	ITA Base	1
ELT Millwright/Machinist	PG	ITA Base	2
Residential Electrical	Quesnel	100% CR	1
Framing Technician	Quesnel	100% CR	1

App. Electrical	PG	ITA Base	9 with 2 extra sections
App. Heavy Duty	PG	ITA Base	7
App. Millwright	PG	ITA Base	12 with 1 extra section
App. Planermill	PG	ITA non-Base	Y1
Culinary Arts	PG	ITA Base	1
Welding C	PG	ITA Base	1
Welding A, B, Apprenticeship	PG	ITA Base	cont.intake 10 months
Power Engineering	PG	ITA Base	1
CTC Mill/Machinist	PG	SD57/ITA	1
CTC Electrical/Electronics	PG	SD57/ITA	1
CTC Welding	PG	SD57/ITA	1
CTC HD/Comm. Transport	PG	SD57/ITA	1
CTC Culinary Arts	PG	SD 57/ITA	1
Pulp & Paper Operations	PG	100% CR	1
Resource Industry Certificate	Mackenzie	100% CR	1
Forest Equipment Operator	Lakes	100% CR	1
Log Home Building	Lakes	100% CR	1
Industry Training Network	All regions	100% CR	

(see Appendix B for ITN programming information)

In the new and exciting category . . .

Resource Industry Certificate: Developed jointly with industry throughout the College region, including COFI, WCB, and the Forest Safety Council as well as mills in Vanderhoof, Prince George, Quesnel and Mackenzie. This 14 week program can be specialized to the lumber, mining or oil and gas sectors, and focuses on entry level safety and work skills. It is readily mobile and can run anywhere in the CNC region. CNC Mackenzie will offer a lumber specialization Resource Industry Certificate beginning February 2006.

2006-07 and beyond . . .

In response to industry requests, the College is already planning the following initiatives:

The configuration of an advanced planermill, millwright and sawmill training centre at the Prince George campus is well underway. Donations from the industry and funding from the ITA in advance of the Planermill Apprenticeship program scheduled for January 2006 allowed us to design both a short-term and longer-term strategy to maximize training opportunities and quality. Space made available in the Mackenzie Building due to the opening of the Brink Building allows faculty in millwrighting, machining, electrical, pulp and paper and other programs to create a training “lab” that will be the

Exploring opportunities/needs in the oil and gas sector is important at this point,

The key directions we have to work with so far

Within the past couple of months, new directions have been identified within the system. If we follow these directions, CNC will:

- *Decrease ELTT activity*
- *Increase apprenticeship activity*
- *Continue our innovative and pro-active work with industry, including developing*

- Should industry see a need for an ELTT program to produce broader skills than Level 1 or more than one level, they can apply for a new provincial program and credential and for ITA funding
- Institutes can choose to run programs of a longer duration and fund themselves or have local industry fund them

** The ITA definition of Industry Training Organizations (ITO) is: ITOs are industry led, not-for-profit legal entities tasked with developing and managing designated industry training programs within a recognized sector of the economy. They are charged with the promotion, development and management of the delivery of industry training and qualifications in the sector.

College Sector Recommendations

In November 2005 the BC College Presidents set out the following key industry training-related themes in a presentation to the Ministry of Advanced Education:

- Trades training for a skilled workforce
 AVED policy agenda should be clear and congruent with the Ministry responsible for trades and vocational training (Ministry of Economic Development and
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- Improved participation of aboriginal learners
 AVED work with the ITA, the Trades Training Consortium, other trainers and the BCCP to have funding from the First Nations New Relationship Fund directed towards apprenticeship and trades training for First Nations

Anticipated Government Directions

Information received recently from the Ministry of Advanced Education indicates that the following will be priorities for the government beginning in 2007-08:

- 25,000 new spaces
- A research and innovation mandate for colleges
- An aboriginal strategy to increase participation
- A strategy for adult literacy
- Student financial assistance
- Funding capital inflation

Training Stakeholder Expansion

Historically there have been a number of private or non-public sector training providers and identified stakeholders for apprenticeship and ELT training in BC. With the changes to ITA and the direction of the government, the involvements of these organizations is evolving.

The ITA is establishing a designation process for non-public training providers. The process will establish formal standards and recognition for non-public institutions that the ITA currently funds as well as for those that have been involved in the pilot delivery of new ITA programs. The designation policy and process is consistent with the Industry Training Authority Act, which gives the ITA the power to designate trainers. See Appendix C for more information.

Currently labour unions are setting up an umbrella organization to see apprenticeship programs, as the Construction Industry Training Institute, described as the first of its kind in Canada. The CITI will bring together existing apprenticeship programs sponsored by members of the BC and Yukon Building and Construction Trades Council. This is separate from the Construction Industry Training Organization, currently being proposed as an ITO under the ITA. Coordinated by the BC Construction Association, the CITO will not deliver training, but will act as a coordinating “hub” for sector training needs.

Glossary of Terms

ACE-IT: a new program from ITA, designed to move apprenticeship and trades training further back into the high school system.

Advisory Committees: College regional or program specific committee appointed by the College Board to provide guidance and advice to faculty on curriculum and sector directions

Career Technical Centre Programs (CTC): these high school/college programs allow students to complete Grade 11, 12 and first year college in two years. CNC and School District 57 have been extremely successful with this program model.

COFI: Council of Forest Industries

Entry Level Trades Training Programs (ELT or ELTT): these programs differ around the province, in length, curriculum and credential outcomes. CNC has traditionally run them

Appendix A

Overview of the Industry Training Authority

The Industry Training Authority (ITA) is a provincial government agency, which became fully operative in early 2004, with legislated responsibility to govern and develop the industry training system in B.C.

The ITA is governed by a nine-person Board of Directors, whose members come from diverse sectoral backgrounds and have broad expertise regarding industry needs and training approaches. Cliff Alderson, of Northern Toyota in Prince George, is a member of

Public and private training institutions are key suppliers to the industry training system, and develop curriculum to meet defined industry needs. Roles and responsibilities include:

- offering technical training and Entry Level Trades Training that is well-aligned

Appendix B

CNC's Industry Training Network

Working closely with industry throughout the region, CNC has identified a calendar of training opportunities in trades, and scheduled them throughout the year.

This planned approach to training means:

- You can plan your human resources year-round; you'll know what training is available, when and where
- Training is available closer to home
- If you're a smaller company, you'll get the right training for a few people, without having to purchase a full course
- If you're a larger company, you can send one or two people per course rather than sending all your trades people to a single course
- Whether large or small, excellent training is available close to home ... you'll save time and money!
- Training is customized, to meet your needs, programs will be offered at the regional campus that is best suited for the class or at the industry worksite.
- By working closely with other public post-secondary institutions, vendors, suppliers and private trainers we bring you the best instruction ... at home.

CNC has provided these services by creating an extensive database marketing project that reaches more than 2,500 trades-related individuals and companies, six times annually. This promotes individual course registrations, and contract training throughout the region.

Some of our part-time industry training available across the region:

PLC courses in partnership with GLC Controls

Millwright training for upgrading, lubrication and bearing, hydraulics, CNCs and laser alignment

Electrical training including code refresher, high voltage electrical, safety training for electricians and substation operations and switching

Heavy duty/commercial transport training including diesel engine electronics, commercial vehicle inspection, air conditioning

Automotive training including advanced computer electronic controls and OBDII systems, air bag supplemental, lab copes and scan tool diagnosis and wheel alignments

Gas fitter training

Training in forklift, boomlift and aerial work

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Appendix C

ITA letter re: Designation Process for Non-Public Training Providers

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