



BOILERMAKERS' NATIONAL TRAINING



2022 Boilermakers' National Training Report



BOILERMAKERS' NATIONAL TRAINING

j'Amey Bevan
Director, National Training
jbevan@boilermaker.ca

www.boilermaker.ca/en/national-training/



TABLE OF CONTENTS

I. NATIONAL TRAINING TRUST FUND

<i>Purpose</i>	2
<i>History</i>	3
<i>Mission</i>	4

II. MANAGEMENT

<i>Management of the Fund</i>	5
<i>Trustees List</i>	6
<i>Staff List</i>	6

III. PROGRAMS & INITIATIVES

<i>Strategy Map 2021-24</i>	7
<i>2022 Initiatives</i>	8
<i>Programming</i>	9
<i>Labour Procurement</i>	12
<i>Industry Connections</i>	13

Purpose of the Fund

Support industry through continuous learning

The purpose of National Training is to support industry through the continuous advancement of apprenticeship, education and life-long learning.

With a membership who travels coast to coast to work within the Boilermakers, it is critical we ensure each member performs to the level that is expected of a Boilermaker. Providing consistent training and standards across Canada results in a powerful workforce of people who can not only perform the skills required of a Boilermaker, but they also demonstrate the values of the organization; loyalty, integrity, teamwork, safety and learning.



Instilling these values start the moment a prospective apprentice comes through the door of the Lodge. These values need to be demonstrated at every level of leadership: from the training coordinator to the instructor to the job steward to the foreman and of course, to the business manager. How we foster and develop the leaders in our organization will dictate our relevance in an ever-changing industry.



Our History

Establishment of the Fund & The Vision

In November 1991 the Boilermaker Contractors' Association and the International Brotherhood of Boilermakers established the Boilermakers' National Training Trust Fund.

The vision adopted by the Trustees of the Fund is defined as “excellence for all Boilermaker apprenticeship and education.” It is a vision that focuses on goals, results, and accountability and provides an agenda to focus all efforts to prepare Boilermakers for the future.

This vision continues to include new models of national quality that ensure that our contractors and clients receive the best qualified Boilermakers and we continually advance the development and delivery of journeyman education and upgrading programs.

OUR MISSION

To promote and advance the skills and training of all members in the International Brotherhood of Boilermakers through national standardization and by influencing industry culture through addressing the needs of our members, contractors and clients.



01

APPRENTICES & SKILL UPGRADING

In an ever changing industry it is imperative that the NTTF supports Lodges in their recruitment and retention of apprentices. As our industry advances with new technology and improved methods, we must support Lodges by helping to provide programs that will upgrade skills and behaviours that will lead to more opportunities for our members and our contractors.

02

LEADERSHIP DEVELOPMENT

The Boilermaker organization depends on members to demonstrate personal leadership in all the tasks that they do. This skill can lead to both formal and informal leadership opportunities. We must support and encourage the future leaders of our organization.

03

STANDARDIZATION

In Canada, the apprenticeship authority rests with the provinces and this makes it important that the NTTF works with each province and Local Lodge to standardize the content and delivery of Boilermaker and Welder apprenticeship programs in Canada

**NTTF TRUSTEES**

IBB IVP

NTTF

LOCAL TRAINING
TRAINING TRUST
FUNDS

Management of the Fund

BOARD OF TRUSTEES:

The Board of Trustees consists of six (6) trustees; three (3) from labour and three (3) from management. Three (3) persons are appointed by the Board of Directors of the Boilermaker Contractor Association (BCA) and three (3) by the International Brotherhood of Boilermakers (IBB). The Trustees are guided by the Trust document in the management of the fund.

NTTF STAFF:

Day to day functions of the NTTF are managed by the Director of National Training with the support of the National Program Manager. Additional supports are hired or contracted as required. NTTF staff work remotely and on individual employment contracts. The Assistant to the International Vice President of Canada is contracted for administrative support.

The Trustees



ARNIE STADNICK

International Vice President (Canada)
International Brotherhood of Boilermakers (IBB)
#204, 10059 - 118 Street
Edmonton, AB T5K 0B9
Phone: (780) 999-3573
Email: astadnick@boilermakers.org



MARTY ALBRIGHT

Director of Labour Relations
Boilermaker Contractor Association (BCA)
#102, 20 Corporate Park Drive
St. Catharines, ON L2S 3W2
Phone: (613) 299-4760
Email: malbright@bccanada.ca



KENT OLIVER

International Representative
International Brotherhood of Boilermakers (IBB)
#204, 10059 - 118 Street
Edmonton, AB T5K 0B9
Phone: (506) 654-3133
Email: koliver@boilermakers.org



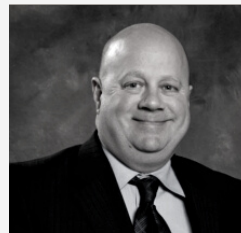
STYVE DUMOUCHEL

Chief Executive Officer
Lorneville Mechanical Contractors Ltd.
75 Stinson Drive
Saint John, NB E2M 7E3
Phone: (506) 632-2436
Email: styve.dumouchel@lorneville.com



JONATHAN WHITE

International Representative
International Brotherhood of Boilermakers (IBB)
#204, 10059 - 118 Street
Edmonton, AB T5K 0B9
Phone: (905) 341-2282
Email: jwhite@boilermakers.org



GLENN TARDIF

VP Field Operations
Edmonton Exchanger Group of Companies
5325 - 93 Street
Edmonton, AB T6E 5R4
Phone: (780) 468-6722 x 301
Email: gtardif@edmontonexchanger.com

The Staff



J'AMEY BEVAN

Director of National Training
National Training Trust Fund (NTTF)
#204, 10059 - 118 Street
Edmonton, AB T5K 0B9
Phone: (780) 913-7979
Email: jbevan@boilermaker.ca



TANYA MACLEOD

Assistant to the IVP (Canada)
International Brotherhood of Boilermakers (IBB)
#204, 10059 - 118 Street
Edmonton, AB T5K 0B9
Phone: (780) 483-0823
Email: tmacleod@boilermakers.org



JIM BEAUCHAMP

National Program Manager
National Training Trust Fund (NTTF)
#204, 10059 - 118 Street
Edmonton, AB T5K 0B9
Phone: (905) 401-5205
Email: jbeauchamp@boilermaker.ca



BOILERMAKERS' NATIONAL TRAINING STRATEGY MAP 2021-2024

VISION

Strong national training organization that promotes and encourages Boilermakers from coast to coast to be highly skilled and leaders in Industry

MISSION

Increase training opportunities for all members

Increase number of members who have skills in demand

Ensure Boilermakers are the first choice in industry

OBJECTIVES

Provide training in multiple types of learning modalities, including in-person, blended, synchronous and asynchronous online learning

Identify, standardize and increase skills training in areas where the NTTF can provide value and help Boilermakers gain strategic advantage

Develop networks and brand recognition so the NTTF is the go-to provider in both trades education and skill development -internally and externally

OPERATIONAL PRIORITIES

TRAINING DELIVERY

- Programs are current
- Modern learning management system
- Courses are adapted for different delivery models
- Courses are promoted widely
- Invest in staff professional development
- Enlist support when needed
- Manage costs and expenses

SKILL DEVELOPMENT

- Listen to needs of contractors and union
- Stay on top of industry trends and research
- Work to have standardized training recognized nationally
- Leverage grants and other types of partnerships and funding
- Manage costs and expenses

CONNECTIONS

- Review branding
- Promote the NTTF - inside and outside the organization
- Increase and expand methods and quality of communications
- Demonstrate visible leadership

National Training - 2022 Initiatives

WORKFORCE DEVELOPMENT FOR THE FUTURE

In the coming years we are anticipating we will continue to face critical manpower shortages. Having members with the skills needed to fill these jobs will be important to ensure our continued relevance in the industries we service. Ensuring we have skilled, professional members will communicate to the owners, contractors and industry that we are leaders and will continue to be.

Our UTIP Pressure welder program - filling the gap will help develop 450 pressure welders in the 5 years of the programs. New pressure welders will have more work opportunities and career expansion because of this important program. These motivated members will also be valuable to our contractors and will reinforce our position as leaders in advanced welding processes.

CONTENT DELIVERY EVOLUTION

The reality is we will be in levels of quarantine throughout this coming next year. We have an opportunity to leverage our new learning management system (Boilermaker Virtual Campus). With our increasing comfort with virtual platforms we can ensure we are connecting and offering different ways of program delivery. We will continue to improve and populate our Boilermaker Virtual Campus. Offering both synchronous and asynchronous learning.

INCREASE ENGAGEMENT

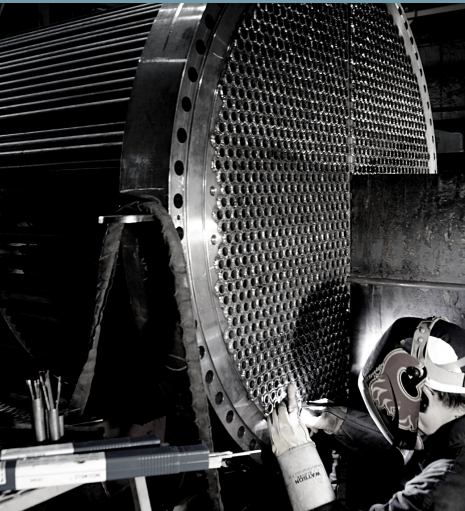
Boilermakers' National Training will continue increase our voice by offering updates and program information through various channels. Updates to the website, the Boilermaker Virtual Campus and member and contractor announcements will be undertaken.

The Boilermaker Achievement Awards is a great opportunity for us to showcase what it is we do and to invite our stakeholders to participate.

COMMON CORE CURRICULUM

The national apprentice program consisted of the development of the Common Core Curriculum, standardized training hours and the development of Instructor Reference Guides. This project was started in 1995 and completed in 1997. The Boilermaker Common Core Outline and the Instructor Reference Guides were updated in 2018 to reflect the National Occupational Analysis (NOA).

All apprenticeship training outlines in Canada are kept current by periodic review of the Red Seal Occupational Standard (RSOS) for each trade. Once the review of the RSOS for a trade is completed provincial apprenticeship outlines can be updated to reflect current industry practices for the trade. With the new Canadian standardization Instructor reference guides were updated and they include the transition to three periods.



COMPULSORY TRADE DESIGNATION

National Training has been working with the Canadian Construction Locals to lobby provincial governments for the purpose of designating the Boilermaker trade as compulsory in each province. Compulsory designation means that training is mandatory through apprenticeship in order to receive a journeyperson ticket. Currently in Canada, an individual can achieve a Red Seal Boilermaker certification without taking an apprenticeship. They would instead need to prove a minimum number of hours of on-the-job work experience and to pass a written and practical examination.

Currently the provinces of Alberta, Quebec, Nova Scotia, and New Brunswick have compulsory designation for the Boilermaker trade. The application is pending for Newfoundland and Labrador

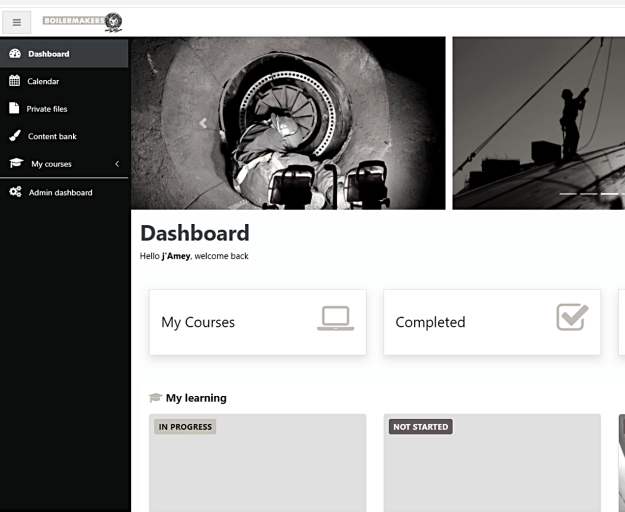
NATIONAL ACHIEVEMENT AWARDS

The National Achievement Awards honours the top apprentices from across Canada as well as an Industry partner who has demonstrated commitment to Boilermaker training and apprenticeship. The goal of the Awards is to acknowledge the great work being done in our apprenticeship training programs and to recognize the contributions of our partners in education.

In 2022 we will be moving back to an in-person event.



National Training Programs



BOILERMAKER VIRTUAL CAMPUS (BVC)

In 2007 National Training created the “Boilermaker Virtual Campus.” The name was trademarked and became part of the boilermaker.ca website. This initiative gives National Training the ability to offer training on-line to our members. This makes it convenient for our members to take full courses, part courses and other training related initiatives to assist them in meeting their training goals on a schedule that is best for them.

The Boilermaker Virtual Campus is an opportunity to foster a learning culture within the membership no matter where each member lives. With quality on-line programs we can enhance training and make it more effective for the member's. Our revised BVC will launch in 2022 and will have more up-to-date and timely training while utilizing modern training techniques.

BOILERMAKER VIRTUAL CAMPUS

MASTER RIGGING PROGRAM

National Training worked with Local 146 in the development of their proposed Apprenticeship & Mechanical Training Centre. National Training organized a Rigging Committee to identify the specific components of a Master Rigger Program.

Along with supplying competent supervisors, rigging has been another area where industry is expecting excellence in skills and abilities from boilermakers on their job sites and in their plants. Training at Local 146 started in 2014.

Local 128 is currently working to deliver the same Boilermaker Master Rigger program in Ontario. Work in this area started in 2018 and is tentatively set to start in 2022. The pandemic has had a significant impact on the roll-out.



FIELD SUPERVISOR LEADERSHIP TRAINING

In 2008, National Training organized a committee to review the program and make recommendations to “Canadianize” the course to meet specific Canadian Boilermaker needs and adhere to various provincial and federal laws pertaining to human rights, labour laws and Occupational Health and Safety Rules and Regulations.

The program was completed by July 2008 and all training coordinators and eligible boilermakers were invited to attend the train-the-trainer course. In 2009 National Training took on the responsibility of delivering this program. We are hopeful in-person deliver will begin again this year.

National Training Programs

PROJECT MANAGEMENT TRAINING

From 2006 through 2009 National Training sent Project Managers and Superintendents to take the M.O.S.T. Project Management course in Kansas City each year. However, due to high demand from the U.S. locals for this training, M.O.S.T. could not continue to offer the Project Management program to Canadian Boilermakers.

To allow National Training to continue to meet the demand for the Project Management Program in Canada, we embarked on and were very successful in the delivery of the first program in 2010 in Canada. National Training is optimistic we will be able to hold this program in 2022.



RED SEAL UPGRADE PROGRAM

In 2009 the National Training Trustees agreed to fund the development of two Red Seal Programs, one for the trade of Boilermaker and the other for the trade of Welder. This need was identified to solve low pass rates by challengers of the Red Seal exams enrolled in the apprenticeship program for both trades and to assist members to achieve another trade ticket for the purpose of holding dual tickets in the trade. Both the Boilermaker and Welder Upgrade programs are offered in English and French.

In 2016 a Metal Fabricator Upgrade was added as the third Red Seal Program. All three computer-based programs are designed to assist the user in assessing their current knowledge of the trade and provide the resources and follow-up assessment to achieve their Interprovincial Red Seal certificate in the trade.

RED SEAL COACHING PROGRAM

National Training and our Canadian Training coordinators identified there are apprentices who struggle to successfully complete their apprenticeships and their Red Seal exams. In an effort to address this National Training developed a Red Seal Coaching program to help apprentices step by step with the support of the their Training coordinators to the finish line.

The program steps are an apprentices will take the NTTF Red Seal upgrade program to identify their weak areas, have their next Red Seal exam scheduled and then they will attend online training/coaching in the areas of difficulty with other apprentices and National Training's program manager. Together apprentices will work toward strengthening their knowledge in an environment of collaboration in the security of their own homes.



National Training Programs

UTIP PRESSURE WELDER TRAINING PROGRAM - FILLING THE GAP

Step Up Your Skills PRESSURE WELDING TRAINING



Location: The training will be delivered through in-person sessions and online training at IBB training facilities across Canada

Main Benefits of the Program

- ✓ Opportunities for advancement:
 - ✓ Upgrading your welding skills to be a pressure welder
- ✓ Meet you where you are at:
 - ✓ Tailored training provided to get you additional certifications to become a highly skilled welder
- ✓ Daily hands-on training with highly qualified instructors
- ✓ Up to six weld qualifications (based on provincial jurisdiction):
 - ✓ CWB four Position welding ticket- Flat, Overhead, Vertical & Horizontal
 - ✓ Initial Pressure Welding Test
 - ✓ Carbon 2" sch. 160-6G Stick or TIG
 - ✓ Stainless - TIG root, Stick (fill and cap) - 2" sch. 160-6G
 - ✓ Inconel - 2" sch. 160 TIG root, Stick fill and cap - 6G
 - ✓ 9Chrome - 2" or 4" TIG all out 6G
- ✓ Industry required Safety Certifications- includes Fall Protection, Confined Space, Quantitative Fit Testing and Audiometric Testing
- ✓ Personal Protective Equipment including welding jacket, helmet and welding gloves will be provided

Financial assistance provided to eligible participants for the duration of the program including dependent care, living & travel/transportation expenses.

About the Program

This eight-week training program is fully funded by the Government of Canada to upskill apprentices and journeypersons across Canada. Participants will learn in demand, pressure welding techniques and will develop competency to meet current and future industry needs. Those who complete this training program will have worked with highly skilled instructors to gain valuable and relevant skills that increase their employment opportunities.

Eligibility

If your answer is yes to the following questions, then you are qualified to join the program.

Are you a welder or an apprentice?
Are you currently eligible to perform the Initial Pressure Test in your province?

The program will be delivered across Canada:

Contact Your Local Training Coordinator for more Information

Maximum capacity per class is 10 participants. **Register early to guarantee your spot.**

This program is developed jointly by the International Brotherhood of Boilermakers/National Training Trust Fund (IBB/NTTF) and CWB Group and is funded through the Employment and Social Development Canada- Union Training and Innovation Program (UTIP).



cwbgroup



**cwbwelding
foundation**
building the future of welding in Canada

National Training Programs

Temporary Foreign Workers



The National Temporary Foreign Worker Program exists to facilitate the procurement of qualified workers from other countries in order to address the on-going shortage of qualified Construction Boilermakers and Welders stemming from peak demand cycles across Canada.

The National Program Manager provides guidance and advises contractors through the process of applying for Labour Market Impact Assessment (LMIA) as well as identifying and advising contractors and workers regarding any required "Authorization to Work" application processes associated with compulsory trade certification. The National Program Manager determines requirements and coordinates the delivery of all required travel and work permit documentation, including compliance with mandatory Provincial and Federal qualifications, minimum experience thresholds and industry training requirements. When the foreign workers selected for recruitment are not certified to provincial apprenticeship standards, significant efforts are extended to collect and screen work history documentation.

National Training was successful in gaining full recognition of the U.S. BNAP credential as equivalent to the Canadian Red Seal trades for both Boilermaker and Welder. An endeavor which makes the utilization of our Brothers and Sisters in the U.S. traveling to Canada for work much more streamlined. National Training is committed to promoting the use of Pan-North American trade certification recognition.

Canadian Manpower Reserves



National Training is involved in various Manpower Supply and Recruitment Programs, and other aspects related to manpower management. These programs benefit the Industry by ensuring a well-qualified supply of Boilermakers based on past man-hour statistics and future manpower projections. The intent and focus is to fulfill future manpower demands helping to ensure that approved projects can proceed as intended. Working in conjunction with the Coordinator of Local 133, National Training will act in an advisory role in regards to apprenticeship standards and provincial qualification requirements.

Labour Procurement

Connections 2022

LISTENING, SUPPORTING & INFLUENCING INDUSTRY

CONFERENCES

We are hopeful that some conferences in 2022 will continue and we will be able to attend in person. National Training is planning on attending some of these virtual conferences.

TRAINING COORDINATOR COMMITTEE

We have four Training Coordinator meeting each year on a quarterly schedule . We hold three virtual meetings and one in person meeting per year. We are planning to have a meeting in person at the CAF Apprenticeship conference in Halifax, May of 2022.

LOCAL TRAINING TRUST FUND MEETINGS

NTTF staff are invited as guests at Local training trust fund meetings to help assist in the development and implementation of initiatives and programs. We will attend as they are scheduled in virtual or in person.

COMMITTEE WORK

NTTF staff sit on committees and boards that help to shape workforce initiatives and programs that directly impact the Boilermakers. Many of these have moved to a virtual platform and we will attend as they are scheduled.





BOILERMAKERS' NATIONAL TRAINING