

**BUILDING A PLAN  
FOR BEST  
PRACTICES IN  
APPRENTICESHIP  
SUPPORT**

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# Agenda

- Origins of the SAWD fund
- Current use of SAWD funding at Algonquin College
- Outreach within the College
- Working with MTCU
- Essential skills
- Canadian Apprenticeship Forum



# Agenda (continued)

- The recent introduction of mindfulness into the trades classes
- Group discussion about how to move forward



History

# A BRIEF HISTORY OF SAWD



# A Brief History of SAWD Funding

- Supports for Apprentices With Disabilities
- Addressing: the creation, implementation and future of SAWD at Algonquin College.
- This refers to a paper that I wrote in December 2012 , that looked at the 3 topics in the second point.



# A Brief History of SAWD Funding

- SAWD has been in place as an annually renewed funding since 1998.
- For two years prior to this the College Community for Disability Issues (CCDI) expressed concern to the MTCU about the rising client base arising as apprenticeship enrolment increased.



# Rationale for the fund

- A public Ontario Government report shows that about 120,000 apprentices are learning a trade today — nearly 60,000 more than in 2002–03.
- Annual apprenticeship registrations have grown from 17,100 in 2002–03 to more than 29,000 in 2010–11



# Rational for the fund

- With this rise in the number of apprentices came a corresponding rise in the number of apprentices requiring supports from the Ontario College's Centers for Students with Disabilities (CSD), support centers.





# The implementation of SAWD at Algonquin College

- In 2008, after Algonquin College received the first of the SAWD funding, the manager for the CSD advertised for a person with a trade's background to work part time for the CSD



# Gordon McGregor

## Apprentice Support

- Gordon started at 12 hours per week
- The initial role was to provide awareness of the services that the CSD could provide to apprentices at the College



# CURRENT USE OF SAWD AT ALGONQUIN COLLEGE



# Roles: Currently There are 2 people

- For the last 4 years there have been 2 people working to support apprentices
- Counsellor/ Learning Strategist
- The original Outreach Administrator and advisory/ support person. This role has expanded.



# Current use of SAWD

- Supporting apprentices has expanded to including not only supporting apprentices, but to include supporting trades professors
- A key goal is to bring universal awareness about alternative and individual learning styles.



# Current use of SAWD

- The outreach role also includes helping the professors create more accessible material
- This includes helping to understand Universal Instructional Design
- SAWD funds are used to purchase technology that is made available for trades professors to use.



# SAWD funding at AC this past year

- Formation of SAWD working group
  - Online meeting of many colleges
  - Intro to research initiatives
- Visit from Fanshawe and sharing of resources
- Mobile learning & UDL initiatives ongoing
- CCDI one year ago-important next steps:
  - Initiate a formal study of how funds are being used, as well as gaps in service



# WORKING WITH MTCU





# Working With the Ministry

- Algonquin College Apprentice Support works very closely with the local branch of TCU.
- Repeat exam failure apprentices are referred to use for assistance. The apprentice has to have been an Algonquin College student at some point.



# Addressing low first time exam writing pass rates

- First time certification exam pass rates can be as low as 33%
- An average can be described as about 50%



# Essential Employability Skills

Essential Skills for Ontario's Tradespeople



**WELCOME**

Essential Skills for Ontario's Tradespeople

English

**BIENVENUE**

Compétences essentielles pour les gens de métier de l'Ontario

Français

<http://esot.essentialskillsgroup.com/>



# Events Affecting Current Apprentices

- Essential Skills Development
- Intensive nature of Training
- No formal Transition or connection between work and college.
- Ontario College of Trades Regulations
- Mental Health Disabilities
- Disabilities and Stigmas

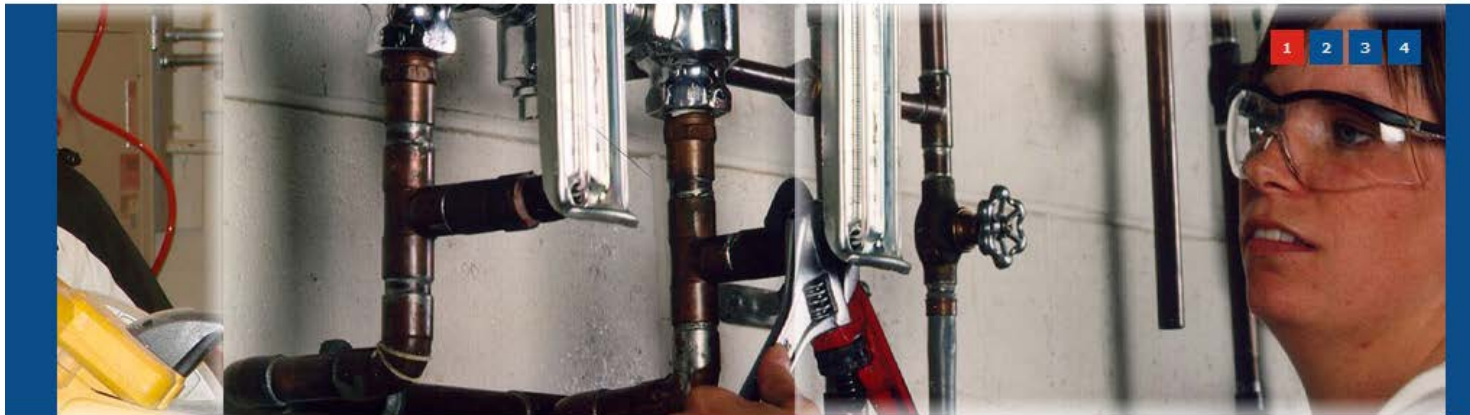


# Canadian Apprenticeship Forum



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**ALGONQUIN**  
COLLEGE

# CAF

- Supported by institutional and employer groups
- A source for research papers on apprenticeship in Canada
- Holds annual conferences that address topics such as attracting people to the trades as well as keeping them in their apprenticeships



# CAF

- Research shows that about 50% of apprentices in Ontario drop out before attending their first level of schooling



# CAF Western Forum

- Held this past winter at SAIT in Calgary
- Apprentices attend 4 levels of in school training
- Ministry exams are written at the end of each level
- 50% of apprentices fail the first level





# MINDFULNESS IN APPRENTICESHIP



# MINDFULNESS

- As part of week 9, exam preparation, strategies are presented that cover how to prepare for writing a multiple choice exam, being aware of health and wellness and “seeing yourself” passing the exam the first time
- Mindfulness has recently been introduced into the exam preparation week



# Mindfulness

- The mindfulness training has been a better than expected success
- Apprentices provide feedback through a survey at the end of the training
- A lot of feedback suggests that the mindfulness training be introduced earlier in the apprenticeship process



# Marc Sabouran

- Video



# GROUP DISCUSSION



# Group Discussion & Activity

- What ideas can help colleges use SAWD effectively?
- Is there interest in a formal working group?
- Is it possible to have long term dedicated people working in apprenticeship



# Algonquin Centre for Construction Excellence

