Enhanced Construction Craft Worker Program
Questions & Answers

Q1: What is the Enhanced Construction Craft Worker Program?
The Enhanced Construction Craft Worker (E-CCW) Program is a training and employment program to support Aboriginal People to enter and succeed in the Construction Craft Worker (CCW) trade.

Q2: What does a Construction Craft Worker do?
A Construction Craft Worker installs utility piping, places concrete, constructs roads, performs selective demolition, performs underground work, assists skilled tradespersons such as Carpenters, Bricklayers and Cement Finishers in construction activities, helps Heavy Equipment Operators secure special attachments to equipment, guides operators in moving equipment and performs labouring activities at construction sites.

Q3: What sparked interest in creating the E-CCW Program model?
B.C.’s Skills for Jobs Blueprint and related research projected the need for over 10,000 construction labourers and helpers, the most in-demand occupation for major projects and the larger construction industry in BC. This and ITA’s LNG Action Plan served as an impetus for ITA to designate the Construction Craft Worker (CCW) as a BC-recognized trade for construction labourers; it is also a Red Seal trade across Canada. In order to provide Aboriginal People with supported opportunities to access these jobs, ITA committed to creating an entry-level pathway for CCW.

Q4: What does the E-CCW Program offer?
The E-CCW Program is intended for Aboriginal People in BC to address systematic barriers to training and employment. The program provides specialized training and employment supports in three areas:

1. Access to up-front essential skills assessment and upgrading, life skills, work skills, cross-cultural skills, and industry required certificates.
2. CCW Level 1 in-school technical training with classroom supports.
3. Connections to apprentice sponsorship and employment with a workplace mentor.

Upon completion of the E-CCW Program, participants can go on to complete the CCW Level 2 technical training to earn their Red Seal certification.

Q5: What was the process in developing the program model?
ITA engaged with over 700 stakeholders for validation of a Project Steering Committee, Environment Scan of relevant programs, Australia LNG site visit, interviews with key informants,
Community Dialogues in the North and South of BC. ITA self-administered surveys to apprentices and employer sponsors, and conducted industry interviews and consulted with BC Government Ministries (JSTS, MARR, Social and AVED).

Q6: Who will ITA partner with to pilot the program (offer the training)?
There are two pilot E-CCW Programs beginning October 2015.

The Gitxaala Enhanced Construction Craft Worker Pilot Program in Northwest BC (near Prince Rupert) includes four key partners:

- **Gitxaala Nation** – Project Host and Finances
- **Coast Educational Development and Research (Cedar)** – Program Management and Reporting, Recruiting, Screening and Assessment, Job-Placement and Post Placement Management
- **Nicola Valley Institute of Technology (NVIT)** – Skill Building and Technical Training with Work Place Certifications through the Coastal Training Centre
- **Coast Industrial Construction (CIC)**, a construction company owned by Gitxaala Nation – Employer and Apprentice Sponsor.

The Skill Building and Technical Training is approximately 10 weeks in duration. There are additional weeks for recruitment and assessment prior to the training, and 6 months of post-employment supports.

The Tl'azt'en Nation Pilot Program in the Northern interior of BC (near Fort St James) includes five key partnerships:

- **Tl'azt'en Nation** – Project Host
- **College of New Caledonia, Fort St. James campus** – Technical Training, Finances and Project Management
- **Prince George Nechako Aboriginal Employment and Training Association (PGNAETA)** - Skill Building
- **Fort Outreach Employment Services** - Employment Supports
- **Trans Canada Pipelines, Mt. Milligan Mine** - Employer and Apprentice Sponsors

Portions of the training will be delivered directly in the Tl'azt'en Nation community in partnership with the College of New Caledonia and support from the PGNAETA. The overall project which includes assessment, training and employee supports is 20 weeks in duration.

Q7: Where does the funding come from?
The pilot programs are funded in partnership between ITA, First Nations, Training Providers, Aboriginal Organizations and Industry (employers). Each partner is making a contribution.

Q8: What was the process for selecting where the pilots would be offered?
There was an internal ITA selection committee. Evaluation involved mandatory and additional rated criteria including a direct linkage to employment, and meeting goals outlined in B.C.’s Skills for Jobs Blueprint. Six proposals were qualified and based upon criteria and available budget, and two proponents were selected to deliver the pilot programs.

Q9: What is the difference between the E-CCW Program and the CCW Program currently offered?
The primary difference between the E-CCW Program and the original CCW Program is the inclusion of a Foundation program, mentorship supports built into the first year, and direct links to employment. This first year training will include:

- Pre-apprenticeship training, services and supports such as essential skills, cross-cultural awareness and other learning modules (up to 30 weeks);
- Level 1 classroom (technical) training (4 weeks) in the following areas: safe work practices; use of tools and equipment; organizing work; site work; scaffolding and access equipment; concrete work; masonry work; utilities and pipeline; and roadwork;
- A work experience component (length and scope to be determined by the steering committee); and,
- Mentorship supports that will be available through the duration of the program.

Q10: How does the addition of this program align with trades training in the province?
Given the unprecedented scale of demand for workers, it will be an absolute requirement to draw on the talent and capabilities of people that are currently under-represented in the construction industry in BC. This entry-level trades training program will enable access to LNG construction jobs, and to further training opportunities leading to provincial/national Red Seal certification.

Confirmed action #3 of ITA’s An Action Plan for LNG Trades Training includes the development of a specialized CCW foundation program targeted at Aboriginal People and directly aligns with B.C.’s Skills for Jobs Blueprint to increase the number of Aboriginal People in the skilled trades by 15,000 over the next 10 years.

Q11: How will the pilot programs be evaluated?
In addition to completing and submitting progress reports for the project (four in total at each stage), the selected training providers will be expected to participate in an ITA evaluation of the E-CCW Program upon delivery. This may include collecting information from participants on behalf of ITA or assisting with ITA-led evaluation activities at their organization. The purpose of the evaluation will be to determine whether the E-CCW Program is meeting its objectives and making progress towards achieving the desired results. It will also examine lessons learned and best practices to inform possible future programming. An evaluation framework and matrix, as well as the report template are in development and will be shared with the proponents once finalized.
Q12: What will happen after the pilots are complete? Will other communities be able to offer the program?
ITA will be seeking funding to sustain the program post-pilot.

Q13: Is the ECCW restricted only to First Nations communities and students?
Yes. The British Columbia Human Rights Tribunal has given the Enhanced Construction Craft Worker program Special Program Approval. This Special Program Approval allows the Industry Training Authority to restrict enrollment in the Enhanced Construction Craft Worker training program to First Nations participants under Section 42(3) of the Human Rights Code. The chair of the BC Human Rights Tribunal is “satisfied that the proposed Special Program has the objective of ameliorating the historical disadvantage of Aboriginal participants in trades training and employment.”

The Construction Craft Worker program is available to all demographics.