

International Comparison of Training *and* Certification Systems *for* Red Seal Trades

Benchmarking Framework

The table below provides a common benchmarking frame of reference to compare the training and certification systems for trades in other countries with Canada's Red Seal trades. This framework was successfully pilot tested by the Construction Sector Council in partnership with the British Columbia Industry Training Authority using two trades (Construction Electrician and Plumber) from two source countries (South Africa and the Philippines).

This framework can support current efforts aimed at facilitating the Canadian deployment of foreign-trained workers in construction and other sectors. More specifically, the framework could be used to facilitate the recognition of training and qualifications; conduct knowledge and skills gap analyses; assess qualification gaps and target recruitment efforts; assess prior knowledge; design, develop and evaluate retooling interventions; calibrate the Red Seal standards; and inform Mutual Recognition Agreements' initiatives.

International Comparison of Training <i>and</i> Certification Systems <i>for</i> Red Seal Trades		Benchmarking Framework			
		Meet standard	Partially meet standard	Under standard	
1. STRUCTURAL MEASURES					
1.1 System level-information	1.1.1	National government participates in apprenticeship training and certification			
	1.1.2	National body provides leadership and policy directions for apprenticeship training and certification			
	1.1.3	Committee sets interprovincial/state standards for apprenticeship examination			
	1.1.4	Trade advisory committees provide input into apprenticeship training and certification			
	1.1.5	Industries provide work-based learning experiences to apprentices			
1.2 Policies	1.2.1	Apprenticeship training and certification are governed by appropriate legislations/regulations			
	1.2.2	Training institutions are accredited by a governing body to deliver apprenticeship programs			
	1.2.3	Apprenticeship training facilitates articulations between levels of achievement			
2. PROCESS MEASURES					
2.1 Trade status	2.1.1	Apprenticeship programs prepare workers for compulsory trades that require a Certificate of Qualification			
2.2 National Occupational Analysis	2.2.1	Industry experts provide input for the development of occupational analysis			
	2.2.2	Reliable methodology is used for developing occupational analysis			
	2.2.3	Main duties (blocks) performed by experienced workers are specified in the occupational analysis			
	2.2.4	Main tasks performed by experienced workers are specified in the occupational analysis			
	2.2.5	Main sub-tasks/steps performed by experienced workers are specified in the occupational analysis			

International Comparison of Training <i>and</i> Certification Systems <i>for</i> Red Seal Trades		Benchmarking Framework			Meet standard	Partially meet standard	Under standard
	2.2.6 Supporting knowledge and abilities required by experienced workers to perform each sub-task are specified in the occupational analysis						
	2.2.7 Occupational analysis reflects competency requirements to accommodate areas of specialization (residential, industrial, commercial, institutional)						
	2.2.8 Occupational analysis is validated using industry experts						
	2.2.9 Duties and tasks of the National Occupational Analysis are weighted according to their degree of importance						
	2.2.10 Occupational analysis is updated every five years						
2.3 Curriculum	2.3.1 Curriculum is aligned with occupational analysis						
	2.3.2 Curriculum is designed according to a modular structure						
	2.3.3 Curriculum is designed to accommodate various apprenticeship levels						
2.4 Apprenticeship training terms	2.4.1 High school graduation is a prerequisite academic entry requirement						
	2.4.2 Valid in-school training delivery methods are used						
	2.4.3 Duration of apprenticeship training period, in years, is specified						
	2.4.4 Total number of in-school training periods is specified						
	2.4.5 Total number of training hours in school is specified						
	2.4.6 Total number of hours on-the-job is specified						
	2.4.7 Records of apprenticeship achievement for each unit of theory instruction are kept						
	2.4.8 Records of competencies learned on the job must be kept in a logbook or portfolio						
	2.4.9 In-school training is provided by qualified instructors having frequent opportunities to update their skills						
	2.4.10 On-the-job training is facilitated by a qualified journeyperson						
3. APPRENTICESHIP OUTCOMES MEASURES							
3.1 Certification	3.1.1 Certification is compulsory						
	3.1.2 National quality assurance framework for apprenticeship training has been implemented						
	3.1.3 System for developing national examinations for apprenticeship certification exists						
	3.1.4 Trade certification requirements include a national written examination						
	3.1.5 Certification examination is managed using an item bank						
	3.1.6 Reliability of certification examinations is statistically established						
	3.1.7 Validity of certification examination is ascertained using the National Occupational Analysis						
	3.1.8 National certification examination is competency-based						
	3.1.9 Appropriate security procedures are in place to ascertain the integrity of examination						
	3.1.10 Examination is administered under controlled conditions						
	3.1.11 Examination pass mark are established by a national governing body						
	3.1.12 Certification issued is recognized by a relevant certification authorities and business industry						
	3.1.13 Certification issued is recognized internationally						
	3.1.14 Certification issued facilitates mobility between provinces/territories/states and countries						

