



# ENHANCING PRE-APPRENTICE & APPRENTICE TRAINING TOOLS (EPATT)

PROJECT OVERVIEW &  
TRY THE TOOLS

[EPATT.SKILLPLAN.CA](http://EPATT.SKILLPLAN.CA)



# PROJECT OVERVIEW

SkillPlan, North America's Building Trades Unions, Canada's Building Trades Unions and partners are pleased to announce the launch of the **Enhancing Pre-apprentice and Apprenticeship Training Tools Project**.

This exciting project involves work with 14 Building Trades unions and affiliated trades schools and colleges to develop and implement enhanced learning tools and resources for pre-apprenticeship (apprenticeship readiness) and apprenticeship success.

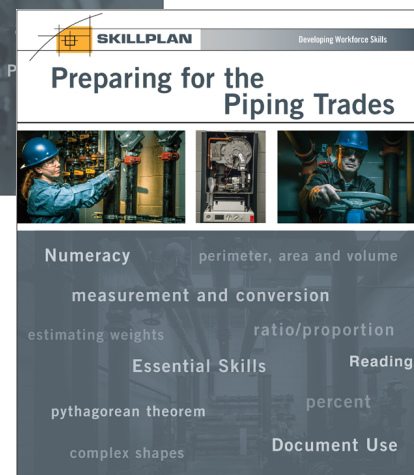
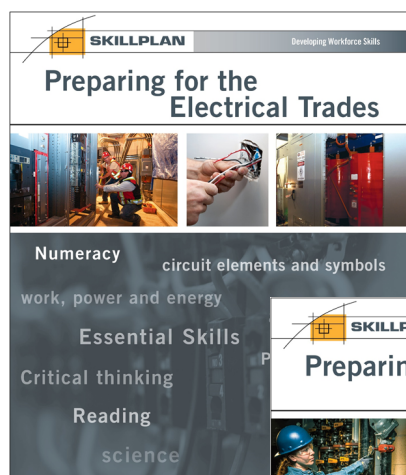
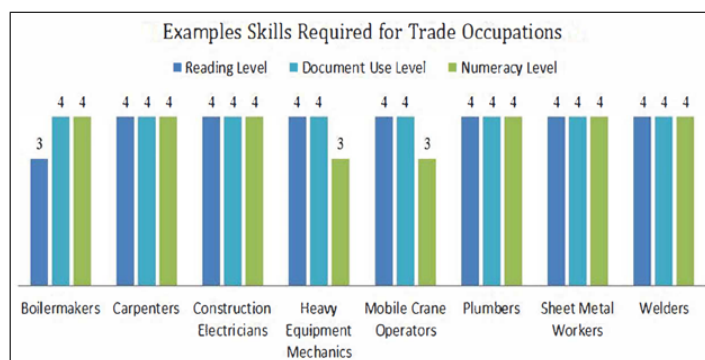
**Be a part of this project** to improve program design and delivery on the apprenticeship journey – for instructors, pre-apprentices and apprentices, including diverse and underrepresented groups.

- Learning Tools for:**
- Boilermakers
  - Bricklayers - Carpenters - Cement Masons
  - Crane Operators - Electrical Trades
  - Elevator Constructors - Finishing Trades
  - Heavy Equipment Operations
  - Iron Workers - Insulators - Labourers
  - Millwrights - Painters & Allied Trades
  - Piping Trades - Refrigeration
  - Sheet Metal Workers - Teamsters

# PROJECT OUTPUTS

## FOR PRE-APPRENTICES AND INSTRUCTORS

- **Cognitive profiles for every trade** outline the math, reading, document use, and science requirements for each construction trade, tied to technical training and on the job.
- **Trade-specific readiness assessments** aligned to each cognitive profile for each trade identify potential apprentices' readiness to enter technical training. Can be used as screening tools to determine readiness and identify learning challenges and/or at-risk learners.
- **Trade-specific preparation guides** that help learners prepare for assessments and address skills gaps.



\*example prep guides

**Resources available online and on paper.**

# PROJECT OUTPUTS

## FOR APPRENTICES AND INSTRUCTORS

- **Learning resources for every year of apprenticeship training** help identify and address areas of challenge. For example, targeted worksheets help address issues in learning load calculations, an area identified as one that many apprentice crane operators struggle with in their apprenticeship training.
- **Trade-specific assessments** aligned to each cognitive profile for each trade identify learning challenges and/or at-risk learners to inform instruction in technical training.

**Resources available online  
and on paper.**





## PARTICIPATE TODAY

### HELP SHAPE THE FUTURE OF YOUR INDUSTRY

We are seeking participants and/or trades instructors to try the tools.

- Provide input on material development.
- Test pre-apprentice and apprentice learning tools with your apprentices in training environments.
- Provide feedback.

### Why take part?

**Your input will contribute to better resources for the entire industry.**

We will build out the resources for you, for each trade, and measure the efficacy of those resources with your learners. By trialing, you can contribute to the development of resources based on your needs. And, your feedback will provide valuable input to enhance these tools and contribute to better resources on a larger scale for the industry. There is no cost to try the tools

# HOW TO USE THE TOOLS & RESOURCES

## FOR PRE-APPRENTICES, APPRENTICES AND INSTRUCTORS

### Example A.

#### **Benchmark Before Technical Training**

- Use the assessment to benchmark technical training readiness.
- Use the prep guide to prepare for the assessment (self-directed, through tutoring, through teaching).

### Example B.

#### **Benchmark at the Start of Technical Training**

- Use the assessment to benchmark apprentices' knowledge early in technical training.
- Use the prep guide to address skills gaps (self-directed, through tutoring, through teaching).
- Use the assessment to post-assess to determine gains in skills.

### Example C.

#### **Contextualized Prep-Guide to Deliver Foundational Knowledge in Technical Training**

- Use the trade-specific prep guide to address skills gaps in foundational knowledge to better prepare apprentices for technical knowledge

### Example D.

#### **Block Training Resources in Technical Training**

- Use block training resources to improve skills gaps in technical knowledge.



## CONTACT US

To participate in the pilot, request resources, or learn more about the project, contact:

**Construction Center of Excellence**  
[www.constructioncenterofexcellence.com](http://www.constructioncenterofexcellence.com)  
Email: [cce@rtc.edu](mailto:cce@rtc.edu)

## PROJECT TEAM



**North America's Building Trades Unions (NABTU)** is dedicated to the stability of employment and economic security of organized construction workers in North America. Its purpose is to create more work opportunities, achieve living wages and protect benefit standards, not just for the members of its 14 national and international union affiliates, but for all construction workers. Organized construction workers have achieved a powerful voice in government, in bargaining and in their communities. For over a century, NABTU has worked to secure the continued stability of employment and economic security of organized skilled craft professionals in the construction industry.



**Canada's Building Trades Unions (CBTU)** is an alliance of 15 international unions in the construction, maintenance and fabrication industries that collectively represent over half a million skilled trades workers in Canada. Each year, CBTU's unions and signatory contractor partners invest over CDN\$300 million in private sector money to fund and operate over 175 apprenticeship training and education facilities across Canada that produce the safest, most highly trained and productive skilled craft workers found anywhere in the world. CBTU represents members who work in more than 60 different trades and occupations.



**SkillPlan** is a nationally recognized leader in workforce development programming. With close to 30 years of experience, SkillPlan provides consulting services and resources to the construction industry, with a focus on pinpointing foundational skills' problems, addressing learning challenges and delivering industry-specific educational programs to help workers succeed in technical training and on the job. Based in British Columbia, Canada, SkillPlan serves 14 international Building Trades unions and their affiliated employers and technical training providers.



**Social Research and Demonstration Corporation (SRDC)** is a non-profit research organization, created in 1991, specifically to develop, field test, and rigorously evaluate new programs. SRDC's two-part mission is to help policy-makers and practitioners identify policies and programs that improve the well-being of all Canadians, with a special concern for the effects on the disadvantaged, and to raise the standards of evidence that are used in assessing these policies.



The EPATT project is funded by the Ministry of Employment and Social Development Canada, through the Skilled Trades Awareness and Readiness Program