
2006 BUDGET BRIEFING NOTE – Training in the Trades

Issue/Background:

- At its meeting on January 16, 2006, Economic Development and Parks Committee requested the General Manager, Parks, Forestry and Recreation, in consultation with Cupe Locals 79 and 416, to report to Budget Advisory Committee on resources required for a “Training in the Trades” apprenticeship program with City Workers in the Parks, Forestry and Recreation Division, for 100 youth in 2006, with consideration of a living wage for those youth in the program and ensuring that no existing jobs are replaced by apprentice labour.
- During collective bargaining with Local 416, Memorandums of Agreement were negotiated to establish joint committees on Training and Development to discuss and make recommendations that will lead to the development and implementation of career development options, plans and programs and for Apprenticeship/Skilled Trades to advance continuous learning for employees through education and training. The Local 416 Joint Committee’s intent is to advance continuous learning for existing employees through education and training.
- The issue was not addressed as part of the negotiations with Local 79.
- Any proposed program will require a comprehensive review with extensive consultation with both Locals, including an evaluation of the proposed program and its impact on union members.

Key Points:

- Parks, Forestry and Recreation will consult with Local 416 and Local 79 to explore options on the potential implementation of an Introduction to Work Program that would provide youth the opportunity to establish good work practices by obtaining on the job training and experience.
- Staff will report to the Economic Development and Parks Committee in 2006 after such consultation has taken place and a comprehensive program established with the appropriate requests for funding.
- Financial implications to future Operating Budgets of the Parks, Forestry and Recreation Division in the estimated range of approximately \$1.7 to \$2.0 Million and including salaries of the youth; additional supervisors and lead hands required for on site work guidance and direction and to ensure compliance with the Health and Safety Act and other relevant legislation; rental of additional crewcabs to transport the youth to job sites; and provision of the appropriate safety apparel (work boots and appropriate personal protective clothing where required).

Conclusion:

- Formal consultation with CUPE Locals 79 and 416 are required to discuss and develop a “Training in the Trades” apprenticeship program.
- The General Manager, Parks, Forestry and Recreation will report to Economic Development and Parks Committee on the results of the consultation and the framework for an Introduction To Work Program.
- Refer to Sue Corke, Deputy City Manager, to discuss with the Provincial Government as part of the tri-level discussions on crime prevention and community development funding.