

Inspiring Alberta’s Youth to Pursue Skilled Trades and Technologies as a Career Pathway

Skilled Trades, Apprenticeships, and Vocational Education (TAVE) Strategic Framework

The intent of a CASS Learning Guide is to apply research, deepen understanding and enhance professional practice within the Alberta context. With a focus on optimum learning for all students, a Learning Guide provides an opportunity to grow system leader knowledge, resulting in quality school leadership and quality teaching throughout Alberta.

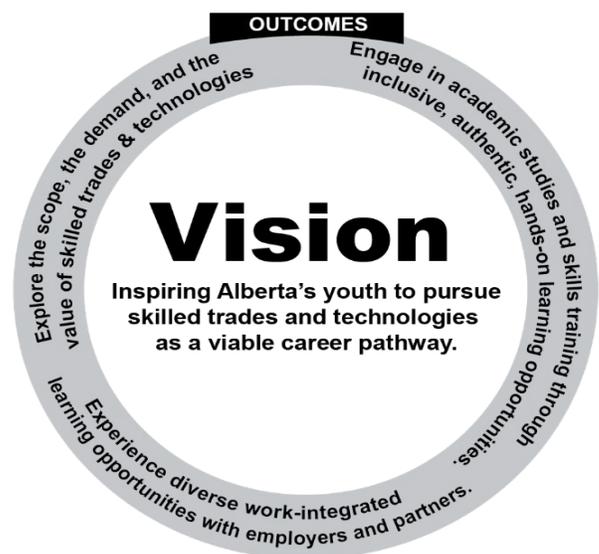
Summary

Skilled trades and technologies play a crucial role in Alberta’s economy. As a significant number of tradespersons will likely retire by 2028, Alberta faces a current and future shortage of skilled professionals. Apprenticeships for skilled trades and technologies have declined in recent years. Several studies point to students’ limited exposure and understanding of apprenticeship education and labour market opportunities, as well as the lack of student access to programming, and a lack of facilities. The most critical issue, however, relates to the value of the profession. Research shows that teachers, parents, family members, peers, and society often discourage students from pursuing a trade. In its April 2021 report, “[Alberta 2030: Building Skills for Jobs](#),” the Government of Alberta recognized the need to take bold action in building “a progressively more educated and skilled citizenry and workforce” to remain globally competitive in the 21st-century economy. Now is the time for policymakers, educators, partners, and employers to demonstrate their value of skilled trades and technologies by making a commitment to work together to inspire today’s youth to pursue these rewarding occupations.

The [2021 CASS Needs Assessment on Supporting Student Choice in Pursuing a Career in Skilled Trades and Technologies](#) noted that, while initiatives exist to promote student interest and involvement in this area, inequities also exist across the province in terms of access to programming, the ability to recruit qualified teachers and instructors, and the lack of facilities, equipment, and resources. Through a grant provided by Alberta Education, CASS established the **Trades, Apprenticeships and Vocational Education (TAVE)**

Committee to design a strategic framework that illustrates how stakeholder groups could come together to fulfill the collective vision of **Inspiring Alberta’s Youth to Pursue Skilled Trades and Technologies as a Viable Career Pathway**.

CASS invited 27 stakeholders to come together representing Alberta’s government, school authorities, post-secondary institutions, partner organizations, and employers. By adapting tenets from the [Collective Impact](#) model that proposes an intentional way of working together and sharing information for the purpose of solving a complex problem, CASS engaged stakeholders in a shared planning process. TAVE collaboratively developed three primary outcomes to enable students to **EXPLORE, ENGAGE, and EXPERIENCE** skilled trades and technologies.



Acknowledgements

Professional thanks to all participants who contributed their skills, knowledge, and expertise to this strategic framework process. This guide is provided in support of improved system leadership capacity and under the Creative Commons license. © 2022

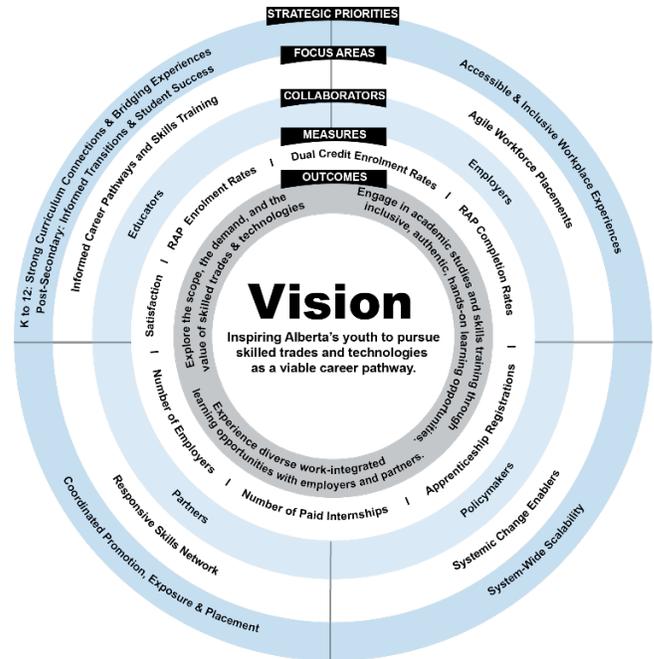


In building the strategic framework to clearly define who does what, while being mindful of the need to create synergies between the organizations and maximize efficiencies, three additional rings were added:

A Collaborators Ring, a Focus Areas Ring and a Strategic Priorities Ring. These rings are described as follows:

- Policymakers** – Boards of Trustees, Board of Directors, Advanced Education, and Alberta Education
Focus Area: Systemic Change Enablers
Strategic Priority: System-Wide Scalability
- Educators** – K-12 school authorities, post-secondary institutions, and the ARPDC
Focus Area: Informed Career Pathways & Skills Training
Strategic Priority: K to 12 - Strong Curriculum Connections & Bridging Experiences
 Post-Secondary - Informed Transitions & Student Success
- Partners** – like Careers the Next Generation, Community Futures, Rupertsland, Skills Canada, and Women in Trades
Focus Area: Responsive Skills Network
Strategic Priority: Coordinated Promotion, Exposure & Placement

- Employers** – like Earls and Alta Pro Electric who served on our committee
Focus Area: Agile Workforce Placements
Strategic Priority: Accessible & Inclusive Workplace Experiences



Questions for reflection and system leadership team dialogue

- How can your school system effectively increase students' interest and involvement in skilled trades and technologies professions?
- How can the TAVE Strategic Framework inform and/or reform Alberta School Authority skilled trades and technologies practices?
- How can school authorities work together to mobilize innovative partnerships that maximize efficiencies and create synergies between the organizations?
- How can school jurisdictions and policymakers prioritize skilled trades and technologies programming for students to inform policies and funding that enable equitable, province-wide scalability of learning opportunities?

Additional Supports for System Leadership Capacity

- [TAVE Strategic Framework](#)
- [Skilled Trades and Apprenticeship Education Act](#)
- [2021 Supporting Student Choice Successes and Challenges in Recruiting Teachers to Support Student Choice](#)
- 2022 Alberta School Authority Skilled Trades and Technologies Survey Report (Coming soon...)