

Apprenticeship and Certification – General Regulation Update

On December 18, 2020, the Manitoba government amended the Apprenticeship and Certification – General Regulation, Manitoba Regulation 156/2020. The following details the changes that have been made to the regulation and are in effective beginning December 18, 2020.

Supervision

Apprentices who are in their final level of training, in trades with at least three levels, will be considered to be directly supervised when the following conditions are met:

- The apprentice has access to a journeyman by telephone or other means of telecommunication at all times while performing a task;
- The journeyman provides the apprentice with the technical information, knowledge and guidance necessary for the apprentice to work and develop skills in the trade to a standard of competence expected of a journeyman in the trade; and
- The extent of supervision by the journeyman is proportionate to the degree of risk while the apprentice is performing a task.

Ratios of Apprentices to Journeymen

The minimum ratio of apprentices to journeymen is expanded from 1:1 to 2:1 for all trades. Furthermore, an apprentice who has progressed to the final level of an apprenticeship program will not be included in calculating a ratio if the designated trade has at least three levels in the apprenticeship program.

Commonly Asked Question

Are final level apprentices in trades with a minimum of three levels required to be supervised by a journeyman?

Final level apprentices in trades with a minimum of three levels must still have an assigned journeyman to supervise their work in the trade. The journeyman is still required to provide guidance to an apprentice, oversee work, and be available to answer questions, but can do so through the use of technology. Journeymen who supervise final level apprentices can now oversee up to two apprentices who are not in their final level, in addition to the final level apprentice.

Can I hire High School Apprenticeship Program (HSAP) participants with the expanded ratio allowance?

Yes, employers will now be able to hire an HSAP apprentice in addition to a regular apprentice through the expanded 2:1 ratio, as long as a certified journeyman or designated trainer has been identified to oversee their work. Alternatively, employers can train up to two regular apprentices or two HSAP apprentices under the 2:1 ratio.

Is it safe to have a journeyman train more than one apprentice?

Employers continue to be responsible for ensuring that safe work conditions are met for all their employees, at all times. If there is a concern that apprentice safety is at risk, employers can make the decision to have more journeymen on the jobsite to ensure that tasks are completed in a safe manner. The Workplace Safety and Health Act continues to enforce the safe work practices of Manitobans.

For the regulation update, see web2.gov.mb.ca/laws/regs/index_annual.php. For more information on the apprenticeship and certification system, please visit the Apprenticeship Manitoba office nearest to you or visit our website at www.manitoba.ca/tradecareers.