



INTERNATIONAL BROTHERHOOD OF BOILERMAKERS LODGE 146

IRON SHIP BUILDERS • BLACKSMITHS • FORGERS & HELPERS

Boilermaker Apprenticeship Administration Agency

ENSURING WE HAVE A SKILLED AND QUALIFIED WORKFORCE

We are at a critical point as an organization; we are recruiting temporary foreign workers from other countries to fill the Journeyman Welder skill gaps in Canada. The forecasts for shortages of skilled workers are expected to continue to grow. By 2018, we will see double the demand for Journeyman workers in Canada if projects proceed as planned. Additionally, a large percentage of our current workforce are considering retirement. The loss of our seasoned Journeymen will mean a loss of valuable skills and knowledge that we need to be transferring to apprentices now. How will we keep our work as an organization if we are unable to provide the skilled Journeyman to these jobsites? Employers require skilled Journeyman to successfully complete their jobs. They hire apprentices to provide them with the on-the-job training in order for our apprentices to become skilled Journeyman.

Investing in Canadian workers is the solution. Training and mentoring our apprentices to ensure they get the skills and certification necessary to become the future of our industry is the best way to ensure that we can continue to supply employers with the workforce they need. As an organization we have a problem: we have apprentices who believe it is their right to remain apprentices indefinitely – to never progress to Journeyman. The Boilermaker Apprenticeship Administration Agency has audited high hour apprentices and have found many that have collected far more hours than they need to complete their apprenticeships. Some apprentices have been in the program over 10 years and have collected over 15,000 hours. That is more than enough hours to complete 3 apprenticeships. Do you have a friend or family member who is struggling to get a job as an apprentice? High-hour apprentices can prevent other apprentices from getting an opportunity and a career. As an organization and as a member you should be very concerned about this. If we do not have the skilled Journeyman to fill the skill gaps our clients will find contractors who can. This could mean our work being completed by non-union contractors and workers and a weakening of our Union.

Each apprentice needs only 1500 hours to complete each apprenticeship level; they need 4500 hours to complete their entire apprenticeship. The Boilermaker Apprenticeship Administration Agency works with every apprentice to help ensure they progress at the right pace, helping ensure they are in a position to earn what they are worth. Sometimes life happens and apprentices are not able to proceed as quickly as they should – each case is reviewed by a committee of their peers before any restrictions are placed. Only apprentices who have excessively exceeded their hour limits are contacted. Despite all of the supports available, some


apprentices choose not to communicate with the Boilermaker Apprenticeship Agency or are unwilling to progress their career. At what point are we responsible as an organization to look out for the next generation of workers and the welfare of our Union?

If you are an Apprentice, please support your Brothers and Sisters and your Boilermaker Union and move through your apprenticeship in a timely manner. Talk to your Apprenticeship coordinator about issues you are facing and get the support you need to be successful. To find the support resources available on our website www.boilermakers.ca, go to the Apprenticeship tab and select [Support](#).

If you are listening to a concerned apprentice, mentor them, encourage them to go to school, get the help they need, and complete their apprenticeship and give back to our Union. The best thing for all Boilermakers is for all of our apprentices to complete their apprenticeships and be successful.



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