

Apprenticeship and Certification Board  
111 Lombard Avenue,  
Winnipeg, MB  
R3B 0V3

Dear Members of the Manitoba Apprenticeship and Certification Board,

**Re: Apprentice Supervision Ratio**

Our 10 member associations are collectively writing to request industry engagement during your deliberation of regulatory amendments to supervision ratios of skilled trades.

The March 27, 2024, press release announcing government's intent to adjust the supervision ratio, identifies "targeted regulatory changes and implementation", with "special circumstances". We ask that you carefully consider the needs of industry, Manitoba's growing economy, and those of active apprentices when formulating your recommendations to the Minister.

The apprenticeship system plays a vital role in ensuring industry has a skilled workforce capable of responding to the public and private investments of our growing province. Our association member companies employ the skilled trades people who construct and service Manitoba's Vertical infrastructure. The current ratio of two apprentices to one journeyperson provides our various industry sectors flexibility to address labour demands limited only by the expectations of the *Manitoba Workplace Safety and Health Act and Regulations*.

Manitoba is currently experiencing a labour shortage in several skilled trades. These trades represent a gateway to Manitoba's economic development. Buildforce Canada statistics show there is an additional 82,000 people needed to enter construction in the next 10 years – over and above the historical expected recruitment. Specific to Manitoba, Buildforce is expecting a shortfall of nearly 3,000 workers in the construction industry. This shortfall does not consider the additional skilled trades required to meet Net-Zero targets, governments most recent infrastructure announcements or private investments not yet shovel ready.

Collectively, we are concerned a broad stroke ratio change will result in apprenticeship layoffs in trades experiencing shortages, increased utilization of low paid general labourers and negative net internal migration of Manitoba's youth.

**We respectfully request that you develop a thorough internal consultation process including meetings with representative associations** and that your recommendations to the minister include:

- consideration of additional compulsory trade designations,
- an industry informed labour strategy inclusive of targeted training capacity,
- additional requirements for program completion relative to timelines,

- an industry informed implementation strategy with consideration of existing contracts and operational risk for contractors relative to implementation dates.
- additional resources for Apprenticeship Manitoba to monitor ratio compliance and jobsite inspection.

Sincerely,



Ramona Coey  
 Executive Director, MCAM & ECAM  
 Submitted on behalf of:

Mechanical Contractors Association of Manitoba  
 Electrical Contractors Association of Manitoba  
 Roofing Contractors Association of Manitoba  
 Canadian Automatic Sprinklers Association – MB  
 Manitoba Association of Sheet Metal and Air Handling Contractors  
 Manitoba Insulation Contractors Association  
 Manitoba Masonry Contractors Association  
 Manitoba Masonry Institute  
 Manitoba Wall and Ceiling Association



- cc. Hon. Wab Kinew, Premier of Manitoba  
 Hon. Jamie Moses, Minister for Economic Development, Trade and Natural Resources  
 David McCutcheon, Executive Director, Apprenticeship Manitoba  
 Dana Rudy, Deputy Minister, Economic Development, Trade and Natural Resources  
 Michelle Wallace, Assistance Deputy Minister, Workforce Development  
 Ron Hambley, Winnipeg Construction Association