

Minutes from WITT/WETC Meeting - June 21, 1997  
Douglas College, New Westminster  
Prepared by Liz Wilson with assistance from Marcia Braundy

ITAC - Industrial Training and Apprenticeship Commission

1. The former Provincial Apprenticeship Board was mainly involved in policy making and did not have fiscal responsibility. It did have equity representation. It did not have responsibility for entry-level and pre-apprenticeship training.
2. ITAC is a good idea. It will both set policy and have fiscal responsibility for apprenticeship, pre-apprenticeship and entry level training and industrial training. It appears that the budget for this will be between \$67 - \$90 million. The Ministers Committee on ITAC decided not recommend equity representation or activities written into its mandate. The reality is that this mandate was not put through the Ministry of Women's Equality Gender Lens nor the federal government's gender impact analysis. Business(8 seats), Labour(8 seats) and Education(4 seats) could have equity represented in its membership on the Commission, but will not have to, and these people will owe allegiance to represent their business, labour or education constituency primarily. There is no defined seat for a community-based Equity Advocate on the Commission or its committees (the Ministry of Women's Equality will be one of the government's 4 seats).
3. Changes we have been able to achieve through active lobbying so far:
  - Business, Labour and Education will consider equity in their appointments
  - "to increase the participation of under-represented groups in designated trades and designated occupations" has been written into the mandate of the Commission.
  - the legislation says that under-represented groups "may" be consulted. There are no committees named in the legislation, but the possibility of creating them is written in.
4. Writing to the Ministers responsible could make a difference. (John Cashore for Labour,(Ministerial Assistant: Dan Barrett), Paul Ramsey for Education Skills and Training (Ministerial Assistant: Lionel Yip); also send copies to Sue Hammell, Minister of Women's Equality [Ministerial Assistant: Thelma Oliver].)
5. The Federal/Provincial Training Agreement will download responsibility (through a co-management system) and most probably, ultimately, funding from the Feds to the Province. (This is what the Province wants). "Equity principles" are included in the Canada - British Columbia Agreement on Labour Market Development. It is not clear what the equity principles are. We would like the Designated Group Policy (DGP) and implementation guidelines to form the basis of these principles. The Policy says it will be negotiated with all partners.
6. WEAC - Women's Employment Advisory Committee, co-chaired 3 times a year by Women's Employment and Training Coalition and the senior level of HRDC (Shirley Robertson). This committee informs, reviews and discusses all aspects of the impacts of federal HRD policies at the community level - not as advocacy for individual cases, but as examples of how policies and programs work or don't work. Community

consultation is now required in the HRD legislation.

7. We would like to see the provincial equivalent up and running. It was committed to in a joint WITT/WETC meeting with the Ministers of Labour, Education and Women's Equality one and a half years ago, and only one meeting has taken place.

#### Potential Strategies:

1. Ministers' public commitment to equity in education and training for women, visible minorities, aboriginal people and persons with disabilities; and communication of that commitment to the public.
2. Continue to lobby for representation on ITAC for Equity Advocacy groups.
3. Implement process with stakeholders including ITAC standing committees to incorporate equity individuals in apprenticeship and industrial training opportunities in the wider public sector.
4. We form a Task Force to deal with ITAC/HRDC/Fed/Prov/DGP.
5. Equity in Apprenticeship Training for Apprenticeship Counsellors.
6. 3-year WITT Exploratory Demonstration Projects.
7. Equity Access to Apprenticeship Projects.
8. Scheduling more women per class.
9. Equity participation in co-op programs.
10. Contract compliance in the wider public sector construction (copy to Dan Miller, Minister of Employment and Investment)
11. Director of Equity inside Ministries of Labour and Education, Skills and Training.
12. Equity Coordinator on ITAC - familiar with and able to implement Designated Group Policy.
13. GETT Camps supported and Secondary School Apprenticeship should have equity requirements.

#### Strategy Actions:

Letters to Ministers John Cashore (Labour) and Paul Ramsey (Education, Skills and Training)(with copies to their Ministerial Assistants) asking for equity advocacy representation on ITAC and asking for a meeting with Marcia Braundy and others to discuss this. Also a presentation to caucus.

Another letter to the above Ministers as well as Sue Hammell, Minister of Women's Equality, and Dan Miller, Minister of Employment and Investment, asking for four things:

1. A clear and direct communication of this government's commitment to equity in education and training for women, visible minorities, Aboriginal people and persons with disabilities
2. A process with stakeholders (including ITAC Standing committees) to incorporate equity initiatives in training and employment in the wider public sector.
3. The inclusion of the Designated Group Policy and Operational Guidelines in ITAC and Ministry of Education, Skills and Training funded programs.

4. An elective of your choice from the list.

Letter to Pierre Pettigrew, Minister of Human Resources Development Canada (HRDC), Place du Portage, Phase IV, 14th floor, Hull, Quebec K1A 0J9 (no postage needed) asking him when he is going to update the Designated Group Policy and Operational Guidelines language to make it current with Human Resources Investment Branch language so that employees will recognize their need to implement it. Also, asking him to describe what is meant by "Equity Principles" in the Fed/Prov Agreements and tell him that we expect they mean the Designated Group Policy, but could they please be more specific??!!

WITT/WETC to form Task Force to deal with these issues.

Lobby

Go to Victoria to state our case

Educate our own groups about these issues

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Update for WITT and WETC members:

Thanks for all the great letters. It was very good to see that you grasped the issues and wrote the letters from your own perspectives.

The legislation was introduced on the Monday following our meeting, with a great deal of fanfare about increasing representation of under-represented groups in the Press. The following day, I received a call from the newly appointed (that morning) CEO for ITAC, Kerry Jothen. He asked for a meeting to open discussion on how to operationalize this part of the mandate. A number of WETC members may have had contact in his role as ADM in the Ministry of Ed, Sk & Trng (MOEST) or (MEST). We met in Victoria on his first day of work, and I shared with him the background on most of the issues we identified at our strategy meeting. He is putting a project team together and is considering the implementation of these issues as he does so. It looks like having it in the Mandate, with someone willing to accept that responsibility, will be useful in moving the issues forward.

Please forward the second letter ASAP to the appropriate parties....let's use the momentum we seem to be gathering.

Regards,

Marcia Braundy  
VP - Kootenay WITT  
member - WETC