



BC TRADES EDUCATION FOR INTERNATIONAL STUDENTS

FAST BC

Facilitating Access to Skilled Trades in BC

September 1, 2015 - March 31, 2017

Facilitating Access to Skilled Trades in BC (FAST BC)

- Overview of project
- Indicate challenges
- Challenge-driven innovation solution
 - Competency framework approach and tools
- Web portal, ShiftIQ
- Discussion, questions



What is the FAST BC Project?

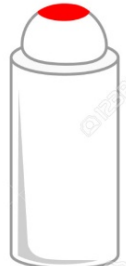
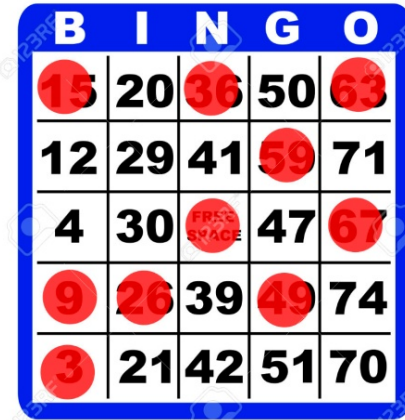
- The FAST BC project is a pilot project that will focus on providing *pre-arrival, online* credential evaluation, competency based assessment, bridging (gap) training, workplace culture and essential skills training, e-mentoring and job matching support for three program areas:
 - Automotive Service Technician
 - Carpenter
 - Power Engineer Fourth Class



Challenges for new immigrants coming to work in Canada in their skilled trade:

- Difficult to gain employment in field or level attained in country of origin
- Inconsistent assessment methods
- Lack of gap training; only full program and challenge pathways typically
- Not aware of Canadian standards, requirements for skilled trades employment, credential
 - Arrive with a partially filled out bingo card

- **How to get Bingo?**
- Skilled trades immigrants need to have indicated
 - recognition for what they have
 - what else they need and why
 - a way to address gaps between the two
- Red Seal, C of A, C of Q all indicate what is needed for a credential, not necessarily for employment



- from challenge to solution

180 degrees

- from traditional course, program, content-centric approach

Traditional Approach

- For typical on-line learning:
 - What is the ‘unit’ of learning?
 - How does the ‘unit’ of learning relate to what the learner is expected to be able to know or do?
 - implicit, inferred relationship due to program, course or content-centric

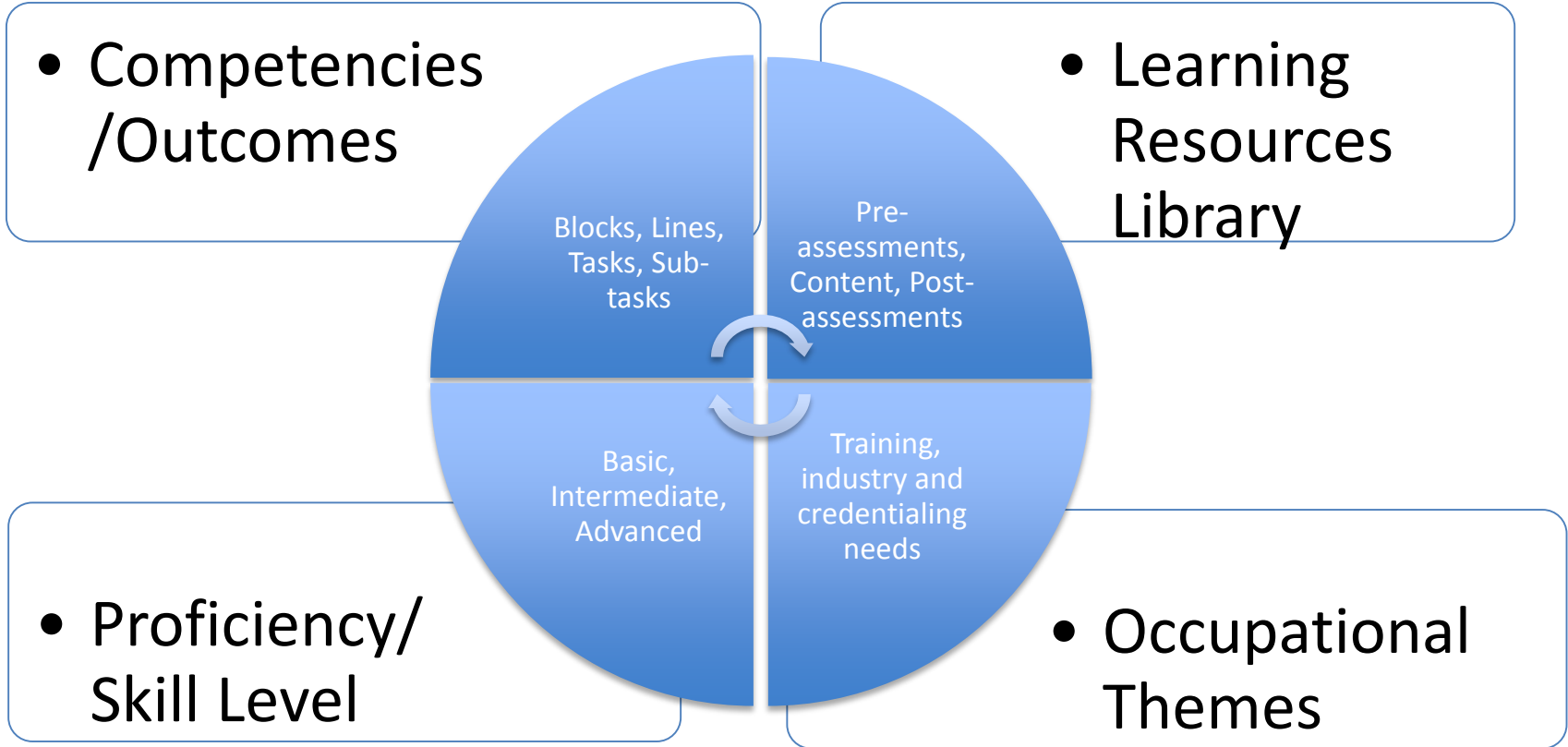
Competency Framework Approach

- ‘unit’ of learning is competency, outcome, task
 - BUT..., with contextual, dependent, progressive relationships with granular content
- learning process pre-assesses, validates, identifies gaps, provides ILP, post-assesses
 - explicit, direct relationship in competency-centric approach

Assessment of Competence

What is needed and why impacts what is assessed

- 3 (somewhat siloed) perspectives
 - Training institution
 - Industry/employers
 - Credentialing organization



Gap Training

Once assessment of what skilled trades immigrants have with respect to Canadian competency frameworks is complete

- 'Gaps' are identified
- Individual learning plans indicated
- Gap training and post-assessment (upskilling) done
- Competency dashboard updated to demonstrate progress

Benefits

- Personalized and adaptive learning can be used for all learner types and needs using the same learning materials rather than re-developing additional resources
 - Apprentices - assessment prior to or on return to technical training levels to identify and address gaps or areas of weakness
 - Challengers - assessment, gap training (theory and practical) to prepare for qualification and/or employment in non-regulated trades
 - Harmonization - transition initiatives

Challenges

- Competency assessments are not currently done in this manner
- Gap training is not a traditional or widely accepted approach to knowledge upskilling
- New pedagogical and technical approach needs new solutions
 - Competency based educational technology
 - Granular licensing
 - Integration with vendor digital CMS

FAST BC

fastbc.org

WORKING IN TRADES IN BRITISH COLUMBIA, CANADA

Immigrating to Canada? Before you arrive, get your skills and knowledge assessed, find out what additional training you may need, and get trained.

» WE CAN HELP



(FAST BC) Facilitating Access to Skilled Trades in BC

helps qualified, internationally trained tradespersons
and BC employers succeed.

SKILLED IMMIGRANT SERVICES

We will help you get your start in British Columbia, Canada.

» LEARN HOW WE CAN HELP

ShiftIQ

Restart My Program

Enable All Tasks

BCIT's AST Skills Development Plan

START here

100%

2 tasks

WORK in Canada

45 tasks

TEST yourself

4 tasks

Automatic and Manual Transmission Assessments



Automatic and Manual Transmissions (Entry Level)

Start

Steering System Assessments



Steering Systems (Entry Level)

Start

LEARN what you need

1 task

REPORT your Skills

1 task

Overall Progress



5
Goals



Special recognition to:



Top Rated Skills Development & Learning Management Platform

With support from:



Information and Communications
Technology Council

