



Newsletter

CVA-ACFP Newsletter August 2014

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IN FOCUS : Apprenticeship and Internship

CVA's PICKS OF THE MONTH

[Canada and Germany. How the German style of apprenticeships could be a model for Canada](#)

In Canada, there are calls to better emulate the German model, as this country struggles with an unemployment rate of 7.2 per cent, and with concerns about a looming skills

shortage in the workplace. But would it work?

2014 August Newsletter Focus Internship / Stages; Analysis - comparative; Apprenticeship; Article; Canada; Germany; In English; Source: Macleans;

ARTICLES and PAPERS

[Canada. Interns are mostly female, underpaid or unpaid, says upcoming study](#)

Preliminary findings from an upcoming study on internships in Canada show that the majority of interns are young women who make less than the provincial minimum wage — if they're paid at all.

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis - trends; Article; Canada; Gender - equity; In English; Internship; Source: Vancouver Sun; Trend - analysis;

[Canada. Why Canada needs to harmonize apprenticeship programs](#)

Increasing the number of skilled trades workers has quickly become a top priority for Canadian governments and business. Yet young people who try to enroll in trades programs often face long waiting lists because funding for that training hasn't grown along with the need. Community colleges and polytechnics are crucial to preparing skilled trades workers, and must receive a larger portion of the postsecondary funding pie. And that's just the first step.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprentices; Apprenticeship - programs; Article; Canada; In English; Source: The Globe and Mail; Trends;

[Canada. Access Denied: The Effect of Apprenticeship Restrictions in Skilled Trades](#)

Outdated provincial regulations are needlessly limiting the number of apprenticeship opportunities available to trades workers. Provinces regulate whether workers must complete a certified apprenticeship to legally work in an occupation, the length of apprenticeship terms, and the rate at which firms may hire apprentices relative to the number of certified workers they employ, known as a journey person-apprentice ratio. Governments have set these regulations in order to protect workers and the general public by encouraging workers to gain the proper training in skilled trades. However, entry restrictions are not the best means by which to regulate the quality and safety of work, say the authors. Instead of regulating the rate of apprentice entry, governments should focus on regulating quality of work and safety standards.

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis; Apprenticeship - programs; Canada; Government policy; In English; Paper; Policy - government; Program - apprenticeship; Source: C.D. Howe Institute;

[Canada. Certification, Completion, and the Wages of Canadian Registered Apprentices](#)

Using the 2007 National Apprenticeship Survey (NAS), this research paper estimates the earnings functions of individuals who completed or discontinued a registered

apprenticeship program. Controlling for observed demographic, labour market, and employer characteristics correlated with the two apprenticeship states, it finds earnings differences of approximately 20%. The paper also disaggregates apprentices into four groups on the basis of program completion and certification in order to refine the wage comparisons.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprentices; Canada; Certification; In English; Research paper; Source: Government of Canada/Statistics Canada; Target group: Apprentices; Wage differentials; Wages;

Germany. Door Opener or Waste of Time? The Effects of Student Internships on Labor Market Outcomes

This paper studies the causal effect of student internship experience on labor market choices and wages later in life. We use variation in the introduction and abolishment of mandatory internships at German universities as an instrument for completing an internship while attending university. The result is mainly driven by a higher propensity of working full-time and a lower propensity of being unemployed in the first five years after entering the labor market. Moreover, former interns pursue doctoral studies less frequently. The positive returns are particularly pronounced for individuals and areas of study that are characterized by a weak labor market orientation. Heterogeneous effects are not found across other subgroups of the population.

Tags : 2014 August Newsletter Focus Internship / Stages; Field: Internship; Germany; In English; Internship; Paper; Source: IZA - Institute for the Study of Labor; Target group: University students; University students;

Great Britain. Why higher apprenticeships? They're a debt-free route to a top quality degree

Apprenticeship numbers have risen, alongside a willingness among parents, schools and young people to consider the apprenticeship route as a way of nurturing a career. But for employers, apprenticeships have been seen as a craft route, with the implication that they are for the less intellectual. Universities and employers have not worked hard enough to embrace academic learning-with-earning as a model. It has been one or the other.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship; Article; Great Britain; In English; Source: The Guardian;

UK. Apprenticeships are more celebrated than ever, so why are less people taking them?

From August 2012 – January 2013, nearly 11,500 fewer people have started an apprenticeship compared to the same period last year. This represents a decrease of 4.5%. Amongst the 16-18 age group, the decline is 12%. As UK gears up for economic growth and focus on filling 'skills gaps' in the workforce, clearly this is cause for concern – especially with youth unemployment on the rise again, with nearly 1 million 18-24 year olds out of work. Apprenticeships have a higher profile than ever, so why are they declining?

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis - trends; Apprenticeship; Article; In English; Skills - shortage; Skills - trend; Source: FE Week; Trend - analysis; United Kingdom;

USA. Colleges, Employers Rethink Internship Policies

After a string of high-profile lawsuits, schools have tightened policies for posting summer interns.

Tags : 2014 August Newsletter Focus Internship / Stages; Article; Field: Internship; In English; Internship - policy; Policy - internship; Source: Wall Street Journal; United States of America;

USA. Internships with Prestige... and 0\$ Paychecks

Colleges like Northwestern collect tuition for off-campus experiences that don't meet federal guidelines for unpaid internships.

Tags : 2014 August Newsletter Focus Internship / Stages; In English; Internship; Source: Alternet; United States of America;

USA. Experts predict wave of lawsuits in U.S. over unpaid internships

The suit will force employers to reconsider using unpaid interns, first in "glamour" industries such as movies and publishing and then in industries that implemented similar policies to reduce labour costs in a flagging economy.

Tags : 2014 August Newsletter Focus Internship / Stages; In English; Internship; News; Source: HR Reporter;

EU. Quality traineeships Facilitating young people's transition to employment

With high levels of youth unemployment in the European Union, helping young people find work is a pressing problem. By providing opportunities in a real work situation to acquire valuable skills and learn appropriate behaviour, traineeships can help young people make the transition from education or unemployment to permanent work.

Tags : 2014 August Newsletter Focus Internship / Stages; Briefing paper; European Union; In English; Internship; Source: European Parliament;

How to make the most out of your internship

Are you looking forward to undertaking an internship or work experience this summer? Don't sleepwalk your way through this valuable period of time with our six ways to make the most out of your experience.

Tags : 2014 August Newsletter Focus Internship / Stages; Article; In English; Internship; Source: University of Nottingham;

The Bottom Line: Apprenticeships are Good for Business

Employers are increasingly worried about finding and holding on to quality, skilled workers and economists warn of a widening skills gap. What are employers to do? Apprenticeship—that age-old worker-training model that pairs on-the-job training with classroom instruction—just may be the solution to employers' woes.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship; Article; In English; Source:

Tailoring Internships to Fit Brand and Need

April showers bring May flowers, and May brings summer interns. Learn how to develop interns to fit with your organization's culture and objectives.

Tags : 2014 August Newsletter Focus Internship / Stages; Article; In English; Internship; Source: Chief Learning Officer;

Skill development in middle level occupations: the role of apprenticeships in training

Concerns about the polarization of the labor market are widespread. However, countries vary widely in strategies for strengthening jobs at intermediate levels of skill. This paper examines the diversity of approaches to apprenticeship and related training for middle-level occupations.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship; In English; Paper; Skills - development; Source: IZA - Institute for the Study of Labor;

Who are really the 'entitled' ones here?

The institution of internships is a perfect illustration of how 20-somethings are trying to cope in an economy that has been gamed against them. Internships are no longer about trading one's time for mentorship and opportunity. They've become the new serfdom.

Tags : 2014 August Newsletter Focus Internship / Stages; En bref; In English; Internship; Source: The National Post; Target group: Youth; Youth;

Do Unpaid Internships Lead to Jobs? Not for College Students

The common defense of the unpaid internship is that, even if the role doesn't exactly pay, it will pay off eventually in the form of a job. Turns out, the data suggests that defense is wrong, at least when it comes to college students.

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis; In English; Interns; Internship; Source: The Atlantic; Target group: Interns;

Interns are workers, too

Everyone loses from unpaid internships – young people, society, even businesses. Companies that expect young people to work without pay are excluding graduates and school-leavers whose parents can't afford to support them. They're also shrinking the size of their potential talent pool and failing to develop a potentially valuable recruitment tool.

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis; Article; Co-operation and Development; In English; Interns; Source: OECD - Organisation for Economic; Target group: Interns;

International internships are increasingly valued by employers

Internships have long been part of the collegiate landscape, but their relationship to students' future prospects has never been more direct. The article takes a look at the growing importance of international internships, offers tips on finding opportunities abroad,

and what this cross-cultural work experience means for employers and students.

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis - trends; Article; In English; International internships; Internship - international; Source: ICEF Monitor; Target group: Youth; Trend - analysis;

Internships: Virtually There: Working Remotely

It's a new world. In these internships, students don't even need to step in the office. Are they learning?

Tags : 2014 August Newsletter Focus Internship / Stages; Article; Field: Internship; In English; Internship - virtual; Remote workplace; Source: NY Times; Target group: Interns; Trends; Virtual internship; Workplace - remote;

Call for Action. The youth employment crisis

Resolution and conclusions of the 101st Session of the International Labour Conference, Geneva, 2012.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship; Call for action; In English; School-to-work transition; Source: ILO - International Labour Organization; Target group: Youth; Youth;

DOCUMENTS

Canada. Registered apprenticeship training programs, 2012

Apprenticeship training programs across Canada received 104,280 new registrations and reinstatements in 2012, up 6.8% from 2011. This marked the highest number of new registrations and reinstatements (individuals who were reinstated in 2012 after a year or more of absence) since the beginning of the economic downturn in 2008.

Rapport en français. Canada. Programmes de formation des apprentis inscrits, 2012

Tags : 2014 August Newsletter Focus Internship / Stages; Annual report 2012; Apprenticeship - programs; Canada; In English; Source: Government of Canada/Statistics Canada;

Canada. Guide for Integrating Essential Skills Into Apprenticeship Training

Across Canada, apprenticeship stakeholders are committed to helping Aboriginal learners succeed in their training. Crucial to this success are strong Essential Skills in areas such as reading, communication and math. This guide provides information on how to support the development of Essential Skills interventions in pre-apprenticeship and apprenticeship programs.

Tags : 2014 August Newsletter Focus Internship / Stages; Aboriginals; Apprenticeship; Apprenticeship - programs; Canada; Essential skills; Field: Essential skills; Guide; In English; Skills - essential; Source: CAF - Canadian Apprenticeship Forum; Target group: Aboriginals;

Canada. U.S. expert recommends boosting apprenticeships in Canada in new report

A respected American labour specialist says governments, educators and employers should work together to boost the number of apprenticeships for young Canadians in a

collaborative approach that would yield “significant payoffs.” The study also asserts that apprenticeships aren’t just a route to jobs in the skilled trades, but could represent an option for young Canadians in a variety of fields and should become a common recruitment strategy for a wide range of industries and sectors.

Related report. [Canada. Expanding apprenticeship training in Canada: perspectives from international experience](#)

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis; Apprenticeship; Article; Canada; In English; Report; Source: Canadian Council of Chief Executives; Source: The Globe and Mail;

UK. Common Best Practice Code for High-Quality Internships

The Code helps employers provide high-quality internship opportunities and find the best candidates from every background.

Tags : 2014 August Newsletter Focus Internship / Stages; Document; In English; Internship; Legislation; Source: Government of UK; United Kingdom;

EU. The experience of traineeships in the EU

Traineeships (also known as internships or “stages”) can help young people in the transition from school to employment by providing them with practical, hands-on training in the workplace. Despite this, concerns have been expressed over the working conditions during traineeships and the level of compensation, as well as on the effective learning content of these experiences for young people. This survey interviewed EU citizens aged 18-35 about their experience with traineeships and the benefits they felt they had received from them.

Tags : 2014 August Newsletter Focus Internship / Stages; European Union; In English; Internship; Source: European Commission; Survey;

Developing apprenticeships

Despite their advantages as a way of aligning vocational education and training to labour market needs, apprenticeships are underused.

In French [Développer la formation en apprentissage](#)

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship; Briefing note; In English; Source: Cedefop - European Centre for the Development of Vocational Training;

OTHER

Canada. Trades and Apprenticeship

The Government of Canada's Apprenticeship Grants provide: [Apprenticeship Incentive Grant](#) is a taxable cash grant of \$1,000 per year or level, up to a maximum amount of \$2,000 for apprentices once they have completed their first and/or second year or level (or equivalent) of an apprenticeship program in a designated Red Seal trade. [Apprenticeship Completion Grant](#) is a taxable cash grant of \$2,000 for registered apprentices who complete their apprenticeship training and obtain their journeyman certification in a

designated Red Seal trade.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship - programs; Canada; FTP référentiel CVA; Government program; Grants; In English; Program - government; Program - training; Source: Government of Canada/Human Resources and Skills Development Canada;

[Canada. Ellis Chart](#)

The Ellis Chart is a comparative chart of apprentice training programs across Canada. It allows an interprovincial overview of the 13 Canadian apprenticeship systems.

In French. [Canada. Tableau Ellis](#)

Tags : 2014 August Newsletter Focus Internship / Stages; Analysis - comparative; Apprenticeship - programs; Canada; Database; FTP référentiel CVA; In English; Program - training; Source: Ellis Chart; Target group: Apprentices; Training - programs;

[Canada/British Columbia. Direct Access](#)

Tool for managing apprenticeship.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship - programs; Assessment - tool; Canada/British Columbia; FTP référentiel CVA; In English; Source: ITA - Industry Training Authority; Tool - assessment;

[Canada/British Columbia. The apprenticeship toolkit](#)

This guide is intended to simplify and explain the apprenticeship process in BC. This guide is for apprentices and sponsors and for those considering entering the apprenticeship system.

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship; Canada/British Columbia; In English; Source: The apprenticeship toolkit; Toolkit;

[Canada/Saskatchewan. Earn while you learn](#)

Saskatchewan's apprenticeship system provides individuals the opportunity to gain valuable hands-on work experience in a trade of their choice. It also provides companies with skilled labourers and a secure workforce that is eager to learn. This valuable mentorship opportunity is just the beginning of a lifelong career that can take many different directions.

Related site. [Canada/Saskatchewan's apprenticeship system](#)

Tags : 2014 August Newsletter Focus Internship / Stages; Apprenticeship - programs; Canada/Saskatchewan; Government program; In English; News; Program - government; Source: Leader-Post; Web site;


[Why Internships Are Worth It](#)

Internships are becoming an increasingly popular way to differentiate yourself from the hoi polloi; in fact, interns are 70% more likely to be hired as full-time employees with a company than candidates with no experience at the company.

Tags : 2014 August Newsletter Focus Internship / Stages; In English; Infographic; Interns; Target group: Interns;

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