

# BC Agriculture/Horticulture Articulation Committee

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**May 19, 2017 10:00 am to 3:00 pm**

**Burnaby School District**

## **Minutes:**

**Present:** Betty Cunnin KPU, Karen Flynn SD41, Colleen Rogan ITA, Claudine Warburton ITA, Kevin Jones VIU, Jessica Gemella VIU, Bill Hardy HEBC, Lindsay Lindholm HEBC, Katherine SD41, Laura Biggs PHC

**Regrets:** Douglas Justice UBC Botanical Garden, Egan Davis UBC Botanical Garden, Rolf Arnold UFV, Shelley Hayes UFV, Gary Jones KPU, Kevin Scollon TRU, Ernest Phillips TRU, Dale Toronitz Camosun, Lisa Grieg Camosun, Anne Kivari VIU, Michael Girard VIU, Ruth Erskine BCCAT, John Fitzgibbon BCCAT

### **Election of New Chair**

Betty Cunnin from KPU was elected as the committee Chair.

### **Election of Note-Taker**

Laura Biggs from PHC was elected as the committee note-taker.

### **Approval of Meeting Agenda**

Tentative agenda was circulated prior to the meeting but not all committee members received a copy. The committee decided to allow flexibility in the day's meeting structure as needed.

### **Meeting Minutes Approval**

The minutes from May 27, 2016 were approved as presented, with a motion from Karen Flynn. Committee members were reminded that the BCCAT website has the past minutes available.

### **ITA Report – Claudine Warburton and Colleen Rogan**

#### **a. System Liaison Person**

There have been problems with information about changes getting to instructors before the Deans/Associate Deans. Normally someone from the association of Deans/Associate Deans is a System Liaison person who will get and disseminate the information first. Is this position needed on this committee or should changes be communicated through the Chair?

Question was asked about what is expected from this person re: meetings and communication. Question was asked about the role and whether the person would mediate between the committee and Claudine. The person would be on the association of Deans/Associate Deans, which meets every couple of months.

Question of whether this position is necessary for this committee was re-visited later in the meeting. It was decided that Betty will work directly with Claudine for now and see how it

works. It will be helpful to label emails appropriately to make sure committee members are aware of messages communicating such changes. If the load becomes too heavy then this will be re-visited at a future meeting.

b. National Harmonization Initiative (see slides)

The ITA Program Standards Department consists of 13 people, facilitating program development for all trades programs in BC since 2014. Staff work with subject matter experts and training providers, with industry driving the process.

Landscape Horticulturist harmonization was launched in Fall 2013 and will be implemented by Sept 2018, with the goal to substantively align systems across jurisdictions in Canada for all levels. It was previously difficult for apprentices to be mobile partway through the process. There will be consistency across Canada with respect to the Red Seal trade name (will not change), the combined work and technical training hours (will change from 7200 to 6000 with provinces deciding how to divide these hours), the number of levels (will remain 4), and the sequence of training so that there is similar content in each level (expect changes here), allowing for extra content to be added to reflect regional differences.

In terms of the progress so far, the ESDC (Employment Social Development Committee) has collected information from jurisdictions and proposed a draft sequencing, followed by provincial industry consultation. The RSOS (Red Seal Occupational Standard) workshop was held in Ottawa to work on the standards and sequencing further. Betty Cunnin attended and reported a collaborative experience, resulting in major tasks and sub-tasks identified. Question was asked about provincial flexibility, with the response being that we can meet and exceed what has been identified in the sequencing. Following this, a Red Flag Webinar with 25-30 people across Canada was held to address the four key points (red flags) with the sequencing. The final sequencing and RSOS review will be complete by May 31 as part of a 3-day workshop, editing for consistency and terminology, and assessing weighting for the IP exam. BC's ideas will go back to the ESDC who will average input across provinces.

Note – the process has gone well so far, with 2 industry reps and 1 instructor rep from BC involved from beginning to end.

Question about whether the subject areas have all been chosen – yes, all have been in place since the RSOS workshop in Ottawa. They are working on a national document to inform the provincial document, and BC-specific information can be added in at that time.

Question about whether it is still 180 training hours per level – each province can decide upon the distribution of hours. Some regions reported difficulty in getting the workplace hours if seasons were short. There's actually more content to cover now, so likely the workplace hours will decrease.

Next step – June 22, 23, 26-28 BC Program Outline Review workshop to create a provincial standard that will inform the curriculum development. Looking for individuals to participate, preferably with a C of Q or Red Seal and teaching experience in all four levels and foundation programs. There are funds to cover travel and accommodation costs as well as instructor replacement in the classroom during those dates OR a \$200 stipend per day if coming on own time. Interested instructors contact Claudine, with relevant background/experience to be discussed on a case-by-case basis.

Afterwards a transition plan will be developed as well as the standard exams. The goal is to give as much time as possible to implement the new curriculum, at least 6 months for training providers. Question was asked about students who would be partway through a program in September 2018 – ITA will work closely with training providers to come up with a transition plan. January intake programs will be affected, but the ITA will look at how other trades have handled with scenario. Will need detailed content first before the transition plan is decided upon, but the ITA will seek training provider input and collaboration.

c. Student Statistics and Standardized Level Exam Results (see slides)

Notes - "Active" = contact activity in the past 18 months. "OTT" = registered and not started a program OR Level 1 in progress. Numbers do not include youth in trades or foundation students. Numbers by region are based on home address, those with "Other" likely have a home address out of province. Numbers in each level mean that level is completed.

Question about whether HEBC can get information for inactive individuals to help encourage them – there is a team at the ITA that contacts inactive apprentices.

Production Horticulturist numbers – there was a question about the high proportion of active apprentices compared to inactive and the accuracy of these numbers, to be investigated by Claudine.

Exam results – A and B means that 2 versions of the exam were used. Keep in mind the small sample sizes when reviewing exam results. Level 1 LH exams show strong averages.

Question about whether the numbers include block training and challenges – thought to be yes but will check and report back. Level 2 LH exams don't have any 2017 results yet but 2016 shows a low pass rate that was discussed, perhaps based on the question pool but a few schools were surprised by low student performance. Level 3 LH exam was updated last year because of concern with student performance, but did not see a big difference year to year. Production C of Q exam results show strong numbers but small sample size.

IP exam for LH – now using the 2015 NOA (National Occupational Analysis) instead of 2010, with new bank of exams created in Ottawa (the host jurisdiction). Once new exams were created and polished, 30-day window for other jurisdictions to launch (this occurred in February 2017). KPU had just started L4 training at this time and had to transition quickly.

Betty reported that they decided to not directly inform students that exam had changed but instead adjusted instruction behind the scenes. There were 10-17% new questions and 20/26 students passed, which met expectations. Recommended that institutions refer to the 2015 NOA now until the new provincial curriculum is developed, especially for L4 students (but some of the new content could also be pulled into L3 training). The standard level exams are still based on the 2010 NOA, so L4 training will need to fill the gaps for the 2015 NOA (particularly sustainability and green infrastructure). ITA will not overhaul any exams at this point pending harmonization.

General discussion about how 80% of learning should be on the job, so instructors may not cover every detail. Students should answer questions based on how you would respond in the trade, not just what was learned in school. The idea is that employers bring in those bigger ideas, but there may be a gap here. Question about whether there has been national discussion about use of log book (reflecting 25 scope of trade categories and identify missing skills from employer's point of view). No national discussion as of yet. BC has many specialized small employers so gaps are common. HEBC proposed sponsoring and having apprentices work with multiple employers but this was not approved by industry.

Question about whether harmonization will affect laddering into certificate and diploma programs – if anything it will likely be of benefit, but this is to be discussed further. The bigger impact would be felt on Production Hort Levels 1 and 2. Need to wait and see.

### **HortEducation BC Report – Lindsay Lindholm**

Bill Hardy is part-time, Lindsay Lindholm is full-time. Current re-branding and new website development, with institution book orders soon to be done online as well as clearer info about challenging Red Seal and registering for workshops. Still able to sponsor apprentices for \$50 admin fee. Recent areas of interest include ITA Youth Programs and programs for people who are underrepresented, with LH becoming part of a trades sampler program. Also performing labour shortage research and participated in Skills BC, which was good exposure for the trade. Note that there were teams from Camosun and KPU, with one KPU team heading on to the competition in Winnipeg. Lindsay is doing class visits and careers fairs, also looking at doing a workshop for employers (please contact her if interested). Please send people needing help with the sign-off authority process to HEBC for assistance.

Learning resources – Levels 1 to 4 have been cleaned up for grammar and flow, and there is a change in the soils content structure in Levels 1 and 2 starting this fall. Note that these soils changes will not affect the exams, as they were just changes for clarity. Levels 1 to 3 will otherwise not change until the RSOS comes out. Level 4 will see some changes to reflect the 2015 NOA, published by Sept 2017 or earlier if possible. Then all 4 levels will change again once the RSOS is rolled out. Considering a digital edition but students tend to prefer hard copy in the binder. Generally good feedback about the binders from students and strong alignment with exam results. They are living documents so please report errors. Question about the binder

development for new RSOS – HEBC will develop the binders but is waiting on the sequencing as well as the BC-specific information (committee will be updated with this process once the sub-tasks are received). Question about who the subject matter experts are for green infrastructure topics – not determined yet but there is a pool of people to approach. Please give HEBC a heads up about book orders to help plan the printing process – ideally one month's notice, or at least two weeks. Rush printing is costly. Can always return extras with re-stocking fee.

Egan Davis has done some Red Seal prep workshops and is working on a booklet. HEBC is collecting names of people interested in participating – perhaps will hold another one on the island in December as PHC has a L4 class finishing up in mid December.

Question about getting sponsors on board – will workshops happen for employers to educate them about the benefits? HEBC wants to do more of this, but it's funding-dependent. Lindsay currently does some phone calls but wants to set up more info sessions, and may also create a video for employers. She will distribute resources by email that can be distributed to employers. Employers can be hard to reach as they are busy and likely get many emails, so flyer mailouts may be more effective. Discussion about role of BCLNA to communicate with employers rather than relying on schools to do this. Don't want to exclude employers not part of BCLNA. Could this committee develop a small ad for the BCLNA's Friday File? Motion from Betty for Lindsay to contact the BCLNA board re: employer involvement in apprenticeship program, moved by Karen Flynn.

Discussion about youth programs – e.g. VIU, Camosun, Burnaby School District. Note that the ITA has re-named youth programs. HEBC wants to work on letting kids know that LH is an option for them, and will liaise with career counselors and participate in career fairs. Most high school students don't know that horticulture is a trade, even though many are looking at production and medical marijuana.

### **Apprenticeship Program Update at KPU – Betty Cunnin**

Overall numbers are great, increase in youth programs, 3 L1 sections, putting on a L2 in the fall, normal numbers in L3 and 4. Production offered every other year (5 students/year typically), with Fall 2018 as the next intake. This is offered at a loss to keep industry support, but there needs to be more research into what students want to do and what industry needs. The RSOS transition offers the opportunity to see if programs capture the nursery and medical marijuana sector needs for technical training. Could be a neat opportunity for BC to perhaps eventually have the first production program specific to medical marijuana. The re-structuring of AVED means that new programs can charge whatever fees they want.

Arb Tech at KPU – 3 levels developed but L3 never offered, L1 always full at 14 – very successful with potential for another school to also offer L1. Climbing Arb C of Q only run twice, cancelled twice at KPU, students need to be done all hours in Arb Tech to do Climbing Arb. Also hard for employers to release staff for 8 weeks. Could partner with companies for instruction and

equipment but not for the practical assessment component (potential bias). HEBC will speak with employers to encourage participation in this trade, and there is also work being done to uncouple the Arb Tech and Climbing Arb trades. There are well-paid industry jobs that need to be filled in this area.

### **BCCAT Block Transfer Update – Betty Cunnin**

Note – Ruth Erskine provided two handouts for distribution at the meeting.

30-credit block transfer between foundation programs at Camosun, VIU, KPU was established by Carol Barnett, allowing students to start at year 2 in a diploma or degree without paying extra fees. None of this has gone through officially. Need all foundation programs to send curriculum via BCCAT system so it's tracked.

KPU does have a PLA process in place for those who have done training at a non-credit institution and/or have work experience, but there is a \$500 application fee to have this assessed for academic programs (degree and diploma). Betty will pre-assess students first to help save them the \$500 fee if possible.

Question about whether there is a body that looks after articulation in other provinces – uncertain, likely just handled within each province. Training from other provinces would be assessed on a case-by-case basis.

### **New Canadian Landscape Standard Published by CNLA and CSLA Update – Betty Cunnin**

BC Landscape Standard went national last year – the CNLA and CSLA adopted it for all of Canada, but now it costs \$199 and there are no institutional breaks on this fee. It's technically still the BCLNA standard until they do a jurisdictional breakdown – will fundamentally stay the same but some BC-related or soils-related details may change.

Suggestion to ask landscape architects to donate older editions and keep on reserve in library. (Larger institutional discussion about learning resources for students – the level exams are based on the binder contents and other textbooks are only recommended, not required.)

(Link for more info: <http://www.csla-aapc.ca/standard>)

### **Horticulture Educational Offerings in BC Updates - All**

**Karen and Katherine (Burnaby SD41):** Approached by Access, an indigenous non-profit, and are putting together a government proposal for 16 students. Jeff Foley agreed to sign off as employer, with \$7/hr wage subsidy. First time horticulture has been part of this Access program. Students would start after the Essential Skills testing piece. Also, a refugee project (BCLNA initiative) had come up in the past but Burnaby is not involved anymore. Still doing prison programs, works well because you don't have to be bonded for this trade. Upswing in night school programs. Good enrolment in organic programs. Overall, numbers took a dip, L2 had 8

last term and 12-15 in L1. Need to help spread the word about Burnaby as an option north of the Fraser.

Note – HEBC will have a web calendar of program start dates. Please send them information to share. Trades Training Consortium website only has certain programs on it and only from colleges (i.e. not Burnaby SD). Discussed the issue with having a TTC link from the ITA site as it creates a bias in funneling people to certain institutions. Committee to draft a letter to the ITA regarding how the institutions are listed on their website – agenda item for next meeting.

**Laura (PHC):** Staffing changes – Laura Biggs as College Director starting early May, Jessica Jang as College Administrator starting March. Foundation program started with 18 students in January and is now at 16. Level 3 full-time ran over the winter months with 10 students. Level 3 part-time currently running (Feb to July) with 10 students, Level 4 part-time running Aug to Dec this year with 10 students expected. Part-time model is effective for students who want to work and study, but scheduling can be difficult due to daylight hours and seasonality.

**Kevin and Jessica (VIU):** Fourth year of program with Japan (6 weeks in spring and fall), separate from apprenticeship. Hort program has 11 out of 24 seats filled this year, lowest since 1981. Seven accepted for next January already. Info sessions held in April and June. Discussed CanWest but found it not useful for recruitment. Class field trip to Seattle Garden Show (and other stops in February – VIU provides the bus and students pay separate fees for other expenses. Contacted by 2 universities in China to work together on programs.

## **Other**

Discussion about those who completed the apprenticeship years ago and are very successful – could use in marketing efforts so people could see the career trajectory. This would be stronger if the individuals have taken/challenged the Red Seal, harder to promote the C of Q alone. Lindsay to look into the parameters of the \$2500 grant for challenging the Red Seal as there was some confusion about who can obtain this grant.

## **Next Meeting**

Likely to hold another meeting this year on a Monday in November to discuss harmonization updates. A Doodle poll will be sent out to finalize a date, with location TBA (likely on the island).

**Adjourned at 2:40pm**