

# Alberta's Future

Edition 6



**CCIS's INNOVATIVE TRAINING APPROACH**  
**Foundational Construction Trades (FCT)**





**WORKING  
TOGETHER  
FOR A  
BETTER  
FUTURE**

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## One-of-a-kind Trades Training in Calgary



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## Editor's Notes

### In this issue

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It is a great honor for me to bring another informative and stunning edition of Alberta's Future magazine. The basic insight behind this edition is to provide a complete guide about The Foundational Construction Trades (FCT) Training Program of Alberta. After some labour market analysis and research, it became evident that we needed to fill a gap in both the community and business sector, to assist new and inexperienced Albertans to work in the field of construction.

This edition will give you a complete description of the FCT Training Program, its highlights and summary, the skills of the graduates, our vision, and how the program will improve and secure the future of Alberta's new generation of construction workers.

I would like to thank the stakeholders, funders, and industry members for being supportive and, for collaborating with us to reinforce this initiative throughout Calgary. You can reach us any time to get assistance from our team. We would be pleased to answer any questions that you may have. We would also welcome any suggestions that would enhance this program and its graduates.





# TRADES TRAINING IN CALGARY

CCIS has been providing innovative training programs since 1985. Since 2001, our team has developed training initiatives in the oil and gas industry, power engineering, building operations, non-destructive testing, and the construction industry. The Foundational Construction Trades Training has been exclusively designed to introduce a career in the trades of construction.



The FCT Program focuses on:

- Bricklaying
- Drywalling and Painting
- Electrical Components
- Pipe Trades (Plumbing)
- Sheet Metal and Insulation
- Wood Trades (Carpentry)



Introduction to construction tools at CCIS with instructor Regan Morben



# How it all started

The Foundational Construction Trades (FCT) Training Program was envisioned in line with Alberta's Recovery Plan to get Albertans back to work and to address skill shortages of new entrants to the Industry. Alberta's government remains steadfast in their commitment to achieve goals of diversification, job creation and financial well being.

This training program provides an opportunity for anyone that is interested in a career in construction. The CCIS-FCT program focuses on prospective trainees, with no prior experience or required qualifications to gain entry-level positions within the industry. This program is appealing to those who have just completed high school and want to work in the construction industry. Through this foundational training, there is the potential to advance to a career of many opportunities, whether it be a journeyman or qualified operator, fundamental skill sets are an asset to set career goals. The CCIS-FCT training program provides principal basics to a number of prominent trades: **pipe trades, wood trades, bricklaying, painting and drywalling, sheet metal and insulation and electrical components/basics.**

In consultation with SAIT and industry specialists, these trades were classified as valuable preparatory areas of construction for interested individuals to gain first-hand insights and understanding of the industry.



It is a well-known fact that people are not able to excel because they are not trained properly bringing shortcomings to the industry due to a lack of experience and being new or unfamiliar to the working environment. Basic and essential training are both evidently important and necessary to be successful. The FCT program is for keen and motivated individuals who seek to develop their skills and perform outwardly in the field of construction. The program has been designed to focus on the strength of strong basic skills in construction.

This program has received hundreds of applications, attracting many applicants who are eager to begin a career in construction. Through collaboration from Industry and certified instructors at CCIS and SAIT, this training program and its graduates will help to enrich Alberta with a diversified pool of forthcoming construction workers who will be the future faces of Alberta's workforce.





# *Alberta is on the right track...*



**Hands-on Training in Wood Trades at SAIT**





# Director's Message

This past year has been tough for Canadians seeking work. With the shift in the economy and the effects of the pandemic, the downturn has affected all facets of business, especially a reduction in job opportunities and hours of work. Alberta has been working hard to regain momentum. New ways of thinking, diversification and adjusting has been at the forefront of the regular discourse.

Promotion of education and training is key to the success of any initiative. CCIS has been providing training programs and services for newcomers in Calgary for over 35 years. Many newcomers make Canada and especially Alberta, their new home. Having travelled the journey of being a new Canadian myself over 50 years ago, I have experienced the barriers and obstacles that hindered my growth when I first arrived to this great country. For the last 20 years, I have been using my experiences and expertise to try and curtail the struggles that many new Canadians face. With my highly competent team, I am very proud to say that we have been able to provide training opportunities and successful employment placements to hundreds of new Canadians. I am honoured to say that our graduates have integrated into the Canadian workforce with careers and not just jobs.

The Foundational Construction Trades (FCT) Training Program is our latest training venture. The focus is to train and provide a point of entry for those who are wanting to pursue a career in the field of construction, through a 24-week program, in conjunction with SAIT, for hands on training.

I wish to thank the Governments of Canada and Alberta, our stakeholders, and corporate partners who play an important role in helping us to bring the talent of our graduates to the Alberta workforce by making this training program possible. I also would like to thank those individuals who work with us and the Alberta Minister of Advanced Education for continuing to support our efforts to be an integral and valuable part of connecting new Canadians to the Alberta workforce.

We hope that with the industry support – whether it be through work experience opportunities, guest speaking initiatives, meet 'n' greets, we are further able to strengthen this program. We encourage employers to endorse their support for work experience and work placements to support our new trainees in building their careers. Our collaborative working relationship (at no cost to you) is our goal. Together we can help the new faces of Alberta's construction workforce!

If you have any questions you can directly contact us to get more details; we will be glad to help answer any questions.



**Bob Khan**  
Director of Operations  
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## Foundational Construction Trades (FCT) Program Outline

The FCT training is 24-weeks in duration and provides basic knowledge and an introduction to construction trades while developing and focusing on the development of essential skills to become knowledgeable in the construction trades.

The main target of the program is to highlight the essential elements that are necessary for successful employment in Alberta. This program centers on **essential skills, employability skills for construction industry, computer skills and job search skills.**





# ESSENTIAL SKILLS

## Essential Skills for Construction Workers

The objective of this component is to improve and enhance the reading, writing, numeracy, oral communication, and critical thinking of a Construction Worker. Reading, writing, communication, and basic mathematical knowledge are provided for a richer understanding of working trends, needs, and demands and to broaden critical thinking. Learning about data lists and maintenance forms, logbooks, work orders, etc., is also covered.

## Employability Skills for Construction Industry

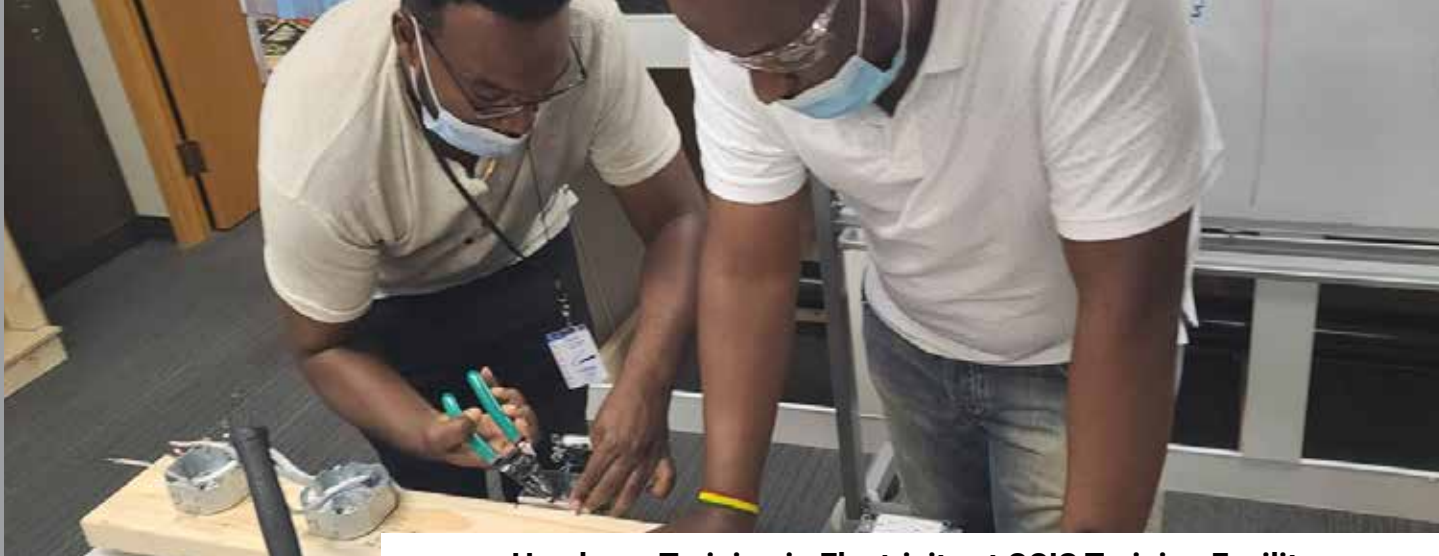
Continuous learning, positive attitudes and behaviors, adaptability, intercultural communication, workplace responsibilities, and teamwork are the focus during the employability skills training; to help understand the identification and the importance of basic concepts. This section of the program will focus on how to identify career goals, analyze personal strengths, and have a positive attitude and approach at work.



Hands-on Training at SAIT



## Team Work Makes The Dream Work



**Hands-on Training in Electricity at CCIS Training Facility**

## **Computer Skills**

Focuses on fundamental computer concepts, jargon and the most commonly used applications, including job search and how to apply for jobs online. Resume writing is also covered.



# **ECT Creates A Pathway to Further Skills Training**





## **Working as a Construction Worker in Alberta**

Learning about and understanding the construction industry, Employers and Labour Market Information with an overview of Construction Occupations is provided. Employment Rights and Responsibilities, and WCB Coverage in Alberta are also covered.

## **Job Search Skills**

Emphasis is given to the creation and development of resumes that highlight skills and experiences that will help with job search. Focus is on job search techniques, how to market yourself to secure and maintain employment.

# TRAINING ACADEMIC COMPONENTS

## ESL & Occupation-based Foundational Terminology

A general introduction and knowledge about the terms and definitions of the construction industry and the English language are covered throughout the training.

## Academic Upgrading & Trade Math: Mathematical Fundamentals

Workers are familiarized with the definitions and terms relevant to the construction industry.




## Applied Skills Development

SAIT hands-on training, safety training and certification, and work experience will be completed throughout the training program.







*All  
students are  
trained under the  
supervision of  
qualified instructors  
with many years of  
hands-on  
experience*

# HANDS-ON TRAINING COMPONENTS AT CCIS & SAIT

The following trades introduce trainees to the world of construction. Each component prepares trainees to understand the fundamental concepts of each trade. This provides an initial and essential grasp in theoretical and practical key elements of the trade, tools and their applications.

An essential part of the training is to identify the common tools used in each trade which are specific to that particular trade, the ability to explain the functions and applications of the tools. A focus on being able to extract relevant information from basic drawings and designs is also a part of the training. Demonstration and awareness of safe work practices and explanation of their role in keeping workplaces safe is a fundamental part of any trade and this is emphasized throughout the training. Furthermore, trainees are provided hands on safety training and certification.

Each trades component is individually focused on highlighting the important basics of foundational knowledge and skills to introduce the trade components, to ultimately initiate possibilities of career advancement.

## Wood Trades (Carpentry)

- Demonstration of **fundamental applied woodwork skills** through projects such as:
  - a. **Residential floor, roof, and wall frame**
  - b. **Internal drywall, decorating and finishing**
  - c. **External siding and shingling**
- Considerations for working with **different types of wood and materials**
- Steps and considerations for **designing, planning, and completing a basic woodwork project**







Wood Trades Training at SAIT





# Pipe Trades (Plumbing)

- Demonstration of **fundamentals applied piping skills** through projects such as:
  - a. Copper bending and soldering
  - b. Iron pipe threading
  - c. Pex pipe project
  - d. Installing basic plumbing fixtures
- Considerations for working with **different types of pipe and materials**
- Steps and considerations for **designing, planning, and completing a basic piping project**



CCIS students at SAIT Pipe Trades Lab





Hands-on Pipe Trades Training



## Sheet Metal & Insulation

- Demonstration of **fundamental applied trade skills** through projects such as:
  - a. Ductwork
  - b. Spot soldering
  - c. Internal and external insulation
  - d. Cladding
- Considerations for working with sheet metal and insulation materials
- Steps and considerations for designing, planning and completing a basic **sheet metal and insulation project**







## Bricklaying

- Demonstration of **fundamental applied skills through a straightforward bricklaying project**
- Considerations for working with **bricklaying materials**
- Steps and considerations for **designing, planning, and completing a basic brick project**



## Painting and Drywalling

- Demonstration of **fundamental applied skills** through a project
- Considerations for working with **paint and dry walling materials**
- Steps and considerations for **designing, planning, and completing a basic painting and drywalling project**







## Electrical Components

- **Series/parallel circuit fundamentals**
- Describing **voltage, current, and resistance**
- Application of **circuit fundamentals**
- Design and installation of **single-pole and three-way switching circuits in a residential setting**
- Design, installation, and energization of **residential receptacle and lighting circuits**
- Installing **residential wiring and termination of devices**
- Basic understanding of **residential Canadian Electrical Code rules**



Bob demonstrating electrical components



**Hands-on Electrical System training at SAIT**



# Training Partnership



CCIS students at SAIT training



The Southern Alberta Institute of Technology (SAIT) has had a long-standing relationship with CCIS since 1985, providing hands-on experience and technical training and has played an important role in the training and certifying trainees from all walks of life. As a consistent and professional partner, SAIT has worked together with CCIS to incorporate unique training programs, from Power Engineering to Non-Destructive Training and to Construction!

***Thank you SAIT for your continued support and we look forward to further strengthening this working partnership!***

# SAFETY TRAINING & CERTIFICATION



Since 1993, incorporating safety programs and training of industry personnel has contributed to a 20% decline in lost time claim rates for the construction industry. To emphasize the importance of safety in the industry, the FCT training program provides a head start for safety-oriented individuals to learn more about the industry.





**Relevant safety training and certifications are provided:**

- **Standard First Aid with CPR Level C**
- **Construction Safety Training System**
- **Workplace Hazardous Materials Information Systems (WHMIS)**
- **Fall Protection**
- **Confined Space**
- **H2S Alive**



## Work Experience

The work experience will allow for application and further understanding of the theory learned in the training. It will also provide an opportunity to experience a real work environment. Trainees will gain insight into work responsibilities, positive attitudes and behaviours, adaptability, teamwork and occupational skills. The importance of positive attitudes, teamwork, and responsibilities is reinforced through the work experience.



WCB and Liability  
Coverage Provided

# Meet the Instructors

## CCIS Instructor

My name is Regan Morben.

A red seal interprovincially certified Journeyman Carpenter, I also hold a provincial instructor's diploma. I have been teaching college and high school level carpentry and career skills since 2007 in British Columbia.

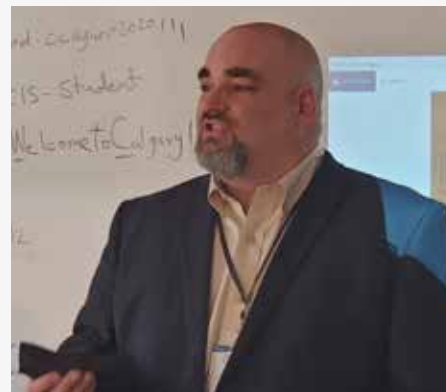
Teaching trades and career skills to new Canadians at CCIS is a new experience for me that I have found very rewarding and enjoyable.

My students have fascinating backgrounds and life stories. Everyday I learn nearly as much from them as they do from me. I value their experiences and admire their endurance and commitment in making the hard choice to move to another country and start a whole new life.

I am also proud of the course I am teaching. The FCT course is a one-of-a-kind approach to foundational trades training. Besides mathematics and safety training we also teach functional English. I feel the English training aspect of the FCT course is one of the main keys to enabling new Canadians to enter the Canadian trades training system, without it they would be at a deficit compared to the other students



**Regan Morben**  
CCIS Instructor



in the class who speak and read English natively. The second key to the FCT program that makes it so perfect for new Canadians is that because of the partnership between CCIS and SAIT our students receive hands on training in the state-of-the-art facilities on SAIT's main and satellite campuses. This experience is so valuable to someone who knows very little about our education system or our trades system.

I find teaching rewarding and satisfying and at the same time I feel even better that I am also contributing to the restoration of Alberta's economy through the FCT course. It makes me proud and gives me a profound sense of fulfillment to know these people, and to play a part in their life changing transformation from newly landed immigrants into working and contributing Canadians on their way to making Alberta and Canada stronger for their families and ours.







**Randy Wilkinson**

SAIT Instructor  
Pipe Trades

I have been involved in the plumbing and gas fitting industry for close to fifty years. Recently I was given the opportunity to teach CCIS' FCT PROGRAM that was put in place in conjunction with SAIT.

I did not know what to expect from the group I taught; we had no introductions prior to the training due to the pandemic, and needless to say, I was pleasantly surprised with this group of new Canadians as well as humbled by some of our conversations.

The second day in class I had asked the students why they had picked a cold place like Calgary to come to. In unison they told me that they came here to make a better life for themselves and their families. That statement has stuck with me since. This was their chance and their opportunity to chase and grasp at something much better. I knew from that statement that these trainees would become sponges and absorb as much as they possibly could in the short time that we would be together.

I was not wrong nor disappointed. Question after question was put forth to me in all the subject matter presented. All labs were met with great enthusiasm and no complaints in the time we were together which I found very refreshing. All labs were completed on time and as per instructions.

## SAIT Instructor

The quizzes were all met head on, not only with high marks but with a good understanding of the course material. I had mentioned to the students you will get out of this class what you bring to it, make yourselves proud, that is why you are here. I believe they did that and more. It was for me a great experience to work with this group. They were very positive and upbeat and attentive to the tasks at hand.

On our last day I suggested that they go home and write a letter to themselves as to where they see themselves in five years time. They understood that this was a promise to themselves to guide and to help navigate their own journey for success. Once again, I wish all these gentlemen a bright and promising future not just in the trade that they wish to partake in but also in all endeavours that they choose moving forward.

***It was a pleasure getting to know them all.***



# GRADUATION WITH LABOUR MINISTER JASON COPPING & MLA MUHAMMED YASEEN

The FCT training program began at a time when the world started facing unprecedented challenges brought on by the Covid-19 pandemic. Amid difficult times, the instructor and students were able to adapt the new method of program delivery to comply with health protocols and was able to complete the program in July, achieving its goals with all 16 students graduating on time. A Covid-19 enhanced protocol graduation took place in early August 2020. Despite the restricted number of attendees and guests all following public health measures, the Honorable Alberta Minister of Labour Jason Copping and



From left: MLA Muhammed Yaseen, Minister of Labour Jason Copping, FCT Graduate, Fariborz Birjandian, Regan Morben & Bob Khan

MLA Muhammed Yaseen joined us at the celebration. He congratulated the graduates for successfully completing the training despite the pandemic. The Minister took the opportunity to applaud the efforts and optimism of the CCIS training team and the instructor.





## **Congratulations to the Graduating Class!**

The program completion and graduation of the students were a remarkable achievement, especially during the erratic state of the Alberta economy and the effects of the pandemic on daily life. The Minister presented graduates with certificates of completion and congratulated each student on their achievement. The Minister and MLA Muhammed Yaseen toured CCIS' newly-built construction workshops which allowed the students to learn and develop their skills to practical application. With many tools and equipment, the customized workshop provides substantial and extensive opportunities for trainees to practice and hone their new skills.

The support of the Government of Canada and Alberta has further motivated CCIS-FCT team to continuously work and collaborate with various sectors of the economy and industry representatives to design and deliver meaningful and needy training initiatives.



# GOVERNMENT OF CANADA AND ALBERTA – THANK YOU!



Students completed the FCT training program defying the challenges of the pandemic.

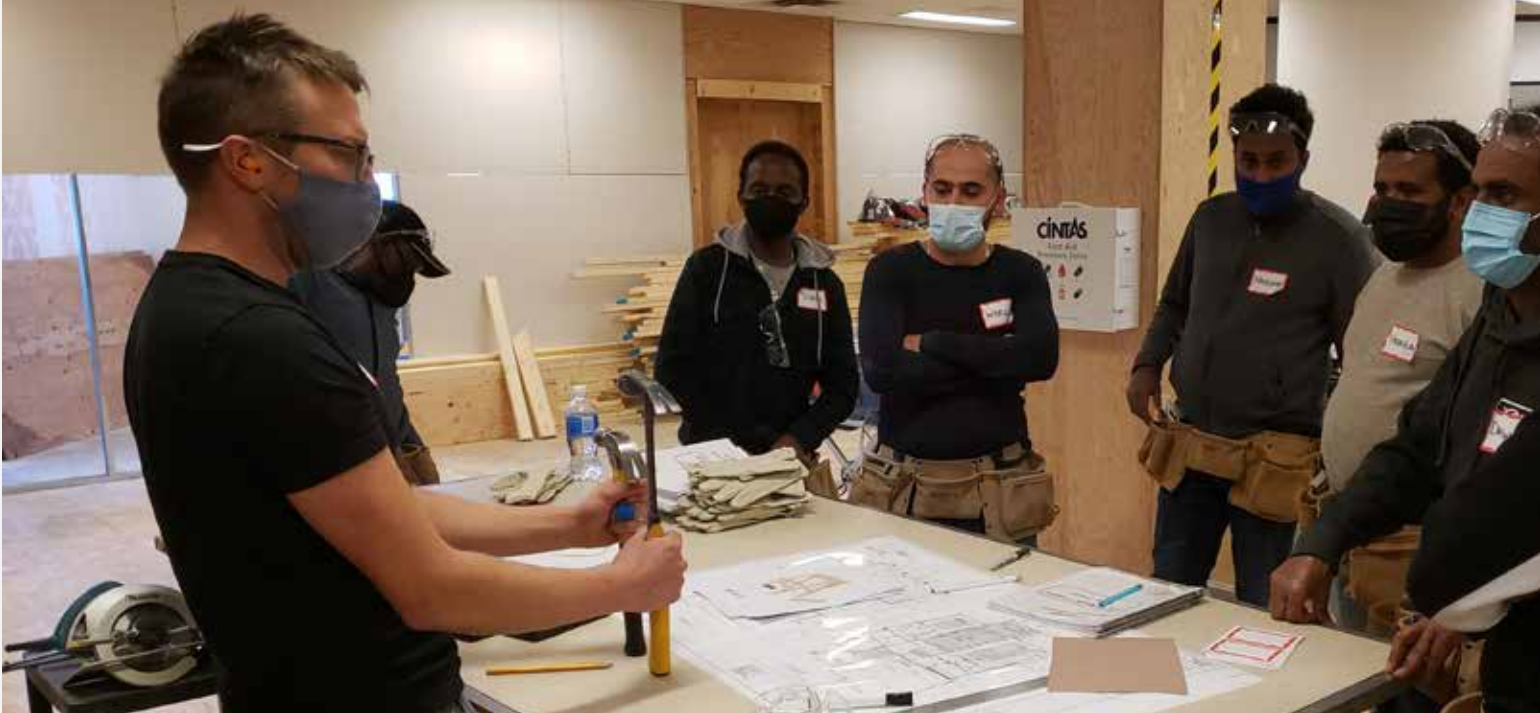
Training programs are created and developed by CCIS with the support of Industry and stakeholders. However, these training programs would not be possible without the funding support of the Government of Canada and Government of Alberta.

Throughout the 20 years, this CCIS Team

has been operating its training initiatives, the excellent support and service at every aspect from both levels of Government have been well received.

CCIS would like to formally recognize the hard work of the government and offer a truly genuine **Thank You** to all those individuals





**CCIS students hands-on training at SAIT**

working in various levels of Government to help bring to fruition and reality, worthy and valuable training opportunities for Albertans and Canadians. The Government's work is much appreciated, and the support has been invaluable to CCIS and the many new Canadians whose lives have been improved and changed! Thank you!

Canada

Alberta

**Thank you for making this  
training program possible!**

# Industry Participation is Imperative

Alberta Businesses are the cornerstone of our economy. Industry relies on Government to create and maintain policies that allow their businesses to flourish. Government plays a crucial role in the success of industry and therefore in the vitality of our economy.

Education Providers rely on both Government and Industry to fulfill their mandates and reach their goals. Much work is done behind the scenes and throughout the training program. The support and involvement of Government and Industry partners are paramount to the success of the CCIS programs. It is this support that allows accurate identification and response to the needs of the labour market. Thus resulting in enabling CCIS to provide crucial opportunities for new Canadians to bring their talents and skills to the forefront and build meaningful careers, and lives, here in Alberta.

Our success since 2001 is due in large part to the partnerships with industry and Government and the hard work of everyone involved. We also firmly believe that there is another dimension to this success, a dimension that adds immeasurable value to our society. It is the dimension of collaboration: students, CCIS, Government and Industry. All the people involved in the creation and delivery of our training initiatives come together to create alliances and effective solutions to help those who need some guidance and intervention. The success of working together is extraordinary and very fulfilling.

Despite the recent unprecedented times, the Government and Industry have remained steadfast partners, allowing graduates from these programs to move forward with their hopes and dreams. We thank each and every individual who has been a part of CCIS' success.

**Please let us work together, to design effective training initiatives, to prudently put individuals to work while helping to address workforce needs. There is much undiscovered talent and skills that exist in our community and we all must continue to support our fellow Albertans who are and will continue to be an integral part of our workforce. As industry informs Government of shortages or gaps in our workforce, and Government seeks ways to fill these gaps, we continue to work and develop ideas for new training programs.**

**If you have never worked with us, we welcome and encourage you to come on board. There is no cost to you other than sparing some of your time and, the benefits are great. We look forward to connecting with you.**



**Monika Bhandari**  
Senior Program Coordinator  
[mbhandari@ccisab.ca](mailto:mbhandari@ccisab.ca)







Vina Mariano  
Intake Officer  
vmariano@ccisab.ca

## Building Futures

The Foundational Construction Trades (FCT) training program is a one-of-its kind program under the umbrella of the former Oil and Gas Training Programs (OGTP) of CCIS. Since 2001, our team has been helping immigrants and new Canadians with transferrable skills by providing them with the training and tools that they need to secure sustainable employment and prepare them towards building a successful life in their new home, Canada.

Many immigrants and new Canadians come to Canada with different backgrounds, talents and skills. Most of them, however, cannot continue in their careers because of lack of Canadian work experience or due to lack of credential recognition. To address these concerns, our team has developed unique programs which gave opportunities to hundreds of CCIS skilled and talented clients to start building their careers.

Interested applicants provide us with their application and complete the intake and selection process. Applicants undergo an in-depth assessment of their

suitability and willingness to complete the program. The selection process includes information sessions where we provide a presentation of the program and industry requirements and expectations, language assessments as well as a competency test followed by an interview which are all used to evaluate the readiness and aptitude of an applicant to complete the program.

Even in the midst of the pandemic, the first FCT program was successfully completed. Our intakes consist of talented and diverse individuals coming from different countries. Some more new programs are being explored and hope to launch soon. Updates will be posted on the CCIS website: [www.ogtp.ca](http://www.ogtp.ca)

## Selection Process

- Applicants submit completed application form
- Attend orientation session & complete English test & interview
- Take competency test
- Short-listed candidates are contacted to attend a final selection interview
- Top candidates are selected for the Training





# EMPOWER THE FUTURE

CCIS is one of the top not-for-profit organizations dedicated to helping Canadians and newcomers to achieve their goals to settle in Alberta.

**Industry and Employers are an integral component to the success of our Graduates. We urge you to support our training program, at no cost to you! Contact us to learn how you can be a part of our training initiatives.**

## Join the forces!

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**ALBERTA'S FUTURE**



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