

Automotive Refinishing Technician

Transition Plan V.1

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Abbreviations

CCDA	Canadian Council of Directors of Apprenticeship
CL	Current Level
C of Q	Certificate of Qualification
DA	Direct Access (ITA's registration system)
ER	Employer sponsor
FDN	Foundation
HL	Harmonized Level
IPSE	Interprovincial Red Seal Exam
NOA	Red Seal National Occupational Analysis
RSOS	Red Seal Occupational Standard; replaces NOA
SLE	Standardized Level Exam
TP	Training provider
TT	Technical training
TW	Trade worker
WBT	Work-based training

Harmonization Overview

The Canadian Council of Directors of Apprenticeship (CCDA) is responsible for the Red Seal Program, which develops common interprovincial standards and examinations. The CCDA has undertaken the Pan-Canadian Harmonization Initiative in the Red Seal trades. British Columbia is an active participant in this initiative.

The goal is to substantively align apprenticeship systems across Canada by making apprenticeship training requirements more consistent in the Red Seal trades. The priorities on the right were identified by industry and training partners across Canada

Harmonization Priorities

1. Use of Red Seal **trade name**
2. Consistent **total training hours** (in-school and on-the-job)
3. Same number of **training levels**
4. Consistent **sequencing** of training content, including use of most recent Red Seal Occupational Standard (RSOS).

Automotive Painter

	Changing in BC?	What will it be?
TRADE NAME	YES	Automotive Refinishing Technician
NUMBER OF TRAINING LEVELS	NO*	2
TOTAL HOURS Technical (TT) + work-based training (WBT)	YES	3600 hours Decrease of 1680 hrs

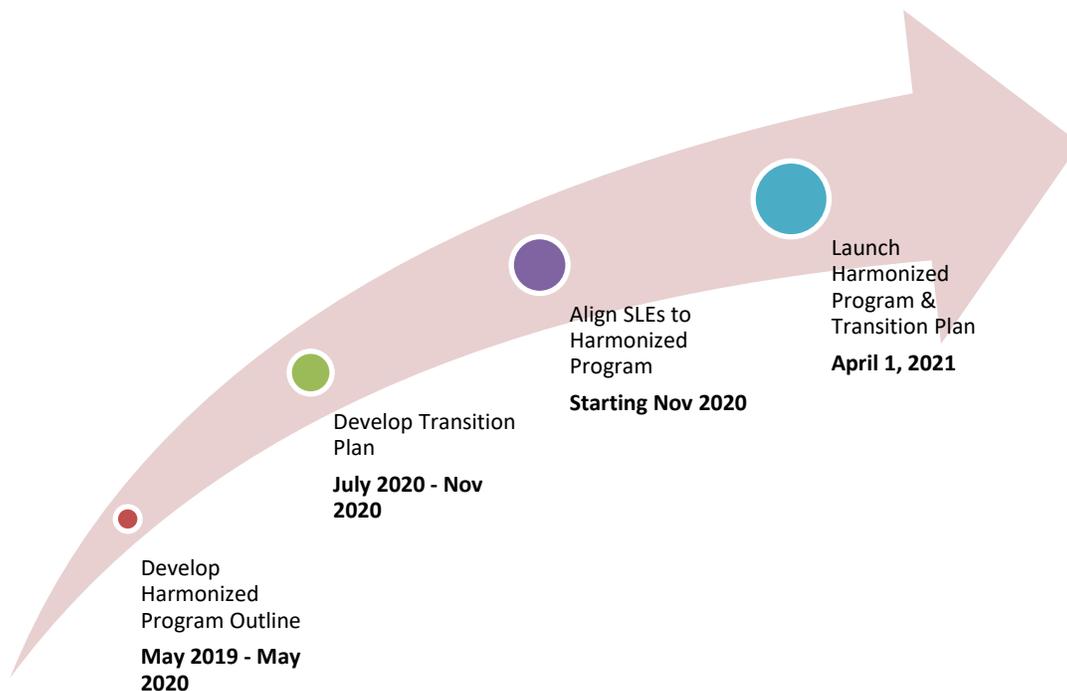
***Note:** In BC, the current program consists of two separate trades: Auto Refinishing Prep Technician and Automotive Painter. Prep Tech functions as Level 1 and Painter as Level 2. In the harmonized program, these two trades will be brought together as Automotive Refinishing Technician.

Transition Planning Process

The re-sequencing of the Automotive Refinishing Technician program through the Harmonization Initiative has resulted in substantial changes to the credentialing model and minor changes to the sequencing of technical training.

The ITA Transition Team consulted with the post-secondary training providers that deliver the Automotive Refinishing Technician and Auto Body and Collision Technician programs and considered the input of our internal and external partners. ITA and its partners evaluated several transition options and the transition plan outlined in this document was identified as the best option. We have also ensured that there are pathways for all current apprentices to complete their apprenticeship.

BC Program Development and Transition Planning



Training Providers (5)

BC Institute of Technology (BCIT)
College of New Caledonia (CNC)
Okanagan College (OKC)
University of Fraser Valley (UFV) (FDN only)
Vancouver Community College (VCC)

Apprentice Numbers in Current Program

Status	0TT	CL1 (Prep Tech - TT only)	CL1 (Registered in Paint)	Total CL1 (Require HL2)
Active	90	35	31	66
Inactive	241	74	41	115
Total	331	109	72	181

Notes

- The numbers are as of October 1, 2020.
- Apprentices who have completed CL2 (Auto Paint TT) are not considered in transition planning as they have completed their technical training.
- There are many individuals who have completed a FDN or other non-apprenticeship program and are eligible to receive credit for CL1, but are not included in the apprentice numbers.

Definitions

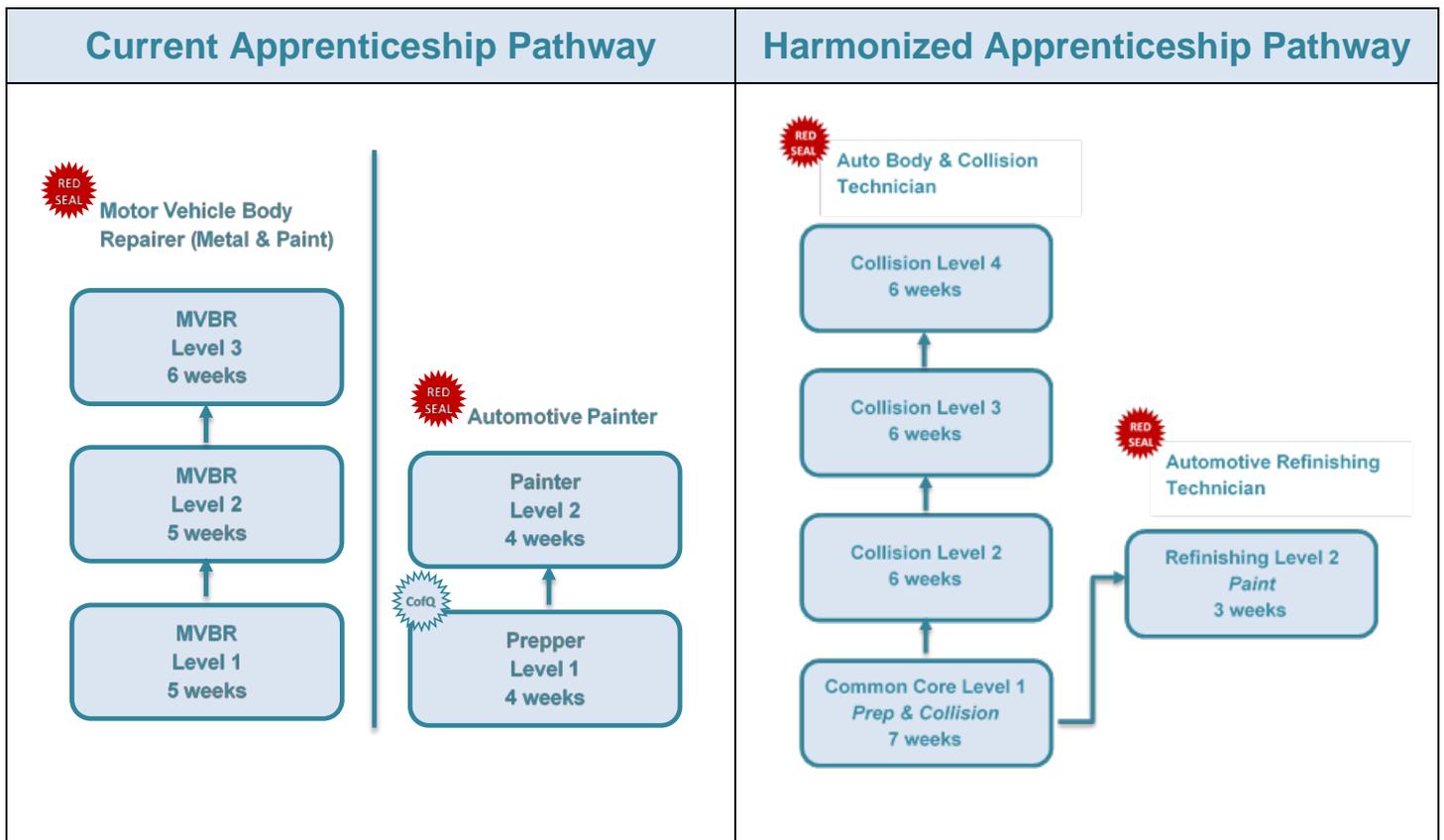
- Active** apprentices for whom training credits or WBT have been logged in DA **within the last 18 months**
- Inactive** apprentices who have not interacted with DA in **over 18 months**
- 0TT** individuals who have registered as apprentices in Prep Tech, but have not received credit for any levels of technical training
- CL1
(Prep Tech - TT
only)** individuals who have completed CL1 TT, but have not achieved Prep Tech C of Q. They will be considered separately in planning for the inactivation/deactivation of Prep Tech.
- CL1
(Registered in
Paint)** individuals who have credit for CL1 and will be transitioned to the harmonized Refinishing program to complete HL2
- Total CL1
(Require HL2)** individuals who have credit for CL1 and require HL2

Changes to the Apprenticeship Pathway

During the harmonization process, extensive consultations with industry and training providers resulted in a new credentialing model that allows for a Common Core Level 1 between Refinishing and Collision programs.

Benefits of new model

- More career options after level 1
- Easier recruitment
- Easier to become dual ticketed
- More mutual "understanding" of each other's scope of work
- Increased collaboration between Refinishing and Collision Techs in the workplace



Automotive Refinishing Technician Transition Plan

Inactivation of Prep Tech Certificate of Qualification (C of Q)

The new credentialing model eliminates the C of Q after Level 1 (Prep Tech). Therefore, the Prep Tech C of Q will be deactivated. The content of the Prep Tech training will be included in the Common Core HL1.



Current Prep Tech apprentices who have **not** achieved their certification and would like to do so should contact ITA.

Customer Service

778-328-8700

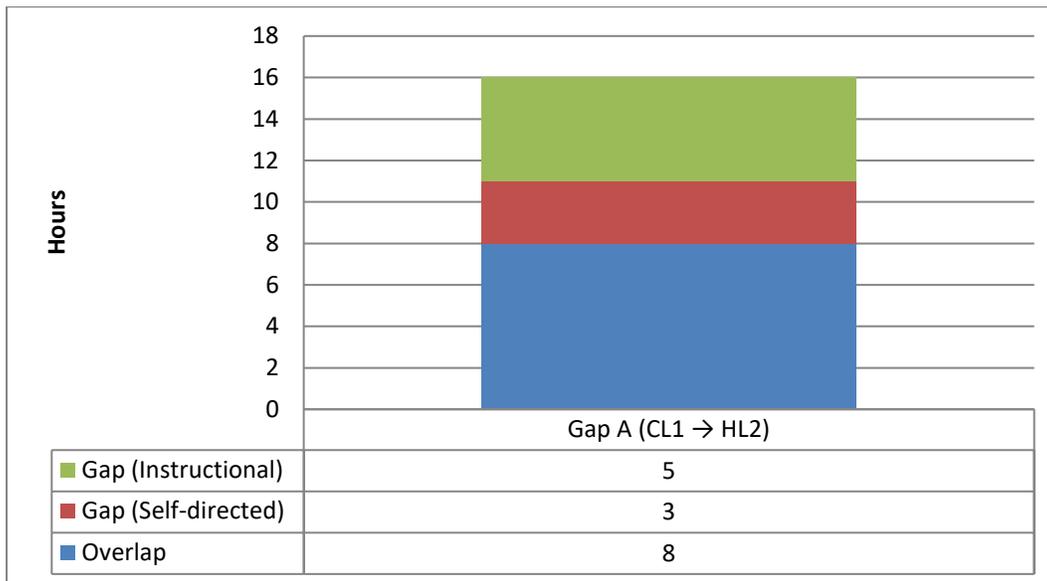
Toll Free in BC 1-866-660-6011

customerservice@itabc.ca

Apprenticeship Advisors (by region)

<https://www.itabc.ca/our-trades-training-system/apprenticeship-advisors>.

The Gaps



What are gaps and overlaps?

A Gap is an estimate of the hours of technical training content **that an apprentice will be missing if they transition** from the current program to the Harmonized program (CL→HL) at a specific level.

Refinishing Gap A (CL1→HL2) is the technical training content that an apprentice who has completed Current Level 1 (Prep Tech) will be missing if they transition into Harmonized Level 2.

An Overlap is an estimate of the hours of technical training content that an apprentice will be repeating if they transition from the current program to the Harmonized program (CL→HL) at a specific level.

What are Instructional Hours and Self-Directed Hours?

Instructional Hours is the estimated instructional time to address missing content that is critical to the apprentice's success and is unlikely to be learnt without intervention.

Self-Directed Hours is the estimated time that an apprentice will spend to cover the missing content. This learning may occur in the context of other tasks or levels in technical training, on the job, or through self-study.

[See Appendix A: Details of Gaps](#) for a list of the competencies, content and achievement criteria that current apprentices will be missing if they transition to the harmonized program.

Transition Plan Summary

Implementation Timelines		
Year 1	Harmonized Level 1 (HL1) Common Core*	April 1, 2021
Year 2	Harmonized Level 2 (HL2)	April 1, 2022

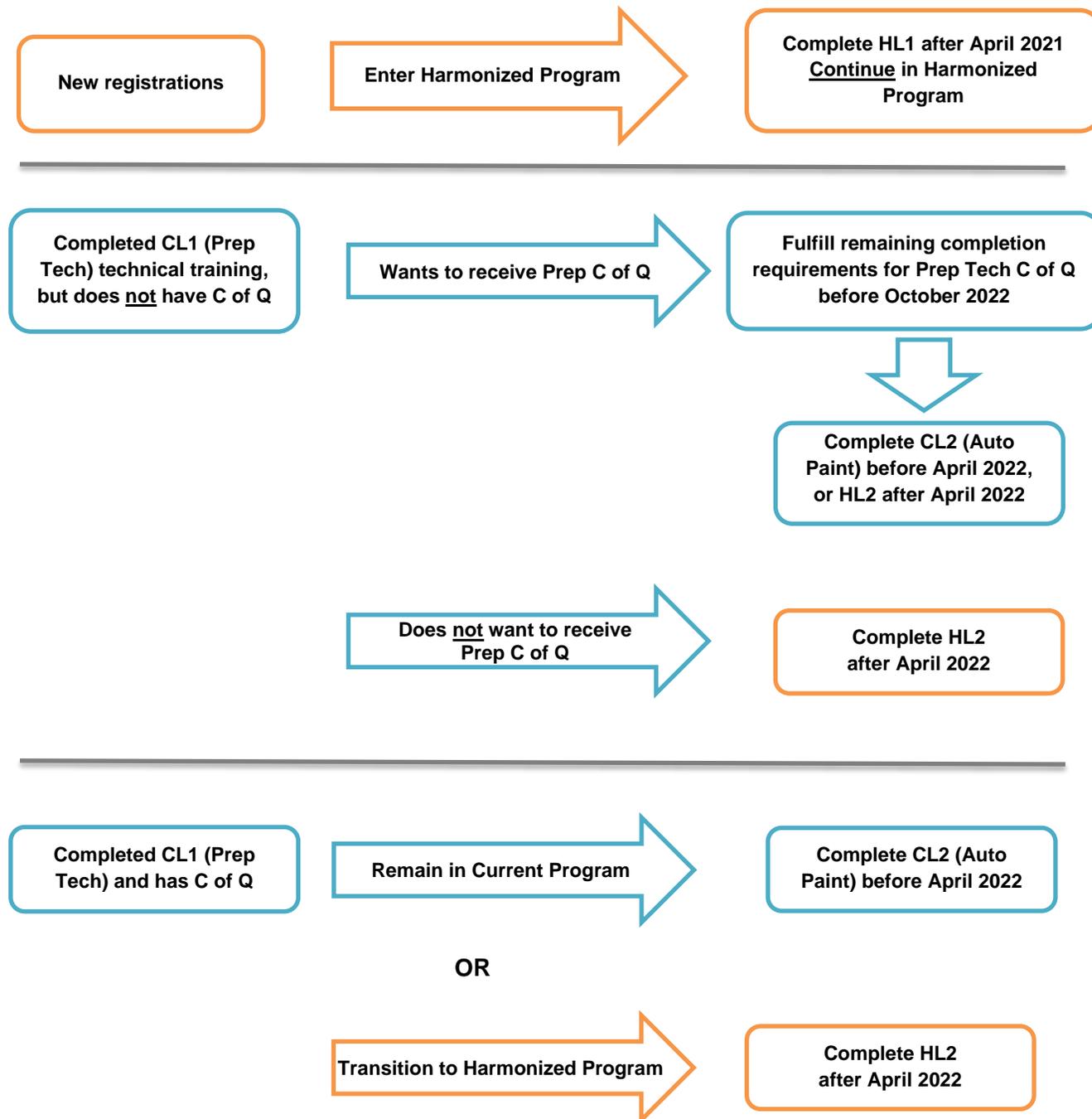
Year 0 20/21	CL1 (Prep Tech) 4 weeks	CL2 (Paint) 4 weeks
Year 1 21/22	HL1 Common Core 7 weeks	CL2 (Paint) 4 weeks
Year 2 22/23	HL1 Common Core 7 weeks	HL2 3 weeks
		TP support 1 day
Year 3 23/24	HL1 Common Core 7 weeks	HL2 3 weeks
		TP support 1 day
Year 4 24/25	HL1 Common Core 7 weeks	HL2 3 weeks

* **Note:** HL1 is Common Core with Collision. FDN programs will be Common Core and will align to HL1.

Transition Delivery Notes:

- **Training provider (TP) support** at HL2
 - is optional
 - is **not** a completion requirement for the apprentice
 - is **not** recorded in Direct Access
 - may be requested by training providers for the levels and years indicated in the transition plan
 - delivery method and schedule are up to the training provider
- **See Appendix B: Transition Delivery Guidelines** for more information about delivering TP support.

Pathways for Current Apprentices (Summary)



Changes to Training Hours

The following changes to training time for Automotive Refinishing Technician will come into effect **April 1, 2021**:

- Changes to technical training (TT) hours to accommodate the new credentialing model, which includes a Common Core Level 1 with Collision:
 - Increase of 90 hours (3 weeks) at Level 1
 - Decrease of 30 hours (1 week) at Level 2
- Decreased work-based training (WBT) hours to align with the harmonized standard of 6,400 hours of total training (decrease of 1,740 WBT hours)

Current Program	Hours
Technical Training	240
Level 1 (Prep Tech) = 120 hours (4 weeks)	
Level 2 (Auto Paint) = 120 hours (4 weeks)	
Work-based Training Hours	5,040
Prep Tech = 1,680	
Auto Paint = 3,360	
Current Total Training Hours	5,280

Harmonized Program	Hours
Technical Training	300
Level 1 = 210 hours (7 weeks)	
Level 2 = 90 hours (3 weeks)	
Work-based Training Hours	3,300
Harmonized Total Training Hours	3,600

Challenge Pathway and Sign-off Authority

Current Prep Tech Program	Hours
Work-based Training Hours	1,680
ITA Formula for Calculating Challenge WBT	X 1.5
Current Challenge WBT Hours	2,520

Current Auto Paint Program	Hours
Work-based Training Hours	3,360
ITA Formula for Calculating Challenge WBT	X 1.5
Current Challenge WBT Hours	5,040

Harmonized Program	Hours
Harmonized Work-based Training Hours	3,300
ITA Formula for Calculating Challenge WBT	X 1.5
Harmonized Challenge WBT Hours	4,950

Implementation of Changes to Training Hours

Changes to Technical Training (TT) Hours

The changes to technical training hours apply only to Harmonized Levels. **Current Levels** that are delivered after April 1, 2021 will remain at their current duration.

Changes to Work-based Training (WBT) Hours

If a TW completes in the current program - the WBT hours for the current program will apply.

If a TW transitions to the harmonized program - the WBT hours for the harmonized program will apply.

Harmonized Foundation Program

The 34-week harmonized foundation program reflects HL1, which is common core with Collision.

Graduates receive

- Auto Body and Collision Technician (HL) Foundation (CofC)
- Automotive Refinishing Technician (HL) Foundation (CofC)
- Credit for Level 1TT credit & 625 hours towards harmonized **Auto Body and Collision Technician** apprenticeship program
- Credit for Level 1TT credit & 450 hours towards harmonized **Automotive Refinishing Technician** apprenticeship program

Standardized Level Exams (SLEs) for the Harmonized Program

The C of Q exam at CL1 (Prep Tech) will be replaced by the HL1 SLE and will be weighted 20/80 with the in-school technical training mark for HL1.

Exam	Exam Development	Tentative Exam Launch
HL1	Winter 2020	Summer or Fall 2021*

*The timeline to launch the HL1 SLE may be impacted by COVID-19.

Why are the harmonized SLEs implemented after the harmonized level?

The exams need to be piloted with the first cohort of apprentices that complete the harmonized level. The pilot results are then analyzed, and depending on the result, further revisions may be needed. The exam is also validated by subject matter experts before it is launched.

How will training providers be informed of the launch of an HL exam?

An OPSN will be sent to announce the launch of the HL exams.

Appendix A: Details of Gaps

Refinishing GAP A: CL1→HL2

This table lists the content that an apprentice will be **missing** if they have completed CL1 and then take HL2.

Competency	Missing Content	Achievement Criteria	Content migration	Instructional Hours*	Self-directed Learning Hours**
I1 Mix refinishing materials	Mix refinishing materials, including single-stage, and base coat/clear coat	No (see I4)	HL1/HL2←CL2	1	1
I3 Apply single-stage paint	Apply single-stage paint	No (see I4)	HL1/HL2←CL2	1	1
I4 Apply base coat/clear coat	Apply base coat/clear coat	Yes - perform base coat/clear coat refinishing procedures	HL1/HL2←CL2	3	1
Total				5	3

***Instructional Hours** are hours of content that an apprentice would need dedicated instruction to cover.

****Self-Directed Hours** are hours of content that an apprentice would be able to cover through self-study, on the job or in the context of other tasks/levels.

Refinishing OVERLAP A: CL1→HL2

Overlaps are identified so that instructors and apprentices are aware of the repeated content. There may be opportunities for transitioned CL1 apprentices to use some of their overlap time to study their gap content.

Competency	Missing Content	Content Migration	Hours
B2 Use lifting equipment	Describe specialty lifts; lift and mount vehicle to install anchoring equipment	CL1→HL1/HL2 (only the HL2 content would be an overlap)	2
B4 Maintain spray equipment	Describe recycling machines	CL1→HL1/HL2 (only the HL2 content would be an overlap)	0.5
R1 Remove structural glass	Describe removal of laminated, structural glass	CL1→HL2	2
R2 Install structural glass	Describe the installation of laminated, structural glass	CL1→HL2	1
R3 Repair laminated glass	Describe repairing laminated glass	CL1→HL2	0.5
S1 Remove non-structural glass	Remove non-structural glass	CL1→HL2	2
S2 Install non-structural glass	Describe the installation of non-structural glass	CL1→HL2	2
W1 Repair interior components	Describe removing and repairing interior components	CL1→HL2	6
W2 Replace interior components	Describe installing interior components	CL1→HL2	5
		TOTAL	21

Appendix B: Transition Delivery Guidelines

TRAINING PROVIDER SUPPORT

Delivery

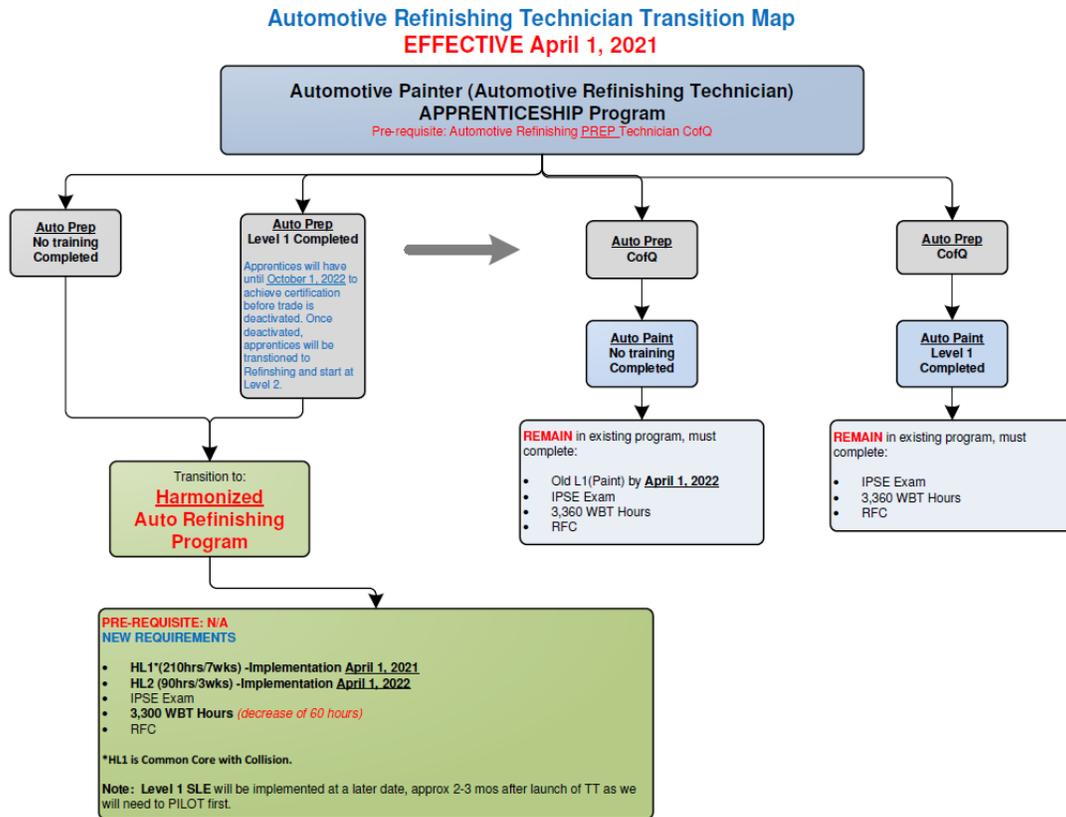
- Training providers may request training provider support for the levels and years indicated in the scenario. Please contact the ITA Training Investment department.
- Delivery method and schedule are up to the training provider.

****Training provider support is optional. It is not a completion requirement for the apprentice. Training provider support is not recorded in Direct Access****

Appendix C: Communication Plan for Transition

Audience	Purpose	Mode
Training Providers	To announce the changes to training standards and the publication of a new Program Outline and Program Profile on the trade webpage on the ITA website	Official Program Standards Notification (OPSN) via email and posting on trade webpage
Training Providers	To plan for transitioning to the new program	Webinar(s), phone calls and/or face to face meetings
Training Providers	To announce the final transition plan	Program Update and Transition Plan via email and posting on trade webpage
Training Providers	To announce the launch of the harmonized level exams	OPSN via email and posting on trade webpage
Employers	To gather input on transition scenarios	Webinar(s), phone calls and/or face to face meetings
Employers	To inform on the upcoming changes to the program and the pathways to completion for their apprentices	Letters sent through ITA Direct Access (DA)
Employers	To inform on the upcoming changes to the program and the pathways to completion for their apprentices	Presentations at Program Advisory Committees (PAC) and other industry events
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Letters sent through ITA Direct Access (DA)
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Targeted outreach via phone and email
Apprentices	To inform on the upcoming changes to the program and their pathways to completion	Classroom visits by Apprenticeship Advisors

Appendix D: Prep Tech Transition Map

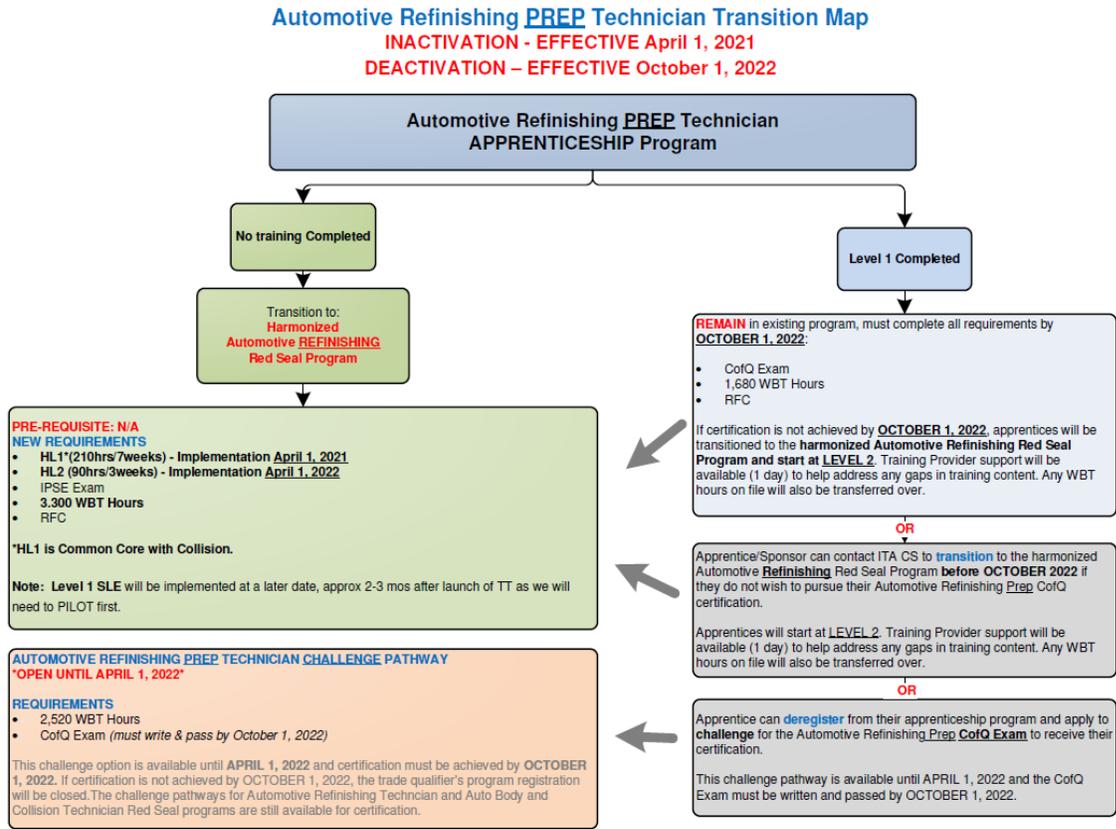


CHALLENGE PATHWAY

Automotive Refinishing Technician Hours Requirement: 4,950 hours (was 5,040) (decrease of 90 hours)

Last Updated: November 23, 2020

Appendix E: Automotive Refinishing (Auto Paint) Transition Map



Last Updated: November 23, 2020