MANITOBA School Boards ASSOCIATION

LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

October 30, 2026

Honourable Tracy Schmidt
Minister of Education and Early Childhood Learning
Province of Manitoba
168-450 Broadway
Winnipeg, MB R3C 0V8
mineecl@manitoba.ca

Dear Minister Schmidt,

The Manitoba School Boards Association is writing to advocate for amendments to Manitoba's teacher certification regulations to establish a Provisional Technical Vocational Teaching Certificate for qualified tradespersons pursuing permanent technical vocational teacher certification.

This recommendation originates from the attached Request for Action submitted by River East Transcona S.D., which was subsequently endorsed by the Provincial Executive of the Manitoba School Boards Association.

School divisions across Manitoba continue to experience challenges recruiting and retaining qualified instructors for technical vocational programs. While Manitoba provides a pathway to permanent technical vocational teacher certification, there is currently no comparable provisional certification available for qualified tradespersons who are actively completing an approved technical vocational teacher education program. As a result, divisions often rely on Limited Teaching Permits, which are temporary and do not provide the employment stability or career pathway necessary to attract experienced industry professionals into the education system.

The Association believes there is merit in establishing a provisional certificate that would:

- Allow qualified tradespersons with appropriate industry credentials and experience to teach while pursuing permanent certification;
- Support recruitment and retention of technical vocational educators;
- Provide greater employment stability for both employees and school divisions;
- Recognize the significant professional and financial commitment made by individuals transitioning from industry into education; and
- Strengthen Manitoba's capacity to deliver high-quality technical vocational programming.

This recommendation is also consistent with the Association's broader Human Resources policy direction supporting efforts to address workforce shortages in Manitoba schools, reduce unnecessary barriers to certification pathways, and improve the recruitment and retention of qualified education professionals.

Importantly, the proposed certification would not alter or reduce the requirements for permanent technical vocational teacher certification. Rather, it would create a structured and accountable pathway that supports candidates as they complete those requirements while contributing their expertise in Manitoba classrooms.

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Given Manitoba's ongoing demand for skilled trades workers and the important role technical vocational education plays in workforce development, the Association respectfully requests that the Government review the current regulatory framework and consider establishing a Provisional Technical Vocational Teaching Certificate through amendments to the relevant teacher certification regulations.

We would welcome the opportunity to discuss this recommendation further and to share perspectives from Manitoba school divisions regarding technical vocational teacher recruitment and retention.

Thank you for your consideration.

Sincerely,



Alan Campbell
Executive Director

Attachment

cc Mona Pandey, Deputy Minister dmedu@manitoba.ca

# PROVISIONAL TECHNICAL VOCATIONAL TEACHING CERTIFICATION

| PROPOSED BY | TYPE | TARGET |
|---|---|---|
| **River East Transcona School Division** | **Request for Action** | **Manitoba Education and Early Childhood Learning** |

## Resolution

**WHEREAS** Manitoba presently provides a permanent technical vocational teaching certificate for Grades 9 to 12, but does not provide a comparable provisional technical vocational certificate for a qualified tradesperson who is still completing an approved technical vocational teacher education program;[1]

**AND WHEREAS** school divisions may therefore need to rely on Limited Teaching Permits, which are temporary, time limited and school/subject specific rather than a stable, multi-year certification pathway;[2]

**AND WHEREAS** technical vocational programs depend on instructors with substantial current industry knowledge, occupational experience and recognized trade qualifications, including journeyperson and Red Seal credentials where applicable;[3,5]

**AND WHEREAS** requiring a qualified tradesperson to leave secure employment in industry for a teaching position dependent on repeated short-term permit approvals can impede recruitment and retention, particularly when that individual is also investing time, tuition and effort toward full vocational teacher certification;

**AND WHEREAS** a clearer certification pathway would support program continuity, strengthen the skilled trades talent pipeline and better align vocational teacher recruitment with Manitoba's broader workforce development needs;[4]

**BE IT RESOLVED THAT** the Manitoba School Boards Association lobby the Minister of Education and Early Childhood Learning to amend the *Teaching Certificates and Qualifications Regulation, M.R. 115/2015*, to establish a **Provisional Technical Vocational Teaching Certificate** for individuals who:

- hold recognized trade qualifications and relevant occupational experience for the technical vocational area they are employed to teach, including a journeyperson credential and Red Seal endorsement where applicable;
- are employed in, or being appointed to, a technical vocational teaching role and are enrolled in and making satisfactory progress toward completion of an approved technical vocational teacher education program;
- meet the applicable language proficiency, background check, sexual abuse prevention and suitability requirements for Manitoba teacher certification; and
- are authorized under the provisional certificate only to teach technical vocational education in Grades 9 to 12 within the subject area or trade for which they hold the applicable qualifications.

**AND BE IT FURTHER RESOLVED THAT** the provisional certificate be valid for up to three years and renewable once for up to an additional three years, subject to an employer recommendation and evidence of continued satisfactory progress toward permanent technical vocational certification, with teaching experience under the provisional certificate recognized as approved teaching experience.

### INTENDED OUTCOME

Create a regulated, subject-restricted bridge from industry into the classroom that improves recruitment, retention and employment certainty without lowering the standards for permanent technical vocational teacher certification.

# RATIONALE AND SUPPORTING INFORMATION

The issue is not whether vocational teachers should be qualified; it is whether Manitoba's certification framework provides a reasonable pathway for highly qualified tradespeople who have committed to becoming teachers. The proposed provisional certificate would preserve existing permanent certification standards while removing a significant employment barrier during the transition from industry to education.

### 1. A GAP EXISTS IN THE CURRENT CERTIFICATION PATHWAY

The regulation authorizes permanent technical vocational teachers to teach technical vocational education in Grades 9 to 12. To obtain the permanent certificate, a candidate must complete an approved 90-credit technical vocational teacher education program, including at least 45 credits of professional coursework and 18 weeks of student teaching, as well as the prescribed trade experience.[1]

By comparison, Manitoba's existing Provisional Professional Teaching Certificate may be valid for up to three years and renewed once, but it is a general K-12 certificate and does not provide a tailored pathway for an in training vocational teacher.[1]

### 2. LIMITED TEACHING PERMITS ARE A POOR LONG-TERM RECRUITMENT TOOL

Manitoba Education describes an LTP as a temporary, time limited and school/subject specific credential issued when a certified teacher is unavailable; an LTP holder is not treated as a certified teacher for the provincial registry.[2] The regulation also provides that, subject to narrow exceptions, experience acquired while teaching under an LTP is not recognized as approved experience.[1] For a candidate deliberately progressing toward permanent vocational certification, repeated reliance on temporary permits creates avoidable uncertainty for both the employee and the school division.

### 3. RECRUITMENT AND RETENTION REQUIRE COMPETING WITH INDUSTRY

School divisions recruit vocational teachers from the same pool of skilled workers sought by private industry. Manitoba projects 25,600 job openings in trades, transport and equipment occupations from 2025 to 2029, including 13,200 in the Winnipeg economic region.[4] An established tradesperson may already have permanent employment, competitive compensation, benefits and long-term career security. Asking that person to exchange that certainty for a teaching role dependent on short-term permits while simultaneously paying tuition and completing teacher education can discourage both recruitment and retention.

### 4. TRADE EXPERTISE IS CENTRAL TO PROGRAM QUALITY

The Red Seal Program is Canada's national standard of excellence for skilled trades and signifies that a journeyperson has demonstrated the knowledge required by the national occupational standard for the trade.[5] Bringing experienced tradespeople into vocational classrooms connects students with current workplace practices, safety expectations, equipment knowledge and industry standards. The approved RRC Polytech vocational teacher education program then adds the pedagogical preparation needed for successful classroom practice, including an 18-week practicum.[3]

### 5. EMPLOYMENT STABILITY RECOGNIZES THE INDIVIDUAL'S INVESTMENT

A tradesperson who chooses teaching is making two investments at once: leaving or reducing secure employment in industry and undertaking the time and cost required to complete teacher education. A multi-year provisional certificate would provide a reasonable level of employment certainty while the individual completes the approved pathway. That certainty can help a school division retain a successful instructor rather than restarting recruitment each year and can demonstrate that the province values the candidate's commitment to becoming fully certified.

# EXPECTED BENEFITS AND POLICY ALIGNMENT

## 6. A PROVISIONAL PATHWAY SUPPORTS VOCATIONAL PROGRAMMING AND WORKFORCE DEVELOPMENT

High quality vocational programs do more than fill teaching positions: they expose students to skilled trades, connect learning to industry standards and help develop Manitoba's future workforce. The Manitoba Labour Market Outlook specifically identifies its projections as information intended to support workforce and education planning by governments, training providers, post-secondary institutions and industry.[4] A certification pathway that makes it easier to recruit and retain experienced tradespeople in schools therefore aligns education policy with the province's broader skilled trades and workforce development objectives.

**Creating a Provisional Technical Vocational Teaching Certificate would:**

- improve recruitment of experienced tradespersons into Manitoba schools;
- increase retention of vocational instructors while they complete teacher-certification requirements;
- provide greater employment stability and certainty for employees and school divisions;
- recognize the significant investment individuals make in pursuing vocational teacher certification;
- support the continued delivery and expansion of high-quality vocational and technical education programs;
- help address workforce shortages by ensuring students have access to instruction from experienced trades professionals; and
- align teacher-certification pathways with broader workforce development objectives and Manitoba's need for skilled trades workers.

## 7. THE PROPOSAL MAINTAINS STANDARDS WHILE IMPROVING THE PATHWAY

The proposed certificate would not confer a general K-12 teaching entitlement and would not waive the requirements for permanent technical vocational certification. It would be restricted to the candidate's qualified vocational area, conditional on continued enrolment and satisfactory progress, and subject to the core suitability requirements that apply to certification. In practical terms, the change would replace annual uncertainty with a supervised, accountable pathway to full certification—not lower the bar for becoming a permanent vocational teacher.

## 8. ALIGNMENT WITH MSBA POLICY

MSBA's May 2026 policy framework states that school boards have a responsibility to support the recruitment, professional growth and retention of personnel and identifies certification or administrative barriers affecting the hiring of qualified professionals as an area that should be minimized.[6] The proposal also follows the policy direction reflected in MSBA's 2023 Teacher Recruitment and Training resolution, which called for government action to reduce administrative barriers to professional training and certification.[7]

## KEY SOURCES


1. Manitoba, Teaching Certificates and Qualifications Regulation, M.R. 115/2015, particularly ss. 6, 9-10, 12, 23 and 27.
2. Manitoba Education and Early Childhood Learning, Professional Certification FAQ (Limited Teaching Permits).
3. RRC Polytech, Technical Vocational Teacher Education — program and admission requirements.
4. Province of Manitoba, Manitoba Labour Market Outlook 2025–2029 — Job Openings and Regional Forecast.
5. Red Seal Program, Canadian Standard of Excellence for Skilled Trades.
6. Manitoba School Boards Association, Policies and Requests for Action, May 2026 — Human Resources.
7. Manitoba School Boards Association, 2023 Record of Proceedings — EO-01-23, Teacher Recruitment and Training.


*NOTE: Draft prepared for discussion and submission through the MSBA resolutions process. Regulatory references verified against the current Manitoba Laws consolidation as of August 28, 2026.*