

Nova Scotia Apprenticeship Training and Skill Development Annual Report 2005-2006



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Message from the Director

Dear stakeholders,

The 2005-06 year was one of innovation and growth in our programs. From the development of the Document Use Refresher program, to the designation of the Boat Builder trade, the Apprenticeship Training and Skill Development division continuously strives to create first-class initiatives that meet the needs of the workforce, individual employers, labour organizations, industry associations, sector councils and all Nova Scotians.

The work of the division is not possible without the many employers, journeypersons and labour representatives who volunteer their time, hire apprentices and offer skill development programs. In addition, workplace education and trades training instructors across the province help to make our programs a reality, and the Apprenticeship Training office at the Nova Scotia Community College, in particular, collaborates with the division on many strategic initiatives. I offer a special thanks to members of the Provincial Apprenticeship Board and the Nova Scotia Partners for Workplace Education who advise the division and the Minister of Education on all apprenticeship and skill development matters.

I thank division staff who lend their expertise, creativity, and dedication on a daily basis, ensuring our clients are well served and receive education and training opportunities that will make them the best tradespeople and workers in Canada.

To another great year!

Sincerely,



Marjorie Davison
Director

Apprenticeship Training and Skill Development: Mission, Vision, and Values

Mission

A prosperous and self-sufficient Nova Scotia where government, industry, business, and labour value and invest in workforce development.

Vision

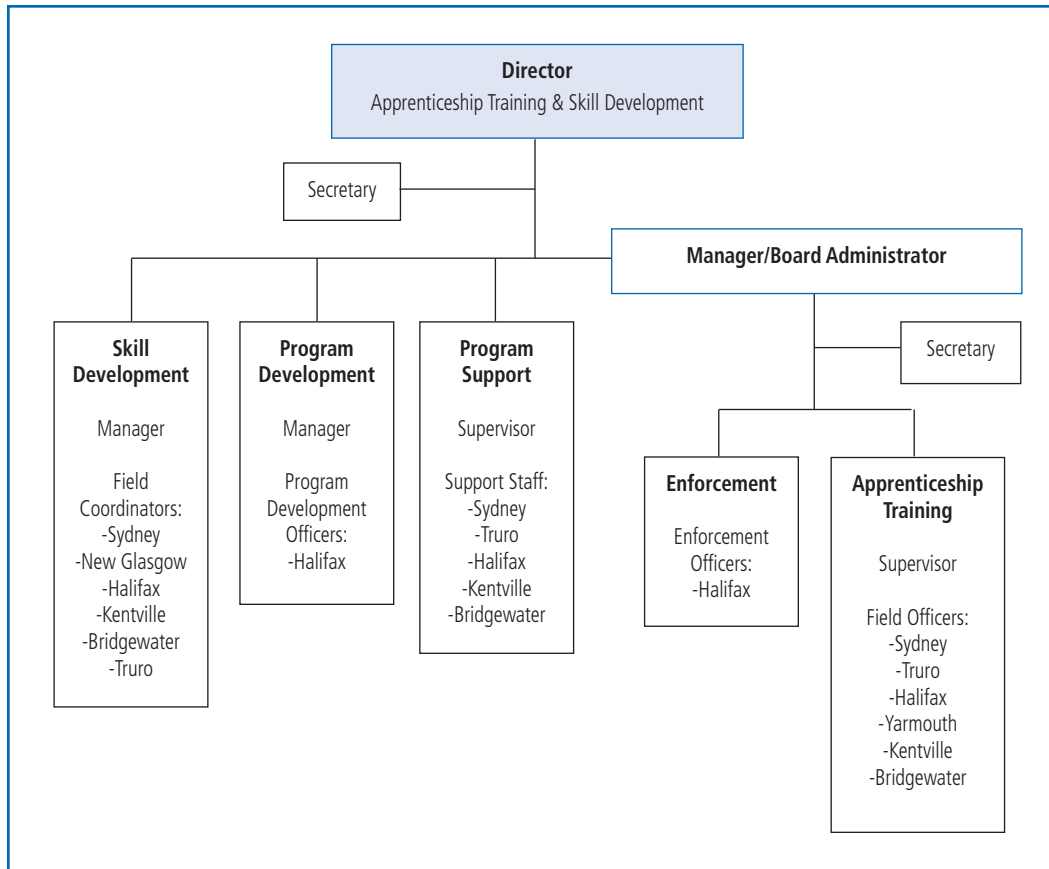
Working to create a skilled and adaptable workforce through quality apprenticeship and workforce planning and learning opportunities.

Values

The Apprenticeship Training and Skill Development division values

- partnering with industry, business, labour, and training providers
- continuous improvement of our programs and processes
- a collaborative team approach
- open, two way communication
- accountability
- informed decision making
- celebrating success

Division Structure



The Apprenticeship Training and Skill Development division's staffing complement for 2005–06 was 46 full-time equivalent positions. The division is structured in five sections with distinct, yet interrelated, responsibilities.

Apprenticeship Board

The Apprenticeship Board advises the minister of education on matters concerning the apprenticeship system. It is responsible for recommending the designation of new trades/occupations, specifying designated trades as compulsory certified in Nova Scotia, and plays a key role in promoting and educating the public about apprenticeship. It is considered to be a fundamental link between government, business, and industry.

The Apprenticeship Board annual report is located at <http://apprenticeboard.ednet.ns.ca>

Apprenticeship Training

The Apprenticeship Training section ensures delivery of quality programs and services to apprentices, employers, trade qualifiers and recognized associations through the apprenticeship training system. It develops the annual training schedule examinations and invigilates provincial, inter-provincial, and practical exams. It provides administrative support to the Apprenticeship Board.

Skill Development

The Skill Development section promotes workforce planning, human resource development, and skills enhancement among businesses, industry, and labour in Nova Scotia. Programs and services are flexible, customized to meet the needs of small to large businesses, apprentices, displaced and unemployed workers, and specific industry sectors. This section fosters a culture of learning within individuals' workplaces and industry sectors by partnering with stakeholders to invest in education and training.

Program Development

The Program Development section coordinates policy and program development for Nova Scotia's apprenticeship programs; participation in the Red Seal program, Youth Apprenticeship and special initiatives.

The section links with apprenticeship partners in Atlantic Canada to harmonize training standards and outcomes and is responsible for active representation on the Interprovincial Standards and Examination Committee, which develop and manage interprovincial training standards and examinations.

Program Support

Responsible for quality customer service and administrative support to the division. This section leads the maintenance of the Apprenticeship and Certification Information System database and provides clerical support, records management, financial and accounting support, research, and statistical information services.

Enforcement

The Enforcement section ensures industry and its workers are in compliance with the Apprenticeship and Trades Qualifications Act and General Regulations. Compliance with the act is accomplished through public education. Enforcement officers use the Clients Acquiring Partnerships Response Assessment model of enforcement. It is client-centred, requires continuous communication, is pro-active, addresses our partners' requirements, and is consistent with the division mission statement.

Financial Highlights

Financial information in summary for the 2005–06 fiscal year.

Expenditures	Dollars
Salaries	\$ 1,999,721.00
Operations	\$ 578,855.00
Training	\$ 3,345,283.00
Recoveries (Examination and renewal fees)	\$ (563,359.00)
<hr/>	
Total	\$ 5,360,500.00

Partnerships and Stakeholders

The Apprenticeship Training and Skill Development division actively pursues partnerships that promote excellence in education and training, and develop a learning culture that enhances Nova Scotia's economy by engaging Nova Scotians in employment opportunities.

Provincial

Apprenticeship and Construction Trades Training Partnership

The division facilitates the Apprenticeship and Construction Trades Training Partnership that serves as a forum for the industrial/commercial/institutional (ICI) construction industry, government, and training providers to identify and address trades issues.

Aerospace and Defence Human Resource Partnership

The Aerospace and Defence Human Resources Partnership is a not-for-profit and private sector association created by the Aerospace and Defence Industries Association of Nova Scotia and the Province of Nova Scotia through its Skills Nova Scotia agency and the Office of Economic Development. Although independent from it, the organization maintains a close relationship with the Aerospace and Defence Industry Association of Nova Scotia.

Association of Industry Sector Councils

The Association of Industry Sector Council is a collaboration of eight industry-based sector councils in Nova Scotia. It was federally incorporated in 2000 with the following industry sectors: Atlantic Home Building & Renovation, Automotive, Construction - ICI, Forestry, Fisheries, Health Care, Tourism, and Trucking. All these sectors represent a significant percentage of the labour market in Nova Scotia. Each sector's role is to represent the interest of their respective industry in matters relating to their workforce.

The division renewed a memorandum of understanding with the association in June 2005. This MOU encourages and facilitates effective communication and co-operation between the Association of Industry Sector Councils and the province of Nova Scotia, and provides a basis for joint research, planning, program development and implementation, and evaluation initiatives.

Association of Workplace Educators of Nova Scotia

The division is a member of the Association of Workplace Educators of Nova Scotia, an association of adult educators who instruct and support essential skills programs in Nova Scotia's workplaces. The goal of this association is to provide a forum for the promotion and advancement of excellence in instructional practices by networking, creating professional development opportunities, responding to trends in the field, and representing the interests of educators.

Enforcement

The division continues to cultivate partnerships and strengthen links with other provincial jurisdictions. Partnering with the Department of Transportation and Public Works, the Enforcement section has completed and reviewed a pilot project for monitoring compulsory certified trades with respect to new school construction projects. As a result, amendments have been made to the process, and agreement has been reached to expand its use to five more locations throughout the province.

Strengthening of links with other jurisdictions has enhanced information sharing, referrals and in some instances joint inspections have occurred. Office of the Fire Marshal, Motor Vehicle Inspection, and Utility and Review Board are among those jurisdictions who have demonstrated their commitment to cooperation.

Nova Scotia Partners for Workplace Education

Nova Scotia Partners for Workplace Education is a provincial advisory committee established in 1997 to increase the role of business and labour as partners with government in the workplace education initiative. The overall goal of the committee is to encourage the growth of a learning culture within the Nova Scotia workplace. The committee is composed of individuals representing business, labour, education, and government who have an interest and commitment to provide foundational learning opportunities for employed Nova Scotians. It serves as an umbrella group for related steering committees created to oversee specific issues, projects and programs.

Joint Registration Agreements Holders

The division continues working with industries to improve training and employment opportunities, and get more employers and organizations in the Nova Scotia Apprenticeship Program. Engage organizations in joint registration agreements, where the organization enters into an agreement with the Department of Education to register apprentices to the organization, is one way.

Skills Canada-Nova Scotia

Skills Canada-Nova Scotia is a not-for-profit organization working with employers, educators, labour groups, and governments to encourage Nova Scotia's youth to choose skilled careers in trades and technologies. Projects and events include Young Women's Conferences, Skills Energy Youth Quests, African Canadian Youth Projects, Youth with Employability Barriers Projects, and the Nova Scotia Skills Competition and Career Showcase.

Techsploration

The division works in partnership with Techsploration's board of directors, Women in Trades and Technology National Network, and Nova Scotia Community College to develop and deliver the Techsploration program.

Techsploration work to increase the number of women working in skilled trades, technology, and science, by assisting young women from diverse backgrounds to explore a wide range of career options through interaction with female role models.

Training Providers

Apprenticeship Training and Skill Development division partners in the delivery of technical training with the Nova Scotia Community College, the Nova Scotia Agricultural College, and UA Local 56. Technical training emphasizes quality, currency, and relevancy in subject matter. The division and training providers ensure apprentices are trained to a predetermined quality standard and are continually updating curriculum and resources.

Regional

Atlantic Apprenticeship Council

The Atlantic Apprenticeship Council is made up of apprenticeship directors and board chairs in the Atlantic provinces. The council meets quarterly to examine opportunities for co-operation and to develop strategies and work plans using existing resources to achieve common goals.

Atlantic Provinces Standards Partnership

Under the auspices of the Atlantic Apprenticeship Council, the Atlantic provinces, with the involvement and support of industry, share the development of common training standards through this partnership. These efforts have resulted in the identification of common training standards that allow for consistent training practices to provide mobility opportunities for apprentices and journeypersons. This co-operative arrangement reduces development costs for each province and optimizes the use of available resources.

Apprenticeship & Certification Information System

Nova Scotia, New Brunswick, and Manitoba partner to update and enhance the Apprenticeship and Certification Information System database. The apprenticeship client information database was designed by all three provinces and is maintained in New Brunswick.

National

Canadian Council of Directors of Apprenticeship

The Canadian Council of Directors of Apprenticeship encourages the standardization of provincial and territorial training and certification programs to provide greater mobility across Canada for skilled workers. It administers the Interprovincial Standards (Red Seal) Program.

Canada-Nova Scotia Skills and Learning Framework

The Canada-Nova Scotia Skills and Learning Framework is a partnership arrangement between the Government of Canada and the Province of Nova Scotia to support skills and learning initiatives for Nova Scotians.

It provides a forum for federal and provincial departments to work together and identify common priorities and carry out joint planning and joint work in these mutual areas of interest. By coordinating our efforts, the Government of Canada and the Province of Nova Scotia can provide a more strategic and effective response to the province's labour market needs and to the workforce requirements of Nova Scotians.

Essential Skills Technical Working Group Committee

The division participates with other jurisdictions and Human Resources and Social Development Canada on the national Essential Skills Technical Working Group Committee. This committee facilitates the exchange of information, best practices, and new projects and initiatives relating to essential skills. The committee is used as a vehicle for Human Resources and Social Development Canada to share information on its ongoing essential skills research and development, and by potential users to provide guidance to the federal government.

Interprovincial Certification Examination Maintenance System

All Canadian apprenticeship jurisdictions, together with the support of Human Resources and Social Development Canada, participate in the development and maintenance of the Interprovincial Certification Examination Maintenance System. It is a secure database that houses the Red Seal examinations item banks, tables of specifications, and exams.

Interprovincial Standards and Examination Committee

Nova Scotia is an active member of the Interprovincial Standards and Examination Committee. This working group is responsible for the development, validation, and revision of National Occupational Analyses, training standards, interprovincial examinations, and examination item banks under the guidance and direction of the Canadian Council of Directors of Apprenticeship.

While the division participates in the interprovincial Red Seal process for approximately 45 trades, it hosts the development and management of the National Occupational Analyses and examinations for Construction Electrician and Refrigeration and Air Conditioning Mechanic.

The commitment to interprovincial standards requires the allocation of resources from the division and the reliance on Nova Scotia businesses and labour to voluntarily assist in the various validation exercises.

Statistics Canada

All Canadian apprenticeship jurisdictions complete a yearly Registered Apprenticeship Information system survey. This survey gathers information on registered apprentices who receive training, and trades persons who obtain certification, and is collected under the authority of the Statistics Act. Results are made available to federal and provincial agencies and departments, associations, non-government agencies and researchers.

A new national apprenticeship survey of apprentices and ex-apprentices to understand their experiences during in-school and on-the-job training as well as their labour market experiences is being developed in partnership with Human Resources and Social Development Canada. Data collection and sampling is near completion and the anticipated date for results of this survey is 2008.

Accomplishments *Fiscal Year: April 1, 2005 to March 31, 2006*

Core Programs

Transfer of Blaster Trade

Training and regulation for the Blaster Trade are in the process of becoming a shared responsibility between the departments of Education and Environment and Labour. The Apprenticeship Training and Skill Development division assumes primary responsibility for the training, examination and certification of blasters as a skilled trade. Environment and Labour's Occupational Health and Safety division will have the primary responsibility of enforcement.

New Trade Designations and Specifications

The Department of Education's role in apprenticeship training and trade designation is part of the government's Skills Nova Scotia initiative. That initiative is dedicated to building Nova Scotia's skilled workforce by providing education and training opportunities.

New trade designated:

- Boatbuilder:
On June 9, 2005, the province established boat building as a designated trade, which will provide a clear learning path for aspiring boat builders and training standards for the industry.

Trades pending designation:

- Blaster: The trade ad hoc advisory committee has recommended designation of this trade and the approval of trade regulations that were developed.
- Communications Technician: The ad hoc advisory committee has recommended the designation of this trade.

Trades pending specification as compulsory:

- Boilermaker
- Steamfitter/Pipfitter:
- Motor Vehicle Body Repairer (Metal and Paint): The division is working with the sector council to communicate to industry, implications of compulsory certification.

Trade Regulation

The Board established 10 ad hoc advisory committees, made up of representatives of industry, one for each trade, to review the trades regulations of:

- Agricultural Equipment Technician
- Construction Electrician
- Cook
- Floorcovering Installer
- Industrial Electrician
- Industrial Mechanic Millwright
- Industrial Instrument Mechanic
- Ironworker
- Machinist
- Plumber

The ad hoc advisory committee reviewed the corresponding trade regulations and recommended amendments to the board. The board accepted the recommendations and made recommendations to the Minister of Education.

The Board established ad hoc advisory committees, for the development of new Trade Regulations for Alarm and Security Technician.

Proposed Act Amendments

Meetings and consultations took place concerning four proposed amendments to the Apprenticeship and Trades Qualifications Act.

Increase in number of training sections/ apprentices trained

In 2005-06, a total of 805 in-class training sessions were offered for 1800 apprentices. This is an increase of 80 in-class sessions which accommodated an additional 331 apprentices.

Virtual Campus

Four hundred and seventy - two apprentices accessed training through the Virtual Campus. As of March 28, 2006, on-line training delivery is available in whole or part for the following trades:

- Automotive Service Technician
- Carpenter
- Cook
- Construction Electrician
- Gas Fitter
- Industrial Electrician
- Machinist
- Oil Burner
- Plumber
- Power Engineer

Visit the website www.access.nsc.ns.ca for a complete listing of courses offered.

A research study to review current virtual campus online apprenticeship courses and to identify potential areas for growth is complete and a final report has been developed.

Youth Apprenticeship

The Workit Youth Apprenticeship Initiative officially began in Nova Scotia in September 2004. The focus has been primarily on promotion, developing infrastructure to monitor and register youth apprentices, and creating working partnerships with the public school system, community and industry. In 2005-06, 13 youth apprentices were registered. Visit the website www.workitns.ca for more information.

Apprenticeship Essential Skills Initiative

In 2005-06, apprenticeship essential skills programs were delivered with the following groups:

- Roofers - Sheet Metal Workers and Roofers Union Local 56
- Painter/Decorators - International Union of Allied Trades Locals 1439 and 1945
- Carpenters - Membertou First Nations (Housing)
- Electricians - IBEW Local 625: Document Use Refresher Pilot
- Mixed trade group in Cape Breton: Document Use Refresher Pilot
- Mixed trade groups - Cape Breton, Halifax, and Kentville: Math Refresher programs
- Eight Apprenticeship Essential Skills Tutor grants awarded in 2005-2006

In progress:

- Steamfitter/Pipefitter - Cape Breton (First Nations and African Nova Scotian participants): UA Local 682

An introduction to Apprenticeship workshop for workplace education instructors has been developed and was delivered during the *Synergy: Essential Skills in the Workplace Institute* from May 30 to June 2, 2006 at Oak Island, N.S. This workshop responds to requests from workplace education instructors for further information on the apprenticeship system of training. The workshop includes an introduction to apprenticeship in Nova Scotia and explores the various materials instructors may use to customize their curricula and workplace instructional aids with the goal of successfully supporting apprentices' success in their learning.

A Document Use Refresher for Apprentices program was developed. This instructional aid, intended for self-directed study or trainer-led instruction, explores the essential skill of document use. The Document Use Refresher for Apprentices has been designed for trades application, and all supporting documents and teaching activities have been developed to relate directly to ten trade groupings. The Document Use Refresher for Apprentices reveals the structures behind documents from simple lists to complex process manuals. The resource will be available in both French and English.

Apprentice Celebration Event

The apprenticeship celebration event honours those who have completed their apprenticeship program over the past year and successfully achieved certification. The event also honours the employers, journeypeople, and organizations that have contributed to making the program possible.

Each individual receives a certificate of achievement. In addition, an apprenticeship award of excellence is given to the individual who makes an outstanding contribution to the employer and industry. A mentor/coach award is given to a mentor who has demonstrated commitment to excellence in contributing to the success of apprentices.

The event is organized in partnership between the Department of Education and the Apprenticeship Board. Each event is sponsored financially by industry and training partners.

Skilled tradespeople make a significant contribution to the province and this event. One of two celebration events held each year in Nova Scotia recognizes their achievements. This celebration was initiated to recognize those who make the program possible.

The Apprenticeship Board, training providers, and industry have been sponsoring the above event for the past four years. The last event was held in Halifax on November 26, 2005, at Pier 21 National Historic Site.

Approximately 230 graduates were invited from Cumberland, Colchester, Halifax, Lunenburg, and Queens Counties, of which approximately 55 graduates, plus guests attended.

The achievement of the newly certified journeypeople is recognized by the granting of a certificate of achievement to each attendee. The commitment of industry is recognized by the awarding of plaques to the major sponsors of the event.

Three other awards are also given:

Apprenticeship Award of Excellence: This award recognizes a newly certified journeyperson who has exceeded requirements for the apprenticeship program. The award acknowledges outstanding contributions to industry and employers. Employers and supervisors nominate graduates of the apprenticeship program. The winner of this award was Darrell Dacey, Oil Burner Mechanic, Oulton Fuels Ltd.

Mentor/Coach Award of Excellence: This award recognizes an employer, supervisor, instructor, or other mentor who has demonstrated a commitment to excellence in contributing to the success of apprentices achieving certification. Graduates from the apprenticeship program nominate an employer, supervisor, instructor, or another mentor for this award. The winner of this award was Gerard Bennett, Welder, National Gypsum.

Sponsor Award: This award is given to those sponsors who contribute to the celebration financially at the platinum (\$2,500) level. This award was presented to the Mainland Nova Scotia Building and Construction Trades Council for a donation of \$3,000.

Enforcement

The division has two enforcement officers who investigate complaints of non-compliance in compulsory certified trades. The bulk of complaints are in the Construction Electrician trade. From 2004–2006, a number of summary offense tickets have been issued. Of nine cases, five pled guilty, three charges were withdrawn, and one was found guilty. In cases that have involved legal council, it has become evident that there is a requirement for individuals who witness unsafe work being performed to immediately report this to the supervisor. Complaints must be made in writing to the division.

Skill Development Programming

The Grant Approval Committee met 10 times to review applications from workplaces throughout Nova Scotia. In total, 143 programs were funded with 58 partners.

Workplace Education Programs = 90
Apprenticeship Essential Skills Tutoring = 8
Sector Liaison Grants = 10
ONA Consultant Grants = 10

In total, the program invested \$493,355.87 and leveraged \$427,711.78 for a total investment into workforce skills development of \$921,067.65

Sector Engagement Program

The division's skills development section renewed the province's memorandum of understanding with the Association of Industry Sector Councils in June 2005. Since then, initiatives have taken place with the following sector councils and sectoral organizations:

- Aerospace and Defence Association of Nova Scotia
- Human Resource Partnership Association of Industry Sector Councils
- Atlantic Home Building and Renovation Sector Council
- Automotive Human Resource Sector Council
- Canadian Manufacturers and Exporters
- Construction Association of Nova Scotia
- Health Care Human Resource Sector Council Human Resource Association of Nova Scotia
- MARLANT
- Tourism Human Resource Sector Council
- Trucking Human Resource Sector Council

One Journey – Work and Learn

The One Journey program prepared for province-wide delivery this year. The Steering Committee was expanded, a strategic planning session took place, and communication and resource materials prepared. Presentations have taken place with Community Services staff in various locations throughout the province. Programs have been delivered in the trucking, floor installation, customer service, hospitality and call centre sectors.

Workplace Education Evaluation

In 2005, the Nova Scotia Partners for Workplace Education received National Literacy Secretariat funding to conduct a five year evaluation of workplace education programming in Nova Scotia. The evaluation combined qualitative and quantitative analysis and reporting. The final report, *Matching Need and Response - Evaluation of the Workplace Education Initiative*, was completed in September and recommendations tabled to the Nova Scotia Partners for Workplace Education. A subsequent contract was put in place to act upon one recommendation to revise the program evaluation tools and processes. This work was completed along with a program logic model and the new evaluation forms were piloted between January and March. Online data collection possibilities are being investigated.

Research Reports

Financial Incentives for Employers in Canada, Australia and the United States (2005)

In 2005, the division hired a Dalhousie University Master's of Public Administration student to undertake the creation of the report, *Financial Incentives for Employers in Canada, Australia and the United States (2005)*; a broad document comparatively analyzing domestic and international policies and programs to enhance skilled trades. This assessment of best practices was in turn combined with further research to produce a summary of recommendations found in the *Incentives for Workplace and Apprenticeship Training (2005)*.

Barriers to Increased Apprenticeship Training and Completion & Financial Policy Instruments for Response

The report looks at the barriers inhibiting increased apprenticeship training; the advantages and disadvantages to select financial incentives for apprenticeship training; and at the request of departmental managers, a more in-depth investigation into the considerations surrounding the use of a training tax credit incentive program.

Document Use Refresher for Apprentices

In partnership with the Nova Scotia Partners for Workplace Education, the division has been engaged in the development of an essential skill teaching resource focused on document use relevant to the trades. The resource is available in English and French, in print and electronic formats. The resource was released at a national launch in May.

Organizational/Education Needs Assessment Training Program

In response to the desire to expand our capacity to deliver workplace education the section applied for and received funds through the National Literacy Secretariat to create and conduct an organizational needs assessment training program. The goal was to have a pool of certified consultants to draw upon to perform organizational needs assessments. The training workshop was conducted in June 2005. Following the workshop, participants submitted a written sample and then performed an assessment while being mentored by a skill development coordinator. There are now 10 certified assessors in Nova Scotia. There was a follow-up session on May 10, 2006. Feedback on revising the training program for future deliveries was gathered.

Workplace Educator Instructor Certification

In partnership with Association of Workplace Educators of Nova Scotia, the section delivered six certification workshops in Halifax and Cape Breton with overall participation of 80. In addition to certification modules, professional development was offered to instructors through a two day Mosenthal Theory of Document Use workshop hosted in November.

Red Seal Program Activity Report

ISEC Responsibilities:

- Participated in nine NOA Development Workshops
- Coordinated/Facilitated ten NOA Initial Draft Review with Workshop Participants
- Coordinated/Facilitated twelve Ad Hoc Committee for NOA Validation/Weighting;
- Participated in nine Item Bank Development Workshops;
- Participated in Heavy Duty Equipment Technician Item Bank Editing Workshop; and
- Implemented thirty-two Interprovincial Examinations.

ISEC Host Responsibilities:

- Coordinated/Facilitated Refrigeration and Air Conditioning Editing Workshop
- Coordinated/Facilitated Refrigeration and Air Conditioning Translation Workshop
- Implemented New Refrigeration and Air Conditioning IP exam due to compromise
- Peer Reviewed Refrigeration and Air Conditioning IP exam with other Jurisdictions and developed action report
- Reviewed 265 Code Items in Construction Electrical Examination Item Bank to new 2006 Canadian Electrical Code
- Made changes to items in Interprovincial Computerized Examination Management System (ICEMS), and Provided HRSDC with revised items for translation.

Non Host Responsibilities:

- Participated in Ironwork (Generalist) Maritime Meeting in Moncton pertaining to the national scoping issue related to Structural/Ornamental and Reinforcement
- Participated in Carpenter Table of Specifications Workshop
- Peer Reviewed with ad hoc committee three Heavy Duty Mechanic Interprovincial Exams and developed action report
- Facilitated a table at the Tiler Examination Item Development Workshop
- Facilitated a table at the Automotive Painter Examination Item Development Workshop
- Completed Ontario Survey on designating Construction Craft Worker as a Red Seal Trade with industry, and
- Participated in Installation Maintenance and Repair (IMR) Sector Council Focus Group Meeting.

Atlantic Standards Partnership

The Atlantic Apprenticeship Council mandated a working group to share in the development and maintenance of technical (in-school) curriculum standards for apprenticeship programs within the Atlantic provinces. To date, 22 curriculum standards have been developed, creating efficiencies in time and resources and promoting consistency in training and apprentice mobility.

In 2005-06, curriculum standards were reviewed and updated in six trades.

Special Initiatives

Business Competencies for Journeypersons

The division has conducted primary and secondary research through a jurisdictional scan, focus groups, surveys, and industry consultations. The research indicates that Nova Scotia employers and industry have the interest to proceed with a business competencies endorsement for certified tradespeople. Core competencies have been drafted and current college courses that address learning outcomes have been identified. Next steps include revising some courses, developing prior learning assessment and recognition (PLAR) procedures, rolling out the program and amending the Apprenticeship and Trades Qualifications Act to enable additional endorsements to the Red Seal to be affixed to the Certificate of Qualification.

Techsploration

A five year evaluation shows that the program has a positive impact on participants choosing post-secondary options in science, trades, and technology.

Women Unlimited

Women Unlimited is a multi-partnered, three year project addressing the issue of exclusion of women from training and employment in science, trades and technologies. The project includes: gender diversity recruitment and career decision making interventions, and skill enhancement through college programs and employment. The project will also work with employers to develop gender diversity strategies to support and retain women.

Adult Literacy and Essential Skills Summit

In January 2005, the division partnered with the Adult Education division to host a provincial to release and promote the findings of the International Adult Literacy and Skills Survey. Participation was sought of the adult literacy community, the workplace education community, educators, policy makers and business. The result was a successful day session where participants received the findings then worked in facilitated small groups to explore the impact of the findings on their work and to explore means to affect change in the future.

Older Worker Pilot Project Initiative

This past year the division, in partnership with Human Resources and Social Development Canada, continued its work with the career resources centres throughout the province through the Older Worker Initiative. The project allowed for the hiring of 15 older worker client navigators to be hired in the resource centres to work directly with the unemployed older workers (ages 55-65 or those who identified age as a barrier to employment) in addition to working directly with the experienced worker population the client navigators used their expertise and experience to deliver The Age Advantage: A Transition Program for Older Workers, a program dedicated to older workers.

Mentor/Coach Program

A division task team has developed a new program to support supervising journeypersons in their work with apprentices at the job site. The program will be piloted with the Boat Builder trade. Pilots in other trade areas will follow. In the future, the program will be made available to current industry mentors as well as integrated into the apprenticeship training program.

CEO Roundtables

The division took the lead in coordinating a series of 11 CEO roundtables hosted by the Deputy Minister of Education and the Senior Executive Director of the Skills and Learning branch. The roundtables offered the opportunity to enter into dialogue with the business communities regarding the preparedness of Nova Scotia grads as they move into the labour market. The roundtables also sought to identify future areas for partnership and collaboration. In total, 143 business leaders across the province participated.

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Overview of Apprenticeship Activities

Description	Total
Active Apprentices	4097
Active Employers	3414
New Registrations	
- New Registrations - Summary	
- New Registrations - Average Age	1016
Cancellation of Apprenticeship Agreements	842
Certificates of Qualification Issued	759
Certificate Renewals	1574
Technical Training	2272
Completions (Graduates)	524
Examinations Written	
- Progress Examinations	
- Certification Examinations	1201
Interprovincial Red Seals Issued	664
Reinstatement of Apprenticeship Agreements	31
Section 30 Applications Received	237
Section 30 Applications Processed	223

Active Apprentices

OCCUPATION	TOTAL	# MALE	%	# FEMALE	%
Agricultural Equipment Technician	9	9	100	0	0
Automotive Service Technician	520	510	98	10	2
Automotive Service Technician - Front End and Brakes	8	8	100	0	0
Automotive Service Technician -Service Station Mechanic	41	41	100	0	0
Boilermaker	29	28	97	1	3
Bricklayer	61	60	98	1	2
Carpenter	468	453	97	15	3
Construction Electrician	826	811	98	15	2
Cook	203	115	57	88	43
Gas Fitter	55	55	100	0	0
Heavy Duty Equipment Technician	43	43	100	0	0
Industrial Electrician	119	115	97	4	3
Industrial Instrument Mechanic	34	33	97	1	3
Industrial Mechanic (Millwright)	126	124	98	2	2
Insulator (Heat & Frost)	3	3	100	0	0
Ironworker (Generalist)	41	41	100	0	0
Machinist	73	71	97	2	3
Metal Fabricator (Fitter)	31	29	94	2	6
Motor Vehicle Repairer (Metal and Paint)	31	31	100	0	0
Oil Burner Mechanic	147	147	100	0	0
Painter and Decorator	26	25	96	1	4
Plumber	331	328	99	3	1
Power Engineer	130	124	95	6	5
Powerline Technician	22	21	95	1	5
Refrigeration and Air Conditioning Mechanic	88	88	100	0	0
Refrigeration Plant Operator - Power Engineer	27	26	96	1	4
Restoration Stone Mason	6	6	100	0	0
Sheet Metal Worker	76	76	100	0	0
Sprinkler System Installer	44	44	100	0	0
Steamfitter-Pipefitter	195	186	95	9	5
Truck and Transport Mechanic	202	200	99	2	1
Welder	82	79	96	3	4
TOTAL	4097	3930	95%	167	5%

New Registrations - Summary

NOTE: All data presented is for the 2005–2006 reporting year unless otherwise stated.

In 2005–2006, 1016 new apprentices and improvers were registered of which 979 were male and 37 were female. Registrations in the Automotive Service Technician and Construction Electrician occupations accounted for 34% of all new registrations.

Trade	Actual	%	Male	Female
Automotive Service Technician	137	13.5	133	4
Automotive Service Technician (Service Station Mechanic)	9	0.9	9	0
Boilermaker	9	0.9	8	1
Bricklayer	22	2.2	22	0
Carpenter	100	9.8	95	5
Construction Electrician	206	20.3	203	3
Cook	36	3.5	19	17
Gas Fitter	26	2.6	26	0
Heavy Duty Equipment Technician	19	1.9	19	0
Industrial Electrician	13	1.3	12	1
Industrial Instrument Mechanic	17	1.7	17	0
Industrial Mechanic (Millwright)	29	2.9	29	0
Ironworker (Generalist)	6	0.6	6	0
Machinist	15	1.5	14	1
Motor Vehicle Body Repairer (Metal and Paint)	8	0.8	8	0
Oil Burner Mechanic	36	3.5	36	0
Painter and Decorator	6	0.6	5	1
Plumber	65	6.4	65	0
Power Engineer	30	3.0	28	2
Refrigeration and Air Conditioning Mechanic	27	2.7	27	0
Sheet Metal Worker	19	1.9	19	0
Sprinkler System Installer	12	1.2	12	0
Steamfitter-Pipfitter	66	6.5	65	1
Truck and Transport Mechanic	69	6.8	68	1
Welder	20	2.0	20	0
All Other Trades	14	1.4	14	0
TOTAL	1016	100	979	37

New Registrations - Average Age

The average age of the 1016 apprentices who registered last year is 28.6 years.

OCCUPATION	TOTAL	AVERAGE AGE
Agricultural Equipment Technician	1	20
Automotive Service Technician	137	26
Automotive Service Technician (Service Station Mechanic)	9	31.7
Boilermaker	9	26.7
Bricklayer	22	28.4
Carpenter	100	25.6
Construction Electrician	206	27.9
Cook	36	28.4
Gas Fitter	26	33.7
Gas Turbine Operator Attendant	1	35
Heavy Duty Equipment Technician	19	25.6
Industrial Electrician	13	30.2
Industrial Instrument Mechanic	17	26.5
Industrial Mechanic (Millwright)	29	31.3
Ironworker (Generalist)	6	25.8
Machinist	15	24.2
Metal Fabricator (Fitter)	3	22.3
Motor Vehicle Body Repairer (Metal and Paint)	8	23.6
Oil Burner Mechanic	36	30.6
Painter and Decorator	6	31
Plumber	65	27
Power Engineer	30	36
Powerline Technician	3	28.3
Refrigeration and Air Conditioning Mechanic	27	29.3
Refrigeration Plant Operator - Stationary Engineer	3	35
Restoration Stone Mason	3	39.3
Sheet Metal Worker	19	29.2
Sprinkler System Installer	12	25
Steamfitter-Pipefitter	66	25.8
Truck and Transport Mechanic	69	28.2
Welder	20	29.6
TOTAL	1016	28.6

Cancellations

842 apprentices were cancelled from the Apprenticeship Program for various reasons.

REASON FOR CANCELLATION	NUMBER	PERCENTAGE
Insufficient Theory Progress	220	26.1
Unable to Locate	223	26.3
Not Trade Employed	96	11.4
Left the Employer	15	1.8
Left the Province	49	5.7
At own request	70	8.3
Employer Termination of Agreement	54	6.4
Excessive Time in Trade	86	10.2
Transfer of Apprenticeship	19	2.6
Deceased	6	.7
Other	4	.5
TOTAL	842	100%

Certificates of Qualification Issued

Certificates of Qualification are issued to apprentices who have successfully completed an apprenticeship program and to trade qualifiers who have met all the requirements of a trade and have passed the certification examinations.

In 2005 – 2006, 759 Certificates of Qualification (CQs) were issued, representing an increase of 40 from 2004 – 2005. Of these, 454 (63%) were issued to completed apprentices, and 223 (31%) were issued to trade qualifiers. The remaining 41 (6%) certificates were issued to Certificate of Qualification holders from other jurisdictions who qualified for Nova Scotia certification.

Certificates Issued	2000- 2001	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	Change from Previous Year
Completed Apprentices	408	341	532	408	454	524	+70
Trade Qualifiers	333	275	241	200	223	201	-4
Certificate Holders from Other Jurisdictions	44	25	27	40	41	34	-7
TOTAL	787	641	800	648	719	759	+40

Since 1937, a total of approximately 54,000 Certificates of Qualification have been issued in the Province of Nova Scotia

Technical Training

In 2005 – 2006, 1965 apprentices attended technical training at the Nova Scotia Community College. In addition, 472 apprentices registered for technical training on the Internet through the Virtual Campus and 30 apprentices accessed training through their labour organization. The additional 94 clients who accessed training in 2005–2006 represent a 4 % increase over 2004–2005.

Facility	2000- 2001	2001- 2002	2002- 2003	2003- 2004	2004- 2005	2005- 2006	Change from Previous Year
UCCB	311	286	299	233	205	N/A	
NSCC	912	912	1045	1218	1250	1965	+715
UA Plumbers & Pipefitters		46	27	23	51	30	-21
Virtual Campus (NSCC)	461	572	608	617	672	*472	-200
TOTAL	1684	1816	1979	2091	2178	2272	+94

* This number is reduced from last year's figure due to a change in the method used to report apprentices accessing training at the Virtual Campus. In the past, the number reported included all apprentices who were actively engaged in training during the fiscal year. Due to the three-month time limit for course completion, apprentices who started prior to the start of the fiscal period but were still active in the current period were included in the count which created an overlap from the previous year. The new reporting method will show only apprentices who registered for on-line training in the current fiscal year.

NOTE: As of September 2005, all apprenticeship courses previously offered at the University College of Cape Breton were transferred to the Nova Scotia Community College.

Completions (Graduates) of the Program

OCCUPATION	GRADUATES	MALE	FEMALE
Automotive Service Technician	56	55	1
Automotive Service Technician (Service Station Mechanic)	28	28	0
Automotive Service Technician (Front End and Brakes)	1	1	0
Boilermaker	8	8	0
Bricklayer	1	1	0
Carpenter	32	31	1
Construction Electrician	102	102	0
Cook	22	11	11
Gas Fitter	3	3	0
Heavy Duty Equipment Technician	14	14	0
Industrial Electrician	9	9	0
Industrial Instrument Mechanic	1	1	0
Industrial Mechanic (Millwright)	18	18	0
Machinist	23	22	1
Motor Vehicle Body Repairer (Metal and Paint)	1	1	0
Oil Burner Mechanic	15	15	0
Plumber	37	37	0
Power Engineer	10	10	0
Powerline Technician	8	8	0
Refrigeration & Air Conditioning Mechanic	9	8	1
Refrigeration Plant Operator (2nd Class)	4	3	1
Sheet Metal Worker	6	6	0
Sprinkler System Installer	6	6	0
Steamfitter-Pipefitter	38	38	0
Truck and Transport Mechanic	36	36	0
Welder	36	36	0
TOTAL	524	508	16

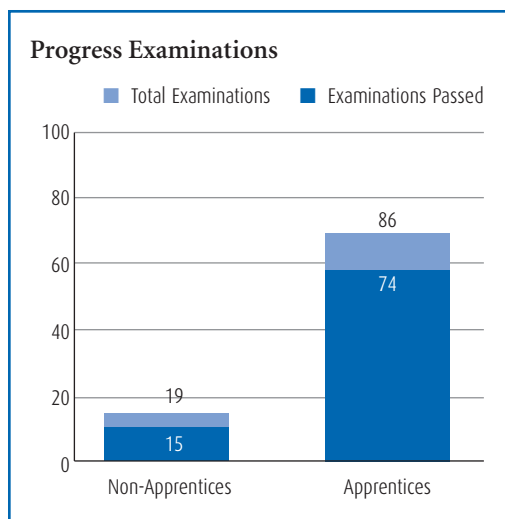
Examinations Written

During 2005 – 2006, a total of 1201 clients wrote various apprenticeship progress and certification examinations. Of that total, 98 clients wrote progress examinations, 941 apprentices and trade qualifiers wrote certification examinations, and 27 practical examinations were administered in the Gas Fitter occupation.

EXAMINATIONS	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	Change from Previous Year
Progress Examinations	660	457	340	143	98	105	+7
Certification Examinations	1076	849	1139	902	941	1080	+139
Practical Examinations							
TOTAL	1870	1373	1563	1089	1066	1201	+135

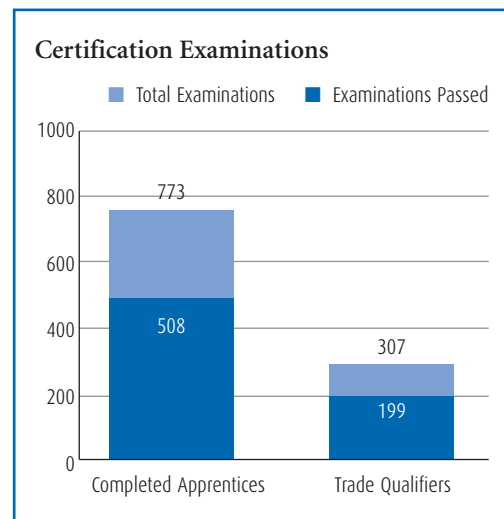
Progress Examinations

A total of 105 progress examinations were written during 2005 – 2006. Apprentices wrote 86 examinations with a pass rate of 86% (74 passed). Non-apprentices, including pre-employment and placement candidates (challenge examinations to determine placement of candidates in the Apprenticeship Program), wrote 19 examinations with a pass rate of 79% (15 passed).



Certification Examinations

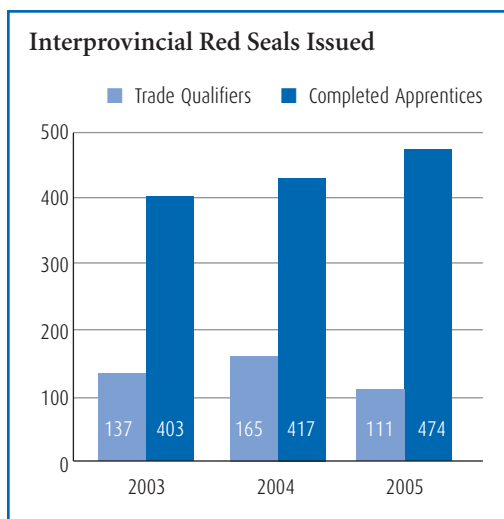
A total of 1080 clients wrote certification examinations during 2005 – 2006. Completed apprentices wrote 773 examinations with a pass rate of 66% (508 passed). Trade qualifiers wrote 307 examinations with a pass rate of 65% (199 passed). The success rate for trade qualifiers increases proportionately to the amount of skills upgrade training they receive.



Interprovincial Red Seals Issued

The Interprovincial Standards (Red Seal) Program was established to provide greater worker mobility across Canada. It allows qualified tradespersons to practice their trades in any province or territory of Canada where the trade is designated without having to write further examinations. A total of 585 Interprovincial Red Seals were issued to qualifying candidates during the calendar year 2005. Of this number, completed apprentices received 474 Red Seals and trade qualifiers received 111.

Red Seals Issued *	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	Change from Previous Year
Completed Apprentices	404	402	400	403	417	474	+57
Trade Qualifiers	210	197	173	137	165	111	-54
TOTAL	614	599	573	540	582	585	+3



* Red Seal Statistics as reported by Statistics Canada are based on the calendar year, January to December. This accounts for variances between this table and the previous table

Trade Qualification (Section 30) Applications

- Section 30 of the General Regulations under the Apprenticeship and Trades Qualifications Act provides the opportunity for long-time trade practitioners to receive certification if they meet defined criteria:
 - employed in the trade for the period set out in the Trade Regulations;
 - recommended for a Certificate of Qualification by two persons who are competent in the trade and who have vouched for the candidate's skills and experience;
 - competent in the skills of the trade, as determined by the Director;
 - write and pass the certification examination.
- During the fiscal year 2005 – 2006, 237 trade qualifiers applied under Section 30 of the General Regulations to write certification examinations. Review Committees assessed 223 files (11 from previous year); 221 were approved, 2 were denied, and 25 applications are pending. It is estimated that each application requires 4 person days to process.

Applications	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	Change from Previous Year
Completed Apprentices	404	402	400	403	417	474	+57
Trade Qualifiers	210	197	173	137	165	111	-54
TOTAL	614	599	573	540	582	585	+3

Trade Qualification

OCCUPATION	TRADE QUALIFIERS	MALE	FEMALE
Automotive Service Technician	14	14	0
Automotive Service Technician (Service Station Mechanic)	8	8	0
Boilermaker	1	1	0
Bricklayer	1	1	0
Carpenter	12	12	0
Construction Electrician	2	2	0
Cook	7	2	5
Gas Fitter Tech I	14	14	0
Gas Fitter Tech II	3	3	0
Gas Fitter Tech III	8	8	0
Heavy Duty Equipment Technician	4	4	0
Industrial Electrician	1	1	0
Industrial Mechanic (Millwright)	7	7	0
Ironworker (Generalist)	2	2	0
Metal Fabricator (Fitter)	1	1	0
Motor Vehicle Body Repairer (Metal and Paint)	3	3	0
Oil Burner Mechanic	18	18	0
Partsperson	1	1	0
Plumber	1	1	0
Sprinkler System Installer	10	10	0
Steamfitter-Pipefitter	32	32	0
Truck and Transport Mechanic	1	1	0
Welder	31	31	0
TOTAL	182	177	5



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