



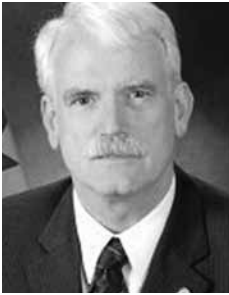
Apprenticeship Board

Annual Report 2012–2013

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Message From The Board Chair



Norm Kemp

Message from the Board Chair

To the Honourable Frank Corbett, Minister of Labour and Advanced Education.

Dear Minister Corbett,

I am very pleased to present this report on the activities, progress, accomplishments and future direction of the Nova Scotia Apprenticeship Board, covering the period of April 1, 2012, to March 31, 2013.

The Apprenticeship Board has continued to be very active and participative. During this reporting period, the Board held six meetings and attended two Apprenticeship Celebration Events, an employer forum, and a facilitated strategic planning session.

We were deeply saddened by the passing in November 2011 of Robert Sampson, a very dedicated tradesperson and member of Nova Scotia Community College (NSCC) faculty and Apprenticeship Board. Roy MacNeil from the Nova Scotia Community College has been appointed to replace Robert as training provider representative.

The Board has continued to engage industry, primarily through various ad hoc advisory committees, the Apprenticeship Celebration Events, four employer engagement events, the apprenticeship review, and my continued involvement at the Atlantic and inter-provincial levels—as the Board’s representative with the Interprovincial Alliance of Apprenticeship Board Chairs, as a Director of the Canadian Apprenticeship Forum, as a member of the working group of the Partnership Agreement on Regulation and the Economy between Nova Scotia and New Brunswick, and as a representative, with the Director of Apprenticeship, on the Canadian Council of Directors of Apprenticeship and the Atlantic Apprenticeship Council. The benefits of these partnerships are invaluable to Nova Scotia in terms of cost savings for interprovincial products and promotion, collaboration and best practices, and the contributions of Nova Scotia to these organizations. One such Atlantic initiative that we hope will be launched in 2013 is the Atlantic Trades Business Seal, which is an endorsement for journeypersons who take specific post-journeyperson entrepreneurial courses.

The apprenticeship system is continuing to expand. There are many challenges to face and opportunities to be explored. The Board is looking forward to the report on the Apprenticeship Review, the development of a work plan on employer engagement in apprenticeship, and the updates and recommendations from the various ad hoc advisory committees we have established. We believe the apprenticeship system is essential to the growth of the Nova Scotia economy. The Nova Scotia Apprenticeship Board is committed to working with government, business, and industry, and to representing industry in matters pertaining to the apprenticeship system. We anticipate another exciting and active year ahead.

On behalf of the Nova Scotia Apprenticeship Board, I would like to present this report to you and thank you for your support of the Board, the industry we represent, and the Apprenticeship Training Division.

*Norm Kemp, Chair
Nova Scotia Apprenticeship Board*

Executive Summary

In 2012–13 the Nova Scotia Apprenticeship Board continued to be a very busy and active Board representing the voice of industry to the Minister of Labour and Advanced Education in a number of ways.

New board member: The Board is very pleased that Minister More appointed Roy MacNeil to sit as the training provider representative on the Apprenticeship Board. Roy is the Academic Chair, Transportation Department, NSCC School of Trades and Technology, Akerley Campus.

Review of the apprenticeship system: The Apprenticeship Training Division, in collaboration with the Board, conducted a review of the apprenticeship system in January 2012 in order to identify opportunities for improvement. These sessions revealed that further information was required regarding employer participation in the system. As a result, a Minister’s Advisory Panel and a Reference Group were established to obtain input on enhancing employer engagement within the Apprenticeship System. Jack Wall, an Apprenticeship Board member and a representative of the Sheet Metal Workers International Association, Local 56, Cape Breton, is an active participant on the Panel, and I, as Apprenticeship Board Chair, was appointed to participate in the Reference Group. We look forward to receiving the findings of the Apprenticeship Review in 2013.

One new trade designation: Marine Service Technician was designated as a trade under the *Apprenticeship and Trades Qualifications Act*.

Two trade regulations approved: Trade regulations for Alarm and Security Technician and Marine Service Technician were approved by an Order in Council.

Industry Ad Hoc Advisory Committees: The Board established or continued to support the following committees:

- Carpenter—to address a compulsory certified trade application
- Cook—to address a request from industry to revise the trade regulation
- Sheet Metal Worker—to address a compulsory certified trade application
- Truck and Transport Mechanic—to revise an existing trade regulation

Apprenticeship Celebration Events: The Apprenticeship Board hosted two Apprenticeship Celebration Events to recognize our newly certified journeypersons who have completed apprenticeship training and received a certificate of qualification. These two events recognized over 600 newly certified journeypersons in 28 trades. The events were held in Membertou in May and Dartmouth in November.

Employer Engagement Activities:

- The committee held three Aboriginal Apprenticeship Conferences throughout the province in June: in Membertou First Nation, in Truro, and in Yarmouth. The conferences were sponsored in part by the Apprenticeship Board and hosted by the Aboriginal Apprenticeship Committee.
- An Employer Forum was held in Dartmouth in October 2012, in conjunction with the Canadian Apprenticeship Forum.

Atlantic and Pan-Canadian Partnerships: The Board collaborates with other provinces in working on the Partnership Agreement on Regulation and the Economy, the Atlantic Apprenticeship Council, the Canadian Apprenticeship Forum, the Interprovincial Alliance of Apprenticeship Board Chairs, and the Canadian Council of Directors of Apprenticeship.

Promoting the Trades: The Board will continue to work with partner groups such as Techsploration, Skills Canada—Nova Scotia, and the Aboriginal Apprenticeship Committee to promote the trades and diversity within the trades.

Looking ahead to 2013–14:

The Apprenticeship Board looks forward to involvement in the following activities:

- receiving recommendations from the Apprenticeship Review
- receiving recommendations from the various ad hoc advisory committees
- conducting consultations with industry in the Carpenter, Truck and Transport Mechanic, and Cook trades
- completing the trade regulations for Automotive Service Technician, Boat Builder, Bricklayer, Construction Electrician, Ironworker, Metal Fabricator/Fitter, Sprinkler System Installer, and Welder
- developing a strategic plan for enhancing employer engagement in the apprenticeship system, and reviewing the Apprenticeship Celebration Event to enhance participation in these Events
- launching the Atlantic Trades Business Seal Program

Background Information

Introduction

The Nova Scotia Apprenticeship Board is the “voice of industry” to the Minister of Labour and Advanced Education. The Board is appointed by the Minister, the Honourable Frank Corbett, from industries involved in the trades. It is a non-adjudicative Board consisting of employers and employees, members-at-large, certified journeypersons, a registered apprentice, and a representative from a provider of apprenticeship technical training. The members are volunteers who dedicate time, energy, and passion to the maintenance and improvement of the apprenticeship training system in Nova Scotia.

Apprenticeship and Trades Qualifications Act

The authority for the Board and the apprenticeship training and certification system is the *Apprenticeship and Trades Qualifications Act* (2003) and General Regulations. The *Act* provides for the existence of the Board, its composition, duties, meetings, and establishment of ad hoc (industry) advisory committees of the Board, as well as the establishment of trades and trade-specific regulations.

Minister of Labour and Advanced Education

The apprenticeship training and trades certification system in Nova Scotia is an “industry-driven” system. Input and feedback from industry are received and taken under advisement for improvements to system by the Apprenticeship Training Division of the Department of Labour and Advanced Education under the general supervision and management of the Minister.

The Board is a multi-trade Board that represents broad sections of various industries involved in apprenticeship training. In order to provide trade-specific advice to the Minister, the Board establishes ad hoc advisory committees (AHACs) from specific trades and related trades. The AHAC members consult with the larger industry in their respective trade to ensure any advice benefits the trade and meets with the approval of industry. The Board receives advice from the AHACs and advises the Minister. In this way, the system remains current and relevant to those whom it serves.

Nova Scotia Apprenticeship Board

Mandate

The Apprenticeship Board is primarily responsible for advising the Minister on all matters concerning the apprenticeship system. It is considered to be the fundamental link between government, business, and industry. Specifically, it is responsible for recommending the designation of new trades and occupations in Nova Scotia, and plays a key role in promoting the benefits of apprenticeship throughout the province.

Terms of Reference

The Board operates under the auspices of the *Apprenticeship and Trades Qualifications Act and General Regulations*. The Act and Regulations lay out the form, duties, and powers of the Board as they relate to the Apprenticeship System in Nova Scotia.

Duties of the Board

The Nova Scotia Apprenticeship Board has the responsibility to:

- recommend to the Minister whether a trade is appropriate as a designated trade and whether a designated trade is appropriate to be specified as a compulsory certified trade
- review, consider, and make recommendations on any matters relating to the apprenticeship system when requested by the Minister
- report to the Minister as the Minister requests
- advise the Minister on matters relating to the suitability of the apprenticeship system as a means for training apprentices and journeypersons to meet the labour market needs of the province
- assist in promoting the benefits of apprenticeship throughout the province
- consider recommendations made by an ad hoc advisory committee
- submit an annual report to the Minister and make recommendations on the distribution of the annual report
- perform such other duties as are prescribed in the regulations

Powers of the Board

The Nova Scotia Apprenticeship Board has the power to:

- examine and research any and all matters relating to the apprenticeship system, and advise the Minister on these matters
- conduct discussions with employers, apprentices, and journeypersons regarding matters pertaining to the apprenticeship system
- organize forums to identify trades that may be eligible for designation, and determine the suitability of current designated trades with respect to labour market needs
- assist in the development and revision of trade regulations, in conjunction with the Director and business and labour
- appoint a committee to act in an ad hoc advisory capacity to the Board concerning matters of the apprenticeship system, in consultation with the Director

Operating Guidelines

The Nova Scotia Apprenticeship Board strives to:

- collaborate with industry, training providers, and the Apprenticeship Training Division to:
 - increase the number of persons entering and completing an Apprenticeship Program
 - enhance the apprenticeship system to meet or exceed industry and labour market objectives
 - ensure that the legislative framework remains relevant to all stakeholders
- develop and implement strategies designed to increase industry participation in the apprenticeship system
- resolve disputes in a fair and objective manner
- engage in strategies designed to promote and encourage youth and life-long learners to participate in the apprenticeship system
- increase participation of under-represented groups in the apprenticeship system

Major Activities And Accomplishments (2012–13)

New Board Member Appointed

We are extremely pleased to welcome Mr. Roy MacNeil to the Nova Scotia Apprenticeship Board. Roy was appointed by the Minister, the Honourable Marilyn More, to represent a post-secondary apprenticeship training provider for a term of three years, commencing September 25, 2012. Roy is the Academic Chair for the Transportation Department in the School of Trades and Technology at the Nova Scotia Community College (NSCC), Akerley Campus, in Dartmouth. He holds a certificate of qualification bearing the Interprovincial Red Seal in the Motor Vehicle Body Repairer (Metal and Paint) trade. Roy also has a Bachelor of Arts degree from Saint Mary's University, and holds a VTC 4 Vocational Teacher's license. Roy has worked for an autobody employer and has been self-employed in the collision repair industry. At NSCC he has been an instructor for the Motor Vehicle Body Repairer trade, a Department Head of the Mechanical trades, and a special needs instructor and curriculum writer.

Apprenticeship System Review

In 2010, the provincial government released its jobsHere strategy to grow the economy in Nova Scotia. It was projected, as stated in the jobsHere strategy, that by 2014–15 the workforce would decline in size by 20,000 workers, due mostly to retirements. Under one of the three interrelated priorities—"learning the right skills for good jobs"—strengthening the apprenticeship system was identified as one of the approaches to increasing the number of Nova Scotians participating in the workforce to their fullest potential, and it is a strategic priority of the jobsHere strategy.

A review of the apprenticeship system in Nova Scotia was initiated in December 2011. A discussion paper was issued and public consultations were held throughout the province in January 2012. It had been 10 years since the last review was conducted.

The establishment of a Minister's Advisory Panel on Apprenticeship was announced on January 15, 2013, and the result of the panel's deliberations will be the final phase of the review process. The panel will gather information about increasing the number of employers and graduates in the apprenticeship program. The Advisory Panel will engage a broader Reference Group in discussions on employer participation.

Engaging Employers

Three Aboriginal Apprenticeship Conferences were sponsored in part by the Apprenticeship Board and hosted by the Aboriginal Apprenticeship Committee. The committee held three conferences throughout the province: Membertou First Nation on June 14, 2012; Truro on June 18, 2012; and Yarmouth on June 26, 2012. The objective of the conferences was to address the participation, retention, and connection of Aboriginal persons in the skilled trades. Invitations were sent to the Native Employment Officers in each of the 13 Mi'kmaq communities in Nova Scotia and the Mi'kmaq Native Friendship Centre, as well as Case Managers and other employment staff of the Native Council of Nova Scotia. The invitations were targeted to encourage the employment workers to attend with their clients who were interested in the skilled trades.

Each conference had two main components: a morning filled with presentations, and an afternoon trade show/career fair event that provided a space for presenters and others to set up booths to display their information and to interact with the participants on a one-to-one basis. In addition, employers, labour organizations, sector councils, training institutes, and other industry contacts that are in some way related to apprenticeship were offered the opportunity to be involved with the conference as a presenter and/or a trade show/career fair participant. Overall, there were 22 presenters/trade show/career fair participants, and 50 Aboriginal persons attended and benefitted from the conferences, in addition to making contacts and connections with industry representatives.

The Canadian Apprenticeship Forum, in conjunction with the Apprenticeship Board, held an employer forum on October 17, 2012, in Dartmouth. The purpose of this forum was to discuss challenges and opportunities regarding recruiting apprentices and encouraging employers to register apprentices. The 62 participants who attended the event included representatives of employers, labour organizations, sector councils, apprenticeship technical training providers, government, Apprenticeship Board, and organizations interested in supporting apprenticeship through their programs. The day consisted of an overview of the apprenticeship system in Nova Scotia, panel presentations and discussions, workshop discussions, and a going-forward session that identified best practices and barriers.

New Trade Regulations

The Apprenticeship Board continues to work with industry to review and revise trade regulations to ensure that they remain current and relevant to the industry that they serve. The following trade regulations were passed by an Order in Council within the reporting period:

Alarm and Security Technician

- Industry committee established in March 2005
- Committee developed a new regulation
- Industry consultation conducted June to September 2005, and confirmed by industry representatives in the summer of 2012 as remaining relevant and accurate
- Apprenticeship Board recommended new regulation on September 21, 2005
- New regulation contained:
 - clear and detailed definition of trade—excludes fire alarm systems
 - term of apprenticeship
 - wage schedule for apprentices
 - ratio of journeypersons to apprentices
 - period of employment prescribed as a criterion for challenging the certification examination as a trade qualifier
- Passed by Order in Council on October 2, 2012

Marine Service Technician

- Industry committee established in August 2011
- Committee reviewed application for trade designation and developed a new regulation
- Apprenticeship Board recommended trade designation for certification only at this time, February 15, 2012
- Apprenticeship Board recommended new regulation on March 21, 2012
- New regulation contained:
 - clear and detailed definition of trade
 - period of employment prescribed as a criterion for challenging the certification examination as a trade qualifier
- Trade designated by Ministerial Order on September 4, 2012
- Passed by Order in Council on October 2, 2012

Consulting and Working with Employers and Industry

Ad Hoc Advisory Committees

Carpenter

An application to specify the Carpenter trade as a compulsory certified trade was received by the Board in March 2011. The Board established an ad hoc advisory committee to review the application and make a recommendation. The following is a list of the committee members:

| Name | Affiliation |
|-------------------------------------|---|
| Greg MacDonald | Nova Scotia Road Builders Association |
| Peter Greer | Professional Carpentry Guild of Nova Scotia |
| Greg Cole (Chair) | Business Owner |
| Paul Pettipas | Nova Scotia Home Builders Association |
| Ben Stokdijk | Lindsay Construction |
| Alex Arsenault | Carpenter Union Local 1588 |
| Gregg Surette | NSCC |
| Support Members (non-voting) | |
| Donna Bonner | Apprenticeship Board |
| Dale Crawford | Apprenticeship Training |
| Kelly Leights | Apprenticeship Training |
| Mark Canton | Apprenticeship Training |

The committee held its first meeting on August 31, 2011, and met five times over the 2012–13 reporting period. The committee reviewed the definition of the Carpenter trade in the current trade regulation in order to adequately assess the merits of the application, and found it to be too broad. The committee has been meeting with industry representatives to discuss a revised definition and approach to training and certification for the trade. The committee plans to conduct a broad industry consultation once a revised regulation has been developed.

Cook

The Cook trade regulations were previously reviewed and approved by an Order in Council in October 2009.

The Apprenticeship Training Division of the Department of Labour and Advanced Education has been working with the Nova Scotia Tourism Human Resource Council (NSTHRC) to improve access to the Cook trade by increasing the number of certified journey person Cooks, thereby paving the way for the ability to register more Cook apprentices. To facilitate this, it was felt that there needed to be a review of the current trade regulation. A request was made at the September 15, 2011, meeting of the Nova Scotia Apprenticeship Board to establish an ad hoc advisory committee in 2012 for the Cook trade to review the trade regulation and make a recommendation to the Board.

The Board established a committee that began meeting in April 2012, consisting of the following members:

| Name | Affiliation |
|-------------------------------------|--|
| Sylvain Simard | World Trade and Convention Centre |
| Luciano Radelich | Aramark Canada Ltd. |
| Raj Gupta | Westin Nova Scotian Hotel, Halifax |
| Wayne Parkington | Holiday Inn and Conference Centre, Truro |
| Alan Crosby | White Point Beach Resort |
| Don Walker | Grafton Connor Group |
| Support Members (non-voting) | |
| Robert Dowden | NSSC Culinary Arts Program |
| Dale Crawford | Apprenticeship Training |
| Richard Sharpe | Apprenticeship Training |

The committee met twice over the reporting period and made revisions to the trade regulation, and has plans to conduct a broad industry consultation in 2013.

Mobile Crane Operator

An ad hoc advisory committee was established in January 2009 to develop trade regulations for Mobile Crane Operator. The committee consists of the following members:

| Name | Affiliation |
|-------------------------------------|--|
| Steve England | Cherubini Metal Works Ltd. |
| Gordie Jeffery | Halifax Dockyard |
| Larry MacDonald | A. W. Leil Cranes & Equipment Ltd. |
| Shelagh Keddy-Veinotte (Chair) | Lawrence S. Veinotte Enterprises Ltd. |
| Joseph MacLellan | International Union of Operating Engineers |
| Craig Blatz | International Union of Operating Engineers |
| Mike Marsh | Irving Equipment |
| David Pottier | Lead Structural Formwork Ltd. |
| Support Members (non-voting) | |
| Don Ehler | Building, Fire and Technical Safety |
| Dave Wigmore | Building, Fire and Technical Safety |
| Dale Crawford | Apprenticeship Training |
| Richard Sharpe | Apprenticeship Training |

A consultation with industry was conducted by survey in January 2010. The committee has received the results and has continued to meet to develop the regulations to ensure consistency with the changes made to the Crane Operator's regulations under the new *Technical Safety Act* and the Agreement on Internal Trade.

Sheet Metal Worker

An application to specify the Sheet Metal Worker trade as a compulsory certified trade was received by the Board and an ad hoc advisory committee was established in May 2010 to review the application and make a recommendation to the Board. The committee consists of the following members:

| Name | Affiliation |
|-------------------------------------|-------------------------------------|
| Randall Pinfold (Chair) | Sheet Metal Workers Union, Local 56 |
| Peter Caines | Sheet Metal Workers Union, Local 56 |
| Robert Corlett | J. C. Mechanical Contractors Ltd. |
| Heather Cruickshanks | L. E. Cruickshanks Sheet Metal Ltd. |
| Stephen Davidson | Western Plumbing & Heating Ltd. |
| Kirk Himmelman | Himmelman Contractors Ltd. |
| Support Members (non-voting) | |
| Craig Hard | NSCC Instructor |
| Jack Wall | Apprenticeship Board |
| Dale Crawford | Apprenticeship Training |
| Richard Sharpe | Apprenticeship Training |
| Mark Canton | Apprenticeship Training |
| Don Adams | Apprenticeship Training |

The committee met twice during the reporting period and conducted an industry consultation from January 31, 2012, to March 2, 2012. The survey was sent to 21 construction trade unions, associations, and organizations and 175 employers in Nova Scotia. The responses from employees, employers, and organizations averaged an 88% agreement with compulsory certification of this trade.

The Committee Chair and another member of the committee made a presentation at the January 2013 Apprenticeship Board meeting, recommending that the Sheet Metal Worker trade be specified as a compulsory certified trade according to a revised trade regulation. The Board will be making a recommendation to the Minister.

Truck & Transport Mechanic

An ad hoc advisory committee was established in November 2011 to review and revise an existing trade regulation. Truck and Transport Mechanic is a compulsory certified trade, and the trade regulation had not been reviewed since the *Apprenticeship and Trades Qualifications Act and General Regulations* were revised in 2003. The committee consists of the following members:

| Name | Affiliation |
|-------------------------------------|-----------------------------|
| Garth MacBride | Silvers' Garage (1982) Ltd. |
| Jim Perry | MacKay's Truck Center |
| Kevin Swan | Parts for Trucks Inc. |
| Doug Dickie | Nova Enterprises Ltd. |
| David Rossiter | Nova Enterprises Ltd. |
| Support Members (non-voting) | |
| Paul Price | Apprenticeship Board |
| Dale Crawford | Apprenticeship Training |
| Mark Canton | Apprenticeship Training |
| David Mazerall | Apprenticeship Training |

The committee met once on November 21, 2011, and has continued to discuss and revise the regulation through electronic means. A consultation is planned for 2013.

The ad hoc advisory committees for the following trades have completed their work and the proposed trade regulations remain in process as of March 31, 2013:

- Automotive Service Technician
- Boat Builder
- Bricklayer
- Construction Electrician
- Ironworker (Generalist)
- Ironworker (Reinforcing)
- Ironworker (Structural/Ornamental)
- Metal Fabricator (Fitter)
- Sprinkler System Installer
- Welder

Presentations to the Board

June 15, 2011

- Techsploration—Tricia Robertson, Executive Director

September 21, 2011

- Building, Fire and Technical Safety Board—Dave Wigmore (Risk Management)

February 15, 2012

- Apprenticeship System Review results—Alan Blyth and Barry Roberts (Consultants)
- Marine Service Technician trade designation recommendation—Chip Dickison and Patricia Nelder (Committee Co-Chairs)

March 16, 2011

- Marine Service Technician trade designation recommendation—Chip Dickison and Patricia Nelder (Committee Co-Chairs)

Attracting Youth to Apprenticeship Training and the Trades

The Apprenticeship Training Division employs one Youth Apprenticeship Coordinator to promote the skilled trades and apprenticeship to youth ages 16 to 19 years. A youth initiative called the WORKIT Youth Apprenticeship strategy, which aims to attract more youth to career opportunities in the skilled trades, was launched in 2005. The WORKIT model introduces youth to career exploration and experiences in the trades and assists them in navigating the apprenticeship training system.

The initiative includes the following components:

- a youth-friendly website (www.workitns.ca) targeted at youth, parents, educators, and employers
- various brochures and publications focused on different target groups
- presentations and professional development for youth, educators, parents, and community groups
- funding for school boards and First Nations schools across the province

Additionally, WORKIT Grant funding has been made available to all eight regional school boards since 2005, and Mi'kmaw Kina'matnewey (MK) schools have been receiving funding since 2010. This funding, in the amount of \$300,000, is intended to increase junior and senior high school students' awareness and opportunities to explore careers in the skilled trades.

The Apprenticeship Training Division is the primary funder of two youth initiatives to promote the trades to youth in high school: Building Futures for Youth (BFY), and Test Drive: Automotive Career Exploration for Youth (TD-ACE). The BFY program began as a pilot in 2008 in the Halifax Regional School Board and has expanded to all eight regional school boards. TD-ACE is a pilot program planned in the 2012–13 year for the 2013–14 year. Both initiatives involve the Youth Apprenticeship Coordinator to provide direction and information on apprenticeship training and trades certification, as well as the opportunity for youth to register as youth apprentices if the employers will retain them as a part-time employees in the trade and are willing to register them as apprentices.

The BFY initiative was developed in 2008 by the Construction Association of Nova Scotia, in partnership with the Department of Education—English Program Services, the Department of Labour and Advanced Education—Apprenticeship Training Division, the Nova Scotia Community College, and employers in the construction industry. The program provides students with workplace preparation and safety training, as well as a 5 to 7 week work placement with employers. In 2012–13, the program provided trades exposure and experience to 81 students from all eight regional school boards.

The TD-ACE initiative is a pilot developed by the Automotive Sector Council of Nova Scotia, in partnership with the Department of Education—English Program Services, the Department of Labour and Advanced Education—Apprenticeship Training Division, the Nova Scotia Community College, and employers in the automotive repair, maintenance, and collision industries. The initiative is scheduled to provide exposure and experiences to 10–15 high school students in the Halifax Regional School Board in the automotive service technician, partsperson, and motor vehicle body repairer trades.

The Apprenticeship Board continues to work with organizations such as Techsploration and Skills Canada—Nova Scotia to promote the skilled trades to young women and men. We believe that these are essential partnerships, as these organizations are actively engaged with the youth of Nova Scotia and their career influencers.

Communications and Promotion of Apprenticeship

Apprenticeship Celebration Events

Earning a Certificate of Qualification and becoming a journeyperson is a significant achievement for an apprentice. Every spring and fall at the Apprenticeship Celebration Event, the Apprenticeship Board recognizes the hard work of apprentices who have successfully completed apprenticeship training and attained Certificates of Qualification by passing the qualification examinations. The events are sponsored by industry and union organizations, demonstrating their support for and commitment to Nova Scotia's apprenticeship system.

Two Apprenticeship Celebration Events were held in 2012–13, recognizing a total of approximately 600 newly certified journeypersons who completed apprenticeship training in 28 trades. Awards were also handed out for Mentor/Coach and Apprentice of the Year.

May 2012—Membertou

Approximately 85 people attended the Apprenticeship Celebration Event held at the Membertou Trade and Convention Centre in Membertou, Cape Breton, on May 5, 2012.

Lynn Hartwell, Executive Director of the Skills and Learning Branch, brought greetings from the province, and Bruce Tawse, Vice President of Academic, brought greetings from the Nova Scotia Community College. Joe Rudderham, Director, was also in attendance. Norm Kemp offered opening remarks and greetings from the Apprenticeship Board. The guest speaker was Clayton Fraser, a Construction Electrician. Lorne MacKinnon announced the recipients of Mentor/Coach Awards of Excellence—Mike Delorey and Adam White. Mike Delorey is a certified Automotive Service Technician from Heatherton, Nova Scotia. He was nominated by his apprentice, Charles Robitaille. Adam White is a Chef who was nominated by his apprentice Graham Alexander.

November 2012—Dartmouth

Approximately 190 people attended the Apprenticeship Celebration Event held at Holiday Inn Harbourview in Dartmouth on November 3, 2013.

The Honourable Marilyn More, Minister of Labour and Advanced Education, provided opening remarks and congratulations, joined by Norm Kemp (Board Chair), Don Bureaux (NSCC President), and Joe Rudderham (Director). Lorne MacKinnon presented the Mentor/Coach Award of Excellence to Arthur Cole, a certified Carpenter with A. W. Cole Construction in Dartmouth, and Apprentice Awards of Excellence to Keigan Moore, a newly certified Truck and Transport Mechanic with Halifax Regional Municipality/Emergency Fleet, and to Jonathan Noel, a newly certified Automotive Service Technician with Newfie Automotive.

Interjurisdictional Collaboration

Interprovincial Alliance of Apprenticeship Board Chairs (IPA)

The IPA is a committee of the Apprenticeship Board Chairs from each of the provinces and territories in Canada. The Chair of the Board, Norm Kemp, represents Nova Scotia at the regular IPA meetings. The mandate of the IPA is to foster interprovincial cooperation in industry training by facilitating dialogue and liaising between apprenticeship, trade certification, and workplace training systems in provinces and territories.

Canadian Apprenticeship Forum (CAF)

As a member of the IPA, Norm Kemp is a Director of the Canadian Apprenticeship Forum. The mission of the CAF is to influence pan-Canadian apprenticeship strategies through research, discussions, and collaboration with the apprenticeship community; and to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, productive, inclusive, and mobile labour force.

Atlantic Apprenticeship Council (AAC)

The AAC is composed of Apprenticeship Board Chairs and the Directors of Apprenticeship from each of the four Atlantic Provinces, in addition to an official from the Council of Atlantic Ministers of Education and Training secretariat who is assigned to work with the committee. Norm Kemp and Joe Rudderham are members of the AAC. The mandate of the AAC is to encourage the standardization and harmonization of apprenticeship training and certification programs and to provide greater mobility across Atlantic Canada for skilled workers.

Atlantic Trades Business Seal Program

One of the strategies developed by the AAC is the implementation of an Atlantic Provinces-wide program to strengthen business competencies leading towards a recognized and accredited business competency endorsement. This initiative focuses on assisting journeypersons in acquiring and cultivating necessary business competencies. It is believed that the encouragement and advancement of commercial skills will ultimately lead to increased professional development, effective succession planning, and greater regional mobility.

The Province of Nova Scotia is taking the lead on the pan-Atlantic business competencies endorsement program for tradespeople on behalf of the AAC. The Atlantic Canada Opportunities Agency and the four Atlantic provinces are proposing to launch the Atlantic Trades Business Seal Program in 2013.

Canadian Council of Directors of Apprenticeship (CCDA)

The mission of the CCDA is to provide a forum for interjurisdictional collaboration that facilitates the development of a certified, highly skilled, and mobile trades workforce. It is responsible for the management of the Interprovincial Standards Red Seal Program. As Director of Apprenticeship, Joe Rudderham is a member of the CCDA, and Norm Kemp, Board Chair, participates at the meetings as an IPA non-voting member to ensure that the CCDA receives industry input.

The CCDA continues to be very active and is moving forward with its research agenda. Norm Kemp and the Senior Policy Analyst from the Apprenticeship Training Division, Alan Brown, are members of the CCDA Research Committee. Norm Kemp and an Apprenticeship Training Division staff member, Julie Daignault, are members of the Strengthening the Red Seal task force for the Enhanced Standards Prototype Sub-Committee (formerly "Multiple Assessment Pathways"), which reports to the Strategic Initiatives Committee. The work of this committee has the potential to significantly enhance the apprenticeship examination and standards process.

Lorraine Coulombe, of the Program Development section of the Apprenticeship Training Division, was appointed Vice Chair of CCDA's Interprovincial Standards and Examination Committee (ISEC) in the fall of 2010 and has continued performing this very involved function to the present. ISEC has been referred to as "the engine room" of the CCDA, as it is responsible for the ongoing development and maintenance of Red Seal standards and the interprovincial examinations based on those standards, in addition to overseeing the development of Interprovincial Program Guides.

Partnership Agreement on Regulation and the Economy (P.A.R.E.)

The P.A.R.E. is an agreement between New Brunswick and Nova Scotia that was signed in February 2009 by the respective premiers of each province. The agreement focuses on removing regulatory burdens and alleviating overlap and duplication that have an impact on trade and competitiveness, workforce availability, and mobility, among other things. It will involve cooperation on other issues of mutual interest affecting transportation, health and safety, and government services. Two areas of the agreement relate to apprenticeship: harmonizing the compulsory certified trades, and harmonizing the application process for specifying designated trades as compulsory certified trades. Much work has also been done to establish a common apprenticeship log book.

Statistical Information

Statistical information on apprenticeship registrations, training, and certification is collected by the Department of Labour and Advanced Education, Apprenticeship Training Division, using the Apprenticeship and Certification Information System. The information below provides a brief snapshot of the number of trades, registered apprentices, and certifications issued. It demonstrates the growing numbers of trades, apprentices, and employers that are training apprentices.

Apprenticeship Registration and Trade Certification Information

As of March 31, 2013, there were 5916 active apprentices in our system, an increase of 4.5% from last year (5657).

From April 1, 2012, to March 31, 2013:

- 1586 new apprentices have been registered (15% increase from March 31, 2012)
- 976 Certification of Qualifications (CQs) issued (1% increase from March 31, 2012)
- 833 CQs were in Red Seal trades (85% of all CQs issued)

The following chart compares the apprenticeship training and trades certification statistics over a five year period:

| | 2008–09 | 2009–10 | 2010–11 | 2011–12 | 2012–13 |
|---------------------------------|---------|---------|---------|---------|---------|
| Designated trades | 65 | 65 | 65 | 65 | 66 |
| Compulsory certified trades | 11 | 12 | 12 | 12 | 12 |
| Active apprentices | 5039 | 5045 | 5363 | 5657 | 5916 |
| Participating employers | 2083 | 2297 | 2811 | 3096 | 2716 |
| CQs Issued this year | 852 | 984 | 867 | 966 | 976 |
| Red Seals issued this year | 716 | 784 | 802 | 813 | 833 |
| CQs renewed this year | 1970 | 1972 | 1679 | 1670 | 2434 |
| New apprentices registered | 1506 | 1350 | 1434 | 1384 | 1586 |
| Youth apprentices registered | 197 | 166 | 65 | 80 | 89 |
| Apprentices in tech. training | 2500 | 2876 | 2742 | 2068 | 2260 |
| Sections of tech. training | 1110 | 1075 | 800 | 814 | 1098 |
| Completed apprenticeships | | | 500 | 650 | 614 |
| Trade qualifier applications | 342 | 452 | 269 | 275 | 266 |
| Examinations administered | 1380 | 1564 | 1390 | 1294 | 1576 |
| Apprentices writing cert. exams | 683 | 719 | 667 | 867 | 831 |
| Pass rate—apprentice exams | 67% | 67% | 72% | 73% | 74% |
| Trade qualifier cert. exams | 543 | 642 | 466 | 405 | 456 |
| Pass rate—trade qualifier exams | 58% | 71% | 65% | 58% | 71% |

Trends at a glance:

- The total number of active apprentices (5916) is the highest it has been in this five-year period. In fact, it is the highest it has been in over a decade.
- The total number of registrations (1586) increased from the previous year and is the highest it has been for the past five years.
- The number of certificates of qualification bearing the Red Seal (833) continues to increase year over year.
- The number of certificates of qualifications renewed (2434) dramatically increased from last year (46%).

Top five trades by number of active apprentices

As of March 31, 2012, the five trades with the highest number of active apprentices are:

| No. | Trade | Current Registrations | Percent of all Registrations (5916) |
|---|-------------------------------|-----------------------|-------------------------------------|
| 1 | Construction Electrician | 1167 | 20.0% |
| 2 | Carpenter | 675 | 11.0% |
| 3 | Automotive Service Technician | 538 | 9.0% |
| 4 | Steamfitter/Pipefitter | 518 | 9.0% |
| 5 | Plumber | 419 | 7.0% |
| Total of top five trades by registration | | 3317 | 56.0% |

- There are 16 trades that currently have less than 50 registered apprentices.
- Of the 66 designated trades in Nova Scotia, 29 trades have apprenticeship training.
- The top five trades by apprenticeship registration constitute 56% of all registered apprentices.
- 20% of all active apprentices are registered in the Construction Electrician trade.

Apprenticeship Training Division

The Apprenticeship Training Division (ATD) of the Department of Labour and Advanced Education works very closely with the Apprenticeship Board. The Administrator of the Board and the Secretary to the Board are both employees of the ATD. The Director attends all Board meetings and reports on the activities in the ATD. Regular reports from the various sections of the ATD and the department are given from time to time at the Board meetings. In addition, an appropriate staff member of the department attends the ad hoc advisory committee meetings in an ex-officio capacity in order to provide information on service delivery and regulations.

Human Resources

Administrative Assistant

Kelly Leights accepted the position of Administrative Assistant to the Apprenticeship Board in February 2013. In the short time Kelly has been in this position, she has learned it very well; she has undertaken the organization of the Board meetings, taken the lead on arranging the Apprenticeship Celebration Events, and taken minutes at the meetings, in addition to her duties within the Apprenticeship Training Division. We welcome Kelly and thank her for her excellent work.

Looking Ahead 2013–14

The Board has a number of activities underway and plans for new activities to emerge. In 2013–14, the Board expects to:

- work with the ATD on continuing to address apprenticeship-related areas identified in the jobsHere Strategy
- receive reports and updates from the following Ad Hoc Advisory Committees (AHACs):
 - Carpenter
 - Cook
 - Truck and Transport Mechanic
- establish other AHACs as needed to provide advice to the Minister
- host two Apprenticeship Celebration Events
- develop and implement an Employer Engagement strategy with the ATD
- continue to work with representatives of Building, Fire and Technical Safety to align regulations
- continue with interjurisdictional support and involvement with CCDA, AAC, IPA, and CAF
- participate in the launch of the Atlantic Trades Business Seal
- work to promote equity and diversity in the trades, with groups and associations such as Skills Canada—Nova Scotia, Techsploration, Aboriginal Apprenticeship Committee, and the African Nova Scotian community
- work with the ATD to ensure that the following outstanding draft trade regulations move forward:
 - Automotive Service Technician
 - Boat Builder
 - Bricklayer
 - Construction Electrician
 - Ironworker
 - Metal Fabricator (Fitter)
 - Sheet Metal Worker
 - Welder

Apprenticeship Board meetings for 2013–14:

- April 17, 2013
- June 19, 2013
- September 18, 2013
- October 16, 2013
- November 20, 2013
- January 15, 2014
- March 19, 2014

Nova Scotia Apprenticeship Board Members

As of March 31, 2013, the members of the Board were:

Members-at-large

Norm Kemp (Board Chair)
Bill Carroll (Vice Chair)
Louis Joe Bernard

Employer representatives

Steven Stoddart (Journey person)
Donna Bonner (Journey person)
Paul Price (Journey person)
Lorne MacKinnon (Journey person)

Employee representatives

Tori Munroe
Greg Pope (Journey person)
Virginia King (Apprentice)
Jack Wall (Journey person)

Training Provider representative

Roy MacNeil (Journey person)

Board Support

Director of Apprenticeship

Joe Rudderham

Administrator of the Board

Dale Crawford

Administrative Assistant to the Board

Kelly Leights

