



Nova Scotia
Apprenticeship Agency

2015-2016 1st Quarter Report



NOVA SCOTIA
APPRENTICESHIP
AGENCY



April - June

This report reflects the first quarter of our second year as the Nova Scotia Apprenticeship Agency. The first year has been a building year – establishing the Board and new Trade Advisory Committees, structuring the Agency to better meet industry needs, hiring new staff and developing more user-friendly approaches for our clients. The Board was fully established in June with the addition of Jack Wall and Paul Webber (Construction sector), Chip Dickison (Industrial/Manufacturing sector), Scott Blakeney and Tim Manuel (Motive Power sector), Luis Clavel (Service sector), and Joel Marsman and Karen (Pictou) Boyd (Members-at-Large). Welcome to our new members!

A special highlight this quarter was the Agency's participation in the Halifax Chamber of Commerce's Spring Dinner event. Guest speaker Nicolas Wyman, CEO of the Institute of Workplace Skills and Innovation, which develops mentoring programs for corporations and places people in apprenticeship and training programs globally, and is the author of *JOB U*. In Mr. Wyman's address he promoted the value of apprenticeship to a broad audience of over 700 guests. Having this number of people in one room focusing on the value of apprenticeship is unprecedented in Nova Scotia.

Staff were also busy this quarter participating in the many school events that result from our partnerships with Skills Canada-Nova Scotia, Techsploration, and other summer youth apprenticeship programs. The Techsplorers event, held at St. Mary's University in May, featured guest speaker Krista Lindsay. Krista is the first female youth apprentice in Nova Scotia. She spoke about her positive experience in becoming a Red Seal Machinist. Krista now serves on the Agency's Steering Committee helping to develop a diversity and inclusion framework.

In June, at the 2nd annual Mainland Building and Construction Trades Conference, NSAA Board Member Brad Smith organized a panel on "Women in the Trades". Three very talented women described their different paths to certification. They are great role models for the up and coming female apprentices.

Thanks to all of our industry stakeholders for your ongoing commitment to apprenticeship and the promotion of skilled trades in this province.

Sincerely,

*Marjorie Davison, CEO
Nova Scotia Apprenticeship Agency*

Board Update

The Board's primary occupation in this first year has been to finalize the Strategic Plan, which will set the Board up for success in future years. Following two years of consultation with industry, in June the Board presented the five-year strategic plan to the Minister for her approval; approval was received. The Board has also filed its policies and procedures with the Minister as required under the Agency's Operating Charter. These policies and procedures lay out the process for establishing and operating Trade Advisory Committees, designating trades and evaluating performance, as well as provide the terms of reference for the Board's three standing committees: Governance, Stakeholder Relations and System Performance.

In June, the Board began its work on the development of a Diversity and Inclusion Framework for the Agency and the apprenticeship system. A steering committee, operating under the guidance of the System Performance Standing Committee, will oversee the development of the plan. The committee includes staff, board members, and representatives from diverse groups and organizations.

Next quarter, the Board will explore what amendments may be required to fully implement the Atlantic Apprenticeship Harmonization Project and recent mobility agreements.



Apprenticeship Celebration Events are hosted by the Apprenticeship Board and are funded by industry. Events are hosted twice each year, with the fall event taking place within the Halifax Regional Municipality (HRM) and the spring event rotating at different locations throughout the province. The Apprenticeship Celebration Event honours newly-certified journeypersons who have successfully completed their apprenticeship training and obtained a certificate of qualification in their chosen trade.

The latest Apprenticeship Celebration Event (ACE) was held at Digby Pines on May 30th. The event recognized the success and accomplishments of 145 individuals from the Southwestern region of the province who have successfully completed apprenticeship training and received a certificate of qualification within the past 2 years, as well as the 113 dedicated employers who trained them. Newly certified carpenter, Robin Brydon, delivered an address to the 110 in attendance on the importance of lifelong learning, safety and how it is never too late to follow your calling. Mr. Brydon received his certification in 2014 at the age of 55. Two Mentor/Coach Awards of Excellence were presented to Paul Robicheau, a certified Plumber with Graves, Ltd. in Yarmouth and Danny Surette, a certified carpenter and carpenter instructor at NSCC, Burrigge Campus. The Apprentice Award of Excellence recipient was Albert Wood, a newly certified Heavy Duty Equipment Technician, who works at Dexter Construction in Wolfville.

The Next ACE is planned for Saturday, November 7, 2015 at the Holiday Inn Harbourview, Dartmouth.

Trade Activity Report

The Trade Activity report provides an update, by trade, of activity during the quarter. Activities may include Trade Advisory Committees, trade training development, Atlantic harmonization, and national harmonization.

TRADE	ACTIVITY	STATUS
Automotive Insurance Appraiser	Request for trade designation	<p>The Board will establish a Trade Advisory Committee (TAC) in the fall of 2015 to review an application to designate the trade.</p> <p>On May 21st Agency Staff attended a presentation and discussion with the Executive Director of the National Association (ON) regarding the branding of collision damaged vehicles. Representatives from the Automotive Appraisers Association, Motor Vehicles Inspection (TIR), the Registry of Motor Vehicles, and the Automotive Sector Council also attended. The presentation was hosted by the Automotive Sector Council, and informed a greater understanding of the role of Automotive insurance Appraisers in the collision industry.</p>
Automotive Service Technician (AST)	Trade regulation review	<p>The Board advertised a call for applications and sent notifications out to the automotive industry to recruit Trade Advisory Committee (TAC) members. Applications have been received and current TAC members are working with the Automotive Sector Council to recruit remaining members. It is anticipated the TAC will be fully established in summer 2015.</p>
Bricklayer	Atlantic trade harmonization	<p>The Atlantic Trade Advisory Committee (ATAC) has finalized the curriculum standard and developed a level 1 examination bank.</p> <p>On May 15 Agency staff and three subject matter experts peer-reviewed the new Cook Atlantic Level 1 exam.</p> <p>The next ATAC meeting is set for fall 2015.</p>

TRADE	ACTIVITY	STATUS
Carpenter	Request to specialize the trade as compulsory certified and to consult regarding modular approach to training and certification	<p>The Trade Advisory Committee (TAC) met on April 22, 2015 to discuss training pathways for the four proposed modules (Formwork, Framing, Exterior Finisher, and Interior Finisher). The TAC also planned information sessions for TAC member organizations to take place in advance of a broader industry consultation. The first information session was held during this quarter:</p> <p>June 22 – Contractors attending a session hosted by the Nova Scotia Home Builders Association in Halifax supported the proposed “modular approach” (specializations). A number of ideas were put forward for granting of a recognition and there was discussion on how the current Carpenter program is not working in the residential sector.</p> <p>Further sessions being planned are:</p> <p>July 9 – Atlantic Canada Regional Carpenters in Sydney July 14 – Atlantic Canada Regional Carpenters in Sackville July 15 – Atlantic Canada Regional Carpenters in Stellarton TBD – Merit Nova Scotia</p> <p>In October/November, a broader industry consultation will be conducted at 4-5 locations across the province.</p>
	Atlantic trade harmonization	<p>Atlantic Trade Advisory Committee (ATAC) members were appointed by the Board at the May 2015 meeting. The members representing Nova Scotia are:</p> <p>Employer: Mark Perry (Maritime Remediation) Employee: Bruce MacNab (Carvery's Construction) Training Provider: Dana Rushton (NSCC)</p> <p>The first ATAC meeting for the Carpenter trade was held from June 16 to 18 in Charlottetown. The meeting focused on curriculum sequencing. The next session will be an exam bank workshop where items will be developed for common Atlantic Level 1 exams.</p>
	National trade harmonization	<p>Four national webinars were held in March, April and May to discuss and approve curriculum sequencing in the trade.</p>

TRADE	ACTIVITY	STATUS
<p>Construction Electrician</p>	<p>Atlantic trade harmonization</p>	<p>The Board advertised a call for applications and sent a notice out to stakeholder organizations in the construction electrician industry to recruit Atlantic Trade Advisory Committee (ATAC) members.</p> <p>Members of the Construction Electrician ATAC were appointed by the Board at the May 2015 meeting. The members representing Nova Scotia are:</p> <p>Employer: Doug Sharpham (Sharpham Electric) Employee: Tom Griffiths (IBEW 625) Training Provider: Curt Goodwin (NSCC)</p> <p>The first meeting will be in Halifax this Fall.</p>
<p>Cook</p>	<p>Atlantic trade harmonization</p>	<p>The Atlantic Trade Advisory Committee (ATAC) finalized the curriculum standard and is developing a common level 1 examination bank. On June 25, Agency staff and three subject matter experts peer-reviewed the new Cook Atlantic Level 1 exam. The action items were submitted to the host province for consideration.</p>
	<p>Apprenticeship technical training</p>	<p>The Agency and NSCC are creating an innovative and flexible offering for Cook apprentices that will maximize the hands-on learning in technical training while leveraging NSCC's on-line learning tools to minimize the apprentice's time away from the employer. In addition to this blended offering, employers can take advantage of shorter Cook technical training levels that are either full-time (4 weeks) or part-time (2 days/week for 10 weeks).</p>

TRADE	ACTIVITY	STATUS
Industrial Electrician	Atlantic trade harmonization	<p>The Board advertised a call for applications and sent a notice out to stakeholder organizations in the industrial electrical industry to recruit Atlantic Trade Advisory Committee (ATAC) members.</p> <p>The members of the Industrial Electrician ATAC were appointed by the Board at the May 2015 meeting. The members representing Nova Scotia are:</p> <p>Employer: Troy Spicer (Eden Valley Poultry) Employee: Elizabeth Cummings (Irving Shipbuilding) Training Provider: Norman Paupin (NSCC)</p> <p>The first meeting will be in Halifax this fall.</p>
Marine Service Technician (MST)	Trade regulation revision	<p>At the April 8, 2015 meeting, the Board approved the establishment of a Marine Service Technician (MST) Trade Advisory Committee. The Board recruited and established a TAC. The first meeting was held June 19. A Chair was elected: Heaton Rosborough. Members reviewed the draft regulation, discussed issues pertaining to the regulation and apprenticeship training and developed a draft trade regulation. The TAC aims to have a validated regulation to recommend to the Board at the September Board meeting.</p>
Metal Fabricator (Fitter)/ Welder	Atlantic trade harmonization	<p>The second Atlantic Trade Advisory Committee (ATAC) meeting for the Metal Fabricator and Welder trades was held from June 15 to 17 in Fredericton. This meeting was an exam bank workshop where subject matter experts, instructors and Agency staff from across Atlantic Canada developed items for common Level 1 exams.</p>
	National trade harmonization	<p>A national webinar was held March 11 to reconcile curriculum sequencing in the trade. A proposed curriculum structure was discussed and approved.</p>

TRADE	ACTIVITY	STATUS
<p>Motor Vehicle Body Repairer (MVBR)</p>	<p>NSCC program review</p>	<p>At the April 8, 2015 Board meeting, the MVBR Trade Advisory Committee recommended that the 2 year NSCC pre-employment program be reduced to 1 year. The Board accepted the recommendation and has made this recommendation to the NSCC Board of Governors.</p> <p>The TAC met June 18, 2015 to begin human resource outlook planning. Andrew Shepherd, from the Automotive Industry Association of Canada, was invited to speak on the incorporation of I-CAR training in apprenticeship technical training. The TAC was in support of this approach, however more discussions are needed.</p> <p>The TAC made a recommendation to update the apprenticeship technical training and selected dates for technical training delivery in 2015-16.</p>

Atlantic Mobility

The Premiers of the Atlantic Provinces signed a Memorandum of Understanding concerning apprentice mobility on June 28th. This agreement provides seamless mobility for apprentices, which will enable provinces to better meet the labour demands of businesses in the region, and make it easier for apprentices to capitalize on employment opportunities by gaining greater access to on-the-job training and work experience needed to complete their certification.

The signed agreement complements the Atlantic Provinces' \$7.9 million Atlantic Apprenticeship Harmonization Project, undertaken with the support of Employment and Social Development Canada. The agreement aims to align rules, processes and standards for apprenticeship across Atlantic Canada. This will enhance consistency and efficiency in the way Atlantic Canadians obtain trade certification.

Information on hiring an out-of-province apprentice or working as a Nova Scotia apprentice in another Atlantic province can be found on the Agency website at www.nsapprenticeship.ca

Compliance and Enforcement Priorities

Sheet Metal Worker

Sheet Metal Worker was made a compulsory certified trade in Nova Scotia in 2014. A plan was developed this quarter to monitor and improve compliance in the Sheet Metal Worker trade. This plan includes:

- Creating an inventory of all employers currently employing Sheet Metal Workers;
- Conducting site visits with employers to improve engagement in the apprenticeship and trades qualifications system; and
- Conducting follow-up inspections of those employers who have not registered their employees as apprentices or supported trade qualifiers applications.

Motor Vehicle Body Repairer (MVBR)

Motor Vehicle Body Repairer was made a compulsory certified trade in 2010. Since that time only 180 Certificates of Qualification have been issued in the trade and just under half of the eligible journeypersons have renewed their Certificate of Qualification. To ensure that those working in the trade are properly certified, and to better inform industry of the requirement for certification, the Agency is developing a plan, similar to that for Sheet Metal Worker trade, with an increased focus on enforcement.

Refrigeration and Air Conditioning Mechanic – Heat Pumps

The Agency has been receiving a considerable number of complaints regarding the installation of ductless split (mini-split) heat pump systems by individuals not certified as Refrigeration and Air Conditioning Mechanics. As a result, the Agency has developed its first compliance bulletin that will be sent to all Construction Electricians and Plumbers in fall 2015. Planning is also underway to continue our partnership with Nova Scotia Power on the very successful 'Ask for the Card' campaign that was launched last year. A communications plan has been developed and work is expected to start in September.

Expanding Enforcement Capacity

In May, provincial Occupational Health and Safety officers conducted unscheduled inspections of more than 75 construction sites across the province. The focus of the inspections was to ensure compliance with fall protection regulations. Agency compliance staff accompanied officers to a number of sites to promote proper training and certification in the construction trades. As a next step, the Agency is exploring the possibility of hosting a *certification blitz* across the province.

In an effort to increase capacity and visibility of apprenticeship enforcement in Nova Scotia workplaces, agency staff also delivered training to 40 Occupational Health and Safety (OHS) officers on the certification requirements of the compulsory certified trades. A process for OHS officers to verify credentials and follow-up on any instances of non-compliance has been developed and is ready to be implemented.

NSAA/NSCC Stewardship Report

In this quarter, the Agency and the NSCC presented the inaugural stewardship report to the Minister, as required under the Agency's Operating Charter and the Community Colleges Act. The report describes the mechanisms that have been put in place for the Agency and the College to work together on the planning and delivery of pre-apprenticeship programs in the designated trades. A specific deliverable this quarter was the work of the Motor Vehicle Body Repairer Trade Advisory Committee which reviewed the trade's pre-apprenticeship program at NSCC. A recommendation concerning this program is now being reviewed by the NSCC Board of Governors. This work enabled the Agency and the NSCC to set up a process for regular program review through the Trade Advisory Committees. Find the full report at <http://nsapprenticeship.ca/sites/default/files/docs/pubs/Stewardship-Report-2014-15.pdf>.

Procurement

In an effort to increase awareness of the importance of apprenticeship training, the Agency, Department of Transportation and Infrastructure Renewal and the Construction Association of Nova Scotia explored ways to promote the use of apprentices on government construction sites. In the coming year, a pilot project will be implemented where subcontractors will be encouraged to employ apprentices during the construction of five new schools in the province. The pilot is expected to be launched in October.



Youth Initiatives

In this quarter, the Agency was a key partner in a number of youth-oriented events planned to promote and provide experience in the skilled trades.

OverDrive

An Apprenticeship workshop was delivered to 65 students who participated in OverDrive. Each year the Annapolis Valley Regional School Board (AVRSB) and the NSCC Kingstec Campus partner to host "OverDrive". This is a 2 day event in which all students in the AVRSB who are enrolled in the grade 10 Options and Opportunities program attend a variety of career-related workshops at the Kingstec Campus. There are a wide range of 90 minute interactive workshops exploring different careers, and the students select 6 to attend over the 2-day period. The Agency's youth outreach coordinator hosted the students in a classroom environment, delivered a one-hour presentation on apprenticeship, participated in a hands-on activity and engaged in a Q&A.

Skills Canada-Nova Scotia

The Agency is a primary funder of Skills Canada-Nova Scotia. This spring, the Skills Canada national competition was held at Prairieland Park in Saskatoon. Team Nova Scotia brought home 19 medals in 17 competition areas, including gold in CNC Machining, Hairstyling and Cooking; silver in Aerospace Technology and Mechatronics; and bronze in Precision Machining, Welding, Electrical, Carpentry, and Baking. Next year the competition will be held in Moncton, providing an excellent opportunity for our industry partners to see this event first hand. A full summary of results may be found here:

<http://skillscompetencescanada.com/en/scnc-2015-results/>



Youth Apprenticeship Roundtable

The Canadian Apprenticeship Forum hosted a national youth apprenticeship roundtable in Saskatoon in May. The Agency's youth outreach coordinator was one of five- panel members discussing youth apprenticeship across the country, best practices, successes, and challenges in engaging youth in skilled trades. The conference provided a forum to discuss each province's approach to engaging youth in the skilled trades and to learn more on how to increase employer engagement.

Techsploration

The Agency is a founding partner of Techsploration, a program designed to introduce girls in grades 9 to 12 to career opportunities in the skilled trades, sciences and technologies. In May, Techsploration hosted three of its signature Techsplorer events for Grade nine students. The Agency's youth outreach coordinator provided logistical support to the events and met with participants in one-on-one networking sessions workshops. These encounters provided the opportunity to introduce approximately 80 girls to apprenticeship and the skilled trades.

Summer Apprenticeship Program

The Agency provides funding to partner organizations to provide summer apprenticeship opportunities to students interested in pursuing a career in the skilled trades. The following table represents participation in two summer youth work experience programs:

PROGRAM AND PARTNERS	PARTICIPATING SCHOOL BOARDS	STUDENTS ACCEPTED	STUDENTS COMPLETING SAFETY TRAINING	PARTICIPATING EMPLOYERS	WORK PLACEMENTS
<p>Building Futures for Youth (Construction Trades)</p> <ul style="list-style-type: none"> • Construction Association of NS • Nova Scotia Apprenticeship Agency • Education & Early Childhood Development • Nova Scotia Community College <p>(with involvement from the NS Construction Safety Association)</p>	8	96	83	51	5-7 weeks
<p>TestDrive (Motive Power Trades)</p> <ul style="list-style-type: none"> • Automotive Sector Council of NS • Nova Scotia Apprenticeship Agency • Education & Early Childhood Development 	2	20	19	19	5-7 weeks

Operational Highlights

Apprenticeship Award Trust

A total of 175 progression awards totaling \$131,250 were issued during the quarter to apprentices who progressed to the next level of their training program between July-December 2014. In addition, four completion awards were issued totaling \$8000. Apprentices received their awards in April 2015.

Progression and Completion Awards Issued to Apprentices by Trade for the July – December 2014 Period.

Automotive Service Technician	23
Carpenter	31
Construction Electrician	30
Gas Fitter	5
Industrial Electrician	21
Metal Fabricator	1
Plumber	15
Power Engineer	3
Refrigeration & A/C	5
Sheet Metal	4
Steamfitter	20
Truck & Transport	21
Total	179

Enforcement Activities – April 1 – June 30

During the first quarter of 2015-2016, enforcement officers conducted 33 random inspections resulting in 15 warnings and four Summary Offense Tickets (SOTs). In addition to planned inspections, enforcement officers joined Occupational Health and Safety officers in an inspection blitz in June, visiting over 75 workplaces in Halifax.

Compliance officers are also responsible for responding to written complaints. From April 1 – June 30, the Agency received 13 written compliance complaints that were subsequently investigated.

Compliance officers also participated in a court case involving a Summary Offense Ticket that was issued for employing uncertified Bricklayers at a job site in 2014. The ticket has been contested by the employer. The case has been adjourned until November 2015.

Apprenticeship START

Apprenticeship START is a financial incentive program for employers who hire and support apprentices to trade certification. Eligible employers receive \$2,500 when they register a new apprentice, \$5,000 for each year the apprentice progresses in a timely manner, and \$2,500 when the apprentice achieves certification.

From April 1 – June 30, 58 employers participated in the program, providing opportunities to 68 new apprentices. Of the 68 new apprentices, 15% are from underrepresented groups and 97% are from rural Nova Scotia. Eleven of the employers in receipt of the incentive were new to apprenticeship.

Fast Facts for the Quarter

Apprentices

- 5873 active apprentices
- 318 new apprentices registered
- 25 registered as a youth apprentice (19 years of age or younger)
- 737 apprentices received technical training (In-class)

Trade Qualifiers

- 55 applications for certification received from trade qualifiers
- 52 trade qualifier applications processed and approved

Certificates of Qualification

- 280 Certificates of Qualification issued to apprentices
- 260 Interprovincial Red Seals issued to apprentices
- 457 Certificates of Qualification renewed in compulsory certified trades

Certification/Interprovincial Examinations administered

- 826 certification examinations written – 81% pass rate (Note)
- Apprentices wrote 725 certification examinations – 82% pass rate
- Trade qualifiers wrote 64 certification examinations – 66% pass rate
- 466 interprovincial examinations administered – 68% pass rate ^(Note)
- Apprentices wrote 376 interprovincial examinations – 64% pass rate
- Trade qualifiers wrote 58 interprovincial examinations – 69% pass rate
- 55 level/block examinations written – 79% pass rate
- Apprentices wrote 50 level/block examinations with a pass rate of 80%
- 9 practical examinations completed – 100% pass rate

Note: Includes all application types. Total examinations written not exclusive to Apprentices and Trade Qualifiers

Do you have feedback or questions about this report? If so, please let us know by e-mailing: apprenticeshiptraining@novascotia.ca.

