



Nova Scotia  
Apprenticeship Agency

# 2<sup>nd</sup> Quarter Report July – September 2015



NOVA SCOTIA  
**APPRENTICESHIP**  
AGENCY



# July – September

Dear stakeholders,

The Nova Scotia Apprenticeship Agency celebrated its first year anniversary and made youth a priority this summer with its investment in apprenticeship work opportunities for high school students in the construction and motive power sectors. The Premier and the Minister joined us at an event at Halifax's Atlantic Acura to mark the occasion and promote youth apprenticeship as an effective way for employers to develop their future workforce and for young people to see the great career options the skilled trades have to offer.

Also in July, the Premier signed the *Provincial-Territorial Apprentice Mobility Agreement* along with his colleagues to reduce barriers apprentices experience when they work temporarily or move permanently to another jurisdiction. As a result of the agreement, apprentices will receive recognition for hours worked and technical training successfully completed regardless of where they are completed in Canada.

In August, the Agency started work on the *Diversity and Inclusion Framework* and *Action Plan* to guide our effort in making the apprenticeship system more accessible to diverse groups. Work is well underway and research and engagements with a number of stakeholders are taking place.

When September hit, we were back in the classroom reaching out to schools, guidance counsellors, teachers, and students. Through career fairs, in class presentations, and workshops, the Agency promoted a better understanding about the apprenticeship program, and all the ways that students can start a great career in the skilled trades.

Throughout the quarter, Agency staff were meeting with employers and organizations, advancing the work of the Apprenticeship Board, training harmonization with other jurisdictions and enrolling apprentices in the new training year.

Read more inside and let us know if you have any feedback or questions by e-mailing: [apprenticeshiptraining@novascotia.ca](mailto:apprenticeshiptraining@novascotia.ca)

*Marjorie Davison, CEO  
Nova Scotia Apprenticeship Agency*



# Trade Activity Report

## Construction Sector



### BRICKLAYER

**Atlantic trade harmonization:** Nova Scotia is implementing the new Atlantic curriculum, logbook and level 1 exam for the 2015-16 training year (see website training schedule for dates). Apprentices were informed through a mail out in early September.

**Red Seal Program:** In July, Nova Scotia conducted a provincial review of the National Occupational Analysis in Halifax.

### CARPENTER

**Review of application to specialize the trade as compulsory certified:** Under the direction of the Board, the Trade Advisory Committee (TAC) began conducting sessions with TAC member organizations this quarter to discuss the potential of a modularized approach to the Carpenter trade as a pathway to compulsory certification. The following sessions were conducted:

July 9 - Carpenters Union – Sydney.

July 30 - Carpenters Union – Sackville.

August 12 - Carpenters Union – Stellarton.

Further meetings are planned with Merit Contractor's Association and the Construction Association of Nova Scotia. The TAC will re-convene once the sessions are complete to prepare a summary for the Board and determine next steps.

## CONSTRUCTION ELECTRICIAN

### **Trade regulation review:**

Advertisements for members of the TAC were posted in the Chronicle Herald and the Cape Breton Post on August 5<sup>th</sup> and 8<sup>th</sup>, 2015. The TAC will be established and meet in the Fall/Winter of 2015 to review the Construction Electrician regulations.

**Red Seal Program:** In September, Nova Scotia participated in a national one-week Item Bank Workshop to develop questions for the Red Seal exam.

## CRANE TRADES

### **National trade**

**harmonization:** The Agency and the Labour and Advanced Education (LAE) Technical Safety Division consulted with representatives from the crane trades to discuss national harmonization of technical training in the Mobile and Tower Crane Operator trades. Three national webinars took place in July and September to discuss curriculum sequencing, classifications and weight restrictions.

## ELEVATOR CONSTRUCTOR MECHANIC

### **Trade designation**

**discussions:** The Agency has been working with industry stakeholders in the development of the application to designate this trade under apprenticeship legislation. A meeting was held with industry August 20, 2015 to clarify the process and application requirements.

## Industrial/Manufacturing Sector



### METAL FABRICATOR (FITTER)

**Atlantic trade harmonization:** Nova Scotia is implementing the new Atlantic curriculum, logbook and level 1 exam for the 2015-16 training year (see website training schedule for dates). Apprentices were informed through a mail out in early September.

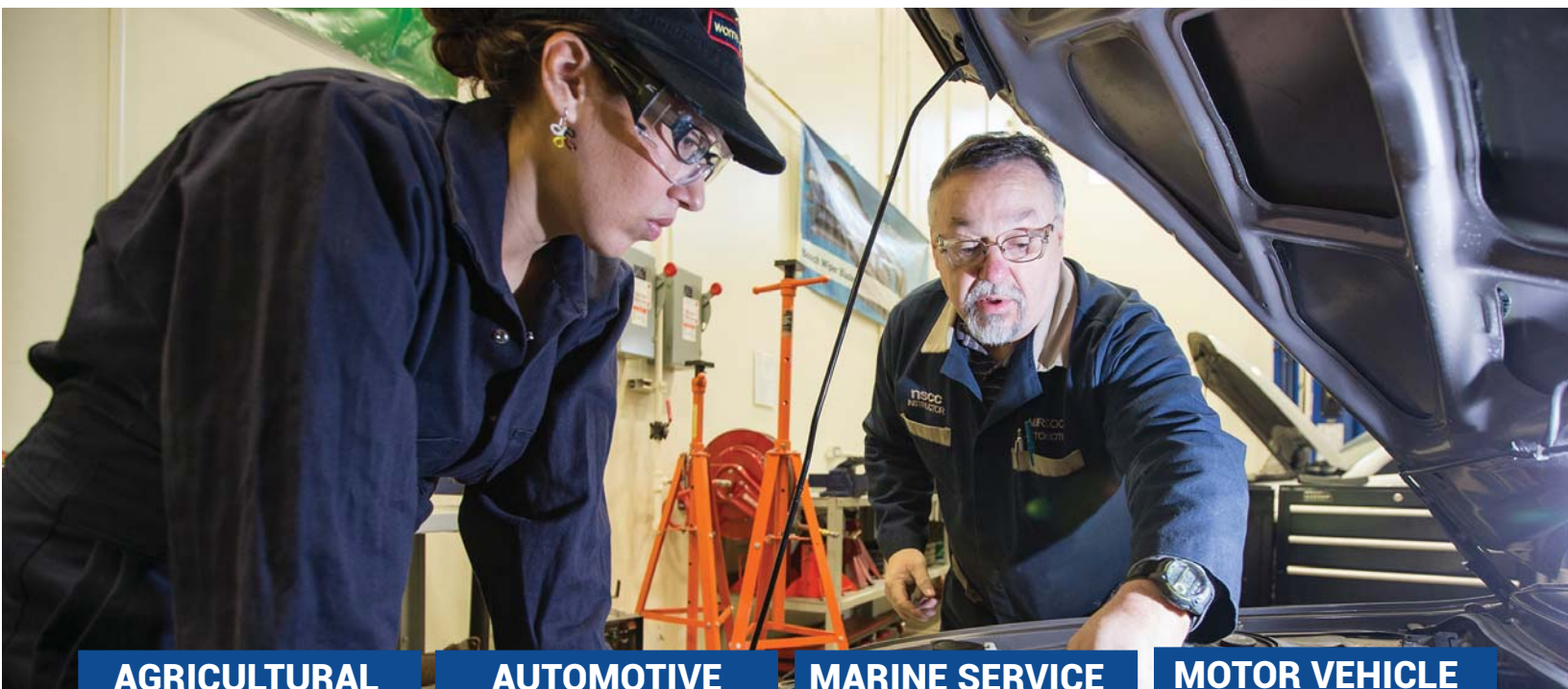
### WELDER

**Red Seal Program:** There is a practical examination requirement for certification. Beginning September 2015, all individuals who want to acquire the Welder Certificate of Qualification must pass a Welder Practical Examination before attempting the written certification examination. A letter was mailed to all Welder apprentices in September to notify them of this requirement and a FAQ document was prepared. **Atlantic trade harmonization:** Apprentices were informed through a mail out in early September that the Agency is implementing the new Atlantic curriculum, logbook and level 1 exam for the 2015-16 training year (see website training schedule for dates).

### INDUSTRIAL ELECTRICIAN

**Trade regulation review:** Advertisements for members of the TAC were posted in the Chronicle Herald and the Cape Breton Post on August 5th and 8th, 2015. The TAC will be established and meet in the Fall/Winter of 2015 to review the Industrial Electrician regulations.

## Motive Power Sector



### AGRICULTURAL EQUIPMENT TECHNICIAN (AET)

**Apprenticeship pathway** (technical training): Representatives of the Agency met with a group of farm equipment dealers on August 25, 2015 to discuss options for technical training and how to increase the availability of qualified technicians to work on farm equipment. Given significant overlap in the training for the two trades, the industry is considering using the Heavy Duty Equipment Technician program as the core technical training for the AET trade, with the addition of components specific to the AET.

### AUTOMOTIVE SERVICE TECHNICIAN (AST)

**Trade regulation review:** The members of the AST trade advisory committee (TAC) have been selected and appointed. The TAC will meet in the fall 2015 to review the National Occupational Analysis for both AST and Truck and Transport Mechanic to determine common tasks, before recommending the trade regulation to the NSAA Board.

### MARINE SERVICE TECHNICIAN (MST)

**Trade regulation review:** The TAC has been developing amendments to the trade regulation to include apprenticeship training. 145 Industry stakeholders were surveyed in September regarding the proposed amendments and it is anticipated that a recommendation will be brought to the Board at the November 18<sup>th</sup> meeting.

### MOTOR VEHICLE BODY REPAIRER (MVBR)

**NSCC program review:** The TAC met on August 13, 2015 to begin human resource outlook planning and discuss the potential incorporation of ICAR training in apprenticeship technical training. It is anticipated that the Human Resource (HR); outlook will be finalized and validated by the TAC in November/December.

## Service Sector



### COOK

**Atlantic trade harmonization:**

Apprentices were informed through a mail out in early September that the Agency is implementing the new Atlantic curriculum, logbook and level 1 exam for the 2015-16 training year (see website training schedule for dates).

**Apprenticeship technical training:** At the same time, the Agency and the NSCC collaborated on the development of an innovative delivery format

that combines on-line, classroom and hands-on training for levels 1 and 3. This training will be available for the first time at the NSCC Bridgewater Campus.



# Harmonization

## CCDA Harmonization

The harmonization initiative is expanding to include harmonization of 30 Red Seal trades in most jurisdictions by 2020. Work is progressing to identify the next set of trades to be harmonized.

## Atlantic Apprenticeship Mobility

A Question and Answer (Q&A) for the Atlantic Apprenticeship Mobility Memorandum of Understanding (MOU) was developed and posted to nsapprenticeship.ca under "What's New". Visit this site for information about getting recognition for hours worked and technical training successfully completed in the four provinces.

## Provincial-Territorial Apprenticeship Mobility

Through the Council of the Federation, Premiers recognized the need to address apprenticeship mobility barriers and on July 16, 2015 signed the *Provincial-Territorial Apprenticeship Mobility Protocol*. The Protocol is a framework that enables apprentices to pursue jobs anywhere in Canada, facilitating their ability to move without interruption to their continuum of training.

The Protocol includes Premiers' direction to Provincial-Territorial Ministers responsible for apprenticeship to facilitate, to the extent practicable, the mobility of apprentices across Canada.

Based on the Premiers' direction, Ministers responsible for apprenticeship developed the *Provincial-Territorial Apprenticeship Mobility Agreement* to ensure implementation of the commitments by January 1, 2016.

## Compliance and Enforcement Activities

During the second quarter of 2015-2016, enforcement officers conducted 230 random inspections. 83% of employers inspected were compliant with the *Apprenticeship and Trades Qualification Act* and applicable regulations. However, there were 14 written warnings and 31 verbal contact orders to assist employers in achieving compliance. Officers also issued 4 Summary Offense Tickets (SOTs).

In addition to planned inspections, Compliance Officers are also responsible for responding to written complaints. From July 1-September 30, the Agency received 31 written compliance complaints that were then investigated.

## Compliance and Enforcement Priorities

Compliance priorities for 2015-2016 are the Sheet Metal, Motor Vehicle Body Repairer, and Refrigeration and Air Conditioning Mechanic trades. Over the summer, the NSAA identified all employers engaged in the Sheet Metal and the Motor Vehicle Body Repairer trade and began visits to inspect for compliance. The Agency has issued its first compliance bulletin to address ongoing concerns relating to the installation of heat pumps. The bulletin can be found at: <http://www.nsapprenticeship.ca/sites/default/files/docs/pubs/Heat-Pumps.pdf>.

## Youth Initiatives

In August, The Agency's Youth Outreach Coordinator met with education personnel including the new Options and Opportunities, Discovering Opportunities, Cooperative Education, and Skilled Trades Teachers from all areas of the province to provide information about youth apprenticeship and build relationships.

116 high school students completed the summer apprenticeship programs offered through the Construction Association of Nova Scotia (Building Futures for Youth) and the Automotive Sector Council (TestDrive).

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

## Success Story – Caleb Erskine

Through the Building Futures for Youth and TestDrive programs, students can earn high school co-op credits and hours towards apprenticeship certification in the automotive service and construction trades. Caleb Erskine, a registered youth apprentice working part-time with Atlantic Acura, got his start in the Automotive Service Technician trade through TestDrive.

Premier Stephen McNeil and Labour and Advanced Education Minister Kelly Regan, automotive and construction sector partners, industry, apprenticeship board, school board and NSCC representatives joined Caleb and other youth apprentices at a Halifax event this past summer to celebrate youth apprenticeship.



*Caleb Erskine*

*"I worked here last summer under the TestDrive program and it was a total game-changer. I'd never considered a career in the automotive trades before and now I can't imagine doing anything else. I'm continuing to work and learn in the trade and can't wait to see how far it takes me."*

# Operational Highlights

## Aboriginal Apprenticeship Advisory Committee (AAAC)

The Aboriginal Apprenticeship Advisory Committee continues to advance its mandate and annual work plan. The Apprenticeship Board now has an Aboriginal member-at-large. Karen Pictou-Boyd was nominated by the AAAC and appointed to the Board by Minister Regan effective July 1, 2015 for a three year term.

The AAAC hosted a meeting with the NSAA and the Aboriginal Organizations that are Joint Registration Agreement (JRA) holders. JRAs allow an approved organization to register apprentices and to assume the responsibilities of the employer of apprentices. The group reviewed the JRAs and determined how they can best meet the needs of the parties involved. Currently, there are seven JRAs with First Nations communities:

Eskasoni First Nation  
Membertou First Nation  
Paqtnkek Mi'kmaw First Nation  
Pictou Landing First Nation  
Potlotek First Nation  
Wagmatcook First Nation  
Waycobah First Nation

A session to support the development of the Agency's Diversity and Inclusion Framework is scheduled in the Fall with the AAAC. In addition, planning has started to prepare for its annual spring conference. The goal of this year's conference will be to enable more opportunities for Aboriginal apprentices and to identify employer champions.

## Apprentice Award Trust

The Apprentice Award Trust provides financial incentives to apprentices to encourage progression through and completion in apprenticeship training leading to trade certification.

The Trust is managed by three trustees from industry who are appointed by the Minister:

Ms. Carol MacCulloch; Mr. Graham Conrad; and Mr. Trent Soholt. The Trust provides \$750.00 for levels 3 and 4 progression in Red Seal and non-Red Seal trades and \$2000.00 for completion in non-Red Seal trades. This funding complements Federal Apprenticeship Incentive Grants and Apprenticeship Completion Grants, which pertain to Red Seal trades only. The awards are paid twice per year: April, covering the July 1 – December 31 period; and September, covering the January 1 – June 30 period.

## Progression/Completion Awards:

During the past quarter the following awards were issued:

6 Completion @ \$2,000.00	\$12,000.00
301 Progressions @ \$750.00	\$225,750.00
<b>Total:</b>	<b>\$237,750.00</b>

## Number of Awards by Trade

Automotive Service Technician	32
Boat Builder	2
Bricklayer	1
Carpenter	30
Construction Electrician	79
Gas Fitter	7
Heavy Duty Equipment Technician	5
Industrial Electrician	14
Industrial Mechanic Millwright	12
Instrumentation and Control Technician	6
Machinist	5
Metal Fabricator (Fitter)	4
Plumber	32
Power Engineer	4
Powerline Technician	4
Refrigeration & A/C Mechanic	9
Sheet Metal Worker	5
Steamfitter / Pipefitter	39
Truck & Transport Mechanic	17
<b>Total</b>	<b>307</b>

## Apprenticeship Technical Training

1458 apprentices applied to enroll in technical training in the 2015-2016 training year. Weekly class intakes commenced September 8, 2015 and the last intake will be June 27, 2016.

## Joint Registration Agreements

A Joint Registration Agreement was signed with IBEW Local 1928 and Nova Scotia Power (NSP). IBEW 1928 looks after the "pool employees" of NSP in various trades, such as Industrial Mechanic Millwright and Industrial Electrician.

## Pilot Project to Support the Use of Apprentices

The Construction Association of Nova Scotia (CANS) has convened a working group to design a pilot project that aims to increase the participation of employers in the apprenticeship system. Participating in the working group alongside the Agency are CANS employer representatives, Mainland Building Trades Council, the IBEW 625, Department of Internal Services, and Transportation and Infrastructure Renewal (TIR). The pilot will require all relevant contractors who bid or are used on public sector construction projects requiring work in the designated trades to be active participants in the apprenticeship system. All trade contractors whose bid value is above \$100,000 will be required to submit a letter of engagement or a letter of exemption from the NSAA to be considered for the contract. The new process will be tested for the five new schools being built in Nova Scotia starting in 2016. A policy is drafted and the NSAA is currently working with TIR and CANS to finalize the process. Once the process has been tested and adjustments made as required, it will be rolled out to all provincial government construction projects.

## Website

The Register an Apprentice webpage has been re-formatted, as follows (<http://nsapprenticeship.ca/apprentice-registration>):

- It has been re-named to *Start or Transfer an Apprenticeship*, and makes more visible the availability of Transfer of Apprenticeship webforms, where individuals can transfer their apprenticeship agreements from one employer to another.
- It now highlights Youth Apprenticeship as a pathway for those individuals, aged 16 to 19, who are in high school and employed in the trades in Nova Scotia.
- It also highlights the ability for individuals from Alberta AND the four Atlantic provinces to register as apprentices in Nova Scotia

Additionally, we have added a gallery of pictures to the webpage for the Apprenticeship Celebration Event that took place in Digby Pines this past spring:

<http://nsapprenticeship.ca/agency/activities/ACE>

# Fast Facts for the Quarter

## Apprentices

**6045** active apprentices

**362** new apprentices registered

**37** registered as a youth apprentice

**371** apprentices received technical training (in-class)

## Trade Qualifiers

**48** applications for certification received from trade qualifiers

**45** trade qualifier applications processed and approved

## Certificates of Qualification

**70** C of Q's issued to apprentices

**63** Red Seals issued to apprentices

**525** C of Q's renewed

## Certification/Interprovincial Examinations administered

**221** total certification examinations written – 58% pass rate

Apprentices wrote **117** certification examinations – 65% pass rate

Trade qualifiers wrote **74** certification examinations – 46% pass rate

**204** total Red Seal exams administered – 56% pass rate

Apprentices wrote **104** Red Seal exams – 61% pass rate

Trade qualifiers wrote **73** Red Seal exams – 47% pass rate

**23** level exams written – 65% pass rate

Apprentices wrote **21** level exams with a pass rate of 71%

**4** practical exams completed – 100% pass rate

## Summary of Meetings and Events for the Quarter

July – September 2015	Activity
July 9, 2015	Carpenter Trade Discussion, Carpenter's Union, Local 1588 - Sydney
July 13, 2015	Mobile Crane Trades CCDA Webinar with industry to harmonize training
July 21, 2015	Follow up Heavy Duty Equipment Technician CCDA Webinar with industry to harmonize training
July 28, 2015	Announcement re Summer Programs/Anniversary Celebration for the new Agency
July 30, 2015	Carpenter Trade Discussion, Carpenter's Union, Local 83 - Sackville
August 12, 2015	Carpenter Trade Discussion, Carpenter's Union, Local 1392 - Stellarton
August 13, 2015	MVBR TAC meeting
August 15, 2015	Presentation at NETCO conference, NL
August 17-21, 2015	Annual Interprovincial Standards Examination Committee (ISEC) meeting, Toronto
August 25, 2015	Agricultural Equipment Technician stakeholder meeting
September 1, 2015	2nd CCDA Webinar for Crane trades to harmonize training



July – September 2015	Activity
September 2, 2015	Crane - Demonstration of Skills Test meeting to standardize practical assessment across the country
September 2, 2015	Meeting with BC to negotiate Apprentice Mobility MOU
September 3-4, 2015	Provincial –Territorial Apprentice Mobility Guidelines Development, Halifax
September 4, 2015	Carpenter Trade Consultation– Construction Association of Nova Scotia
September 9, 2015	3rd CCDA Webinar for Crane trades with industry to harmonize training
September 10, 2015	Corporate New Employee Orientation (All Education Officers)
September 12, 2015	Promotion of the new Cook Program - Restaurant Association of NS
September 14-16, 2015	Strengthening the Red Seal Program (Ottawa)
September 20-25, 2015	Construction Electrician Item Bank Workshop (Ottawa)
September 23, 2015	Webinar – “Career Pathways of Journeypersons” (All Education Officers)
September 29-30, 2015	Interprovincial Computerized Examination Management System (ICEMS) working group (Ottawa)





