



Nova Scotia
Apprenticeship Agency

3rd Quarter Report October – December 2015



NOVA SCOTIA
APPRENTICESHIP
AGENCY



October to December

Dear stakeholders,

This quarter, the Nova Scotia Apprenticeship Agency advanced the work of Atlantic and national training harmonization in select trades. We began implementation of the new Atlantic curriculum, logbook and level one exam for the Cook and Bricklayer trades. These are the first of many trades that will be harmonized across the Atlantic Region.

We also led the nation in developing guidelines for all provinces and territories to support implementation of the Apprentice Mobility Protocol. These guidelines help jurisdictions, apprentices and employers understand Provincial-Territorial apprentice mobility requirements. Apprentices will receive recognition for hours worked and technical training successfully completed regardless of where they are working in Canada.

Throughout the quarter, work continued on the development of the *Diversity and Inclusion Framework and Action Plan*. The project steering committee has been instrumental in helping identify ways to increase the participation of diverse groups in apprenticeship.

In November, with the support of our sponsors, the Agency hosted the Apprenticeship Celebration Event (ACE), recognizing the province's newly certified journeypersons. One of our own staff members had the honour of presenting a certificate to her son for successfully completing his apprenticeship in the Steamfitter/Pipefitter trade. Christine Urquhart, who recently completed her training in the Refrigeration and Air Conditioning Mechanic program, was the guest speaker. She spoke about how she found her passion in this trade after completing two years of university study.

Finally, we engaged with multiple industry groups during the quarter, discussing topics like how to increase youth participation, diversity and employer engagement in the apprenticeship system. We also worked with the Construction Association of Nova Scotia on the launch of a pilot project requiring contractors bidding on new school construction projects in Nova Scotia to take part in the province's apprenticeship program. The goal of this project is to encourage the hiring of apprentices in Nova Scotia.

If you have any feedback or questions please send us an email at:
apprenticeshiptraining@novascotia.ca

*Marjorie Davison, CEO
Nova Scotia Apprenticeship Agency*

Trade Activity Report

Construction Sector



BRICKLAYER

Atlantic trade harmonization: The NSAA participated in an exam review workshop.

CARPENTER

Review of application to specialize the trade as compulsory certified: NSAA staff have continued to meet with TAC member organizations over this quarter to provide updates on the work of the TAC and to discuss a modularized approach to the Carpenter trade as a pathway to compulsory certification. In addition to the meetings reported in the last quarter,

the following session was conducted:

Oct. 27 – Merit Contractors Association

The TAC reconvened on December 2, 2015. The TAC will report to the Board in order to determine next steps.



CONSTRUCTION ELECTRICIAN

Trade regulation review: The Board appointed members to the TAC at the November 18, 2015 Board meeting. The TAC held its first meeting on December 15, 2015. The next meeting is planned for February 2016.

Atlantic trade harmonization: A subject matter expert has been selected by the NSAA to review and align examination questions with curriculum.

Red Seal Program: Two interprovincial examinations were revised and updated to use the 2015 Canadian Electrical Code book.

ELEVATOR CONSTRUCTOR/ MECHANIC

Trade designation discussions: An application to designate Elevator Constructor Mechanic as a trade was received from industry and presented to the Apprenticeship Board. At the November 18, 2015 meeting, the Board agreed to establish a TAC to review the application and make a recommendation. The NSAA is currently recruiting for TAC members and will hold the first TAC meeting in early 2016, once the members have been appointed.

Industrial/Manufacturing Sector



INDUSTRIAL ELECTRICIAN

Trade regulation review: The Board appointed members to the TAC at the November 18, 2015 meeting. The TAC held its first meeting on December 14, 2015. The next meeting is planned for February 2016.

METAL FABRICATOR (FITTER)

Atlantic trade harmonization: The NSAA met with subject matter experts to review the common Metal Fabricator (Fitter) / Welder Block 1 examination.

WELDER

Atlantic trade harmonization: The NSAA met with subject matter experts to review the common Metal Fabricator (Fitter) / Welder Block 1 examination.

Motive Power Sector



AGRICULTURAL EQUIPMENT TECHNICIAN (AET)

Apprenticeship pathway (technical training): The NSAA has continued to work with industry on flexible options for technical training. The purpose is to increase the availability of qualified technicians in the AET trade. There appears to be consensus on using the Heavy Duty Equipment Technician technical training for the AET trade, with the addition of AET trade specific components. A comparison of curriculum is being conducted and will be presented to industry in January 2016.

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 early in 2016 to review the National Occupational Analysis for both AST and Truck and Transport Mechanic, and determine common tasks before recommending the trade regulation to the NSAA Board.

MARINE SERVICE TECHNICIAN (MST)

Trade regulation review: A member of the TAC presented the Board with a recommendation for the trade regulation at the November 18, 2015 meeting. The Board accepted the recommendation. The regulation requires legal drafting before it can be approved by a Board Order. It is expected the regulation will be presented at the February 10, 2016 Board meeting.

MOTOR VEHICLE BODY REPAIRER (MVBR)

NSCC program review: The recommendation to change the 2-year pre-employment program to a 1-year program was approved by the NSAA Board, the NSCC Board of Governors, and the Minister of Labour and Advanced Education in December 2015.

Human Resource Outlook: The TAC met on October 7, 2015 and December 3, 2015. A draft human resource outlook has been presented and is being refined.



COOK

Atlantic trade harmonization: The NSAA participated in a 2-day development workshop for Level 3 examinations.

Apprenticeship technical training: The NSAA implemented the new Atlantic Cook Level 1 examination. The first exam was administered in December, 2015.

Red Seal Program: The NSAA met with subject matter experts to validate the new Cook National Occupational Analysis.

Harmonization

Harmonization Update

Nova Scotia is making it easier for apprentices to move seamlessly across Canada to continue their apprenticeship training, and for employers to hire the people they need. The core challenge is that provinces and territories across Canada are separately responsible for apprenticeship training, resulting in different systems. The Nova Scotia Apprenticeship Agency has been working with industry, training partners, and provincial/territorial apprenticeship colleagues to harmonize key features of the systems, improve mobility of apprentices across jurisdictions, and increase efficiencies across various apprenticeship systems.

In December 2015, the NSAA published a report to stakeholders that provides an update on harmonization initiatives at the national level and in the Atlantic region. It also highlights five regulatory changes that the province must make to move forward with these initiatives. The report invites feedback so that industry members can indicate how apprenticeship mobility, training harmonization, and the proposed amendments might affect them. This report can be found at <http://nsapprenticeship.ca/apprentice-mobility>.

Canadian Council of Directors of Apprenticeship (CCDA) Harmonization

The CCDA harmonization initiative has expanded to include harmonization of 30 Red Seal trades in most jurisdictions by 2020. Implementation of level 1 training is expected to begin in September 2016 for the first 10 trades. Eight more trades will follow in the 2017 training year. The remaining trades have yet to be selected. A list of the trades selected for national harmonization are available on the Agency's website at:

<http://www.nsapprenticeship.ca/agency/reg-nat-initiatives/ccda>

To kick-start national harmonization for the next round of Red Seal trades, Nova Scotia has sent out a letter to industry explaining the proposed changes to the trade name, number of training levels, and total trade hours.

Interested employers, industry representatives, and training providers will have the opportunity to participate in further discussion around the sequencing of technical training content through national webinars. The webinars will take place in 2016.

Atlantic Apprenticeship Harmonization Project (AAHP)

Under the AAHP, 10 trades will be harmonized throughout the Atlantic region. In addition to harmonizing standards (e.g. curriculum standards, logbooks, exams) in these trades, the AAHP will implement common policies and processes, and collaborate in the development of a shared information technology system. A list of the trades selected for Atlantic harmonization are available on the Agency's website at:

<http://www.nsapprenticeship.ca/agency/reg-nat-initiatives/aa hp>

Project staff, jurisdictional apprenticeship and board authorities, and Atlantic Trade Advisory Committees (consisting of industry and training representatives) have been active in supporting the work of the project.

Atlantic Trade Advisory Committees (ATACs) have already been established for 7 of the 10 trades selected for Atlantic harmonization. In December, ATAC recruitment began for the Instrumentation and Control Technician, Plumber and Steamfitter/Pipefitter trades.

Provincial-Territorial Apprenticeship Mobility

Canada's Premiers and Ministers responsible for apprenticeship have created a provincial-territorial apprenticeship mobility protocol and underlining agreement. The protocol commits jurisdictions to provide clear, consistent information for apprentices and employers, and to recognize hours worked and technical training successfully completed by apprentices, regardless of the jurisdiction in which they were completed. The protocol applies to apprentices moving permanently or temporarily, and to recent graduates of college trades programs. Its overall goal is to ensure the availability of a skilled, competitive workforce across the country. Nova Scotia will launch its apprenticeship mobility website on January 1, 2016.

Compliance and Enforcement Activities

During the third quarter of 2015-2016, enforcement officers conducted 204 random inspections. There were 28 written warnings and 11 verbal orders issued to assist employers in achieving compliance. In addition to planned inspections, compliance officers are also responsible for responding to written complaints. From August 1-December 31, the Agency received and investigated 18 written compliance complaints.

Highlights

Apprenticeship Technical Training Consultations

Employers were asked to provide input into the technical training schedule for 2016-2017 to ensure that training aligns with industry needs. Employers were consulted on time of year and location for trades and training levels. This information is currently being analyzed and will be used to develop a draft schedule in partnership with NSCC. Further consultation with industry will take place before the final schedule is posted in April 2016.

New Welder Practical Exam for Red Seal Endorsement

The Welder trade is identified as a priority for harmonization. One of the reasons for harmonization is to provide standardized training and examination processes throughout Canada. In order to meet the requirements of the Interprovincial Red Seal program, a standard practical examination is now required as a pre-requisite for challenging the written certification examination.

Beginning in September 2015, apprentices and trade qualifiers must successfully complete the Welder practical exam before attempting the Welder written exam. The first Nova Scotia Welder practical exam took place on December 16, 2015 at the NSCC Akerley Campus in Dartmouth. The next scheduled Welder practical exam will take place in February.

Apprenticeship Celebration Event (ACE)

The NSAA hosted its bi-annual Apprenticeship Celebration Event on Saturday, November 7, 2015 at the Holiday Inn Harbourview in Dartmouth. This year, 413 newly certified journeypersons were recognized from the Northern and Central regions of the province.

The event opened with greetings from Marjorie Davison, CEO of the Nova Scotia Apprenticeship Agency, Joachim Stroink, MLA Halifax-Chebucto, and Rosalind Penfound, Vice President, Academic at NSCC. The introductions were followed by dinner and an address from the guest speaker, Christine Urquhart, a newly certified Refrigeration and Air Conditioning Mechanic with Black and McDonald.

Sponsor recognition awards were distributed and certificates presented to the 59 newly certified journeypersons in attendance.

Mentor/Coach Awards of Excellence were presented to Priscella Stewart, Union President with Aramark at the New Glasgow Hospital, and Jarrod Brown, Plumbing Instructor at NSCC. The Apprentice Awards of Excellence were given to Justin Marshall, a newly certified Truck and Transport Mechanic with Dexter Construction in Bedford, and Thomas Stenason, a newly certified Automotive Service Technician at O'Regans.

The event was sponsored by the following industry partners:

- United Association of Plumbers and Pipefitters, Local 56
- Nova Scotia Construction Labour Relations Association
- Irving Shipbuilding Inc.
- Ironworkers Local 752
- International Brotherhood of Electrical Workers, Local 625 Joint Apprenticeship Training Committee
- Apprentice Award Trust
- Cape Breton Island Building and Construction Trades Council
- Unifor Marine Workers, Local 1
- Construction Association of Nova Scotia
- Nova Scotia Mainland Building and Construction Trades Council
- Nova Scotia Construction Sector Council
- International Brotherhood of Boilermakers, Local 73
- Skills Canada-Nova Scotia
- Women Unlimited
- Nova Scotia Community College

The next event is planned for May 2016 at the Membertou Trades and Convention Centre in Cape Breton.

Diversity Check-in

The diversity and inclusion framework and action plan is nearing completion. The framework will identify specific actions to increase diversity in the apprenticeship system. It will explore areas such as staffing, collaboration with community groups and organizations, clarity in the apprenticeship pathways, employer-apprentice matches, and celebrating diversity with stakeholders.

Thank you to our Steering Committee members for their expertise and guidance; and thank you to Janet Rhymes for her research, facilitation, and coordination of the plan. The framework will be available on the NSAA website in early 2016.

Pilot Project to Support the Hiring of Apprentices (Procurement)

Development of a pilot project to encourage the engagement of employers in the apprenticeship system is nearing completion. The pilot is being developed in partnership with the Construction Association of Nova Scotia and the Department of Transportation and Infrastructure Renewal. It will require contractors bidding on provincially funded construction projects to take part in the Province's apprenticeship program.

The pilot will focus on current school construction projects only, and apply to contractors whose portion of the bid equals or exceeds \$100,000. Exceptions will be made for smaller companies and those whose work does not fall within a designated trade. Contractors will be asked to show proof of participation in the apprenticeship system in order to perform work on these projects.

Pilot Project for the Boat Builder Trade

An integrated program pilot will take place in partnership with the Nova Scotia Boatbuilders Association (NSBA). This model, developed by the Nova Scotia School for Adult Learning, integrates the delivery of industry-specific workplace essential and employability skills required for sustained employment with entry level trade skills. The program also contains a two-week unpaid work experience placement. The pilot will focus on fiberglass lamination as an entry level skill set and successful completion may lead to apprenticeship opportunities in the industry. The program was developed in accordance with the NSBA apprenticeship curriculum for Boat Builder and will be delivered over a twelve week period.

On-Line Forms

This quarter, the NSAA launched online applications for trade qualifier, exemption to work in a compulsory certified trade, and for the Landscape Horticulturist trade. With the addition of these forms, all applicable forms relating to client interaction with the Agency are now online. We estimate that 80-85% of our clients are using online forms. In addition, in 2014 only 521 people paid online while this year 2,433 people have paid online – a 400% increase.

Youth Initiatives

The NSAA youth outreach coordinator has been visiting schools and making presentations to students all across the province. These connections provide youth with the opportunity to get information about careers in the skilled trades, including pathways available.

A number of our partner organizations conduct presentations and/or host events throughout the year, engaging youth on various levels. These are often opportunities to present information on apprenticeship, training, career pathways, and employment opportunities in the skilled trades. Partnerships extend our ability to reach out to audiences well beyond what the Agency could do alone. Below is a summary of some of these partners and their activities completed in this quarter:

Organization	Number of presentations and or events	Number of schools	Number of students	Number of school boards
NSAA Youth Outreach Coordinator	56	41	1208	8
Skills Canada Nova Scotia	84	42	1548	7
Trades Exhibition Hall	11	9	279	5
Construction Association of Nova Scotia	57	60	1175	8
Automotive Sector Council	22	20	434	2
Techsploration	1			

Techsploration hosted the annual alumnae event at the NSCC Waterfront Campus in October. This event brought together approximately 92 young women from 16 schools, covering the six regional school boards of Halifax, Annapolis Valley, Strait Area, Chignecto Central, South Shore, Tri-County, and Eskasoni First Nation.

Participants had the opportunity to network, meet new role models, and explore a wide variety of careers in the trades, sciences, technology and mathematics sectors. The in-school component was launched December 1. The new school teams have been coming together within their schools to learn about a wide variety of careers where women have traditionally been underrepresented.

Summer Youth Programs (Building Futures for Youth and TestDrive) have been accepting applications from students for the upcoming summer 2016 term. Applications are due by December 18. The process of selecting the candidates will begin in January 2016.

What's New on the Website

- The Trade Harmonization section of the website has been updated to include a video. This video is intended to assist employers, industry, apprentices, stakeholders and staff with finding information on the site about Atlantic and National harmonization initiatives, including the trades and the key elements of the apprenticeship system that are currently being harmonized. The video is found here:
<http://nsapprenticeship.ca/agency/reg-nat-initiatives>
- The trade harmonization section also contains a fresh, new webpage that provides details on what the Atlantic and/or national initiatives mean for all applicable trades:
<http://nsapprenticeship.ca/agency/what-harmonization-mean>
- The Apprenticeship Board page has been updated with images of the Board members, as well as links to their bios:
<http://nsapprenticeship.ca/agency/board>

Fast Facts for the Quarter

Apprentices

- 6185** active apprentices
- 381** new apprentices registered
- 28** registered as youth apprentice
- 668** apprentices received technical training (in class)

Trade Qualifiers

- 36** applications for certification received from trade qualifiers
- 31** trade qualifier applications processed and approved

Certificates of Qualification

- 127** C of Q's issued to apprentices
- 115** Inter-provincial Red Seal endorsements issued to apprentices
- 535** C of Q's renewed

Certification/Interprovincial Examinations administered

- 445** total certification exams written – **80%** pass rate
- Apprentices wrote **363** certification exams – **85%** pass rate
- Trade Qualifiers wrote **60** certification exams – **58%** pass rate
- 244** Interprovincial (IP) exams administered - **65%** pass rate
- Apprentices wrote **170** IP exams - **68%** pass rate
- Trade Qualifiers wrote **60** IP exams - **58%** pass rate
- 114** level exams written - **87%** pass rate (includes out of province)
- 10** block exams written - **60%** pass rate (includes out of province)
- Apprentices wrote **104** level exams – **88%** pass rate (NS apprentices)
- Apprentices wrote **10** block exams – **60%** pass rate (NS apprentices)
- 8** practical exams completed - **100%** pass rate

In-Class Training:

The training schedule for the 2015-2016 training year was posted April 7, 2015. Weekly class intakes started on September 8, 2015. The last intake will be June 27, 2016.

During the 3rd quarter, the Agency processed a total of 531 technical training enrolment requests; added five groups of technical training; and canceled two groups of technical training.

Summary of Meetings and Events for the Quarter

October - December 2015	Activity
October 5 – 9, 2015	Baker Red Seal Item Bank
October 7, 2015	Motor Vehicle Body Repairer TAC meeting
October 14, 2015	Webinar - Mobility in Canada
October 14 - 16, 2015	Cook ATAC Level-3 Exam Item Bank Workshop
October 19, 2015	Metal Fabricator (Fitter) / Welder Level 1 examination review and validation
October 19 - 21, 2015	Construction and Industrial Electrician Trades – ATAC Curriculum Workshop
October 20 - 23, 2015	Construction Electrician Red Seal Exam Editing Workshop
October 22, 2015	Sheet Metal Worker Apprentice Meeting
October 26, 2015	Cook National Occupational Analysis validation workshop
October 26, 2015	Meeting with Aecon Atlantic Pictou Shipyards
October 27, 2015	NSCC Open House/Trades Trailer at Truro campus
October 27, 2015	Carpenter meeting with Merit Contractors Association regarding compulsory certification and trade modular approach
November 3, 2015	Canadian Apprenticeship Forum Session: Tackling Skill Shortages in Canada
November 7, 2015	Apprenticeship Celebration Event. Holiday Inn Harbourview, Dartmouth.
November 9, 2015	Automotive Sector Council Meeting to Develop FAQ sheet

October - December 2015	Activity
November 12, 2015	Crane Harmonization Webinar
November 16-20, 2015	Ironworker (Structural/Ornamental) Red Seal Item Bank workshop
November 23, 2015	Gas Fitter trade discussion and examination development strategy
November 27, 2015	CEO Presentation to Pictou Chamber of Commerce
November 30 - December 4, 2015	Landscape Horticulturist Red Seal Item Bank workshop
December 2, 2015	Carpenter TAC meeting regarding compulsory certification application and trade modular approach
December 3, 2015	Motor Vehicle Body Repairer TAC meeting
December 4, 2015	Techsploration Launch
December 8, 2015	Peer review of 2 new Sheet Metal Interprovincial examinations (2 SMEs)
December 8 – 10, 2015	Bricklayer ATAC Level 3 Exam Item Bank Workshop
December 14, 2015	Industrial Electrician TAC to review trade regulation and conduct NSCC pre-employment program review
December 15, 2015	Construction Electrician TAC to review trade regulation and conduct NSCC pre-employment program review
December 16, 2015	Nova Scotia Apprenticeship Agency staff meeting
December 16, 2015	Welder Practical First Implementation at Akerley

Upcoming Meetings and Events

January – March 2016	Activity
January 14, 2016	Atlantic Workforce Partnership, Deputy Minister's meeting
January 18, 2016	Agricultural Equipment Technical (AET) Industry Meeting (Dartmouth)
January 18-22, 2016	Ironworker Item Bank Workshop (Ottawa)
January 19-22, 2106	Construction Electrician Translation Workshop
January 19, 2016	Cook Trade Panel (Yarmouth)
January 20, 2016	Cook Trade Panel (Kentville)
January 20-21, 2016	2nd Annual Advancing Aboriginal Apprenticeship Conference (Halifax)
January 21, 2016	Cook Trade Panel (Truro)
January 26, 2016	Cook Trade Panel (Halifax)
January 26, 2016	Forest Nova Scotia, Annual General Meeting (Halifax)
February 3, 2016	Carpenter TAC meeting (Halifax)
February 10, 2016	NSAA Board meeting (Halifax)
February 11, 2016	Automotive Service Technician Harmonization webinar
February 17, 2016	Techsploration, Annual General Meeting (Halifax)
March 6-11, 2016	Industrial Mechanic (Millwright) RSOS and Curriculum workshop (Ottawa)





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