

Apprenticeship Special Operating Agency

Industry Briefing

February 26, 2014



Apprenticeship Review – An Industry Perspective

- Good, broad based participation from sectors, union, open shop through all stages of the review
- Achieved strong consensus on issues, concerns and opportunities
- During the review, came to realize that increasing employer engagement is more than an activity; it is a complete rethinking of the current system
- It also became very clear that getting the relationship right with the NSCC is critical
- Industry repeatedly stressed that one size does not fit all
- The proposed Special Operating Agency will enable industry to lead and have influence in new and different ways

Apprenticeship Review – A Government Commitment

- A commitment from government to ensure the resources will be reallocated to the system where they are needed the most- to ensure apprentices are not impeded in their journey through a performance failure by the training system
- A commitment to engaging employers, growing apprenticeship and expanding the range and variety of options available to Nova Scotians wishing to pursue a career in the skilled trades
- Improved access to services through introduction of online services for registrations, updating information, registration for courses, ordering materials, applying for Award Trust grants, applications for variances and other permissions from the director

Implementation team

- Chair, Carol MacCulloch, Service Sector
- Rhonda Marks, Industrial Sector
- Scott Blakeney, Motive Power Sector
- Alex Paul, At large/Diversity
- Heather Cruickshanks, Construction Sector
- Tom Griffiths, Construction Sector
- Jack Wall, Construction Sector
- Greg Cole, Residential Construction Sector

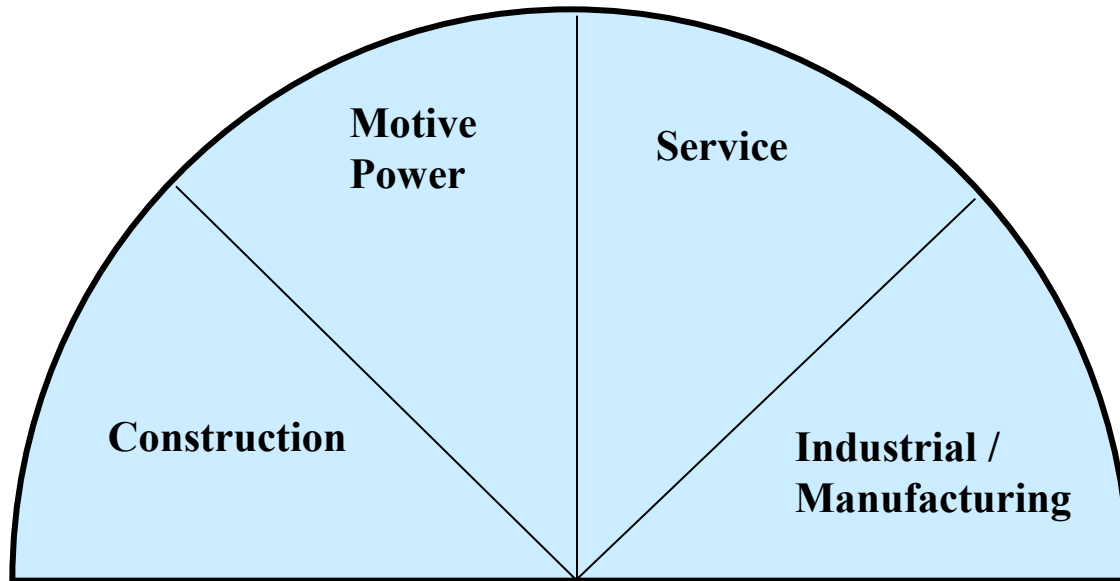
Implementation Team Priorities

- Establish high level business plan, focusing on goals to improve the system
- Establish employer and apprenticeship satisfaction ratings/priorities for improvements
- Engage and communicate with industry and all stakeholders throughout the process
- Build capacity for industry leadership

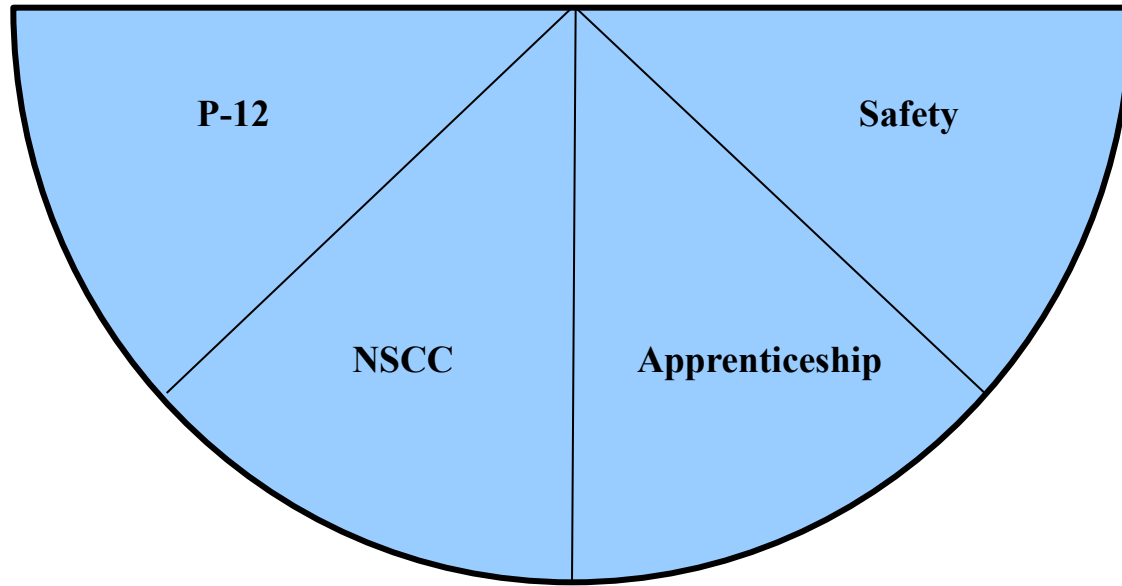
Apprenticeship Redefined

- The apprenticeship and trades qualifications system includes those partners, programs and activities that deliver on the industry standards for a designated trade occupation
- While the core obligations of the new SOA would be the operation of the system, we believe it is important that the Agency be mandated to provide policy input, guidance and possible program participation in a broader context
- This context includes youth and equity bridging programs, pre-employment programs, apprenticeship training, assessment and certification, skills upgrading and enhancement, and regulatory activities

Industry

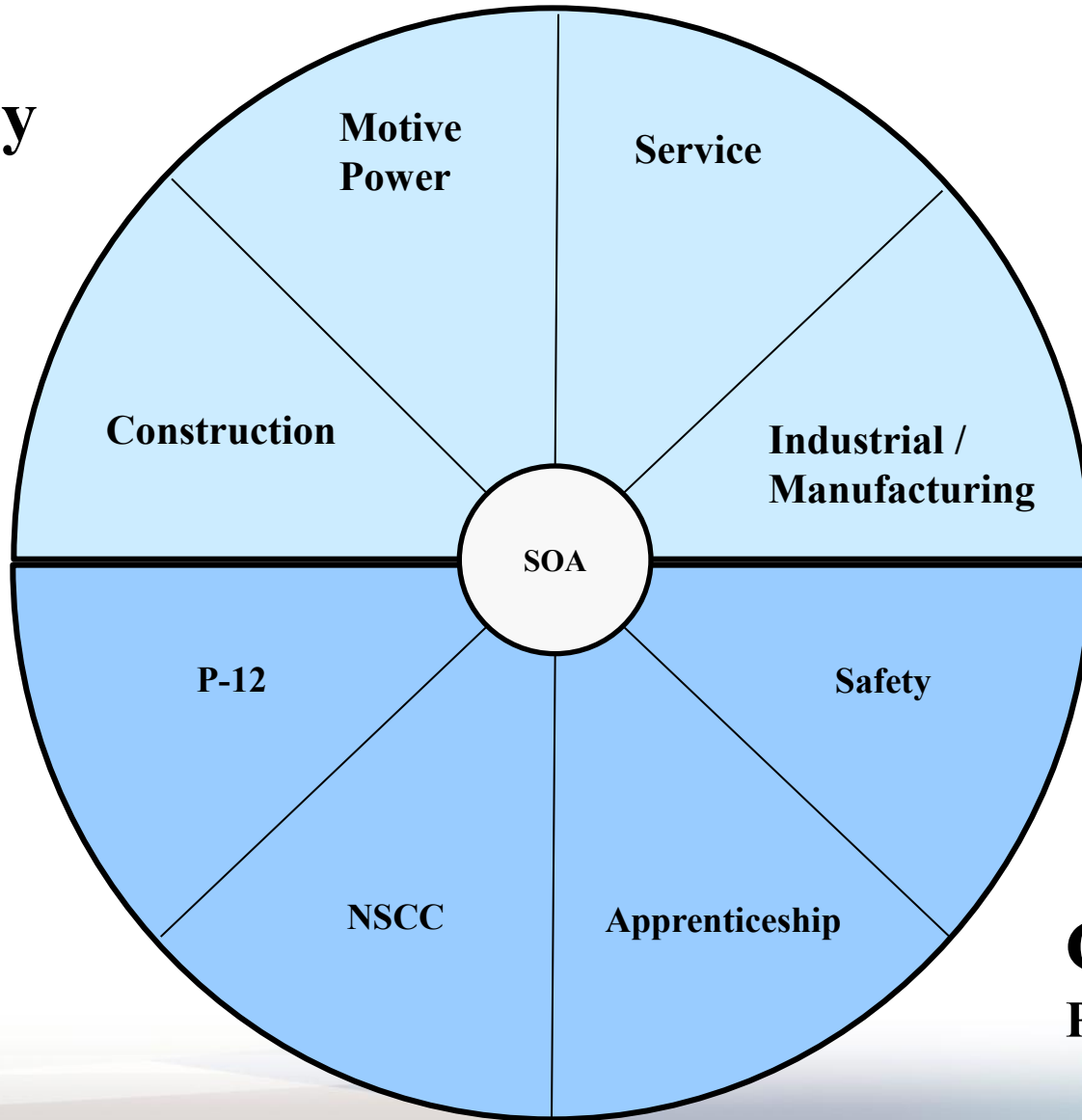


Government



Bringing Government and Industry Together

**Industry
Economy**

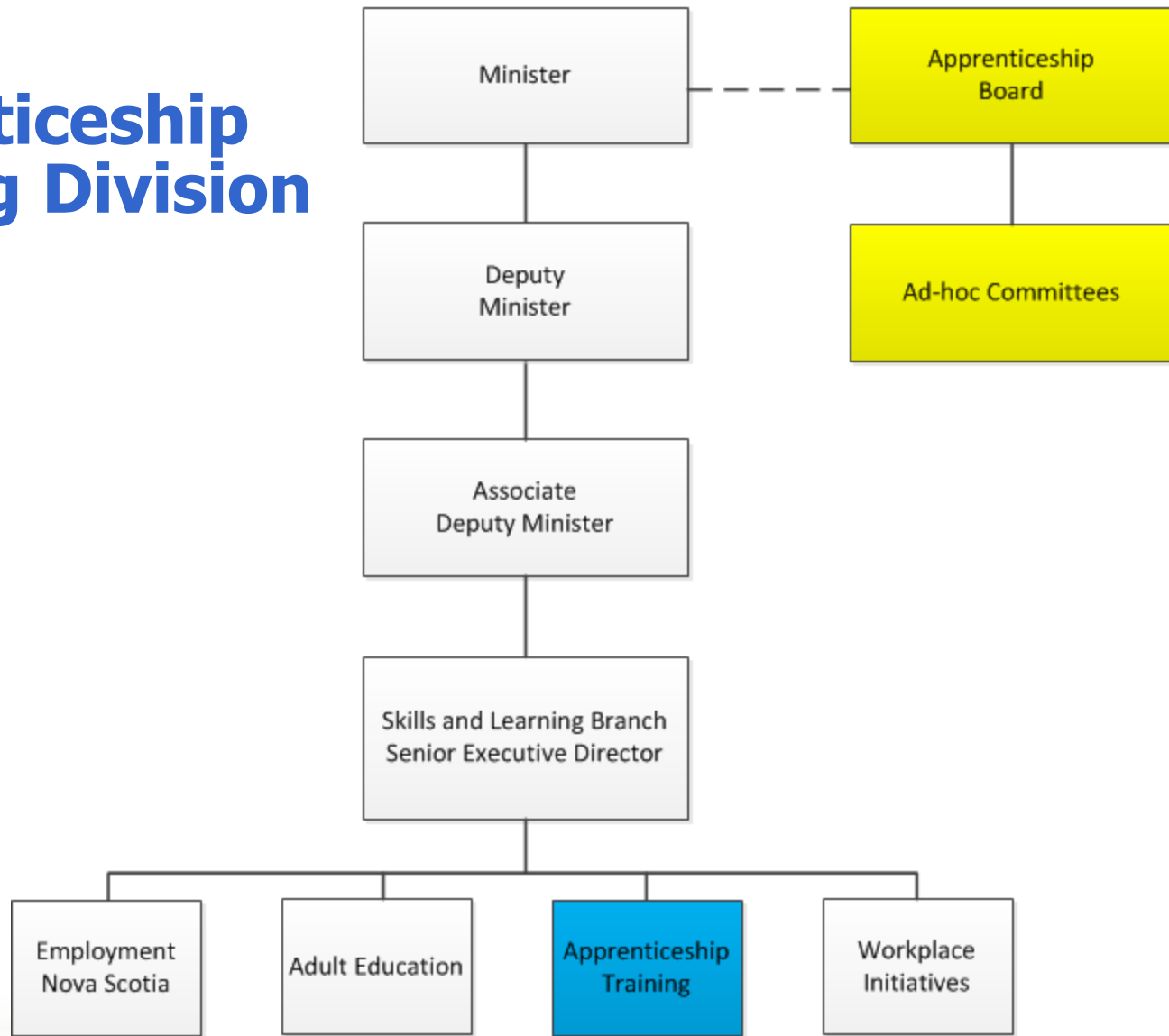


**Government
Public Services**

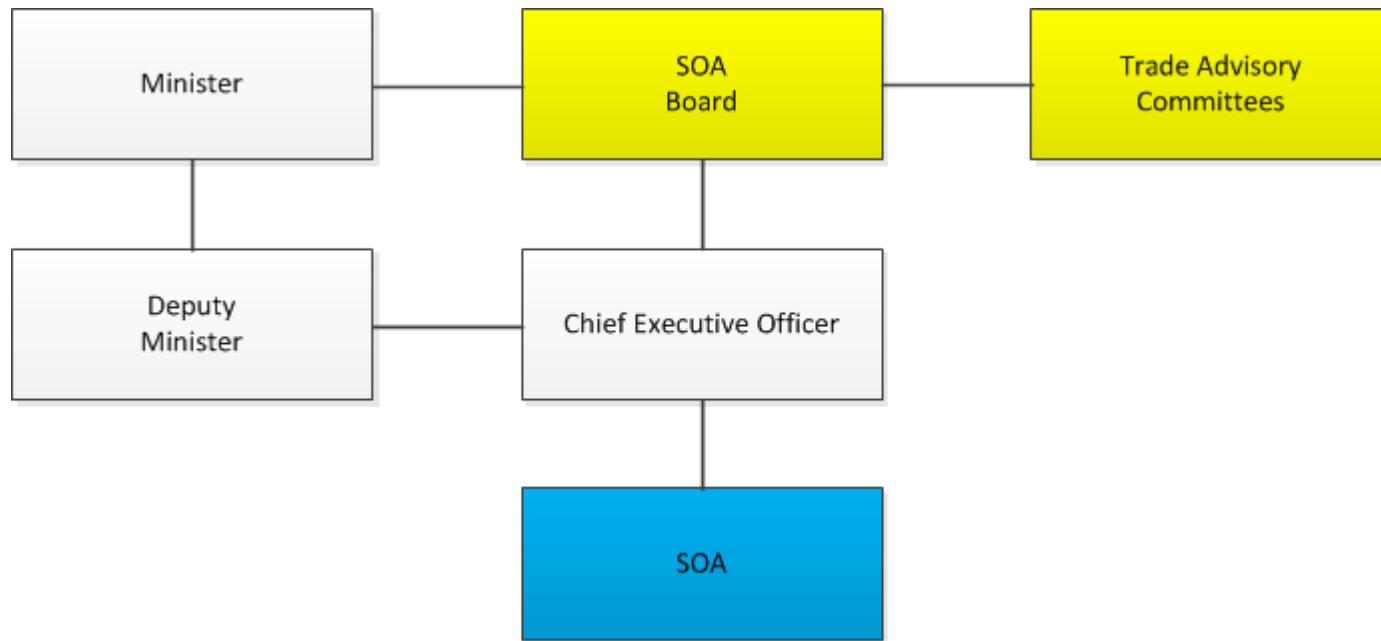
How the SOA will work - Agency

- Provides an elevated status for apprenticeship
- Gives direct access and accountability to the Minister
- Retains current responsibilities, but with added influence
- Retains existing knowledgeable and skilled staff who remain as civil servants with existing compensation and benefits
- Maintains the connection to corporate services available from LAE – financial, HR, communications, policy, IT – which reduces direct financial cost to the Agency
- Strategic/business plans and performance reports that require the agency board to engage and be accountable to stakeholders

Current Apprenticeship Training Division



Special Operating Agency



How will the SOA work - NSCC

- The NSCC, the Agency and their associated boards to jointly prepare an annual stewardship report to the Minister regarding trades within the mandate of the Agency
- Vice President – Academic to sit on the Agency Board to contribute to coherence of trades programming
- Based on industry direction, NSCC/LAE Memorandum of Understanding and workplan committees will develop annual training plan, determine program priorities
- The NSCC will use Trade Advisory Committees under the Agency to enable industry input into pre-apprenticeship programs

How the SOA will work - Board

- Agency will establish competencies for board members through its policies and procedures
- Industry nominates 10 sector members – 4 from Construction; 2 from Industrial; 2 from Motive Power and 2 from Service
- Five at large members (including NSCC VP-Academic, apprentice)
- Consideration to balance of employer/employee; regional; gender and diversity representation

How the SOA will work - Board

- Serves as a public champion for apprenticeship
- Navigates new 'spheres of influence'
- Provides co-direction with Deputy Minister of the CEO
- Advises the Minister(s) responsible for Apprenticeship and NSCC
- Reports to and consults with industry in the development of the Agency strategic/business plans
- Creates trade committee network and hosts annual industry meeting with sector breakouts

How the SOA will work - CEO

- Adds a CEO position who will be responsible to lead the change and transform the system
- The CEO will also facilitate industry involvement and increase the capacity of the system
- The CEO will renew program delivery, including reallocation of resources between the existing apprenticeship and pre-apprenticeship systems
- CEO is selected by LAE Deputy Minister and industry hiring panel and approved by Cabinet
- CEO performance will be reviewed with Board input

How the SOA will work – TACs

Trade Advisory Committees

- Made up of persons knowledgeable about the trade sector or designated trades, provincial labour market and reflect distribution of trade in Province
- must include 1 employer rep and 1 employee rep; may include Board members; should include active trade practitioners, where possible
- Term, per Terms of Reference (TOR) set by Board
- compensation includes stipend, wage replacement and reimbursement
- TACs will consider and deliberate issues essential to the trade area

How the SOA will work - TACs

Areas of potential deliberation:

- Employer engagement
- Labour market information and intelligence
- Human resource planning and longer term outlook
- Trade regulations, ie. ratios
- Apprenticeship training and system capacity
- Pre-apprenticeship offerings and delivery
- Training standards and outcomes
- Post journey regulation
- Youth and bridging programs for underrepresented groups

Getting it right

- **Labour market responsiveness**

- Redistributed funding – right balance of pre-apprenticeship and technical training
- Increase in trade specific approaches – direct entry, blended/modified technical training, ratio
- System has the capacity it needs to address labour market demand
- Apprenticeship pathways exist for certification-only trades

Getting it right

- **Industry engagement, direction and advice**
 - New industry-led, industry-driven governance model
 - Increased spheres of influence: P-12; NSCC; youth and bridging programs; post-journey regulation
 - Employers are engaged in all aspects of apprenticeship system design and delivery
 - Journeypersons have confidence in their mentoring and teaching ability
 - Experienced employers reach out to unengaged employers

Getting it right

- **Diversity and Inclusion**

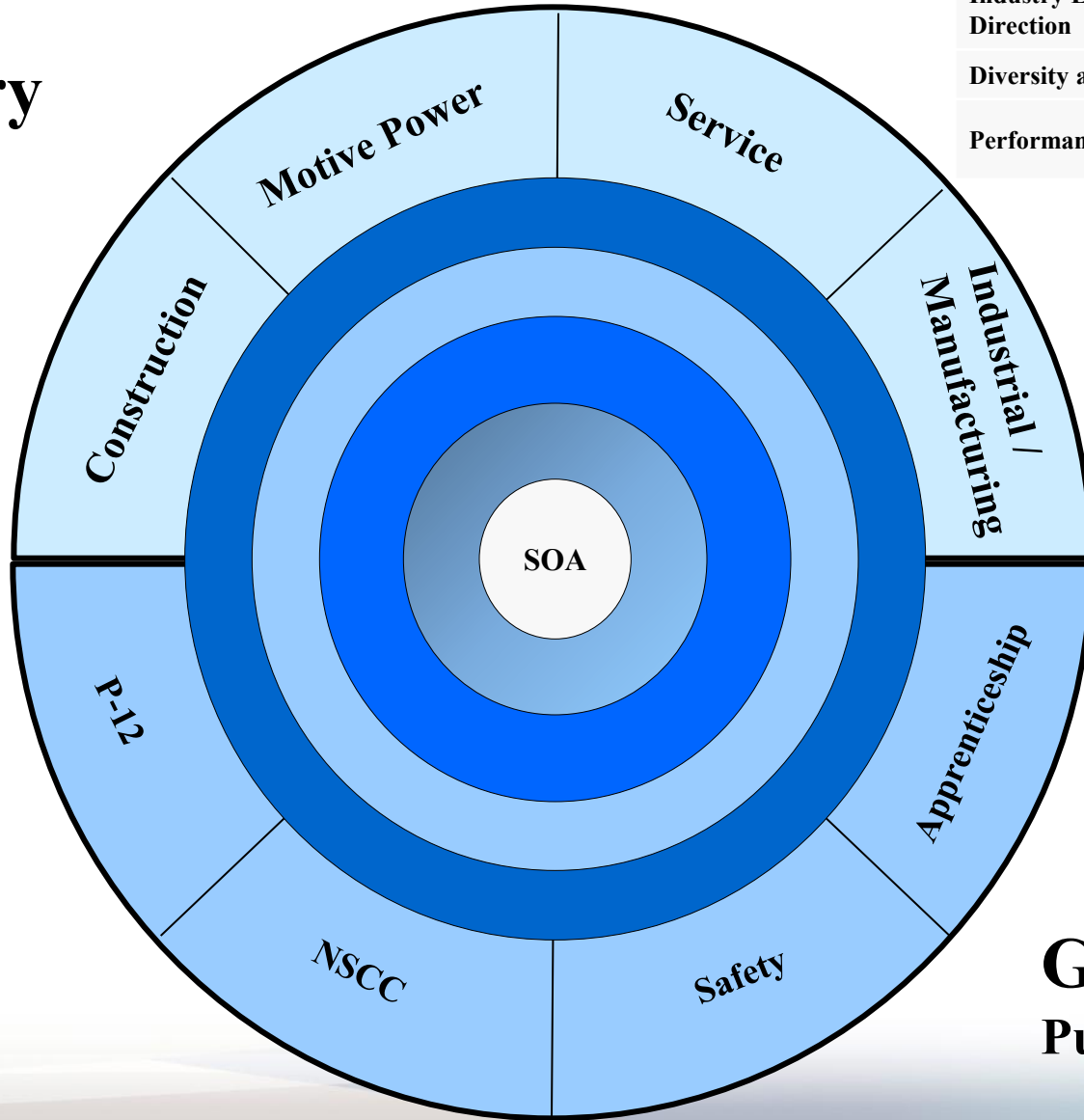
- Engaged youth, women and underrepresented groups at a strategic systems level
- More young Nova Scotians and members of under-represented groups registering as apprentices and completing as journeypersons
- Welcoming workplaces that appreciate and affirm women and underrepresented groups working in the skilled trades

Getting it right

- **Excellence and Performance**

- Improved completion rates (from 47% to 70%)
- Shorter apprenticeships (from 7 to 5 years)
- More graduates of pre-apprenticeship registering as apprentices
- Technical training is an extension of workplaces
- Atlantic and Interprovincial harmonization and best practices in place ensuring quality
- New IT platform and web-enabled services

Industry Economy

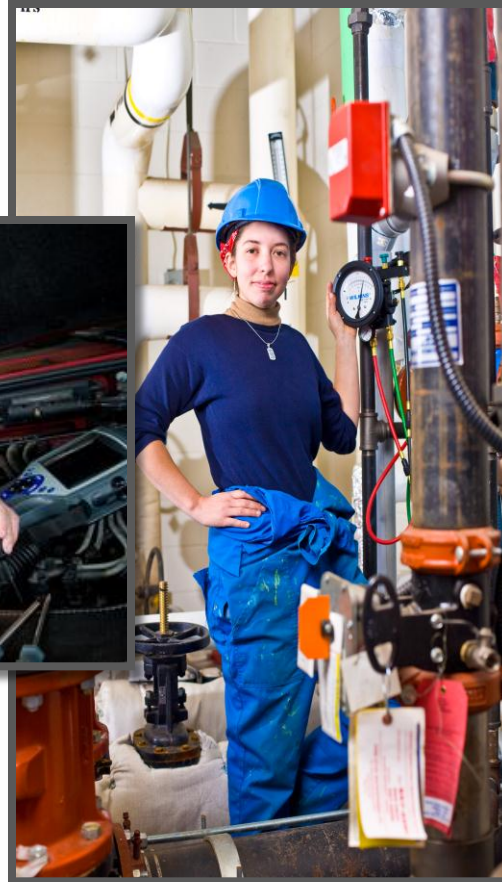


Government Public Services

Next Steps

- Amend associated legislation in the spring House session
- Finalize and submit SOA Operating Charter to Cabinet for approval
- Recruit and hire CEO
- Invitation for board applications
- Appoint initial board members and chair
- SOA start up July 1 with major industry launch in September

Questions



<http://nsapprenticeship.ca/>

<http://careers.novascotia.ca/>