

7th ANNUAL INDUSTRY MEETING

“A Learning Workplace is a Healthy Workplace”

October 28, 2021

SUMMARY



NOVA SCOTIA
APPRENTICESHIP
AGENCY

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INTRODUCTION

The Nova Scotia Apprenticeship Agency (NSAA) hosted the 7th Annual Industry Meeting, entitled *A Learning Workplace is a Healthy Workplace*, on October 28, 2021, at the Best Western Plus Hotel in Dartmouth, Nova Scotia. Participants could opt to attend virtually.

The NSAA Board facilitates an Industry Meeting each year in accordance with the Agency's Operating Charter, Section 5.1(1)(b). The purpose of this meeting is to support industry's participation in the apprenticeship and trades qualifications system.

Operating Charter

5.1 Powers and Duties of the Board

(1) The Board has the following powers and duties, in addition to any powers and duties set out in the Act or prescribed in the General Regulations: Communicating with, and Enhancing the Participation of Apprenticeship and Trades Qualifications System Stakeholders

(a) the duty to consult with industry members in each of the trade sectors concerning matters within the scope of the Agency's mandate and objects;

(b) the duty to conduct an annual meeting with industry stakeholders for purposes of soliciting information and input for Agency planning and accountability;

The NSAA invites all partners in the apprenticeship journey to participate in the meeting and sends invitations to active employers, employer and industry associations, union organizations, equity groups, and education and training institutions. The event provides an opportunity for those in attendance to have meaningful discussions and hear diverse perspectives on ways to improve the apprenticeship and trades training system in Nova Scotia.

Meeting objectives this year were to:

- launch NSAA's renewed diversity and inclusion framework entitled "Building More Equitable Pathways II";
- recognize individuals and teams who make exceptional contributions to the apprenticeship system;
- explore how to create and maintain a healthy and respectful work environment;
- provide an update on the Agency's achievements during a COVID-19 year; and
- raise awareness on the benefits derived from embracing diverse, inclusive, and respectful workplaces that value and encourage workplace learning.

WELCOME

Land Acknowledgement

Charmaine Roma, Apprenticeship Board Member representing the Service Sector, opened the Annual Meeting by offering a Land Acknowledgement recognizing the contributions of the Mi'kmaw and acknowledging that the gathering was being held in Kjiptuk which is the Mi'kmaw name for Halifax, meaning great harbour. Because of the 'Treaties of Peace and Friendship', visitors and residents in Mi'kma'ki continue to enjoy the abundance of food and natural resources found in this beautiful territory. Charmaine asked those in attendance to commit to learning more about the First People in Mi'kma'ki and to recognize our collective link to them.



Charmaine Roma, Member, Apprenticeship Board

NSAA Board Chair

Brad Smith, Chair of the Apprenticeship Board, welcomed everyone to the 7th Annual Industry Meeting. The Chair acknowledged the work of the Board and NSAA Staff, the apprenticeship training providers and industry partners who kept the apprenticeship system operating effectively throughout the year of the pandemic.



Brad Smith, Chair, Apprenticeship Board

Highlights of the year were: completing the work of six Trade Advisory Committees (TACs) – Automotive Service Technician, Bricklayer, Construction Electrician, Industrial Electrician, Plumber, and Steamfitter/Pipefitter; establishing three TACs to review trade designation applications for the Arborist, Heavy Equipment Operator and Institutional Cook occupations; establishing one TAC to review a compulsory certification application for the Insulator (Heat and Frost) trade; approving members to the Machinist Atlantic Trade Advisory Committee, approving pre-apprenticeship programs with NSCC for the 1-year Precision Machining and 1-year CNC

Machining Programs and completing reviews for three program reviews with NSCC for the Carpentry, Heritage Carpentry, and Refrigeration and Air Conditioning Mechanic trades; establishing Trade Regulations for the Hairstylist trade; and developing a new Apprenticeship Ally Award of Excellence.

BUILDING MORE EQUITABLE PATHWAYS II

Deputy Minister, LSI

Ava Czapalay, Deputy Minister and Chief Executive Officer of Labour, Skills and Immigration (LSI) brought greetings from the Province on behalf of the Honourable Jill Balser, Minister of LSI. In her address, the Deputy Minister indicated that the newly elected government is very supportive of the apprenticeship

system, expressly noting that she will work with NSAA CEO, Marjorie Davison to help citizens recognize that apprenticeship is a 3rd post-secondary option in Nova Scotia. The Deputy Minister thanked the Board, Agency, and Industry for growing the apprenticeship system.

The Deputy Minister also launched the Agency's renewed equity, diversity, accessibility, and inclusion framework *Building More Equitable Pathways II*, highlighting that "there is a place for everyone in apprenticeship and this framework shows that".



Ava Czapalay, Deputy Minister, LSI

The Agency's renewed framework further advances the important work in diversity and inclusion which was initiated with the first *Building More Equitable Pathways* plan. The Advisory Committee with oversight for the development of the renewed framework sought to incorporate multiple voices and to this end held consultations with the Apprenticeship Board, staff, employers, and, most importantly, apprentices from equity-seeking communities. Members of the advisory committee shared their vision for the renewed framework through video and were thanked for their contribution to improving the equity landscape for the apprenticeship system.

GOALS

- Champion Culture Change**
→ Lead change that embraces universal design principles, values and celebrates differences, is actively anti-racist and prioritizes the psychological and cultural safety and wellness of participants in the apprenticeship system.
- Lead System Innovation**
→ Advance a reimagined post-secondary apprenticeship system built upon the principles of equity, cultural proficiency, accessibility and inclusion.
- Attract & Retain Diverse Skilled Trades Talent**
→ Promote the representation of equity-seeking apprentices and certified journeypersons working successfully in the skilled trades.

A photograph of two workers on a construction site. On the left, a woman with curly hair, wearing a denim shirt, safety glasses, and green gloves, is using a power drill. On the right, a man wearing a blue hard hat, safety glasses, and an orange high-visibility vest is looking down at a large set of white plans they are both holding. The background shows construction equipment and scaffolding.

APPRENTICESHIP AWARDS

APPRENTICESHIP ALLY AWARD OF EXCELLENCE

This year the Board introduced the new Apprenticeship Ally Award of Excellence. This award recognizes an outstanding employer or industry members for their commitment to equity, diversity, and inclusion (EDI) in the apprenticeship system through:

- ❖ Hiring from equity-seeking communities;
- ❖ Demonstrating they are an ally for EDI;
- ❖ Fostering an appreciation of EDI in the workplace;
- ❖ Supporting the journey to certification;
- ❖ Furthering employees' awareness and understanding of EDI in the workplace;
- ❖ Being a champion of the value of EDI beyond the workplace (community, associations, etc.).

In this inaugural year for the award, there were two recipients: Ryan Kidney and Garnet Nagle.

Ryan Kidney is the Director of Human Resources at Dexter Construction in Bedford. Ryan was nominated by Mohja Alia, the Manager of Employment and Bridging at the Immigrant Services Association of Nova Scotia (ISANS). Ryan's leadership contributed to the success of many immigrants in general and immigrant clients in the skilled trades. Ryan is always open to participating at provincial and national conferences to highlight the importance of tapping into international talent and providing diverse groups with opportunities to excel and benefit their businesses. Ryan brings a sense of diversity and inclusion to his team at Dexter and, as a result, the culture of diversity and inclusion became one of the values folks see when working with any supervisor or staff. Thank you, Ryan, for championing and leading diversity and inclusion culture and for opening the door for many immigrants.



Ryan Kidney, Director of Human Resources, Dexter Construction

Garnet Nagle is the President of Nagle Refrigeration, Limited in Dartmouth. Garnet was nominated by Ellen Oldford and Melinda MacIsaac of the Agency's Women in Trades office. Nagle Refrigeration participated in the Women in Construction pilot program from February 2020 to May 2021. From the start, it was evident that Garnet was a champion and ally who valued equity, diversity, and inclusion in the workplace when he hired an Indigenous female apprentice. As an employer and a mentor, Garnet fully supported and encouraged her along the pathway to certification in one trade and is now encouraging her to pursue certification in a second trade. When the apprentice expressed a desire to have time off during COVID-19 after becoming pregnant and having concerns of taking unnecessary health risks for herself and her baby, Garnet demonstrated his unwavering support with her maternity leave. We wish to thank Garnet as an Ally and thank him for his support.

APPRENTICESHIP AWARD OF EXCELLENCE

The Apprenticeship Award of Excellence recognizes exceptional individuals who have demonstrated ingenuity, engagement, and leadership in advancing apprenticeship training and the trades qualifications system. This award is presented annually for outstanding achievement in advancing the apprenticeship training system and the strategic goals of the Agency: Attracting Skilled Trades Talent; Supporting the Journey to Certification; Fostering a Culture of Workplace Learning; Advancing the Value of Certification.

This year, there were three recipients of the award, of which two recipients were on a team: John Harding (IBEW 625), Cathy Young and Shawn McKillop (Irving Team).



John Harding, Instructor at the Building Trades Advancement College

John Harding is the instructor of the Construction and Industrial Electrical Pre-apprenticeship programs at the Building Trades Advancement College. John was nominated by Blair Mikkelsen, Training Coordinator with IBEW 625. John is an experienced, certified Construction Electrician who displays exceptional leadership skills and champions the education of apprentices through teaching, training, coaching, and committee work. John was instrumental in the development of the Electrical Construction and Industrial Pre-employment courses at the Building Trades Advancement College. He has refined the programs such that there is a greater than 95%

pass rate among his students. An example of John's dedication and passion is that he has partnered with Bow Valley College to pilot an innovative essential skills training model designed to equip apprentices with the skills they need to be successful in completing apprenticeship technical training and their trade exam. Congratulations John!

Cathy Young is the Senior Manager and **Shawn McKillop** is the Development Leader with Irving Shipbuilding Inc. (ISI). They were nominated by Mario Boudreau, Director at ISI. In August 2020, Cathy and Shawn developed a robust program for Irving apprentices focusing on safety, quality, and training supports. New processes have been implemented creating a clear apprenticeship journey from recruitment to trade certification and beyond. Apprentices now take part in safety and quality learning walks, attend discussions with the safety director, and discuss these key topics in reviews. The team has built a culture of positivity through the introduction of a successful Apprentice

of the Month recognition program and winners are invited to a presentation with the President of ISI. The program is linked to Irving's Apprentice of the Year event. Congratulations Cathy and Shawn!



Shawn McKillop and Cathy Young, Irving Shipbuilding Inc.

MILESTONE AWARDS

Milestone Awards recognize employers who have been supportive of apprenticeship and support apprentices to achieve certification. The level of the award reflects the number of apprentices working with an employer who completed their apprenticeship program.

Apprenticeship Milestone Awards 2020-2021

The **Platinum Milestone Award** recognizes employers who have been supportive in the Apprenticeship System and successfully completed over 20 apprentices. This year there were two award recipients.

MacKay's Truck and Trailer Centre, Dartmouth, NS

Incorporated in 1980, MacKay's Truck & Trailer Center Limited was established by David MacKay and his father, Louis MacKay. In 2008, MacKay's purchased the Mack and Hino dealership in Dartmouth to complement their Volvo truck line. They now offer full sales, service and parts for Volvo, Mack, and Hino trucks in both Truro and Dartmouth, servicing the HRM and surrounding areas. MacKay's Truck and Trailer Centre has completed **34 apprentices** in the Truck and Transport Mechanic trade. The award was accepted by Andrew Martin, Service Manager in the Dartmouth location.



(L-R) Ava Czapalay, Andrew Martin, Brad Smith, Marjorie Davison



(L-R) Ava Czapalay, Lia MacDonald, Brad Smith, Marjorie Davison

Nova Scotia Power, Halifax, NS

Nova Scotia Power has certified over 100 Powerline Technicians in all locations across the province. Nova Scotia Power has been a great supporter of apprenticeship completing over **200 apprentices** in a variety of different trades, including electricians, power engineers, and powerline technicians. Nova Scotia Power is also committed to diversity and inclusion and provides scholarships to equity-seeking individuals in trades and technology. The award was accepted by Lia MacDonald, Vice President of Transmission, Distribution, and Delivery.

The **Gold Milestone Award** recognizes employers who have actively participated in the Apprenticeship System and successfully supported between 16-20 apprentices to achieve trade certification. This year there were two recipients of the Award:

- ❖ *Fairley & Stevens Ford*
- ❖ *Maritime Pressure Works Ltd.*



The **Silver Milestone Award** recognizes employers who have actively participated in the Apprenticeship System and successfully supported between 11-15 apprentices to achieve trade certification. This year there were three recipients of the Award:

- ❖ *City Light Electric Ltd.*
- ❖ *New Design Plumbing & Heating*
- ❖ *O'Reagan's Dartmouth Hyundai*

The **Bronze Milestone Award** recognizes employers who have actively participated in the Apprenticeship System and successfully supported between 5-10 apprentices to achieve trade certification. This year there were sixteen recipients of the Award:

- ❖ *Aucoin Renovations Ltd.*
- ❖ *Blackburn & Bennett Plumbing & Heating*
- ❖ *Bridgewater Honda*
- ❖ *Canadian Tire #186*
- ❖ *Don Hatcher's Truck and Heavy Equipment Repair 2015 Limited*
- ❖ *Drobot Automotive*
- ❖ *Eden Valley Poultry Inc.*
- ❖ *Emmerson Packaging*
- ❖ *Michelin North America (Canada) Inc.*
- ❖ *Norm Smith Electric Limited*
- ❖ *Peterbilt Atlantic*
- ❖ *Royal Environmental Inc. (Maintenance)*
- ❖ *S.C.O. Electric Ltd.*
- ❖ *Thistle Hyundai*
- ❖ *Totally Electric Limited*
- ❖ *Wilsons Mechanical*



***Congratulations and thank you for supporting your apprentices
and the apprenticeship system!***

KEYNOTE SPEAKER

CREATING HEALTHY AND EFFECTIVE WORKPLACE CULTURES

The keynote speaker was Ikechukwu Daniel Ohaegbu, who is the Executive Director of the Atlantic Student Development Alliance (ASDA). Known for his work on building and facilitating equity, diversity, and inclusion, Daniel spoke passionately about the need to create healthy and effective workplace cultures, making change on a systemic and structural level, and how leaders of organizations must effect change.

Daniel spoke about “Moving Forward Together”, and what it will take to move equality and inclusion forward as a part of the NSAA vision.



Daniel Ohaegbu, Keynote Speaker

Daniel stated that “Human capital practices in organizations must interrogate race. Any anti-oppression effort that fails to account for race and racism will only reflect and reproduce existing oppressions. We need to legitimize the use of race as the fulcrum and focus on our equity work in *genocidal settler-colonial states.”

*Genocidal settler-colonial states are systems of power that perpetuate the genocide and repression of Indigenous, Black and other cultures.

Daniel encouraged participants to address change on a systemic and structural level by starting at the top of the organization. Addressing change would mean:

- Black, Indigenous and People of Colour gaining access to a safe and inclusive environment to participate;
- Creating a healthy and inclusive culture in organizations;
- Access to the system and participation in the system;
- Low turnover rates of Black, Indigenous and People of Colour;
- Higher retention and completion rates for Black, Indigenous and People of Colour;
- Using data to drive accountability, action and impact.

Daniel challenged those in the room to “name the problem and to name the solution – not just to write words on a website”. In order to move equity forward, he emphasized that there needs to be actions, accountability, and follow-up.

Daniel concluded his thought-provoking presentation with a call to action to the employers in the room to challenge the status quo and ensure work environments are places where all can thrive.

FOSTERING A CULTURE OF WORKPLACE LEARNING

Fostering a Culture of Workplace Learning is one of the Agency's four strategic directions in the 2020-2025 Strategic Plan and was the theme for this year's panel discussion.



(L-R) Frederick Crawley, Paul Pickering, Ellen Rhyno, Carol Dayment

Moderated by Carol Dayment, Senior Advisor of Diversity, Equity & Inclusion at Nova Scotia Power and an Apprenticeship Board Member representing the Industrial/Manufacturing Sector, the panel consisted of Frederick Crawley, a journeyperson welder at A-Tech Welding, Ellen Rhyno, HR – People and Culture Director at Rhyno's Ltd, and Paul Pickering, Workplace Culture Program Coordinator at the Immigrant Services Association of Nova Scotia.

Discussion focused on the initiatives that support and value the employer's role as the primary trainer in the apprenticeship system; the role of leadership; and the benefits derived from having a diverse, inclusive, and respectful workplace. Each panelist shared their experience about the apprenticeship system and spoke on a very personal level. Some of the take-aways from the panel were:

- Leaders are part of the process for change.
- Change needs a face, and it needs action.
- Apprentices are looking to have a say in the workplace.
- Leadership is what you do and not just a title.
- Responsible leaders are aware of the tensions in the workplace.
- Set expectations that the organization and workplace are learning environments. This starts with recruitment.
- Most of the younger generation of employees are looking for a relationship-focused workplace and not a transactional one.
- Workplaces should strive to make the world a better place.

THE APPRENTICESHIP JOURNEY DURING COVID-19

Marjorie Davison opened her remarks by assuring those present that despite the waves of disruption that COVID-19 threw into the world, staff of the NSAA continued to work and promote apprenticeship in 2020-2021, ensuring that trades and the apprenticeship system remained responsive to apprentices and to industry.

The Agency responded quickly to the challenges presented by the pandemic by staying open for business, both in-person (when permitted) and virtually; working with partners to adapt programming and training delivery; and staying-the-course on key issues such as: employer engagement, equity, diversity, accessibility and inclusion, and service excellence. In addition, a new media campaign was launched.

Marjorie thanked the NSAA Staff, the Apprenticeship Board, training delivery partners, equity delivery partners and youth delivery partners for helping to make 2020-2021 a successful year.



Marjorie Davison, CEO, NSAA

2020-2021 HIGHLIGHTS



1

Attract Skilled Trades Talent

Renewed EDI Framework
Youth & Equity Programming
Enhanced Social Media Presence



2

Support the Journey to Certification

Refreshed Website
HealthyMindsNS
START Apprenticeship Expansion
Continued Development of AMS



3

Foster a Culture of Workplace Learning

Women in Trades Pilot
New Orientation Programs



4

Advance the Value of Certification

Forestry Sector Apprenticeship Initiative
Social Procurement
Media Campaign



EVALUATION RESULTS

There were over 163 participants (123 in-person and 40+ online) and feedback from participants came from an evaluation survey with 50 responses. In summary, they confirmed the excellent job done by everyone involved, noted that the agenda topics and presentations were excellent, and that the event flowed very smoothly for all participants.

Some comments expressed in the survey results were as follows:

NSAA's Renewed Diversity and Inclusion Framework:

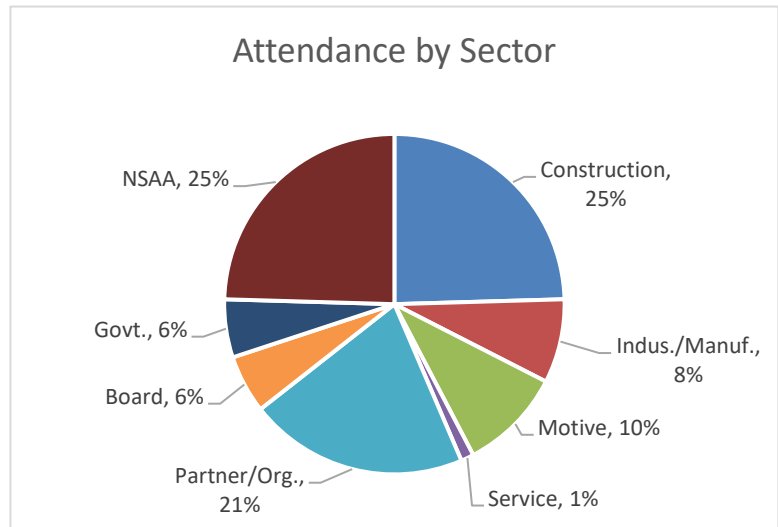
"excellent work, well written with a lot of thought and effort, moving in the right direction, looking forward to the results, great example to follow."

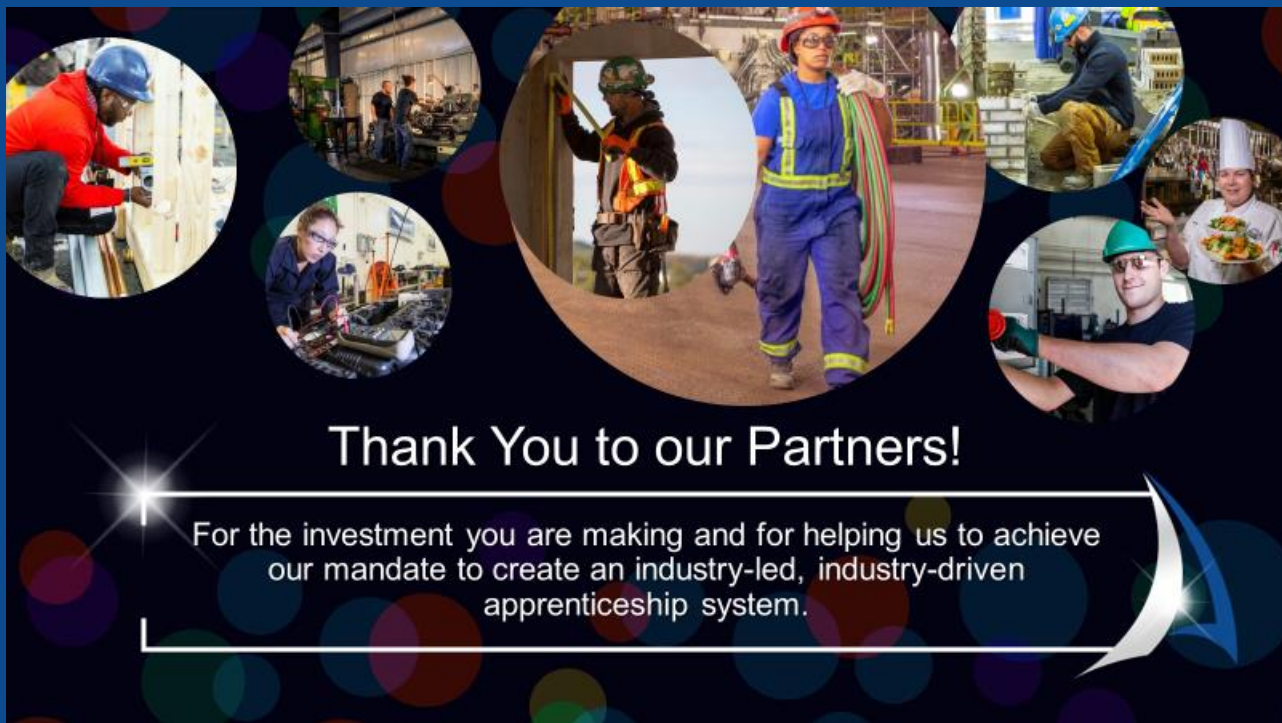
Keynote presentation:

"a powerful presentation which brought about an emotional response; there is more learning gained from having uncomfortable conversations; it was real, bold, insightful and thought provoking; Daniel spoke with truth and honesty."

Panel discussion:

"various viewpoints by the panel were informative and real; important takeaways; panel responses seemed honest and sincere; first voice sharing was excellent; Carol was an amazing moderator with lots of wisdom and ideas."





Thank You to our Partners!

For the investment you are making and for helping us to achieve our mandate to create an industry-led, industry-driven apprenticeship system.

