

BUILDING Industry OWNERSHIP

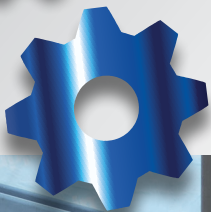
The AGENCY is mandated to steward and operate a relevant, accessible and responsive industry-led trades training and certification system.



How are we working to achieve this? Our priority this year has been establishing the new Board and the Trade Advisory Committee system under the Board, as the strategic voice for the apprenticeship system.



A key success of the Board this year is the Agency's first five-year strategic plan, developed in concert with our industry partners. The Board also created policies and procedures that were approved by the Minister, issued its first trade regulation for the Welder trade, carried out its first pre-apprenticeship program review in the Motor Vehicle Body Repairer trade, created the Quarterly Report to the Community and hosted its first industry annual meeting.



C NNECTED

staying
2014-15

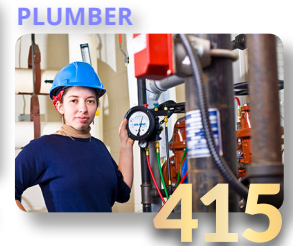


We want
to make sure
that Industry has
multiple ways to
ENGAGE with
the system

NOVA SCOTIA
APPRENTICESHIP
AGENCY

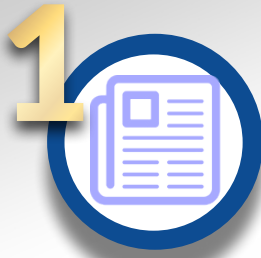


top 10 TRADES
apprentice registration



Working together works BETTER

Industry told us its top three priorities are:



ENSURE TRAINING AND CERTIFICATION pathways are relevant, integrated, effective and available



PROMOTE APPRENTICESHIP and the skilled trades



PROMOTE AWARENESS of the importance of certification

making it EASIER

We are making it easier for you to participate in the apprenticeship and trades qualifications system. We've added new staff to help apprentices register, enroll in technical training or challenge the certification exam. We have made our web-site a one-stop shop and put most of our forms on-line. More than 85% of our employers and apprentices are now using on-line forms. We introduced a streamlined START program for eligible employers who needed financial support in order to participate in apprenticeship and provided over \$370,000 in financial awards to apprentices who are progressing through the system or have completed their program.

engaging INDUSTRY — — — — —

Many employers have had an apprentice in the past but do not currently participate in apprenticeship. We want to know why and if we can encourage them to reconsider apprenticeship as a way to plan and manage their future business. What about the other majority of employers who could hire an apprentice but simply don't? This is a trend across Canada. How do we help these employers see that investing in apprentices is good for business? We spent time on the road this year meeting with employers and listening to their viewpoints and ideas. These discussions led to ideas which have been incorporated into the Strategic Plan, better information and communication, and process improvements at the Agency.

A key initiative under development is increasing the use of apprentices through public procurement practices. The government introduced new language in its sustainable procurement policy to encourage the use of apprentices when trades work is being undertaken. The Agency is also working with the Construction Association of Nova Scotia to develop a pilot for school construction projects to take place in 2016.

92%

of employers say that apprentices make a positive contribution to their business!

1780

Did you know that you can start an apprenticeship with little or no trade experience?

Employers can hire and train you as an apprentice directly out of high school. You can start to earn money and learn the skills of your chosen career right away.

Total Employers

New Employers
223

New Employers Who
Rcv'd START Funding
53



277



TRUCK & TRANSPORT MECHANIC

230

COOK



INDUSTRIAL



206

ELECTRICIAN

164



POWER ENGINEER

WELDER



162

5,923 APPRENTICES

Reaching OUT

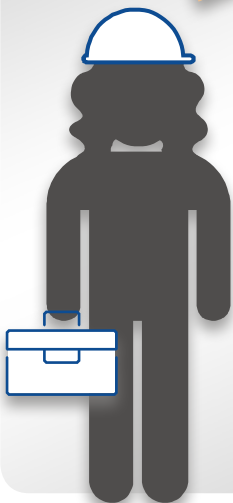


The Agency is also mandated to improve access to and participation in the apprenticeship system by diverse groups. To this end, the Board embedded recruitment practices that support inclusion in its new policies, laid out a plan to develop a Diversity and Inclusion Framework for the Agency and worked to attract new Board members from diverse groups.

The Agency made program investments in a number of areas to support attracting diverse groups, including youth, into the skilled trades. Techsploration, Skills Canada-Nova Scotia, all school boards, the Trades Exhibition Hall and two industry associations received funding to support career exploration and co-op opportunities in the

More females are entering non-traditional trades.

The participation of diverse groups is on an upward trend, hitting 9.4% this year.



skilled trades.

More than 6000 students participated in apprenticeship information sessions, more than 600 tried out a trade at the Trades Exhibition Hall and nearly 200 participated in part-time employment opportunities. In addition, we reached out to guidance counsellors and other school personnel across the province to promote apprenticeship as a viable career pathway.



An important focus this year was the Aboriginal Apprenticeship Advisory Committee. With its comprehensive membership and passion



for apprenticeship, the Committee serves a positive role in promoting and paving the way for apprenticeships in its communities.

This year, the focus of the Committee was to create stronger awareness and understanding of the apprenticeship system with front-line workers and to engage more strategically with employers. The Committee hosted a two-day stakeholder conference in March and organized networking sessions with the Cape Breton Building Trades Council, the Mainland Building Trades Council and the Machining Association of Nova Scotia.



Staying CONNECTED



We are helping our apprentices to stay connected to Nova Scotia with new legislation that enables them to work temporarily out of the province and stay as an apprentice in Nova Scotia. In today's skilled trades workforce, opportunities to work may vary by jurisdiction. Before the amendment was enacted, individuals had to register as an apprentice in the jurisdiction in which they were working, even for short periods of time. This added fees and red tape, and many individuals either dropped out of their apprenticeship program or continued to work without getting the proper training supports. With this amendment, apprentices have a home base in Nova Scotia and continue their training without disruption. We are now entering into agreements with other jurisdictions to ensure apprentices working temporarily out of province are getting proper supervision on the job site.

A buzz word these days in the apprenticeship world is "harmonization". When we talk about harmonization, we mean that all jurisdictions deliver technical training for the trade with the same learning outcomes that are sequenced in the same order by level. This will make it easier for apprentices who need to access training in different jurisdictions over the course of their apprenticeship program. There are two primary efforts underway, one at the Atlantic level and one at the National level. This year, we harmonized the Cook and Bricklayer programs at the Atlantic level and great progress has been made in the Carpenter, Crane Operator, Heavy Duty Equipment Operator, Metal Fabricator, and Welder trades at the National level.



The Board is made up of fifteen individuals, including Nova Scotia Community College's Vice-President Academic. Ten Board members come directly from industry in the CONSTRUCTION, MOTIVE POWER, INDUSTRIAL/ MANUFACTURING and SERVICE Sectors. The remaining members are members-at-large representing women, Aboriginal Peoples, and the African Nova Scotian Community.

ur TRADES

AUTOMOTIVE INSURANCE APPRAISER



- Application put forward to make Automotive Insurance Appraiser a designated trade. Received Board approval for the development of a Trade Advisory Committee (TAC) to review application.



BLASTER

Board advertised a call for applications to recruit TAC members. Committee is tasked with identifying crossover work with the Truck and Transport Mechanic trade, making sure regulations are consistent

- Online Learning: a Certification Renewal Course (Developed and delivered in partnership with NSCC) is set to run until the end of the year



CARPENTER

Atlantic Trade Advisory Committee (ATAC) has finalized the curriculum standard & developed a Level 1 exam bank. Set to implement in Sept 2015

Continued consultation with industry and government evaluating 'modularization' of trade. ATAC members were approved by the Board and the first meeting focused on curriculum sequencing; National work continues



COOK

Members of the Construction & Industrial Elec ATAC were appointed by the Board. First meeting in Fall 2015

The ATAC finalized the curriculum standard & is developing a common level 1 examination bank. The Agency and NSCC are developing a new approach for Cook apprentices that will maximize the hands-on learning in technical training while leveraging NSCC's online tools to minimize the apprentice's time away from the employer

FABRICATOR (FITTER)



METAL

Board advertised a call for applications to recruit TAC members. First meeting was held & committee reviewed the draft regulation, discussed issues pertaining to the regulation and apprenticeship training

ATAC held an exam bank workshop where subject matter experts, instructors and Agency staff from across Atlantic Canada developed items for common Level 1 exams;

National work continues

TRANSPORT MECHANIC



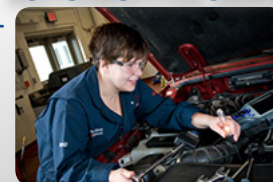
TRUCK &

TAC recommended that the 2-year NSCC pre-employment program be reduced to 1-year and the Board accepted the recommendation. The Apprenticeship Technical Training has been updated, based on input from the TAC. Human Resource Outlook Planning has begun

Working on crossover work with the Automotive Service Technician trade. TAC to be established in the Fall

ATAC held an exam workshop where industry experts, instructors & apprenticeship staff from Atlantic Canada developed items for common Level 1 exam; National work continues

AUTOMOTIVE SERVICE



TECHNICIAN



BRICKLAYER



ELECTRICIAN

MARINE SERVICE



TECHNICIAN



MVBR



WELDER