

Staying Connected

2015-2016



Celebrating Progress

Industry told us that we need to focus on the promotion of apprenticeship and certification and ensure that training and certification pathways are relevant, integrated, effective and available.

The Nova Scotia Apprenticeship Agency has been working to do this by establishing Trade Advisory Committees, increasing work site visits, improving mentoring resources, and improving access to information.

This year we released our first 5-year Strategic Plan. As a key component of that plan and in an effort to raise awareness and encourage participation in the apprenticeship system, the Agency held a number of outreach sessions with employer groups. NSAA field staff also visited 959 employers already involved

with the apprenticeship system and promoted apprenticeship to 425 unengaged employers. Formal information sessions were held with industry to communicate Agency activities and changes to the General Regulations reflecting Atlantic harmonization activities.

“Hiring and training apprentices is not only good for the province, it's good for business.”
Rene Cox, V.P. Bird Construction



NOVA SCOTIA
APPRENTICESHIP
AGENCY

1. Youth

success starts here

The Agency continues to work with Nova Scotia youth, ages 16-19, introducing them to potential careers in the skilled trades and educating them on the pathways to certification. This year we reached out to over 5000 youth, providing information on apprenticeship in an effort to help facilitate informed career decision making. We also contributed over \$900,000 to support school boards in promoting the skilled trades, and in providing hands-on experiences for students through investments in the Construction Trades Exhibition Hall,

Techsploration, and Skills Canada-Nova Scotia.

Every year, more than 300 youth compete in 45 skilled trades and technology skills competitions held throughout the Province. This year three Nova Scotia apprentices received gold medals and four received silver medals; the gold medal winners will proceed to the national skills competition.

This year we were pleased to employ a co-op student to assist with youth

programming at the Agency. The student was integral in refreshing the youth outreach materials for students and participated in peer engagement at the skills competition - highlighting the financial benefit for youth engaging in the apprenticeship system. The student was also instrumental in the development of a featured piece in The Coast newspaper's Career Minded supplement.

Industry engagement highlights 2015/2016

Date	Industry/Association	Location	Attendance
April 30	Halifax Chamber Of Commerce	Halifax	300+
October 8-15	Excellence in Manufacturing Association of Nova Scotia	Springhill, Dartmouth, Lunenburg	12 24 12
October 22- November 30	Business Connects Series	Kentville, Pictou, Yarmouth, Sydney, Bridgewater	101
October 29	Cape Breton Chamber of Commerce, Cape Breton Partnership	Sydney	75
November 3	Canadian Apprenticeship Forum	Halifax	70
November 24	Employer Roundtable	Halifax	6
November 27	Pictou County Chamber of Commerce	New Glasgow	8
January 18	Agriculture Equipment Employers	Kentville	6
January 26	Forestry Nova Scotia	Halifax	160
January 27	Buildforce	Ottawa	24
January 19	Restaurant Association of NS	Yarmouth	9
January 20	Restaurants Canada	Kentville	10
January 26	Tourism Industry Association of NS	Dartmouth	30

“ 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.”

Caleb Erskine, Automotive Service Technician Apprentice



TOTAL Active Employers **1867**
2016/03/31

New Employers **175**
2015/2016



2. Supporting apprentices & employers

Employers are key to providing apprentices with the training and skills they need to succeed. The NSAA is committed to putting programs and incentives in place to encourage more businesses to hire apprentices in Nova Scotia. In 2015-2016, the Agency focused on modernizing the apprenticeship system. All of the Agency's forms are now available for completion and payment online and all of the field staff have been equipped with the technology to enable registrations to occur on-site at Nova Scotia workplaces.

Since its beginning in 2014, the Apprenticeship START program has been a success. The objective of the program is to encourage employers to register and employ apprentices. In 2015-2016, almost \$600,000 dollars of incentive funding was paid to businesses in Nova Scotia. Of this, over \$375,000 was for initial hiring incentives and \$247,500 was paid

by the end of the fiscal year for progressive incentives. Apprentices in the START program are expected to progress to the next level of their apprenticeship training within 18 months.

The direct-entry pathway to apprenticeship is sometimes overlooked as a viable approach to registering as an apprentice. Agency staff met with many employers and stakeholders this year in an effort to explain the direct-entry option and to encourage employers to explore using it.

The Apprenticeship Award Trust is a scholarship program that provides financial incentives to apprentices as they progress through the apprenticeship system. Awards are given for progressing through technical training levels, and for completing the apprenticeship program. This year we awarded 449 apprentices \$360,500 in progression and completion awards.

- “You're supporting the community, the education system, business as a whole. I look at apprentices as opportunity. There's some really good technicians waiting to be developed from that.”
- Scott Blakeney,
Fixed Operations,
Blaikies Dodge

6260	• Total Registered Apprentices • as of March 31, 2016
1389	• New Registered Apprentices • as of March 31, 2016
1934	• Apprentices receiving technical training
786	• Certificates of Qualification Issued
1867	• Employers with apprentices
175	• 1st-time employers with apprentices
3650	• Clients who have used online services • between April 1, 2015 and March 31, 2016

3. Making mobility easier

Nova Scotia is making it easier for apprentices to move seamlessly across Canada to continue apprenticeship training, and for employers to hire the people they need.

Nova Scotia entered into several agreements to reduce barriers experienced by apprentices who work out of the jurisdiction during their apprenticeship. The first agreement is a Memorandum of Understanding with the Atlantic Provinces for Apprentice Mobility. This agreement has led the way to developing policy and streamlining processes for apprentices working throughout the region.

Nova Scotia and British Columbia led the effort that resulted in Premiers signing the Provincial/Territorial Apprentice Mobility Protocol enabling apprentices to transfer, work in other jurisdictions, and receive recognition for prior training anywhere in Canada. The agreement came into effect January 1, 2016.

In addition, Nova Scotia entered into a Memorandum of Understanding with British Columbia concerning apprentice mobility, innovation in trades training, and other initiatives to advance the shipbuilding and industrial marine industry.

The success of the mobility agreements over time will be underpinned by the effort to substantively align apprenticeship technical training in the region and across the country.

The *Atlantic Apprenticeship Harmonization Project (AAHP)* was created to align the rules, processes, and standards for apprenticeship in the four Atlantic Provinces. This regional initiative will result in more consistency and efficiency in the way people enter the trades and work toward certification. This year through the AAHP Nova Scotia introduced new harmonized curriculums, logbooks, and exam banks in the Bricklayer, Cook, Metal Fabricator and Welder trades. Significant process was also made on the development of a shared information system.

The Canadian Council of Directors of Apprenticeship (CCDA) is responsible for the Red Seal Program, which develops common interprovincial standards and examinations. Nova Scotia is an active partner in the development of national trade harmonization with a goal of harmonizing 30 Red Seal trades by 2020. The first 10 harmonized trades will be implemented in September 2016.

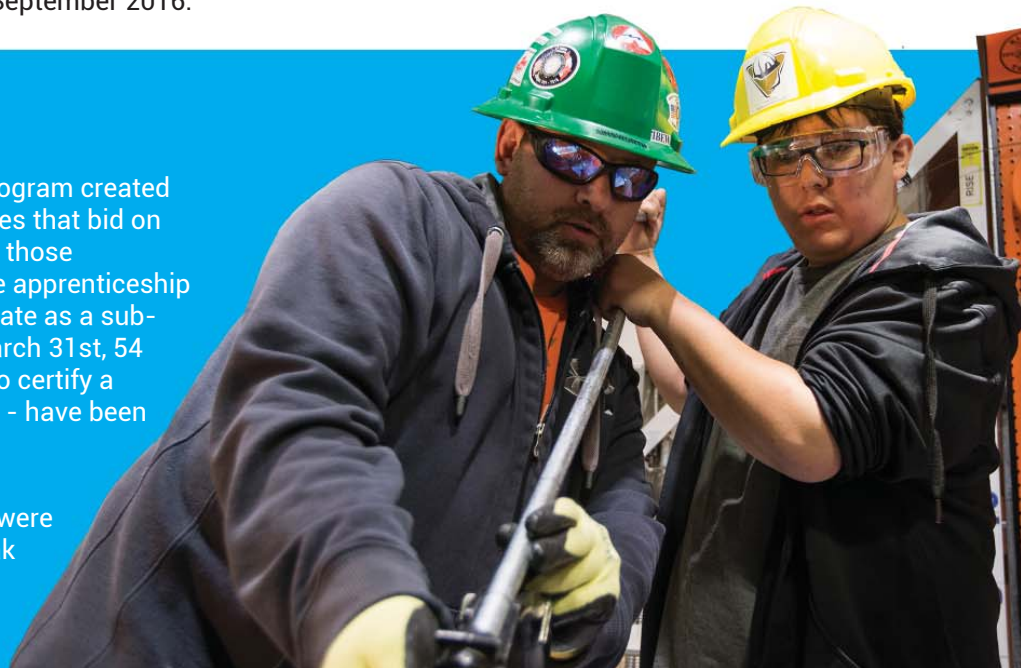
- • • • •
- “ Having all provinces and
- territories on the same page will
- mean that our qualifications
- will be properly recognized and
- help us get closer to our final
- goal of achieving our red seal
- certification. ”
-
- Tiffany Parker,
- Fourth-year apprentice electrician
- • • • •

The Agency worked with the Nova Scotia Community College to renew technical training for the Cook Apprenticeship Program in an effort to attract more apprentices and support completion. New learning technology has enabled a more engaging, innovative and relevant approach to technical training. Training is now delivered as a blended offering (hands-on, in-class and online) with full-time and part-time options available, providing more flexibility for apprentices. This program also follows the new Atlantic harmonized sequence of training.

Walking the walk

We kicked off 2016 by launching a pilot program created to promote hiring apprentices by companies that bid on five new schools built in Nova Scotia; only those employers who are actively engaged in the apprenticeship system will be eligible to bid on or participate as a sub-contractor in these new projects. As of March 31st, 54 applications for a letter of engagement - to certify a company's participation in apprenticeship - have been processed through the Agency.

NSAA worked with industry to arrange in-classroom training to ensure apprentices were not scheduled for technical training at peak work times.





Women choosing to become apprentices in non-traditional trades has steadily increased since 2006/2007. A total of 140 females registered as apprentices during this fiscal year.

Registered Apprentices		
	2015/2016	2014/2015
Male	5913	5616
Female	347	322
TOTAL	6260	5938

4. Fostering a diverse and inclusive system

This year, an Advisory Committee of internal and external stakeholders was convened to oversee the development of the Nova Scotia Apprenticeship Agency's first Diversity and Inclusion Framework. The three primary goals of the Framework are:

- 1) Demonstrate commitment to and accountability for equity and inclusion with the Agency;
- 2) Reduce barriers to apprenticeship; and
- 3) Partner to drive change.

Successful implementation of this Framework begins at home; NSAA staff participated in several training sessions this year striving

to advance our cultural competence and develop a more inclusive approach to our work. The Agency worked in partnership with the Aboriginal Apprenticeship Advisory Committee to host a conference in January 2016, bringing together front-line workers in apprenticeship with Aboriginal communities across the Province in order to improve outreach and services to Aboriginal youth.

The Agency also worked in partnership with the Aboriginal Peoples Training and Employment Secretariat to create awareness and facilitate apprenticeship opportunities for off-reserve Aboriginal youth.

TOP 10 TRADES for 2015/2016	Construction Electrician	1258
	Automotive Service Technician	623
	Carpenter	616
	Steamfitter/Pipefitter	563
	Plumber	416
	Truck and Transport Mechanic	313
	Cook	223
	Welder	197
	Industrial Electrician	196
	Refrigeration and Air Conditioning Mechanic	183

The new Atlantic logbooks for the Cook trade were made available in 2015. Apprentices who completed Level 1 training from October 13 - December 18, 2015 were mailed a copy of the new logbook, and wrote the common Level 1 exam in December.

Nova Scotia led the way in redesigning the Blaster Renewal On-Line course using a new interactive software program that allows full and interactive participation.

The NSAA continues to work with industry regarding flexible options for technical training in the Agricultural Equipment Technician trade to increase the availability of qualified technicians.

Trades Table

<p>Agricultural Equipment Technician (AET)</p>	<p>The Agency worked with industry to develop flexible options for technical training to increase the availability of qualified technicians in the AET trade. The new program will be launched in June 2016.</p>	
	<p>Automotive Insurance Appraiser</p>	<p>The NSAA Board has established a Trade Advisory Committee to review an application for designation of the Automotive Insurance Appraiser occupation.</p>
<p>Automotive Service Technician (AST)</p>	<p>The AST and the Truck and Transport Mechanic Trade Advisory Committees have worked together to determine skills common to both so that Trade Regulations can effectively reflect this overlap.</p>	
	<p>Bricklayer</p>	<p>The NSAA Board recruited Trade Advisory Committee members to review the Trade Regulations and pre-apprenticeship program. The Atlantic Apprenticeship Curriculum Standard is complete and the new Level 1 technical training will run this year.</p>
<p>Carpenter</p>	<p>The Carpenter Trade Advisory Committee completed information sessions with their member organizations updating them on work carried out to-date on the application for compulsory certification. The Atlantic Trade Advisory Committee is working on the new proposed curriculum standard.</p>	
	<p>Construction Electrician</p>	<p>A Trade Advisory Committee has been formed to review the Trade Regulation, the pre-apprenticeship program, and to work with the Industrial Electricians to determine overlapping work. Also, in the Atlantic region, two interprovincial examinations were revised and updated to use the 2015 Canadian Electrical Code.</p>
<p>Elevator Constructor/Mechanic</p>	<p>An application from industry to designate Elevator Constructor/Mechanic will be considered by a new Trade Advisory Committee.</p>	
	<p>Cook</p>	<p>The Atlantic Apprenticeship Curriculum Standard is complete and the new Level 1 technical training was delivered from October to December 2015. The first Atlantic Level 1 exam was finalized and is available for those who complete the new training.</p>

Trades Table *(continued)*



 <p>Heavy Duty Equipment Technician (HDET)</p>	<p>Trade Advisory Committee membership recruitment is underway. The HDET and the Truck and Transport Mechanic Trade Advisory Committees will work together to determine skills common to both so that Trade Regulations can effectively reflect this overlap.</p>	
	<p>Industrial Electrician</p>	<p>A Trade Advisory Committee has been formed to review the Trade Regulation, the pre-apprenticeship program, and to work with the Construction Electricians to determine overlapping work.</p>
<p>Instrumentation and Control Technician</p>	<p>An Atlantic Trade Advisory Committee has been formed to develop harmonization for this trade.</p>	
	<p>Marine Service Technician (MST)</p>	<p>The Agency worked in partnership with the Nova Scotia Boat Builders Association (NSBA) to create the Trade Regulation and is working toward providing technical training for the MST trade.</p>
<p>Metal Fabricator (Fitter)</p>	<p>The Atlantic Apprenticeship Curriculum Standard for Metal Fabricator (Fitter) has been approved by the Atlantic Apprenticeship Council. The Nova Scotia apprenticeship curriculum standard is now available and the new Level 1 technical training took place early in 2016.</p>	
	<p>Motor Vehicle Body Repairer (MVBR)</p>	<p>The MVBR pre-apprenticeship program changed from a 2 year to a 1 year program and will be implemented in 2017. The TAC is developing a Human Resource (HR) Outlook for the trade.</p>
<p>Truck and Transport Mechanic (TTM)</p>	<p>The TTM and the Automotive Service Technician Trade Advisory Committees have worked together to determine skills common to both so that Trade Regulations can effectively reflect this overlap.</p>	
	<p>Welder</p>	<p>The Atlantic Apprenticeship Curriculum Standard for Welder is complete. The new Red Seal Welder Practical Exam was implemented this year.</p>

How are we doing?

The Nova Scotia Apprenticeship Agency recognizes that a successful apprenticeship system should acknowledge and provide for the various needs of each trade, establish relevant and integrated training pathways and enable trade direction and advice regarding each program,

all the while moving apprentices along their journey without interruption.

NSAA is striving to develop an apprenticeship system that is driven by excellence, responding to the labour market needs of the Nova Scotia economy and remaining

flexible and adaptive to changing economic and industry conditions.

More statistics on the apprenticeship programs are available in the NSAA 2015-2016 Statistics Report and can be found at nsapprenticeship.ca

<div>STRATEGIC DIRECTION</div> <div>Change the Culture:</div> <div>Inclusive, connected, and industry-led</div>	Number of employers in the apprenticeship system			<div>INCREASING</div>
	1780		1867	
	Percent of apprentices who represent diverse populations			
	9.44%		9.79%	
	Indicator	2014/2015 Actual	2015/2016 Actual	





Although the number of employers and apprentices in the system fluctuates and is strongly influenced by economic conditions, the numbers are increasing.

The number of apprentices from diverse populations has increased slightly from the previous year. There

is continual growth in the number of women choosing to become apprentices in non-traditional trades.

Nova Scotia is in the process of updating programs, including curriculum, examinations, and policies and processes to align with both the National and Atlantic harmonization

recommendations and timelines. In addition, work is well underway to create training pathways for an additional 10 trades.

The number of certifications issued over the past couple of years has fluctuated but remains fairly constant.

STRATEGIC DIRECTION Changing the Outcome:

Apprentice success

**Statistics Canada data will be available in 2017.*

***While there has been a fluctuation in certificates issued over the past 5 years, the overall trend continues to be stable.*

Percent of apprentices who complete their training within 6 years*

2013
47%

Measures are coming for 2016-17*

Number of Red Seal Certifications Issued

909

713

STABLE**

Percent of trades with training pathways

45%

45%

STABLE

Indicator

2014/2015
Actual

2015/2016
Actual

Trend

STRATEGIC DIRECTION

Changing the Outcome:

Employer success

Percentage of apprentices entering without credit from a college diploma

55%

53%

STABLE

Number of new employers

166

175

STABLE

Percent of pre-apprenticeship graduates who register as apprentices in compulsory trades

Measures are coming for 2016-17

Indicator

2014/2015
Actual

2015/2016
Actual

Trend

The NSAA is committed to increasing stakeholder engagement in the apprenticeship system and is working to encourage employers who are eligible to register and train apprentices. Nova Scotia needs to continue building a well-educated and highly-skilled workforce and the apprenticeship system plays a unique and critical role in this process.

Direct-entry apprenticeship, for those entering the apprenticeship program without credit from a college diploma, is an option not well understood by students, teachers, parents, employers, and other stakeholders. Meeting with employers and stakeholders to fully explain the direct-entry apprenticeship

option, and reduce barriers, will help to change the culture and move the apprenticeship and trades certification system in the positive direction of inclusiveness and connectedness. Work is ongoing to collect pre-apprenticeship data.

The apprentice registration system has become more efficient, allowing employers and apprentices to balance their training needs and work commitments. This streamlined registration process has resulted in the lowest waiting list in 5 years.

There are 13 compulsory-certified trades under the Apprenticeship Trades and Qualifications Act. Ensuring that only apprentices and

certified individuals are working in the compulsory-certified trades creates a level playing field for those who are complying with Nova Scotia Trade Regulations and contributes to a compliance culture.

The two (2) NSAA Compliance Officers completed 650 workplace inspections in 2015/16. Targeted compliance initiatives in the Motor Vehicle Body Repairer trade, Sheet Metal Worker trade and Refrigeration and Air Conditioning trade resulted in an increase in the number of apprentices in those trades. In future the apprentices or trade qualifiers registering as a result of enforcement activities will be recorded.

STRATEGIC DIRECTION

Strengthening Delivery:

Connecting training and workplaces

Apprentice satisfaction with apprenticeship training*

68%

Measures are coming for 2016-17*

Investment in technical training

\$4.9M

\$5.3M

INCREASING

Employer satisfaction with apprentice training *

81%

Measures are coming for 2016-17*

Indicator

2014/2015
Actual

2015/2016
Actual

Trend

*Satisfaction Survey data will be available in 2016.

STRATEGIC DIRECTION

Making certification an economic driver

Compliance rate

73%

84%



New apprentices registered as a result of enforcement action

Measures are coming for 2016-17

Trade Qualifiers who attempt the exam as a result of enforcement action

Measures are coming for 2016-17

Indicator

2014/2015
Actual

2015/2016
Actual

Trend





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