



# Staying **Connected**

2017–2018

NOVA SCOTIA  
**APPRENTICESHIP**  
AGENCY

# Staying **Connected**

## 2017–2018

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Staying Connected 2017-2018  
Nova Scotia Apprenticeship Agency  
Department of Labour and Advanced Education  
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## Agency's Marketing Campaign

- the majority of those surveyed recalled seeing or hearing the campaign;
- the majority agreed with the message of improving the perception that a career in the skilled trades is a good choice, with a promising future;
- skilled trades workers in Nova Scotia are viewed favourably and contribute to the economy;
- residents are likely to recommend a career in the skilled trades to a young person; and
- the construction sector is perceived as the most viable industry to find a job in a skilled trade, followed by the motive power sector.

The campaign will run again during defined periods over the next two years.

In the 2017-2018 fiscal year, the number of apprentices increased by **over 7%**, which is the largest increase in the last 15 years

TOTAL Registered Apprentices as of March 31, 2018

**6611**

NEW Registered Apprentices as of March 31, 2018

**1522**

Apprentices receiving technical training

**2418**

During the campaign, new website users increased **38%** over the previous 2-month period and 13.6% over the same period the previous year.



# We Are Changing **the Culture**

2017-2018 has been a productive year at the Nova Scotia Apprenticeship Agency and marks the midpoint of the Agency's inaugural strategic plan. In this plan, the Agency has been focused on changing the culture, supporting successful outcomes for apprentices and employers, modernizing delivery of the system and making trades certification an economic driver. Changing the culture of public perception, youth opportunity, employer engagement and the participation of under-represented populations in Nova Scotia enables success across the system. This report provides annual highlights of accomplishments achieved in these areas.

## **NOVA SCOTIA APPRENTICESHIP AGENCY—READY WHEN YOU ARE**

"Here's the thing about life. There are no shortcuts. The future comes to those who put in the time. If you want to own your skill and earn your future, this is the way. So, the question is, are you ready?"

These are the words from the Agency's new advertising campaign, "Apprenticeship: Ready When You Are", a key highlight of the 2017-2018 year. This campaign was developed to further the priority in the Agency's strategic plan to advance a positive understanding of the value of apprenticeship as a post-secondary pathway and the skilled trades as quality career options for our youth.

The campaign ran during the months of January and March and successfully built awareness of apprenticeship and the Nova Scotia Apprenticeship Agency within the Nova Scotia public. The campaign included 30 and 15 second spots that were aired on CTV, CBC, Global, Rogers and Facebook; billboards in Halifax and Cape Breton Regional Municipalities; tradeshow display booths; and information pieces for employers, students, parents and educators.



## YOUTH – SUCCESS STARTS HERE

Repositioning the value of apprenticeship and the skilled trades in the minds of our youth, parents and educators will enable Nova Scotia to respond to the challenge of an aging workforce, help stay the exodus of thousands of tradespeople from the labour force over the next decade and continue to have access to the skills it needs for a prosperous future. In 2017-2018, the Agency implemented strategies and programs to support the Government of Nova Scotia's priority to keep Nova Scotian youth home and attract new youth to the province.

The Agency actively supports Nova Scotia Youth, ages 16-19, to explore and pursue opportunities in the skilled trades through school presentations and youth events, Youth Apprenticeship, the Summer Youth Apprenticeship Program and strategic partnerships with the Department of Education and Early Childhood Development, Regional Education Centres and third-party organizations. The Agency continued to play an important role by providing annual grants to Mi'kmaw Kina'matnewey and Regional Educational Centres to support hands-on learning activities in the skilled trades for their students. In addition, the Agency's Youth Outreach Coordinator travelled to schools across the province to meet with teachers and students to share the benefits of a trades education.

The Agency supported summer youth apprenticeship in various sectors: Construction, Motive Power and Tourism. Building Futures for Youth has been a successful program of the Construction Association of Nova Scotia for more than ten years; TestDrive ran for its fourth year through the Automotive Sector Council and Serve It Up! continued to expand under the guidance of the Nova Scotia Tourism Human Resource Sector Council.

## The Trades Exhibition Hall of the Nova Scotia Construction Sector Council

is a one-of-a-kind venue that offers students, job seekers, employment counsellors, teachers, community groups, and the general public an opportunity to experience trade occupations in a hands-on way. The hall features 14 interactive exhibits (with more under development) where visitors learn about construction careers. Students participate in hands-on demonstrations and talk with industry professionals at different stages of their careers. Current work is underway to develop a mobile lab for youth in earlier grades. The Agency provides annual funding to enable school groups from across the province to visit and experience the Trades Hall.

Students enrolled in these three programs receive high school co-op credits as well as practical hours towards an apprenticeship should they register as apprentices with the Agency.

The Agency also continued funding and support this year to organizations that share our goal to increase the participation of youth in the skilled trades. These organizations include the Aboriginal Peoples Training and Employment Commission (APTEC), Techsploration, the Nova Scotia Construction Sector Council, and Skills Canada-Nova Scotia.

## YOUTH ENGAGEMENT HIGHLIGHTS

ACTIVITY	KEY FEATURES	REGION	TOTALS
<b>School Presentations</b>	Students are engaged in interactive presentations made by the NSAA Youth Outreach Coordinator	Provincewide	7,555 youth reached
<b>Registered Youth Apprentices</b>	Youth 16-19 who work part time under the direct supervision of a certified tradesperson can register and gain apprenticeship credit	Provincial Program	132 youth registered; 6 are female
<b>Summer Youth Apprenticeship Program:</b> Building Futures for Youth; TestDrive; and Serve It Up	Youth can apply to participate in safety training, workplace orientation and work experience with a certified journeyperson	All Regional Education Centres	111 participants
<b>Mi'kmaw Kina'matnewey</b>	Indigenous students attend a three-day Skilled Trades Fair to explore apprenticeship and career options	Provincewide	90 participants from 12 Mi'kmaq communities and off-reserve indigenous youth
<b>Techsploration</b>	Grade 9 girls are assigned to female role models and learn about careers in the skilled trades and technologies; workshops are also held for alumni	<ul style="list-style-type: none"> <li>• Mi'kmaw Kina'matnewey</li> <li>• Annapolis Valley Regional Education Centre</li> <li>• Cape Breton-Victoria Regional Education Centre</li> <li>• Chignecto Central Regional Education Centre</li> <li>• South Shore Regional Education Centre</li> <li>• Strait Regional Education Centre</li> <li>• Tri-County Regional Education Centre</li> </ul>	1,001
<b>Skills Canada–Nova Scotia</b>	Youth learn about skilled trades and technologies to through a variety of programs and events, such as the Provincial Skills Competition, various youth projects and the Disabilities Services Initiative.	Provincial Events: <ul style="list-style-type: none"> <li>• In-class presentation</li> <li>• Essential Skills challenge</li> <li>• Skilled Future Series</li> <li>• Disability Services</li> <li>• The NS Skills Competition</li> </ul>	10,257
<b>Trades Exhibition Hall</b>	Located in Halifax, the Hall provides simulated experiences in 14 construction trades.	Provincewide	1,446

## CELEBRATING NOVA SCOTIAN EMPLOYERS

Part of changing the culture is helping employers understand their role in the apprenticeship system as the primary skills trainer of apprentices. Each year, the Agency recognizes champion employers and broadly shares their experiences to inspire the efforts of all employers. Our champions actively seek out and train apprentices; effectively demonstrate the values of diversity and inclusion; and find innovative ways to motivate and support the success of their apprentices. Our champions also support the Agency's efforts to improve overall delivery of the system by providing their ideas and constructive suggestions for change. Our 2017-2018 champions and their profiles are highlighted on our website. To view current champions, please visit: [nsapprenticeship.ca/emp-champs](http://nsapprenticeship.ca/emp-champs)

### Annual Industry Meeting

On November 1, 2017, more than 180 representatives from industry, training institutions, equity groups and government attended the Apprenticeship Board's Annual Industry Meeting. The day started off with a recognition of the traditional territory of the Mi'kmaq Nation and a smudging ceremony. This year we were honoured to have Premier McNeil speak about the importance of apprenticeship to the Nova Scotia economy and assist in presenting the Apprenticeship Awards of Excellence to Kurt Goodwin, Apprenticeship Construction and Industrial Electrician Faculty member at NSCC Burrige Campus; Gerry Brymer, Training Instructor at Toromont Cat; and Louis Joe Bernard, Economic Development Officer with the Union of Nova Scotia Indians. A panel on youth in the skilled trades, industry presentations on trends and labour market information and an Agency update were featured during the day.



2242  
Employers with  
Apprentices





## New Employers

In 2017-2018, we continued our efforts to recruit and enhance the number of previously unengaged employers participating in the apprenticeship system. This year this effort resulted in 211 new employers. Since the beginning of the Agency's strategic plan, we have grown the number of new employers by 659.

## Champion – Husmann Canada Inc.

Husmann Canada Inc. has been providing training opportunities to Refrigeration & Air Conditioning apprentices for over four decades in Nova Scotia. The Husmann team prides itself on teaching a strong safety culture and has provided a diverse training opportunity on commercial, industrial, institutional and marine refrigeration for apprentices in all parts of the province. Husmann Canada has had the privilege to train more than 175 apprentices in this province, with many obtaining their Red Seal Certification.

The Husmann Team has also been training Gas Fitter Apprentices for Propane and Natural Gas HVAC equipment in recent years. "It has been a privilege to train the Refrigeration Technicians of tomorrow."

– Nicole Boudreau, Operations Lead.

211

NEW  
Employers with  
Apprentices

## FOSTERING A DIVERSE AND INCLUSIVE SYSTEM

An essential focus of changing the culture is fostering a diverse and inclusive system. The Agency has an official mandate to increase the participation and success of women and under-represented groups in the apprenticeship system. In 2017-2018, work to embed equity across Agency daily operations, programs and partnerships further advanced the Agency's diversity and inclusion framework: Building More Equitable Pathways. The framework is designed to inform internal practices and help industry build and maintain a diverse and highly skilled workforce that contributes to the economic growth of Nova Scotia and truly represents the cultural landscape of the province. We are actively working in partnership to increase cultural competence, build awareness of opportunities and provide innovative solutions.

### Increasing cultural competence

The Agency has taken measures to support increased cultural competence amongst the staff and delivery partners. Of the fifteen-member field team of Industry Training Consultants, leads for women, African-Nova Scotians, Aboriginal persons and differently-abled persons have been assigned. The role of the staff leads is to provide an enhanced level of support to under-represented apprentices to support their success in the system. The leads also work in partnership with equity organizations to improve this support. The Agency and the NSCC co-sponsored a one-day conference for staff and instructors and provided a workshop on identifying unconscious bias and developing an understanding of the impact of discrimination and intolerance in the workplace and learning environment.

The Agency also provided a similar learning experience for members of Joint Apprenticeship Training Committees that manage the apprentices registered through the Joint Registration Agreements for their organizations. The Agency is currently working on the development of a new orientation program for employers and apprentices that will include information related to building culturally safe and welcoming workplaces to support all apprentices to experience genuine respect and dignity during their apprenticeship.

### Building awareness

The Agency is invested in strengthening community partnerships to grow the conversation about apprenticeship opportunities for their youth and members. To assist in this effort, the Agency has developed Apprenticeship 101, a workshop series available to community groups that helps to bridge individuals to apprenticeship. This program was offered in several settings this past year, including First Nation communities. The Agency continued its partnership with the Aboriginal Peoples Training and Employment Commission to fund direct outreach to all indigenous communities in Nova Scotia regarding the apprenticeship system. In addition, the Agency partnered with the Office of African Nova Scotian Affairs to deliver community presentations on the benefits of apprenticeship and highlight the Decade of People of African Descent. Twelve engagement sessions were held across the province in historic African Nova Scotian communities with organizations, youth, adults, and educators, building awareness of the social and economic benefits of the skilled trades to communities.





## The Aboriginal Apprenticeship Advisory Committee,

a longstanding forum for partners to advance apprenticeship in the indigenous community, developed a new campaign called Sharing our Success that highlighted several Mi'kmaq apprentices and journeypersons through video and photography. The videos and success stories have been shared with all Mi'kmaq communities and relevant organizations and are being used to promote the apprenticeship pathway. Building on this success, the Agency has plans for a similar campaign in the African Nova Scotian community.

### Providing innovative solutions

Pathways to Shipbuilding is a partnership with Irving Shipbuilding, government and community organizations that involves a 14-week career preparation program, two-year trade diploma program at the Nova Scotia Community College and apprenticeship opportunities at Irving Shipbuilding upon successful graduation. The Agency is one of the partners and provides information and support to the participants as they begin their apprenticeship journey. This year, the Agency registered 11 female welders and four female metal fabricators (fitters) as first year apprentices from the initial cohort of

the Women Unlimited Pathways to Shipbuilding program. Another 19 women are currently participating in college trades programming. Women Unlimited provides wrap around supports that are specific to the needs of women. Twelve students in the Pathways to Shipbuilding program for Aboriginal Students are set to graduate from the program and start their apprenticeship training with Irving Shipbuilding Inc. In this program, the Mi'kmaw Native Friendship Centre also provided cultural and community support to the students.

## Pathways to Shipbuilding for African Nova Scotians

The Pathways to Shipbuilding for African Nova Scotian Students is a new collaborative partnership this year with the Agency and Department of Labour and Advanced Education, Irving Shipbuilding Inc., East Preston Empowerment Academy, Office of African Nova Scotian Affairs, NSCC, and Canadian Welding Bureau. The partners seek to increase the number of African Nova Scotian apprentices working at Irving Shipbuilding Inc. in the Welder trade, and to connect and build relationships with African Nova Scotian communities across the Province. The program will consist of four phases including Academic Skills for Success, Welding Career Exploration, the NSCC Welding Diploma program, and employment and apprenticeship training at Irving Shipbuilding Inc. The Agency funded East Preston Empowerment Academy as the community partner to recruit and support 20 African Nova Scotians to participate in the program.

## Work-based Practical Assessment Program

The Work-based Practical Assessment Program, developed in collaboration with the Immigrant Settlement Association of Nova Scotia (ISANS), continued in its second year. The program places immigrants with trades background with employers for a three-month period to assess their level of trades education and experience. In 2017-2018, 19 people were placed with employers and 14 continue to work with their employer.

## Community Delivery

In response to the need of Unama'ki communities, the Agency worked with NSCC and Wagmatcook First Nation to develop an enhanced direct entry program in the Carpenter trade. Fifteen Mi'kmaq students completed the in-school training in February, started their on-the-job training in March and have become registered apprentice carpenters. In addition, the Agency continued to offer technical training in the Carpenter trade on-site at Potlotek First Nation.

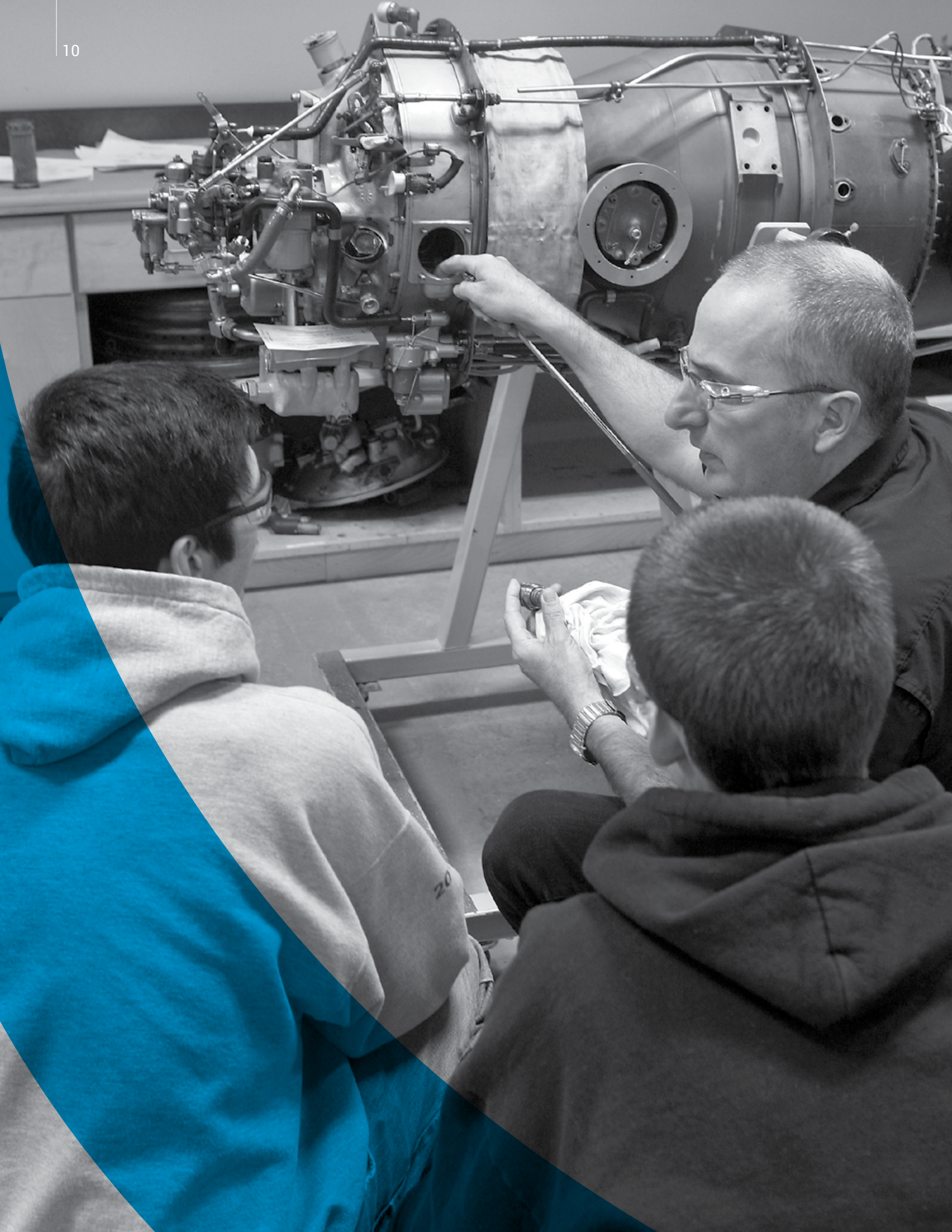
The Agency again partnered with the East Preston Empowerment Academy to offer the 'Employability Pathways in the Skilled Trades' program. This program is an innovative, Africentric learning and employability project with the long-term goal of creating opportunities for trained African Nova Scotian community members to succeed along skilled trades pathways and to enhance financial security through trades certification. To date, 30 participants have trades-specific career plans that will lead to certification and 6 participants have passed their Red Seal exam.





GROUP	2016-2017	2017-2018
Women	352	414
Indigenous	223	314
African Nova Scotian	28	71
Immigrant	55	79
Differently-abled	122	180
Other Diverse Persons	242	264





# Supporting Apprentices and Employers

Employers and apprentices are at the heart of the apprenticeship system. Their ability to experience positive outcomes is the best measure of how well the system is performing overall. The Agency's strategic plan identifies actions to support this success including ensuring training and certification pathways are relevant, effective and available.

In 2017-2018, the Agency worked to provide more incentives for apprentices and employers to engage and progress in the apprenticeship system. Tuition for apprenticeship technical training was removed, over two million was made available to employers in the form of START grants and over \$350 thousand in trust scholarships was distributed to apprentices who progressed and completed their apprenticeships. The Agency also began hosting breakfast meetings for apprentices starting their technical training to provide updates and be available to answer questions and concerns.

The Agency worked with industry partners to create apprenticeship training pathways in the Baker and Hairstylist trades. The value of an apprenticeship pathway is realized when employers and trades practitioners enjoy a consistent skills foundation, have a stronger ability to attract and retain new entrants and gain access to federal supports available for the Red Seal trades. In addition, the Agency has developed an enhanced direct entry program model in certain trades. The cohort in the Motor Vehicle Body Repairer program in Sydney moved into the first level of technical training. A new program ran for Motive Power employers in the Truro area who were experiencing difficulty recruiting new apprentices.

A key way that the Agency works with employers is through Joint Registration Agreements (JRA). In a JRA, a recognized association manages the apprenticeship program for a group of employers or community.

The apprentices are registered directly to the recognized association and additional supports are provided to help apprentices progress and succeed. In 2017-2018, the Agency signed a JRA with the East Preston Empowerment Academy and now has a total of 22 active JRAs. The Agency also hosted its second annual JRA conference for indigenous communities and groups. Discussions and activities were aimed at fostering greater awareness of the JRA as a community capacity-building tool.

In addition, the Agency worked with the NSCC to deliver the Atlantic Trades Business Seal program (ATBS) to support trades business owners, operators and entrepreneurs. The program consists of five business courses: Marketing and Sales; Human Resource Management, Operations Management, Financial Management, and Business Planning. Seventeen journeypersons representing 11 different trades (5 females; 12 males) completed the Program and in December were awarded their certificates.

The ATBS is a strategic means by which to facilitate business and community economic development opportunities throughout Nova Scotia. In an effort to ensure the program is offered more widely, the Agency has partnered with Workplace Initiatives of the Department of Labour and Advanced Education. Currently a program is underway in partnership with the East Hants Chamber of Commerce and interest has been expressed in the South Shore and Northern regions of the Province.



## Apprenticeship Award Trust

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 completing the apprenticeship program. This year, the Agency awarded 462 apprentices over \$350,000 in progression and completion awards.

## Partnership with the Cosmetology Association of Nova Scotia

The Cosmetology Association of Nova Scotia (CANS) and the Agency have been working together to develop, implement and evaluate a blended direct-entry pathway for the Hairstylist trade. The pilot was formally announced at the CANS Annual General Meeting on September 17, 2017.

The pilot involves salon owners registering employees as apprentices. Apprentices will learn the trade of Hairstylist working under a mentor Master Hairstylist in the salon over a 2-year period (3,600 hours). During this time, apprentices will complete two levels of technical training. Each level will consist of the 6 weeks online and 4 weeks in-class/lab. Upon completion of the skills, hours of learning and technical training, apprentices will challenge the certification examination and be licensed by CANS.

## Technical Training

The removal of tuition for apprenticeship technical training became effective April 1, 2017. This measure removes a financial barrier that has affected the ability of apprentices to progress in their apprenticeship program. While there are still costs for the apprentice, no tuition makes access to technical training more affordable for both employers and apprentices. In the 2017-2018 academic year, there was an 11% increase in the number of apprentices accessing technical training.

## Apprenticeship START

Through Apprenticeship START, the Agency provides funding to businesses that hire and train apprentices from diverse communities or who work in rural areas of the Province. This past year, through additional funding announced by the Government, the Agency provided \$2,137,500 in grants to 482 businesses that employed 661 apprentices. Of the 661 apprentices, 9.7% are women and 25% are from a diverse community.









# Modernizing **Delivery**

Many partners are involved in the training of an apprentice and as a result the system can become confusing. Modernizing delivery of the system is helping to streamline key transactions such as registration and training enrollment and enabling more attention to go towards strategic, proactive initiatives that increase employer engagement and overall participation in the system.






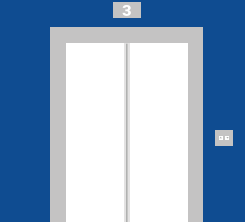
This year, Nova Scotia continued to build a new apprenticeship management system in partnership with the other Atlantic Provinces, Manitoba and Saskatchewan. The Apprenticeship Management System (AMS) will improve the success and outcomes of apprenticeship clients by providing a modernized technology solution that empowers employers, apprentices, journeypersons, training providers, and apprenticeship staff. It will promote alignment of apprenticeship business practices across jurisdictions, improve engagement and effective communication, reduce red tape, and provide access to reliable information for all stakeholders. AMS will also provide self-serve portals for apprentices, employers, supervising journeypersons and training providers, enabling clients to engage with the Agency when it most conveniences them. Nova Scotia will be the first of the six provinces to implement the system, planned for 2019.

## Did you know?

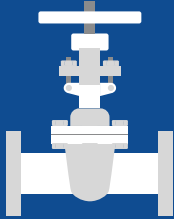
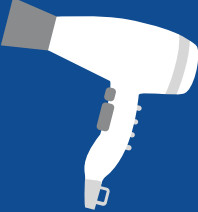
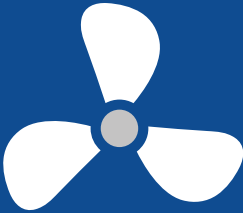

In April of 2017, the Nova Scotia Apprenticeship Agency made it easier for Apprentices to submit fees for applications by making online debit an option for payment. In order to protect clients' personal information, all credit card payments over the phone are now processed through a dedicated call centre specifically created for the Government of Nova Scotia.

The Agency is also working side-by-side with the Nova Scotia Community College (NSCC) to clarify and communicate key steps in the apprentices' journey to certification. The Agency provides transfer credit to all pre-apprenticeship programs offered by the NSCC and the two entities work together under the auspices of the Apprenticeship Board to engage industry through Trade Advisory Committees in the review of relevant NSCC programs, apprenticeship technical training and related training issues.

## TRADES TABLE

BAKER		A new apprenticeship pathway was developed and implemented for the Baker trade and includes a blended approach to technical training to be delivered over three levels, a logbook of trade skills, and a term of apprenticeship of 5400 practical experience hours.
	BLASTER	A revision of the standards was completed with the assistance of the Occupation Health and Safety division. Redevelopment of the Blaster Safety online course is underway.
COMMUNICATIONS TECHNICIAN		Consultation on the new Communications Technician trade regulations concluded in February. Feedback from industry resulted in meetings with the Construction Association of Nova Scotia, Construction Labour Relations Association and Canadian Security Association to clarify the impacts to the Construction Electrician trade and the Alarm and Security trade.
	CONCRETE FINISHER	In consultation with industry, the Agency will spend the next year building capacity within the trade through the Trade Qualifier process, prior to putting a training pathway in place.
COOK		The Trade Advisory Committee completed its review of the NSCC proposal to introduce a new one-year certificate program in six campuses and maintain the revamped two-year diploma program in three campuses. The Board approved these recommendations. The TAC reviewed the first-year curriculum, that will be implemented in September 2018. The TAC will conclude its work in 2018, after a review of the second-year curriculum.
	ELEVATING DEVICES MECHANIC	The designation of Elevating Devices Mechanic as a recognized trade under the Apprenticeship and Trades Qualifications Act was approved by the Apprenticeship Board. The next steps involve research and development of a training pathway and a trade regulation for both Class A and Class B Mechanics.



<b>GAS FITTER</b>		The implementation of the new Red Seal Gasfitter-Class B trade was completed with a change of the Term of Apprenticeship from 1800 hours to 3600 hours and the introduction of a revised training pathway consisting of two levels: level 1 online and level 2 in class. The implementation of the Gasfitter-Class A trade was completed with the introduction of revised online training.
	<b>HAIRSTYLIST</b>	The Cosmetology Association of Nova Scotia (CANS) and the Nova Scotia Apprenticeship Agency (NSAA) have been working together to develop a two-year direct-entry pilot for the Hairstylist trade.
<b>MARINE SERVICE TECHNICIAN (MST)</b>		At the request of industry the MST curriculum was revised and the certification and level exams are currently being refreshed.
	<b>MOTORCYCLE MECHANIC</b>	A new apprenticeship pathway for the Motorcycle Mechanic trade is underway and will begin with building capacity in the trade through the Trade Qualifier process.

## TOP 5 TRADES FOR 2017/2018

<b>CONSTRUCTION ELECTRICIAN</b>	1276
<b>AUTOMOTIVE SERVICE TECHNICIAN</b>	714
<b>CARPENTER</b>	641
<b>STEAMFITTER/PIPEFITTER</b>	536
<b>PLUMBER</b>	451



# Making Certification an **Economic Driver**

The National Apprentice Survey and new statistics that link apprenticeship information to tax filer data reveal that those with trade certification have higher earnings than those who work in the trades and are not certified. In addition, the survey shows the more employers hire and train apprentice, the more opportunities youth will have to stay, live and work in their home province.

In 2017-18, the Agency continued to issue letters of engagement to contractors as a condition of applying to work on publicly funded school construction projects. The letters certify that contractors are currently active in the apprenticeship program. This initiative helps the Government of Nova Scotia to walk the talk as an employer and do its part in keeping youth home. Plans are underway to expand the initiative to all projects valued at one million dollars, or more.

<b>CERTIFICATES OF QUALIFICATION ISSUED = 857</b>	<b>Sector Totals</b>
Construction	455
Motive Power	236
Industrial/Manufacturing	119
Service	47

## LABOUR MARKET INFORMATION

The Agency works with Prism Economics and Analysis to provide annual labour market information reports and projections specific to the skilled trades, generated from its CAN-TRAQ system for Nova Scotia and the Atlantic Region. CAN-TRAQ uses qualifications-based labour market information to identify workforce hiring requirements across the skilled trades to support apprenticeship system stakeholders to track the demand and supply of 200+ individual trade program certifications across 10 provinces. The Agency shared the information this year at its annual industry meeting and uses it to support planning and decision-making for apprenticeship programs, including pre-apprenticeship programs offered by the NSCC.

## HARMONIZATION

Harmonization of apprenticeship programs supports quality and consistency in training and higher completion rates for apprentices and employers who work across Canada. Nova Scotia continues to be an active participant in the work underway by provinces and territories to align their apprenticeship technical training in Red Seal trades. Common trade names, levels of training, number of practical experience hours and sequencing of training will be harmonized in 30 trades by 2020 and the work is more than fifty percent complete.



At the Atlantic level, common processes, standards, logbooks and level exams have been completed in Phase I of the Atlantic Apprenticeship Harmonization Initiative. Phase II is underway in the Automotive Service Technician, Industrial Mechanic (Millwright), Boilermaker, Sprinkler Fitter, Truck and Transport Mechanic, and Heavy Duty Equipment Technician trades. Atlantic Trade Advisory Committees for each trade contribute to the development of common Atlantic curriculum standards, logbooks and level exams. Each committee includes an employer, employee and training provider representative from each of the four Atlantic Provinces.

## COMPLIANCE AND ENFORCEMENT

Employers benefit most from legislative regimes that enable fair, safe and equitable workplaces. The Agency is responsible for regulating thirteen compulsory certified trades and in this capacity seek to help compliant employers operate in a level playing field. The Compliance and Enforcement Advisory Group, established by the Agency, is made up of journeypersons, large and small employers and union representatives and its role is to assist the Agency in promoting compliance and improving the effectiveness of enforcement efforts. In 2017-2018, the advisory group influenced changes to the Agency's enforcement policies and procedures, recommended targeted compliance initiatives and also recommended a suite of enforcement tools that will ensure improved enforcement of the Act and Regulations. These changes, including the introduction of an administrative penalty regime, were approved for introduction in the spring 2018 session of the Legislative Assembly.

The Agency continues to partner with NS Power to promote the 'Ask for the Card' campaign and joined forces with the Occupational Health and Safety division to promote compliance at worksites. The enforcement team continues to do sector specific inspections, resulting in an increase in compliance throughout industry. Enforcement Officers also conducted education and outreach sessions at college campuses across the province to educate future apprentices of their duties and responsibilities under the Act when they enter the workforce.

NUMBER INSPECTIONS – 2017/18	Total
Inspections	552
Non-compliant	74
Complaints	51
Contact orders	62
Verbal Warnings	19
SOT's	1

## New Administrative Penalty Regime

On March 28, 2018, amendments were made to the Apprenticeship and Trades Qualifications Act which enabled provisions to enhance the capacity and credibility of the Agency's enforcement program. One of the more significant changes was the introduction of administrative penalties. Previously, sustained non-compliance could only be addressed through summary offence tickets and prosecutions. Adding administrative penalties removes the court system, eases administration and provides a more immediate tool to encourage compliance. Administrative penalties will be issued by the Agency when there is failure to comply with an order issued by an Enforcement Officer. The addition of the penalties will improve compliance, better enable a level playing field for those working in compliance and increase the assurance that work is being performed safely by trained and certified tradespersons.









# 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.

The Agency 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 companion document and can be found at [nsapprenticeship.ca](http://nsapprenticeship.ca)

STRATEGIC DIRECTION CHANGE THE CULTURE:	Inclusive, connected, and industry-led				
INDICATOR	2014/2015 ACTUAL	2015/2016 ACTUAL	2016/2017	2017-18	TREND
Number of employers in the apprenticeship system	1784	1868	1886	2242	INCREASING
Percent of apprentices who identify from diverse populations	9.44%	9.81%	10.41%	Under review	INCREASING

Although the number of employers and apprentices in the system fluctuates and is strongly influenced by economic conditions, the numbers are steadily increasing. The number of apprentices from diverse populations has increased from the previous year. There is continual growth in the number of women choosing to become apprentices in non-traditional trades, as well as a higher increase in Aboriginal apprentices through Joint Registration Agreements.

STRATEGIC DIRECTION CHANGING THE OUTCOME:	Apprentice Success				
INDICATOR	2014/2015 ACTUAL	2015/2016 ACTUAL	2016/2017	2017-18	TREND
Percent of apprentices who complete their training within 6 years*	New	New	46%	N/A**	N/A
Number of Red Seal Certifications Issued	909	713	718	857	STABLE
Percent of trades with training pathways	45%	45%	50%	52%	INCREASING

\*Taken from the NSAA database, Apprenticeship and Certification Information System (ACIS).

\*\*New measure in 16-17 and only collected every two years.

STRATEGIC DIRECTION CHANGING THE OUTCOME:	Employer Success				
INDICATOR	2014/2015 ACTUAL	2015/2016 ACTUAL	2016/2017	2017-18	TREND
Percentage of apprentices entering without credit from a college diploma	55%	53%	52%	TBD	STABLE
Number of new employers	166	141	252	211	INCREASING
Percent of pre-apprenticeship graduates who register as apprentices in compulsory trades	N/A	NEW	33%	N/A**	N/A

\*\*Part of the pre-apprenticeship registration process to be implemented in 2018.

The Agency is committed to increasing stakeholder engagement in the apprenticeship system and is working to encourage employers who are eligible to register and train apprentices. Industry Training Consultants continue to visit and highlight apprenticeship training with unengaged employers. 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. The Agency continues to promote direct-entry to apprenticeship to youth, parents, teachers, guidance counsellors, and employers through direct contact via youth outreach, community partnerships, and the new media campaign. By helping industry create culturally proficient workplaces, barriers to apprenticeship and employment will continue to be reduced and a certification system of inclusiveness and connectedness will be created.

STRATEGIC DIRECTION STRENGTHENING DELIVERY:	Connecting Training and Workplaces				
	2014/2015 ACTUAL	2015/2016 ACTUAL	2016/2017	2017/18	TREND
Apprentice satisfaction with apprenticeship training*	77%	N/A*	71%	N/A	N/A
Investment in technical training	\$4.9M	\$5.3M	\$5.0M	\$6.0M	STABLE
Employer satisfaction with apprentice training*	76%	N/A	75%	N/A	N/A

\*Results taken from Corporate Research Associates Inc. survey of 2014 and 2016. The next results are not available until October 2018.

Work continues on the creation of the new Apprenticeship Management System which will result in a streamlined, self-serve, online system for both employers and apprentices, allowing both to benefit from a hassle-free registration process.



STRATEGIC DIRECTION STRENGTHENING DELIVERY:	Making Certification an Economic Driver				
INDICATOR	2014/2015 ACTUAL	2015/2016 ACTUAL	2016/2017	2017/18	TREND
Compliance rate	73%	84%	83%	87%	INCREASING
New apprentices registered as a result of enforcement action	N/A	NEW	30	25	N/A
Trade Qualifiers who attempt the exam as a result of enforcement action	N/A	NEW	17	23	N/A

There are 13 compulsory-certified trades under the Apprenticeship Trades and Qualifications Act. Ensuring that registered apprentices and certified individuals are those 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 culture of compliance.

