



NOVA SCOTIA  
**APPRENTICESHIP**  
AGENCY

**Year in Review** 2021-2022



Innovations through  
Challenging Times  
**Ready, Reset, Grow**



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## Message from the Chair

The 2021-2022 year has been a year like few others. While the COVID-19 pandemic not only disrupted current and future labour supply, it also clearly illustrated just how essential skilled trades professionals are to our province and the economy.

The Board continued to engage industry, mostly using virtual platforms, through Trade Advisory Committees, Atlantic Trade Advisory Committees, consultations, and the Annual Industry Meeting. These meetings and activities provide the Board with the opportunity to share information and receive advice and input to advance the work on the pillars of the strategic plan: Attract Skilled Trades Talent; Support the Journey to Certification; Foster a Culture of Workplace Learning; and Advance the Value of Certification.

Existing Trade Advisory Committees continued to meet virtually and work through their mandates. The Board established and appointed members to four new Trade Advisory Committees for Arborist, Institutional Cook, Forestry Machine Operator, and Industrial Coatings Applicator, as well as established and appointed members to a Skill Development and Logbook Sign-Off Advisory Committee. Through the Trade Advisory Committees, consultations were held for Barber, Institutional Cook, Architectural Sheet Metal Worker, and Black Beauty Culture Hair Innovator. The Board also held consultations with trade sector representatives to receive input and advice on regulatory amendments. In addition, the Board appointed members to Machinist and Oil Heat System Technician Atlantic Trade Advisory Committees.

The Board held its Annual Industry Meeting in October 2021 at which time the revised Equity, Diversity,

Accessibility, and Inclusion (EDAI) Framework, Building More Equitable Pathways II, was launched as well as the second phase of the Agency's marketing campaign. In addition to the Apprenticeship Award of Excellence and the Milestone Awards, the Board introduced a new Allyship Award which recognizes outstanding employers or industry members for their commitment to equity, diversity and inclusion in the apprenticeship system through: hiring from equity-deserving communities; demonstrating they are an ally for equity, diversity, accessibility, and inclusion; fostering an appreciation of EDAI in the workplace; supporting the journey to certification; furthering employee awareness and understanding of EDAI in the workplace; and being a champion of the values of EDAI beyond the workplace (community, associations, etc.).

New trade regulations were approved by the Board for Transport Trailer Technician and Communications Technician, as well as the designation of Rig Technician, to align with Red Seal program decisions.

This year, we welcomed a new government to Nova Scotia with a robust skilled trades agenda. The Board was pleased to see the government's priorities include the modernization of the apprenticeship system, the promotion of the skilled trades to youth in junior high and high schools, the creation of the More Opportunities for Skilled Trades program, the inclusion of skilled trades occupations in the Population Growth Marketing Campaign and ensuring the participation of apprentices in public procurement contracts.

I am incredibly humbled by the staff, the Board, and industry partners for their continued work and dedication to apprentices and employers, and for the resilience they have shown. I would like to thank the Board members who went above and beyond by extending their time, allowing the Board to continue its work. A sincere thank you to: Scott Blakeney, Tim Manuel, Luis Clavel, Paula Webber, Jack Wall, and Chip Dickison.

Together, we will continue to learn from one another, build on the things we are already doing well, and reach for new levels of success while keeping our core values at the centre of everything we do. Sincerely,

Sincerely,  
Brad Smith, Board Chair



## Message from the CEO

The Nova Scotia Apprenticeship Agency is extremely fortunate to work with a highly qualified staff team, Board, and partners who were committed to ensuring the apprenticeship system remained active and responsive during the persistence of COVID-19 during 2021-2022. While we enjoyed brief intercessions of in-person meetings and events between waves, we learned to lean into the digital environment and improve our meetings together, enhance our services, and increase the effectiveness of remote learning. We focused on incorporating innovations developed during this time to ensure the availability of a quality system and meet labour market needs. As a result, NSAA experienced a healthy growth in the number of newly registered apprentices, including women and individuals from other under-represented groups whose participation continued to trend upwards. We sustained a strong media presence with a provincial-wide awareness raising campaign and the Live In Nova Scotia ads aimed at attracting skilled trades workers to Nova Scotia. We were also able to resume classroom presentations and enhance our ability to promote skilled trades careers through the creation of videos featuring trades in demand.

A highlight for me this year was hearing directly from equity deserving apprentices about their experiences and ideas for improvement in the renewal of the Agency's diversity and inclusion framework, *Building More Equitable Pathways*. I am grateful for their honesty and courage. They told us how important it is for the Agency to foster allyship and strengthen anti-racism, increase accessibility across the system, and facilitate psychologically and culturally safe work and learning

environments. Their voices culminated in three primary goals for the framework that will provide guidance to the Agency in the areas of championing cultural change, advancing system innovation built upon the principles of equity, cultural proficiency, accessibility, and inclusion, and attracting and retaining diverse skilled trades talent.

I also continued to be amazed at the passion and dedication of industry tradespersons in giving back to the system in which they trained and achieved certification. In partnership with NSCC, our other training providers, and apprenticeship colleagues across Canada, industry worked with us to achieve significant updates of industry standards, trades programs and exam banks despite public health restrictions. This work is essential to enabling NSAA to fulfill its mandate to be industry-led and driven in order to respond effectively to labour market needs. We also experienced industry embracing apprenticeship training to build overall trade capacity. Farm Technicians, Glaziers, and Ironworkers stand out in this regard.

In closing, I would like to offer a special thanks to Board Chair, Brad Smith, and all Apprenticeship Board Members; Deputy Minister, Ava Czapalay; and Minister, the Honourable Jill Balser, of Labour, Skills and Immigration, for their ongoing commitment and guidance in helping to make the Apprenticeship and Trades Qualifications system in 2021-2022 relevant, accessible, equitable and inclusive.

All the best,  
Marjorie Davison, CEO



# Innovations Through Challenging Times - Ready, Reset, Grow

**NSAA Mandate** The Agency is responsible to steward and operate a relevant, accessible, and responsive industry-led trades training and certification system and improve access to and participation in the system by Indigenous persons, African Nova Scotians, Persons with Disabilities, immigrants, women, and members of other under-represented groups.

## Staying the Course – Business as Usual with a COVID-19 Twist

Throughout the year, NSAA adapted to the changes in public health restrictions and the impact of COVID-19 on our organization and that of our partners. We became adept at virtual

and hybrid meetings, presentations, and events. Throughout the pandemic, NSAA remained fully open for business, although the format of conducting business changed. For example, the format of Atlantic harmonization workshops for occupational standards, curricula, and exams varied based on what worked best in the current

context. Additionally, the willingness of industry and training provider partners to continue to participate in flexible workshop environments was appreciated and crucial to maintaining the quality of apprenticeship training in the Atlantic Region and throughout the country. Industry subject matter experts gave over 2,700 hours of their time to NSAA in the pursuit of excellence in the trades training system.

## Meeting Labour Market Demand

As the economy reopened and expanded this year, NSAA experienced a rebound in apprenticeship numbers with more individuals registering and

certifying than in the previous year. As of March 31, 2022, there were 7351 active apprentices with the number of women and those from under-represented groups continuing to grow beyond pre-pandemic levels. There were 2518 employers with active apprentices, of which 235 were new. The loss of new registrations in 2020; however, continues to pose a risk to the availability of certified tradespeople in future years. In addition, demand is anticipated to persist over the decade mostly due to retirements. NSAA will need to grow recruitment and increase the certification rate if this demand is to be adequately met.





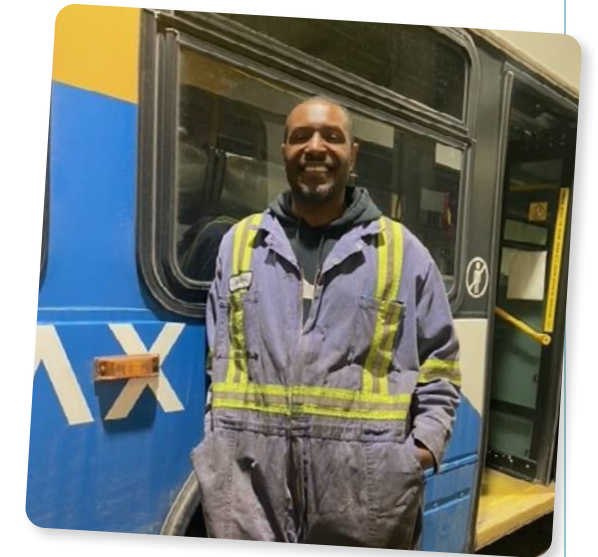


## Attracting Skilled Trades Talent

NSAA is working to promote awareness of skilled trades careers and apprenticeship pathways with youth, parents, educators, and communities that are currently under-represented in the system. Timely access to relevant information and opportunities to experience the skilled trades supports informed decision-making about post secondary options and future careers.

## Meet Malachi

As a young boy growing up in Jamaica, Malachi knew that he wanted to work in the skilled trades. He was fascinated with large trucks and the equipment required to operate them. After investigating career opportunities related to mechanics, he discovered that he might be able to follow his interest and earn a good living as a Truck and Transport Mechanic (TTM). As much as he loved the hands-on hours of learning in the shop, Malachi found the course work and the examinations challenging, and at times difficult. A less fortified apprentice may have doubted his path forward, but it only made Malachi more determined to succeed. He sought help from others and took encouragement from his family. His employer and other certified TTMs at Metro Transit helped him brush up on certain aspects of the trade. When he encountered setbacks, he kept thinking, “Do not quit”. Malachi passed the certification examination. He said that “If you enjoy doing a job everyday, then it does not feel like work.”



*Malachi Gayle, Certified Truck and Transport Mechanic*

## Growing Awareness

NSAA ran the second year of a successful three-year marketing campaign that is designed to encourage Nova Scotians to consider a career in the skilled trades and take action to learn more about apprenticeship as a post-secondary option. The campaign featured six Nova Scotian apprentices, including members from the Black, Indigenous, and People of Colour (BIPOC) community, women in trades, and a person with a physical disability. The campaign launched during the Agency's Annual Industry Meeting in October 2021 and appeared in-market that same week. Campaign promotion included transit, billboard and television ads, social media ads on platforms such as Facebook, Twitter, and Instagram, YouTube video ads, and more. The campaign has been successful to date, achieving high engagement, broadening the perception of apprenticeship for youth and influencers, and significantly increasing visits to the NSAA website.





## Reaching Youth



Indigenous Youth Trades Fair

NSAA invests over \$1.5 million annually to fund experiential learning opportunities for youth to explore careers in the skilled trades. This enables industry and equity-deserving groups to deliver a number of programs. In-class presentations on the skilled trades were able to resume in 2021-2022 with the support of the Department of Education and Early Childhood Development, and Youth Pathways Consultants at each Regional Centre for Education and Conseil Scolaire Acadien Provincial.

Presentations dramatically increased (392%) from 2019-2020 with presentations in 33 schools to 920 students. In addition, 317 out-of-school youth and young adults attended presentations. NSAA posted regularly on social media channels and produced videos to promote three in-demand trades to students: Bricklayer, Machinist, and Cook.

Our Youth Partners	
Automotive Sector Council	
Conseil Scolaire Acadien Provincial	
Construction Association of Nova Scotia	
Education and Early Childhood Development	
Mi'kmaw Kina'matnewey	
Nova Scotia Construction Sector Council	
Nova Scotia Tourism Human Resource Council	
Regional Centres for Education	
Skills Canada Nova Scotia	
Techsploration	

## Becoming Inclusive

Becoming inclusive is an agency-wide effort starting with attracting more diverse youth to consider careers in the skilled trades. NSAA worked with our funded youth delivery partners to increase the number of participants from under-represented communities. For example, our Summer Youth Apprenticeship Program partners successfully engaged over 120 high school youth and employers to provide a five-week paid summer work experience in the skilled trades, with a focus on increasing the number of students from under-represented groups in the program. The following chart demonstrates the number of youth and diverse youth participants in the Summer Youth Apprenticeship Program.



PROGRAM	PARTNER	YOUTH	GENDER	DIVERSITY
Building Futures for Youth	Construction Association of Nova Scotia	76	62 male (82%) 13 female (17%) 1 non-binary (1%)	4 African NS (5%) 2 Indigenous (3%) 1 Newcomer (1%) 2 Persons with Disabilities (3%)
TestDrive	Automotive Sector Council	29	25 male (86%) 4 female (13%)	1 African NS (3%) 1 Indigenous (3%) 1 Newcomer (1%)
Serve It Up!	NS Human Tourism Human Resource Council	16	5 male (31%) 11 female (69%)	4 African NS (25%) 1 Indigenous (6%) 1 Visible Minority (6%)
Total	3 Partners	121	92 male (76%) 28 female (23%) 1 non-binary (1%)	9 African NS (7.4%) 4 Indigenous (3.3%) 2 Persons with Disabilities (1.7%) 1 Newcomer (1%) 1 Visible Minority (1%)

Other funded partners increased their effort in becoming inclusive and shared the following results:

### Techsploration reached over 900 young women.

- 18-20% Indigenous
- 12% Visible Minority
- 5% Non-Binary

### Skills Canada Nova Scotia reached over 3000 students.

Of the 228 provincial competitors:

- 66% male
- 24% female
- 1 % Non-binary
- Total of 19% Diverse representation

### The Nova Scotia Construction Sector Council reached 814 participants through the Trades Exhibition Hall and Mobile Construction Experience.

- 450 male (55%)
- 307 female (38%)
- 104 Non-Binary (13%)
- 89 Indigenous (11%)
- 31 Newcomers (4%)

## Partnering to Attract Talent in Machining

NSAA and NSCC embarked on a journey with the machining industry in 2018 that started with consultation to understand industry needs. This led to the creation of a Trade Advisory Committee in the Fall of 2019 to review the program, consider where CNC Machining fits, and improve promotion to youth. Today, Atlantic harmonization in the trade is underway, supporting a quality apprenticeship program across the region. NSAA worked with the industry to develop a youth video that is now available in schools and community groups and NSCC has moved on recommended changes to the core pre-employment program. This involved suspending the two-year machinist diploma and replacing it with a 1 + 1 model. Students will have the option of a one-year certificate program in Precision Machining with a pathway to employment or to a second-year program in CNC Machining. In addition, these programs will be available in the metro area in 2023, a long-term need expressed by industry.



# Supporting the Journey to Certification

At the heart of the journey to certification is the relationship between employers, supervising journeypersons and those learning the trade. The role of NSAA is to support the success of this relationship and provide quality trades programs, training opportunities, and learning resources needed to be successful as newly certified practitioners and throughout their careers.

## Apprentice Counselling Sessions

With restrictions on in-person meetings, NSAA set up online apprenticeship counselling sessions in which over 300 apprentices participated. Staff provided individualized online support in breakout rooms during these after-hour sessions. The consultants are typically paired with their own clients, and

feedback from the apprentices has been very positive. Common questions asked at the sessions have been incorporated into an updated FAQ on the NSAA website. These sessions will continue in the new year and expand to include employers and pre-apprentices.

## Meet Chyenne

From an early age, Chyenne McPherson knew she wanted to be a skilled tradesperson. She took a one-year millwright course while bartending and graduated at the top of her class but ended up taking a labouring job in western Canada. Then came the call she had been waiting for: an offer from the Department of National Defence of an apprenticeship at Halifax Dockyard. The job is like an automotive mechanic, only “working on a ship and with bigger equipment,” she says. McPherson spends most days in the antenna shop, installing, removing or repairing naval antennas and radars. She also works on the chillers that cool them.

After almost four years at Halifax Dockyard, McPherson is now a certified Red Seal Industrial Mechanic (Millwright). “I pay into a pension, I have great benefits, great vacation – stuff I didn’t have when I was bartending,” she says, likening the job to “winning the lottery.”

She’s still learning, enjoying the challenges that come her way and happy she decided to pursue a career as a skilled tradesperson. “Every time I go into work, I’m always there with a smile and I can’t say that about my past jobs. ...The trades just made me an overall happier person.”



*Chyenne MacPherson,  
Certified Industrial Mechanic  
(Millwright)*

## Learning Support Strategy

A learning support strategy is currently under development with support from an advisory team with representation from Autism Nova Scotia, Cognaissist, Cosmetology Association of Nova Scotia, Dartmouth Learning Network, Department of Labour, Skills and Immigration, East Hants Community Learning Association, IBEW 625, Literacy Nova Scotia, Mohawk College, and NSCC - Accessibility Services.

In the interim, NSAA is an active participant in the interprovincial Virtual Learning Strategist pilot hosted by New Brunswick which is entering a second three-year phase with funding from

Employment and Social Development Canada. To date, over 100 apprentices have been supported through the program of which 12 individuals achieved trade certification. Supports include access to assistive technology, study aids, test preparation, memory training, math upgrading, in-class interventions, and testing accommodation.

In addition, in support of the Learning Support Strategy, NSAA has a learning commons under development to be launched in 2023. The learning commons will be a one-stop location for resources that support the learning pathways of apprentices, journeypersons, and employers.



Connecting to Certification through EDAI

NSAA supports equity deserving organizations to connect trades practitioners to certification. Two key examples include the East Preston Empowerment Academy (EPEA) and the Immigrant Services Association of Nova Scotia (ISANS). NSAA works in partnership with EPEA to attract youth to the skilled trades and encourage adults who have significant experience in the trades to achieve certification through the Trade Qualifier process. Thirteen individuals have achieved certification through the collaboration. This year, we celebrate three individuals who achieved certification in the Concrete Finisher, Construction Electrician, and Truck and Transport Mechanic trades.

Nineteen newcomers participated in the Work-based Trades Practical Assessment program, a partnership of NSAA and ISANS. We celebrate three participants who achieved certification in the Automotive Service Technician, Construction Electrician, and Carpenter trades.



Olaoye Akinola Akanji from Nigeria, newly certified Carpenter, and participant in the Work-based Trades Practical Assessment program.

Trade Harmonization

NSAA continues to be an active participant in the harmonization of apprenticeship training in Red Seal trades, both at the Atlantic and national levels. At the national level, Nova Scotia industry representatives and instructors participated in workshops to develop and validate occupational standards and examination banks for 22 Red Seal trades.

At the Atlantic level, a new harmonized training program, including the development of curriculum, exam banks, and logbook was initiated for the Machinist trade. To facilitate the development of a harmonized program for the Oil Heat System Technician trade, Atlantic Trade Advisory Committee

(ATAC) members were recruited, and initial exam development began to prepare the banks for future ATAC work. As well, Atlantic exam banks for Construction Electrician and Industrial Electrician were updated to the most recent Canadian Electrical Code; and development and review work continued in many of the Phase 3 trades.

Harmonized programs were implemented in the 2021-2022 training year for Automotive Service Technician (level 3); Boilermaker (level 2); Heavy Duty Equipment Technician (level 2); Industrial Mechanic (Millwright) (level 3); Insulator (Heat & Frost) (level 1); Sprinkler Fitter (level 3); and Truck and Transport Mechanic (level 2).

Meet Apie

Apie N'Da is a Hairstylist who specializes in wig design. Her passion to become a hairstylist and design wigs was realized after giving birth and suffering from postpartum alopecia - a medical term for hair loss, or bald patches. "I wanted to come up with a solution to feel better and look better so I started playing with hair extensions and wigs," she said. "I couldn't find the right texture, or hair type. I was looking for something more and I couldn't find it on the market, so I just made one for myself." Apie said that she was pleased with what she had made and realized that she could help other people.

Apie enrolled as an apprentice through the Nova Scotia Apprenticeship Agency. "I was already playing with hair extensions and wigs, but I felt like I needed the practical training to have the actual expertise with hair," she said. "I reached out to the Cosmetology Association, and they referred me to the apprenticeship program where I learned from a master hairstylist and eventually became certified." Apie says that apprenticeship, along with great mentors, gave her the self confidence to start her own business. "I have mentors that I can reach out to or call on for support or advice. Apprenticeship has given me the confidence I needed to move my dream forward."



Apie N'Da, Certified Hairstylist

Atlantic Phases for Harmonization



Phase 1

- Bricklayer
- Plumber
- Cook
- Steamfitter-Pipefitter
- Welder
- Metal Fabricator
- Carpenter
- Construction Electrician
- Industrial Electrician
- Instrumentation and ControlTech



Phase 2

- Industrial Mech (Millwright)
- Auto Service Technician
- Sprinkler Fitter
- Boilermaker
- Truck and Transport Mechanic
- Heavy Duty Equipment Technician



Phase 3

- Insulator (Heat and Frost)
- Sheet Metal Worker
- Refrigeration and Air Conditioning Mechanic
- Powerline Technician
- Auto Body and Collision Technician
- Machinist
- Oil Heat System Technician



# Trade Development Chart 2021-2022

Significant progress was made across a number of trades in 2021-2022. The following chart provides details on the type of work that was undertaken by trade.

TRADE	ACTIVITIES
<b>Arborist</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> </ul>
<b>Agricultural Equipment Technician</b>	<ul style="list-style-type: none"> <li>Red Seal Occupational Standard Provincial Validation and Weighting</li> <li>Red Seal Exam Bank Workshop</li> </ul>
<b>Appliance Service Technician</b>	<ul style="list-style-type: none"> <li>Examination Rotation/Implementation</li> </ul>
<b>Architectural Sheet Metal Worker</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> <li>Industry Consultation</li> </ul>
<b>Auto Body and Collision Technician</b>	<ul style="list-style-type: none"> <li>Atlantic Trade Advisory Committee</li> <li>Atlantic Jurisdictional Exam Review (Levels 1 &amp; 2)</li> <li>Red Seal Exams Peer Review Workshop</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Automotive Service Technician</b>	<ul style="list-style-type: none"> <li>Phase 2 – New Harmonized Training and Exams Implementation – Level 3</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Baker</b>	<ul style="list-style-type: none"> <li>Two Examination Rotations/Implementations</li> </ul>
<b>Barber</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> <li>Industry Consultation</li> </ul>
<b>Black Beauty Culture Hair Innovator</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> <li>Industry Consultation</li> <li>Draft Provincial Occupational Standard Development</li> <li>Draft Curriculum Standard Development</li> </ul>
<b>Blaster</b>	<ul style="list-style-type: none"> <li>Review of Re-certification Training and Safety Courses</li> </ul>
<b>Boat Builder</b>	<ul style="list-style-type: none"> <li>Program Review (Apprenticeship Program)</li> </ul>
<b>Boilermaker</b>	<ul style="list-style-type: none"> <li>Phase 2 – New Harmonized Training and Exam Implementation – Level 2</li> <li>Examination Rotation/Implementation</li> </ul>

TRADE	DEVELOPMENT ACTIVITY
<b>Bricklayer</b>	<ul style="list-style-type: none"> <li>Red Seal Exam Editing Workshop</li> <li>Working Group Youth Project (Partnership with EECD)</li> <li>Promotional Youth Video</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Cabinetmaker</b>	<ul style="list-style-type: none"> <li>Red Seal Exam Bank Development</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Carpenter</b>	<ul style="list-style-type: none"> <li>Red Seal Occupational Standard Provincial Validation/ Weighting</li> <li>Red Seal Exam Bank Development</li> <li>Examination Rotation/Implementation</li> <li>Program Review (NSCC: Heritage Carpentry)</li> </ul>
<b>Communications Technician</b>	<ul style="list-style-type: none"> <li>Provincial Exam Development</li> </ul>
<b>Concrete Finisher</b>	<ul style="list-style-type: none"> <li>Examination Rotation/Implementation</li> </ul>
<b>Construction Electrician</b>	<ul style="list-style-type: none"> <li>Update Atlantic Exam Banks Levels 1-4 to 2021 code</li> <li>Development of Two Atlantic Level 1 Common Exams</li> <li>Red Seal Exam Bank Workshop (Host)</li> <li>Red Seal Exam Editing Workshop</li> <li>Three Examination Rotations/Implementations</li> </ul>
<b>Cook/Institutional Cook</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Designation of Institutional Cook</li> <li>Industry Consultation</li> <li>Red Seal Exam Peer Review Workshop</li> <li>Examination Rotation/Implementation</li> <li>Promotional Youth Video</li> </ul>
<b>Elevating Device Mechanic A/B</b>	<ul style="list-style-type: none"> <li>Nova Scotia Occupational Standard – Class A &amp; B</li> <li>Draft Curriculum Standard – Class A &amp; B – Level 1</li> <li>Provincial Certification Examination – Class A &amp; B</li> <li>Logbook Development</li> <li>Two Examination Rotations/Implementations</li> </ul>
<b>Farm Technician</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Program Development</li> <li>Nova Scotia Occupational Standard Development</li> <li>Exam Bank Development</li> <li>Logbook Development</li> <li>Examination Rotation/Implementation</li> <li>Technical Training Planned for 2022-2023 Academic Year</li> </ul>
<b>Forestry Machine Operator</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> </ul>



TRADE	DEVELOPMENT ACTIVITY
<b>Gasfitter A/B</b>	<ul style="list-style-type: none"> <li>Red Seal Exam Bank Development</li> <li>Program Review (NSCC: Gas Technician)</li> <li>Logbook Development - Class A and B</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Glazier</b>	<ul style="list-style-type: none"> <li>Draft Curriculum Standard Development</li> <li>Red Seal Exam Translation Workshop</li> <li>Examination Rotation/Implementation</li> <li>Technical Training Planned for 2022-2023 Academic Year</li> </ul>
<b>Hairstylist</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Apprenticeship Pilot</li> <li>Examination Rotation/Implementation</li> <li>Second Cohort of Participants in Apprenticeship Pilot</li> </ul>
<b>Heavy Duty Equipment Technician (HDET)</b>	<ul style="list-style-type: none"> <li>Red Seal Occupational Standard National Workshop</li> <li>Two Examination Rotations/Implementations</li> </ul>
<b>HDET/TTM/TTT</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Mandate Completed</li> </ul>
<b>Heavy Equipment Operator</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Apprenticeship/Pre-apprenticeship Program</li> <li>Program Review (NSCC: Heavy Equipment Operator)</li> </ul>
<b>Industrial Coatings Applicator</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> </ul>
<b>Industrial Electrician</b>	<ul style="list-style-type: none"> <li>Update Atlantic Exam Banks Levels 1-4 to 2021 code</li> <li>Development of Atlantic Level 1 Common Exams</li> <li>Red Seal Exam Bank Workshop</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Industrial Mechanic (Millwright)</b>	<ul style="list-style-type: none"> <li>Phase 2 - New Harmonized Training and Exams Implementation – Level 3</li> <li>Program Review (NSCC: Electro-Mechanical Technician)</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Instrumentation and Control Technician</b>	<ul style="list-style-type: none"> <li>Phase 1 - New Harmonized Training and Exams Implementation – Level 4</li> </ul>
<b>Insulator (Heat &amp; Frost)</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee - Application for Compulsory Designation</li> <li>Atlantic Trade Advisory Committee</li> <li>Atlantic Exam Development and Review – Levels 1-4</li> <li>Examination Rotation/Implementation</li> </ul>

TRADE	DEVELOPMENT ACTIVITY
<b>Landscape Horticulturist</b>	<ul style="list-style-type: none"> <li>Program Review (NSCC: Horticulture Landscape Technology)</li> <li>Examination Rotation/Implementation</li> <li>Trade Refresher</li> </ul>
<b>Machinist</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Apprentice/Pre-Apprenticeship Program</li> <li>Program Development (NSCC: Precision Machining Certificate)</li> <li>Atlantic Trade Advisory Committee</li> <li>Atlantic Curriculum Workshop</li> <li>Atlantic Exam Development</li> <li>Logbook Development</li> <li>Promotional Youth Video</li> </ul>
<b>Metal Fabricator (Fitter)</b>	<ul style="list-style-type: none"> <li>Red Seal Occupational Standard Provincial Validation and Weighting</li> <li>Red Seal Exam Bank Workshop</li> <li>Level Exam Review</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Mobile Crane Operator</b>	<ul style="list-style-type: none"> <li>Red Seal Exam Bank Workshop</li> </ul>
<b>Motorcycle Technician</b>	<ul style="list-style-type: none"> <li>Examination Rotation/Implementation</li> </ul>
<b>Non-Destructive Tester</b>	<ul style="list-style-type: none"> <li>Trade Advisory Committee – Trade Designation</li> <li>Industry consultation</li> </ul>
<b>Oil Heat System Technician</b>	<ul style="list-style-type: none"> <li>Atlantic Trade Advisory Committee - Recruitment</li> <li>Program Review (NSCC: Oil Heat Systems Technician)</li> <li>Exam Development Work with Subject Matter Expert in Preparation of Atlantic Exam Workshops</li> <li>Examination Rotation/Implementation</li> </ul>
<b>Painter and Decorator</b>	<ul style="list-style-type: none"> <li>Red Seal Occupational Standard Provincial Validation/Weighting</li> </ul>
<b>Parts Technician</b>	<ul style="list-style-type: none"> <li>Examination Rotation/Implementation</li> </ul>
<b>Plumber</b>	<ul style="list-style-type: none"> <li>Examination Review</li> <li>G7 Certification Process Review (Ongoing)</li> <li>Red Seal Occupational Standard National Workshop</li> <li>Examination Rotation/Implementation</li> </ul>



TRADE	DEVELOPMENT ACTIVITY
<b>Powerline Technician</b>	<ul style="list-style-type: none"> <li>• Program Review (NSCC: Utility Line Work)</li> <li>• Atlantic Trade Advisory Committee</li> <li>• Atlantic Examination Development</li> <li>• Logbook Development</li> </ul>
<b>Recreation Vehicle Service Technician</b>	<ul style="list-style-type: none"> <li>• Red Seal Occupational Standard Provincial Validation and Weighting</li> <li>• Red Seal Exam Bank Development</li> <li>• Examination Rotation/Implementation</li> </ul>
<b>Refrigeration and Air Conditioning Mechanic</b>	<ul style="list-style-type: none"> <li>• Program Review (NSCC: Refrigeration and Air Conditioning; Refrigeration and Air Conditioning – Geothermal; Building Systems Technician)</li> <li>• Atlantic Trade Advisory Committee</li> <li>• Atlantic Exam Development and Review</li> <li>• Examination Rotation/Implementation</li> </ul>
<b>Residential HVAC Installer</b>	<ul style="list-style-type: none"> <li>• Trade Advisory Committee – Trade Designation Application</li> </ul>
<b>Roofer</b>	<ul style="list-style-type: none"> <li>• Provincial Curriculum Development</li> <li>• Logbook Development</li> <li>• Provincial Level 1 Exam Development</li> <li>• Examination Rotation/Implementation</li> <li>• Technical Training Planned for 2022-2023 Academic Year</li> </ul>
<b>Sheet Metal Worker</b>	<ul style="list-style-type: none"> <li>• Atlantic Trade Advisory Committee</li> <li>• Atlantic Exam Development and Review</li> <li>• Examination Rotation/Implementation</li> </ul>
<b>Sprinkler Fitter</b>	<ul style="list-style-type: none"> <li>• Phase 2 - New Harmonized Training and Exams Implementation - Level 3</li> <li>• Atlantic Trade Advisory Committee</li> <li>• Examination Rotation/Implementation</li> </ul>
<b>Steamfitter/Pipefitter</b>	<ul style="list-style-type: none"> <li>• Red Seal Occupational Standard National Workshop</li> <li>• Red Seal Occupational Standard Provincial Validation and Weighting</li> <li>• G7 Certification Process Review (Ongoing)</li> <li>• Three Examination Rotations/Implementations</li> </ul>
<b>Tilesetter</b>	<ul style="list-style-type: none"> <li>• Examination Rotation/Implementation</li> </ul>

TRADE	DEVELOPMENT ACTIVITY
<b>Transport Trailer Technician (TTT)</b>	<ul style="list-style-type: none"> <li>• Red Seal Occupational Standard National Workshop</li> <li>• Red Seal Occupational Standard Provincial Validation/ Weighting</li> <li>• Trade Advisory Committee – Apprenticeship Pathway</li> <li>• Draft Curriculum Standard Development</li> <li>• Logbook Development</li> <li>• Examination Rotation/Implementation</li> <li>• Technical Training planned for 2022-2023 Academic Year</li> </ul>
<b>Truck and Transport Mechanic (TTM)</b>	<ul style="list-style-type: none"> <li>• Red Seal Occupational Standard National Workshop</li> <li>• Three Examination Rotations/Implementations</li> </ul>
<b>Welder</b>	<ul style="list-style-type: none"> <li>• Red Seal Exam Bank Workshop</li> <li>• Level Exam Review</li> <li>• Three Examination Rotations/Implementations</li> </ul>

**RS** – Red Seal  
**RSOS** – Red Seal Occupational Standard  
**NSOS** – Nova Scotia Occupational Standard  
**CCDA** – Canadian Council of Directors of Apprenticeship, responsible for the Red Seal Program  
**G7** – A license that enables certified Steamfitter/Pipefitters and Plumbers to install new, uncharged propane or natural gas piping systems of any size.



# Fostering a Culture of Workplace Learning

The defining element of apprenticeship is that the workplace becomes the primary classroom. When employers embrace their role as the primary trainer, the apprentices benefit more fully. NSAA aims to help employers make their workplace a learning place with structured program resources that support skills acquisition and healthy workplace environments in which to learn. The Agency undertakes actions to contribute to respectful workplaces that value and encourage the learning of all apprentices and journeypersons and strives to be a model of affirming workplace learning culture.

## Annual Industry Meeting

The Annual Industry Meeting - A Learning Workplace is a Healthy Workplace - took place on October 28, 2021, with over 160 individuals participating. NSAA launched the Agency's renewed equity, diversity, accessibility and inclusion framework, Building More Equitable Pathways II and introduced a new award, the Apprenticeship Ally Award of Excellence. The inaugural recipients of the award were Ryan Kidney, Director of Human Resources at Dexter Construction in Bedford, and Garnet Nagle, President of Nagle Refrigeration Limited in Dartmouth.

Also recognized at the event were the recipients of the Apprenticeship Award of Excellence, John Harding, Electrical Instructor at the Building Trades Advancement College and from Irving Shipbuilding Inc., Cathy Young, Senior Manager and Shawn McKillop, Development Leader. This year's Platinum Milestone Award recipients, presented to companies that have successfully completed 20 or more apprentices, went to MacKay's Truck and Trailer Centre, Dartmouth and Nova Scotia Power, Halifax.



*Carol Dayment, Moderator; Panelists: Frederick Crawley, Paul Pickering, Ellen Rhyno*



*Ryan Kidney, Dexter Construction – Apprenticeship Ally Award of Excellence*



*John Harding, Building Trades Advancement College - Apprenticeship Award of Excellence*



*Shawn McKillop and Cathy Young, Irving Shipbuilding Inc. – Apprenticeship Award of Excellence*

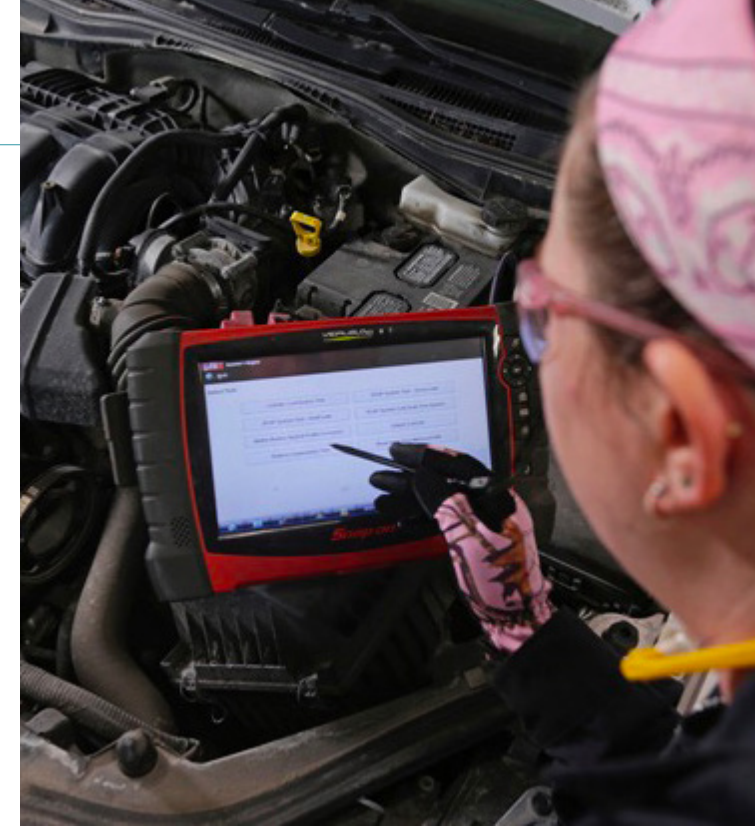


**Keynote speaker**

Ikechukwu Daniel Ohaegbu, Executive Director of the Atlantic Student Development Alliance, challenged the participants to recognize the impact of racism in the trades training system and encouraged partners to advance equality and inclusion. A panel discussion on *Fostering a Culture of Workplace Learning* was moderated by Board member Carol Dayment, Nova Scotia Power, and included Frederick Crawley, Journeyperson, A-Tech Welding; Ellen Rhyno, HR-People and Culture Director, Rhyno's Ltd; and Paul Pickering, Workplace Culture Program Coordinator, ISANS. Each panelist shared their personal experience with the apprenticeship system. 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.



*Ikechukwu Daniel Ohaegbu  
Keynote Speaker*



**Poirier Construction has a vision of an inclusive, safe, and welcoming work environment for tradeswomen and other equity deserving individuals.**

**Women in Trades**

A highlight for the Women in Trades office this year was the creation of a new resource for employers: *Mentoring Women Apprentices through Awareness and Understanding*, developed with support from Employment and Social Development. NSAA piloted the new 6-hour workshop with carpenter apprentices and journeypersons from Joey Poirier Construction based in Cheticamp, Nova Scotia.

Though there is good camaraderie among employees within the company, with one female carpenter apprentice working in the predominantly male environment and a new employee from the Syrian Arab Republic, the company owner recognized the need for education and meaningful discussion on diversity and inclusion to make their shared workplace safer, more welcoming, and inclusive of everyone.

The program uses videos, customized activities, and in-depth group discussions to grow awareness and education regarding unconscious bias, microaggressions, bullying and harassment, allyship and other topics. Joey Poirier's staff of 13 was highly engaged and fully participated in discussion and activities led by NSAA facilitators.

Mr. Poirier has a vision of an inclusive, safe, and welcoming work environment for tradeswomen and other equity deserving individuals as he grows his business and contributes to the rural skilled trades industry in Nova Scotia. It is this forward thinking and willingness to learn that will positively influence his workplace culture and support the allyship needed for sustained change.





## Meet Melissa

Like many high school graduates, Melissa Cooke wasn't sure what career path she wanted to take. She applied for the Nursing program at Dalhousie University, was accepted, and awarded a scholarship. However, two years into the program and working late nights as a bartender to help cover living expenses, she realized that she didn't want a career where she would have to work late nights. While sitting on a Metro bus, Melissa noticed an ad for Women Unlimited - a program that promotes the full participation of women in trades and technologies by allowing them to explore a variety of programs that are available through the Nova Scotia Community College. She liked the diversity that the plumbing trade had to offer and enrolled in the pipe trades program.

Melissa pursued the plumber trade as an apprentice and achieved her Red Seal Certificate of Qualification in August 2020. She credits a large part of her success to the mentors she met along the way. "I found a great support system and met a lot of amazing role models who helped me. I don't know if I would have made it without those connections," she said. When asked what advice she would give to a woman who is considering a career in a skilled trade, her response was, "Go for it...It's not going to be easy, but it's going to be rewarding."



Melissa Cooke  
Certified Plumber

## Trade Places

This year, NSAA started the development of an Inclusive Workplace Culture program. This program will initially enable learning outcomes regarding psychological safety to be infused into apprenticeship technical training. Further modules will be developed for journeypersons and employers that address outcomes focused on cultural and community specific learning and anti-racist education.

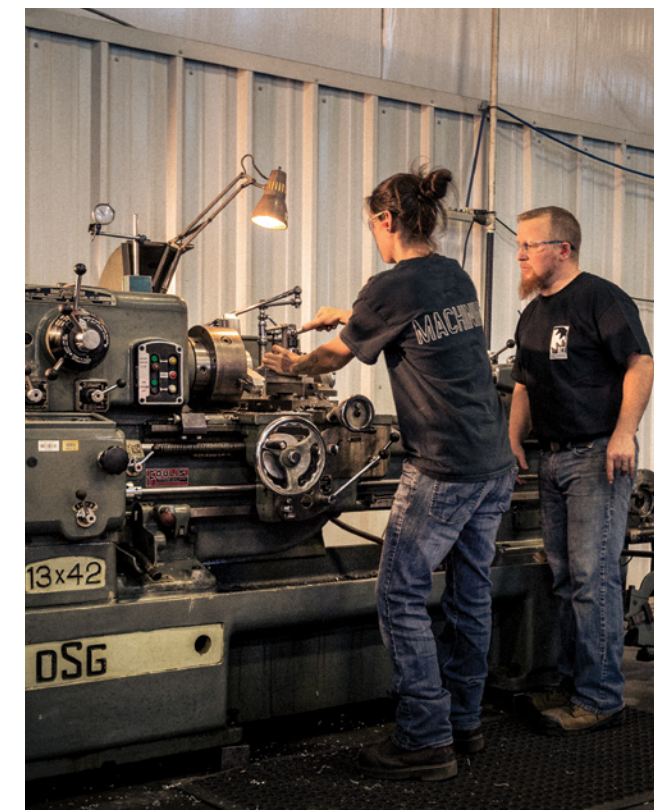
The Trade Places project has been put in place to support this development through video interviews and stories collected from diverse skilled trades workers that document their journey through apprenticeship and certification. A Media Library System has been developed to archive collected footage and organize information from storytellers. It is designed so that educators can easily access content, which includes the video interviews, audio files, and text transcripts.

## Resources for Employers

Through the Atlantic Trades Mentoring Project, NSAA will assist supervising journeypersons to strengthen the transfer of knowledge, skills, and behaviors to apprentices. Working in partnership with the Association of Industry Sector Councils (AISC) and the Atlantic Apprenticeship Council (AAC), NSAA led a consultation in order to gain front-line perspectives from technical training providers and intended audiences (apprentices, journeypersons, and employers). These discussions provided a better understanding of partner and participant needs at all levels and helped advance the creation of common goals, learning themes, and program criteria.

This year, the Apprenticeship Board approved the creation of a Cross-Sector Advisory Committee to develop recommendations to improve the development of workplace trade skills and ensure authentic logbook signoff of these skills. The committee will look at policies, procedures, training, marketing, and communications as possible solutions and provide its recommendations in the upcoming year.

The Apprenticeship START program was temporarily expanded to include employers in Sydney, Truro, and Halifax and enable employers who re-hire apprentices who were laid off during the pandemic to continue to receive START funding. Through the incentive program, \$4,250,000 was distributed in 2021-2022 to employers who hired, progressed, and completed their apprentices. As of March 2022, the employers of 498 apprentices benefited from the expansion, and as of March 31, 2022, there were 2021 active apprentices and 1671 employers participating in the program. Of the 2021 active apprentices, eight percent (8%) are women and twenty-five percent (25%) are from under-represented groups.



**\$4.25 M**

Distributed to employers who hired, progressed, and completed their apprentices.

**498**

Apprentices benefited from the expansion.





# Advancing the Value of Certification

NSAA works to instill pride and confidence in the skills of our certified trades workforce and encourage public investment decisions to incorporate the use of apprentices and certified tradespeople. We seek to grow the value of compliance by industry with an enforcement approach that is active, visible, and education-based. We believe that public valuing of trades certification leads to fair, safe, and equitable workplaces.

## Trade Certification

NSAA saw more value being placed on trade certification in the Ironworker trades which are in demand throughout the province on various infrastructure projects. In addition to apprenticeship, NSAA worked in partnership with the Ironworkers Union Local 752 to facilitate two trade refresher programs. As a result, there are now 41 more certified Ironworkers in either Reinforcing or Structural/Ornamental working in the province. With more certified tradespeople, there is more opportunity to train apprentices and support for this industry to expand and contribute to economic growth in Nova Scotia.



	Certified in Nova Scotia Prior to 2021	Active Apprentices	Apprenticeship Completed	Wrote Trade Qualifier 2021	Passed Trade Qualifier	Total Certified in 2021	Total Certified in NS
Ironworker – Reinforcing	79	29	8	17	15	23	102
Ironworker – Structural/Ornamental	67	25	8	12	10	18	85

## Atlantic Trades Business Seal

Interest in the Atlantic Trades Business Seal program continues to grow. As such the program has now been developed for online delivery to allow journeypersons across the Atlantic region to participate. The program has also been restructured to provide more flexibility for participants. Currently, participating journeypersons must complete five modules – Marketing and Sales, Operations Management, Business Planning, Financial Management, and Human Resources Management. During the year, NSAA worked with NSCC to develop a new module entitled Project Management in the Trades. This module will be piloted and implemented in late 2022.





Leveraging Public Procurement

In 2020, Government established the Cape Breton Infrastructure Initiative in which various targets were set, including 25% of trade hours to be worked by apprentices, of which 10% must be worked by apprentices from under-represented groups, and all trade professionals must be certified. Also included are provisions for equity, diversity, and inclusion in the entire workforce. Projects include Cape Breton Regional Hospital Expansion and various projects in industrial Cape Breton. The approach has also been extended to the QEII Hospital Renovation and Expansion and the Bayers Lake Community Outpatient Center (BLCOC). NSCC-Marconi Campus also adopted the targets. Together, these projects are creating jobs, supporting workforce training and

business development, increasing diversity in the workplace, and strengthening Nova Scotia's economic prospects.

In partnership with Workplace Initiatives, Labour, Skills and Immigration, over \$1 million in funding was provided to recruit apprentices and upgrade skills of certified journeypersons to respond to the infrastructure spending in Cape Breton. As work is carried out, meetings have been held with General Contractors and worksite visits conducted to ensure compliance. Through the next year, Government will be monitoring the results in Cape Breton and Halifax and will define additional opportunities in Nova Scotia to expand this initiative province-wide.

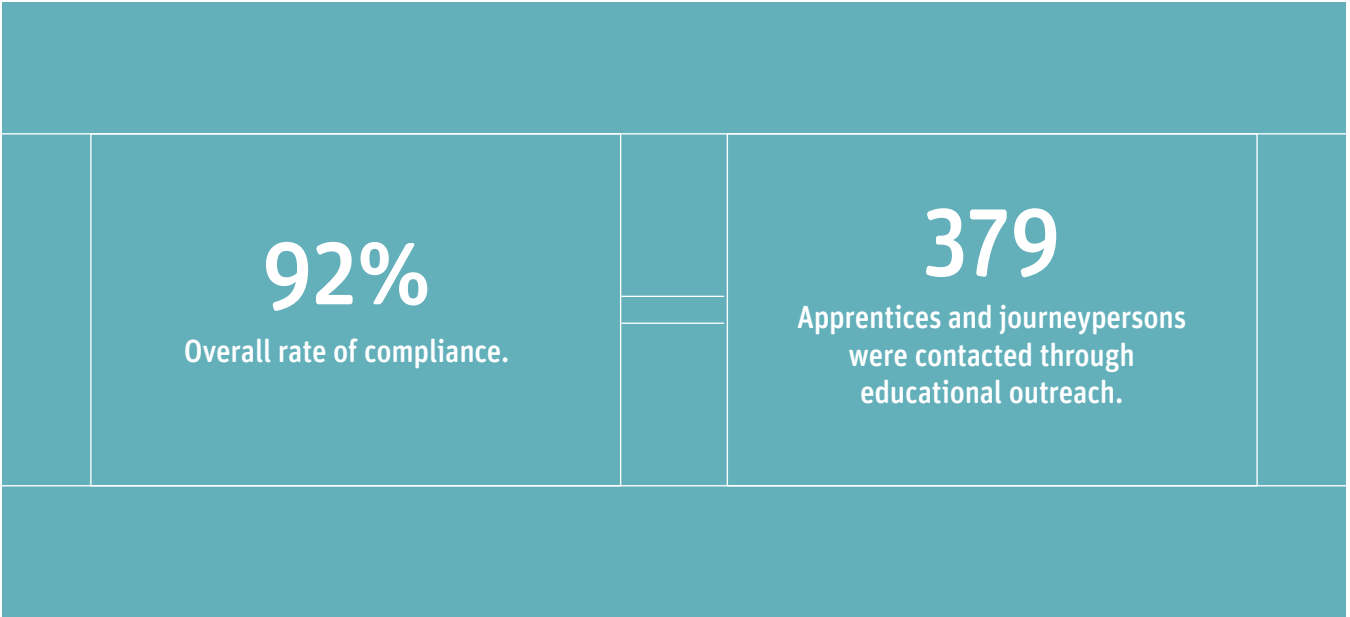
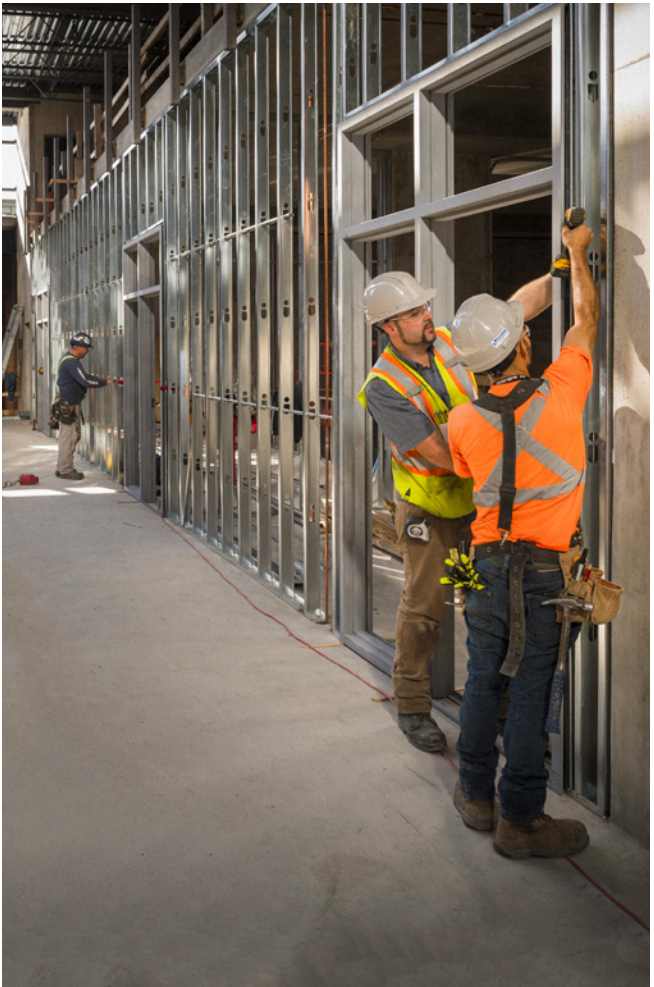


Focus on Enforcement

The Compliance and Enforcement Advisory Group, comprised of eight partners in compulsory trades, met quarterly to discuss maximizing enforcement resources. The group was instrumental in developing a new audit process and helped create a procedure for following up on cancelled apprentices, failed trade qualifiers and ratio variance approvals.

This year, the Compliance and Enforcement team conducted 664 inspections, 43 of which evolved from a complaint and the remaining being unannounced visits. The overall rate of compliance was 92%, similar to that of the previous year. This trend indicates that compliance and enforcement efforts are working. Officers issued 48 stop work orders, 10 warnings, and 5 summary offense tickets.

The team also carries out educational outreach when conducting inspections and as a result made contact with 379 apprentices and 759 journeypersons. In addition, compulsory trade classrooms at five NSCC campuses were provided presentations by the team.







# Measuring Success

## Key Indicators

The participation of apprentices and the number of certifications issued were significantly impacted in 2020-2021. However, the numbers have rebounded in 2021-2022.

## System Influence

The system will successfully influence the full continuum of trades training and regulation, including grades P-12, bridging programs, pre-apprenticeship, apprenticeship, post-journey training, and regulation.

MEASURE	2021-2022 RESULT	STATUS
Percentage of pre-apprentice graduates who register as apprentices in the compulsory trades	Ready in 2022-2023 year	The Agency began registering pre-apprentices in 2021.
Employer satisfaction with apprenticeship training	72.2%	The Satisfaction Survey is scheduled for Fall 2022.
Apprentice satisfaction with apprenticeship training	69.1%	The Satisfaction Survey is scheduled for Fall 2022.

## Employer Engagement

More employers will provide strategic direction to the system, hire more apprentices, and engage more purposefully in their training.

MEASURE	2021-2022 RESULT	STATUS
Net number of new employers in the apprenticeship system	1	Stable
Number of new employers in the apprenticeship system	235	Increase
Compliance rate	92%	Stable



Inclusiveness

The system will successfully attract and retain more individuals from diverse groups.

MEASURE	2021-2022 RESULT	STATUS
Percentage of apprentices who represent diverse populations	17.7%	Increase
Percentage of women in the apprenticeship system	8.4%	Increase
Percentage of certifications issued to diverse persons	9.8%	Increase
Percentage of certifications issued to women	5.6%	Increase

Successful Completion

The system will support apprentices to complete their training in a timely manner, gaining the depth and breadth of the skills employers need.

MEASURE	2021-2022 RESULT	STATUS
Average time to complete	4.1 years	Increase
Number of certifications issued	518	Increase
Current number of active apprentices in the system	7,351	Increase
Percentage of individuals who successfully pass certification examinations	69%	Stable

Labour Market Responsiveness

The system will optimize and grow the resources it needs to meet labour market needs.

MEASURE	2021-2022 RESULT	TARGET	STATUS
Progress on labour market demand - Motive Power Sector	Certifications issued since 2018: 647 (26%)	Certifications required 2026: 2469	Monitor
Progress on labour market demand - Construction Sector	Certifications issued since 2018: 1,177 (22%)	Certifications required 2026: 5283	Monitor
Progress on labour market demand - Service Sector	Certifications issued since 2018: 90 (4%)	Certifications required 2026: 2405	At-risk
Progress on labour market demand -Industrial/Manufacturing Sector	Certifications issued since 2018: 237 (20%)	Certifications required 2026: 1544	Monitor
Percentage of total programs reviewed	28.5%	N/A	Stable
Percentage of apprentices who applied and enrolled in technical training	99%	N/A	Stable



