

Nova Scotia Apprenticeship Board Annual Report 2013-14



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Message from the Chair

Dear Minister Regan,

I am very pleased to present this report on the activities, progress, accomplishments, and recommended future activities of the Nova Scotia Apprenticeship Board, covering the period of April 1, 2013, to March 31, 2014.

The Nova Scotia Apprenticeship Board has continued to be very active and participative. During this reporting period, the board held six meetings, hosted two apprenticeship celebration events, and was involved in the development and planning of the new special operating agency (SOA) for apprenticeship.

I was very pleased that board member Jack Wall and I were appointed to work with the Industry Advisory Panel and Reference Group to develop the plans for the agency. While the board has always had a mandate to engage and involve employers, the SOA will be structured to have this feature as an integral function of the apprenticeship and certification system. This will create a much closer connection between the trade industries, government, and the training providers. The result will provide an expanded role for the board with greater duties and powers. The establishment of a new agency also signals the completion of the terms of the current board members and a new board appointment structure.

The board has continued to engage industry primarily through various ad hoc advisory committees, the apprenticeship celebration events, strategic partnerships, the SOA implementation team, and

my continued involvement at the Atlantic and interprovincial levels. As the board's representative, I am a member of the Interprovincial Alliance of Apprenticeship Board Chairs, a director of the Canadian Apprenticeship Forum, and, along with the Director of Apprenticeship, a representative on the Canadian Council of Directors of Apprenticeship, and the Atlantic Apprenticeship Council. The benefits of these partnerships are invaluable to Nova Scotia in terms of cost savings for interprovincial products, promotion, collaboration, best practices, and the contributions of Nova Scotia to these organizations. One such Atlantic initiative we saw come to fruition was the launch of the Atlantic Trades Business Seal.

The apprenticeship system is continuing to expand and there are many challenges to face and opportunities to be explored. The new SOA is poised to take advantage of opportunities and meet the challenges. While there are a number of activities the current board will be recommending to be seen through to completion, we are very excited to see such significant changes to improve and provide for positive expansion to the system.

On behalf of the Nova Scotia Apprenticeship Board, I would like to thank you for your support of our work, the industries we represent, and the Apprenticeship Training Division.

Norm Kemp, Chair
Nova Scotia Apprenticeship Board

Executive Summary



In 2013–14, the Nova Scotia Apprenticeship Board continued to be a very busy and active board representing the voice of industry to the Minister of Labour and Advanced Education in a number of ways.

Review of the apprenticeship system

There has been a great deal of progress since government, in collaboration with the board, conducted a review of the apprenticeship system, which included public consultations across the province to identify opportunities for improvement. Feedback revealed that further information was required regarding employer participation in the system. As a result, an advisory panel and reference group were established to obtain input on enhancing employer engagement within the apprenticeship system. Jack Wall, an Apprenticeship Board member and a representative of the Sheet Metal Workers International Association, Local 56, Cape Breton, is an active participant on the panel, and Norm Kemp, the Apprenticeship Board chair, were appointed to participate in the reference group.

The advisory panel and reference group made recommendations to the Minister of Labour and Advanced Education, including a recommendation to establish a new special operating agency for apprenticeship in Nova Scotia. This recommendation was accepted. A discussion paper was developed to solicit input from the public and apprenticeship stakeholders. An industry briefing was also held in February 2014 to further inform industry of the development of the agency and the plans for implementation.

One new trade designation application received

An application to designate Automotive Insurance Appraiser as a trade was received on March 24, 2014, from the Automotive Sector Council of Nova Scotia on behalf of the Automotive Insurance Appraisers Association of Nova Scotia. This application will be forwarded to the board of the new agency for their review and follow-up.

Regulations approved

Regulations were approved by orders-in-council for five trades during the 2013/14 fiscal year.

- Boat Builder – approved June 25, 2013
- Ironworker (Generalist) – approved June 18, 2013
- Ironworker (Reinforcing) – approved June 18, 2013
- Ironworker (Structural/Ornamental) – approved June 18, 2013
- Metal Fabricator (Fitter) – approved January 21, 2014

Industry ad hoc advisory committees

The board established or continued to support the following committees:

- Carpenter – to address a compulsory certified trade application
- Cook – to address a request from industry to revise the trade regulation
- Sheet Metal Worker – to address a compulsory certified trade application
- Truck and Transport Mechanic – to revise an existing trade regulation

Apprenticeship celebration events

The Nova Scotia Apprenticeship Board hosted two celebration events to recognize those who have completed apprenticeship training and received a certificate of qualification. These two events recognized over 600 newly certified journeypersons in 29 trades. The events were held in Digby and Dartmouth.

Employer engagement activities

Atlantic and pan-Canadian partnerships

The board contributes to the work of the Atlantic Apprenticeship Council, the Canadian Apprenticeship Forum, the Interprovincial Alliance of Apprenticeship Board Chairs, and the Canadian Council of Directors of Apprenticeship. It also collaborates with New Brunswick in working on the Partnership Agreement on Regulation and the Economy.

Promoting the trades

The board works with partner groups such as Techsploration, Skills Canada–Nova Scotia, and the Aboriginal Apprenticeship Committee to promote the trades and diversity within the trades.

Looking ahead to 2014–15

Nova Scotia's new agency for apprenticeship training is under development and is expected to be established in July 2014. A new apprenticeship board will be established and the current board will transition its work to the new entity. The new board will be responsible for its own work plan and strategic direction. The board is recommending that a number of activities currently underway be incorporated into that work plan, including a review of numerous trade regulations, and consideration of industry recommendations on compulsory certification for carpentry.



Background Information

The Nova Scotia Apprenticeship Board is the voice of industry to the Minister of Labour and Advanced Education. The board is appointed by the minister from industries involved in the trades. It is a non-adjudicative board consisting of employers and employees, members-at-large, certified journeypersons, a registered apprentice, and a representative from a provider of apprenticeship technical training. The members are volunteers from all regions of the province who dedicate time, energy, and passion to the maintenance and improvement of the apprenticeship training system in Nova Scotia.

Apprenticeship and Trades Qualifications Act

The authority for the board and the apprenticeship training and certification system is the *Apprenticeship and Trades Qualifications Act (2003)* and general regulations. The act provides for the existence of the board, its composition, duties, meetings, and establishment of ad hoc (industry) advisory committees of the board, as well as the establishment of trades and trade-specific regulations.

Minister of Labour and Advanced Education

The apprenticeship training and trades certification system in Nova Scotia relies on input and feedback from industry, which is administered by the Apprenticeship Training Division of the Department of Labour and Advanced Education under the general supervision and management of the minister.

The board is a multi-trade board that represents broad sections of various industries involved in apprenticeship training. In order to provide trade-specific advice to the minister, the board establishes ad hoc advisory committees (AHACs) from specific trades. The AHAC members consult with the larger industry in their respective trade to ensure any advice benefits the trade and meets with the approval of industry. The board receives advice from the AHACs and advises the minister. In this way, the system remains current and relevant to those it serves.



Apprenticeship Training Division

Apprenticeship Training is a division of the Department of Labour and Advanced Education. Staff within the division work closely with the Nova Scotia Apprenticeship Board. The administrator of the board and the secretary to the board are both employees of the Apprenticeship Training Division. The director attends all board meetings and reports on the activities of the division. Staff of the department also attend ad hoc advisory committee meetings in an ex officio capacity in order to provide information on service delivery and regulations.

Nova Scotia Apprenticeship Board



Mandate

The Nova Scotia Apprenticeship Board is primarily responsible for advising the minister on all matters concerning the apprenticeship system. It is considered to be the fundamental link between government, business, and industry. Specifically, it is responsible for recommending the designation of new trades and occupations in Nova Scotia, and plays a key role in promoting the benefits of apprenticeship throughout the province.

Terms of Reference

The board operates under the auspices of the *Apprenticeship and Trades Qualifications Act (2003)* and general regulations. The act and regulations lay out the form, duties, and powers of the board as they relate to the apprenticeship system in Nova Scotia.

Duties of the Board

The Nova Scotia Apprenticeship Board has the responsibility to

- recommend to the minister whether a trade is appropriate as a designated trade and whether a designated trade is appropriate to be specified as a compulsory certified trade
- review, consider, and make recommendations on any matters relating to the apprenticeship system when requested by the minister
- report to the minister
- advise the minister on matters relating to the suitability of the apprenticeship system as a means for training apprentices and journey-persons to meet the labour market needs of the province
- assist in promoting the benefits of apprenticeship throughout the province
- consider recommendations made by an ad hoc advisory committee
- submit an annual report to the minister and make recommendations on the distribution of the annual report
- perform such other duties as are prescribed in the regulations

Powers of the Board

The Nova Scotia Apprenticeship Board has the power to

- examine and research any and all matters relating to the apprenticeship system, and advise the minister on these matters
- conduct discussions with employers, apprentices, and journeypersons regarding matters pertaining to the apprenticeship system
- organize forums to identify trades that may be eligible for designation, and determine the suitability of current designated trades with respect to labour market needs
- assist in the development and revision of trade regulations, in conjunction with the director and business and labour
- appoint a committee to act in an ad hoc advisory capacity to the board concerning matters of the apprenticeship system, in consultation with the director

Operating Guidelines

The Nova Scotia Apprenticeship Board strives to collaborate with industry, training providers, and the Apprenticeship Training Division to

- increase the number of persons entering and completing an apprenticeship program
- enhance the apprenticeship system to meet or exceed industry and labour market objectives
- ensure that the legislative framework remains relevant to all stakeholders
- develop and implement strategies designed to increase industry participation in the apprenticeship system
- resolve disputes in a fair and objective manner

- engage in strategies designed to promote and encourage youth and life-long learners to participate in the apprenticeship system
- increase participation of under-represented groups in the apprenticeship system

Board Members

As of March 31, 2014, the members of the board were

Members-at-large

Norm Kemp (Journeyperson)(Board chair)
Bill Carroll (Vice-chair)
Louis Joe Bernard

Employer Representatives

Steven Stoddart (Journeyperson)
Donna Bonner (Journeyperson)
Paul Price (Journeyperson)
Lorne MacKinnon (Journeyperson)

Employee Representatives

Tori Munroe
Greg Pope (Journeyperson)
Jack Wall (Journeyperson)

Training Provider Representative

Roy MacNeil (Journeyperson)

Director of Apprenticeship

Joe Rudderham

Administrator of the Board

Dale Crawford

Administrative Assistant to the Board

Kelly Leights

Major Activities and Accomplishments (2013–14)



Apprenticeship System Review: New Special Operating Agency for Apprenticeship

The apprenticeship system has been under review since 2011. Thanks to the intense engagement of industry stakeholders who have served either on the minister's panel, reference group, and/or implementation team, a path has emerged. This new path is defined initially and most substantively by the creation of a special operating agency for apprenticeship. The agency is under development now and is expected to be established in July 2014. The agency will provide the strategic leadership and strong underpinnings needed to achieve an industry-led, industry-driven apprenticeship system reinvigorated with greater employer participation.

What will be new?

- The agency board will be nominated by industry representatives and report directly to the Minister of Labour and Advanced Education.
- A reimagined network of trade committees will have broader mandates to consider long-term human resource plans, trades training development and delivery across the system, system capacity and quality, student/apprentice readiness and success, and the employer engagement needs at a trade level; and will be making recommendations for change to both government and the Nova Scotia Community College (NSCC).
- Strategic/business plans and performance reports will require the agency board to engage and be accountable to stakeholders.
- Existing resources will be reallocated across the trades training system to improve employer relevancy and keep apprentices moving through the system.
- New supports will be created to engage employers and grow new apprenticeship opportunities.
- A new website will provide improved access to services for registrations, updating information, course enrolments, ordering materials, applying for award trust grants, and applying for variances and other permissions from the agency.

An implementation team has been working to put key elements of the new agency in place. In February 2014, over 180 industry and government representatives participated in a briefing to hear about the changes that are underway. Industry updates have also been provided throughout the process to keep industry informed. A discussion paper on the new agency was released for comment. Results will help to inform the new strategic plan for the agency.

A CEO and new board will be recruited and appointed. The agency is expected to be in place in July, with a larger rollout to industry in September.

A series of industry meetings are planned for the summer and fall of 2014. These meetings will take place across the province to keep industry informed of changes to the system.

New Trade Regulations

The Nova Scotia Apprenticeship Board continues to work with industry to review and revise trade regulations to ensure that they remain current and relevant to the industry that they serve. The following trade regulations were passed by an order-in-council within the reporting period:

Boat Builder

- Industry committee established in January 2007
- Committee developed a new regulation
- Industry consultation conducted in June 2007
- Nova Scotia Apprenticeship Board recommended new regulation on September 19, 2007
- New regulation contained
 - clear and detailed definition of trade
 - term of apprenticeship
 - wage schedule for apprentices
 - ratio of journeypersons to apprentices

- period of employment prescribed as a criterion for challenging the certification examination as a trade qualifier
- Passed by order-in-council on June 25, 2013

Ironworker (Generalist); Ironworker (Reinforcing); Ironworker (Structural/Ornamental)

- Industry committee established in June 2007
- Committee reviewed application for trade designation and developed a new regulation
- The Canadian Council of Directors of Apprenticeship designated two new Ironworker trades: Ironworker (Reinforcing) and Ironworker (Structural/Ornamental)
- Committee revised the Ironworker (Generalist) regulation and created new regulations for Ironworker (Reinforcing) and Ironworker (Structural/Ornamental)
- Nova Scotia Apprenticeship Board recommended new regulation on January 16, 2008
- New regulation contained
 - clear and detailed definition of each trade
 - the establishment of Ironworker (Generalist) for certification only
 - term of apprenticeship for Ironworker (Reinforcing) and Ironworker (Structural/Ornamental)
 - period of employment prescribed as a criterion for challenging the certification examination as a trade qualifier
- Passed by order-in-council on June 18, 2013

Metal Fabricator (Fitter)

- Industry committee established in May 2010
- Committee revised the regulation
- Industry consultation conducted in May 2010
- Representatives of the Metal Fabricator, Boilermaker, and Ironworker trades were further consulted in May 2013 to ensure crossover work between trades was accurate and reflective
- New regulation contained
 - clear and detailed definition of trade
 - a revised term of apprenticeship
 - a revised wage schedule for apprentices
 - a revised ratio of journeypersons to apprentices
 - a revised period of employment prescribed as a criterion for challenging the certification examination as a trade qualifier
- Passed by order-in-council on January 21, 2014

General Regulations

The *Apprenticeship and Trades Qualifications Act (2003)* and general regulations state the minimum ratio of apprentices to journeypersons in a designated trade, unless it is otherwise indicated in a specific trade regulation. The regulations did not, however, provide for any terms or conditions in stating the ratio in a specific trade regulation.

In order to provide flexibility for the ratio in a trade regulation, the general regulations were amended as follows:

“An employer must maintain a minimum ratio of one journeyperson to each apprentice in a designated trade, unless otherwise indicated in the trade regulations for that designated trade, and subject to any additional terms and conditions pertaining to journeypersons and apprentices that may be set out in the trade regulations.”

This amendment was passed by an order-in-council on January 21, 2014. This amendment allowed for changes to the ratio of journeypersons to apprentices in the Metal Fabrication trade regulations. Changes to these trade regulations increased the ratio from 1:1 to 1:3 with a requirement that the third apprentice be in his or her final year.

Consulting and Working with Employers and Industry

Ad Hoc Advisory Committees

Carpenter

An application to specify the Carpenter trade as a compulsory certified trade was received by the board.

The board established an ad hoc advisory committee to review the application and make recommendations. The following is a list of the committee members:

Name	Affiliation
Greg MacDonald	Nova Scotia Road Builders Association
Peter Greer	Professional Carpentry Guild of Nova Scotia
Greg Cole (Chair)	Business owner
Paul Pettipas	Nova Scotia Home Builders' Association
Ben Stokdijk	Lindsay Construction
Alex Arsenault	Carpenter Union Local 1588
Gregg Surette	NSCC
Support Members (non-voting)	
Donna Bonner	Nova Scotia Apprenticeship Board
Dale Crawford	Apprenticeship Training Division
Kelly Leights	Apprenticeship Training Division
Mark Canton	Apprenticeship Training Division

The committee plans to conduct a consultation on the specialization of the Carpenter trade in 2014–15 after the agency has been established.

Cook

The Cook trade regulations were previously reviewed and approved by an order-in-council in October 2009.

The board established an ad hoc advisory committee in 2012 for the Cook trade to review the trade regulation and make recommendations. The following is a list of the committee members:

Name	Affiliation
Sylvain Simard	World Trade and Convention Centre
Luciano Radelich	Aramark Canada Ltd.
Raj Gupta	The Westin Nova Scotian
Wayne Parkington	Holiday Inn Hotel & Conference Centre, Truro
Alan Crosby	White Point Beach Resort
Don Walker	Grafton Connor Group
Support Members (non-voting)	
Robert Dowden	NSCC Culinary Arts Program
Dale Crawford	Apprenticeship Training Division
Richard Sharpe	Apprenticeship Training Division

The committee has made revisions to the trade regulation and has plans to conduct a broad industry consultation in 2014.

Sheet Metal Worker

An application to specify the Sheet Metal Worker trade as a compulsory certified trade was received by the board.

The board established an ad hoc advisory committee in 2010 to review the application and make recommendations. The committee consists of the following members:

Name	Affiliation
Randall Pinfold (Chair)	Sheet Metal Workers & Roofers Local 56
Peter Caines	Sheet Metal Workers & Roofers Local 56
Robert Corlett	J. C. Mechanical Contractors Ltd.
Heather Cruickshanks	L. E. Cruickshanks Sheet Metal Ltd.
Stephen Davidson	Western Plumbing & Heating Ltd.
Kirk Himmelman	Himmelman Contractors Limited
Support Members (non-voting)	
Craig Hard	NSCC instructor
Jack Wall	Nova Scotia Apprenticeship Board
Dale Crawford	Apprenticeship Training Division
Richard Sharpe	Apprenticeship Training Division
Mark Canton	Apprenticeship Training Division
Don Adams	Apprenticeship Training Division

The board has made a recommendation to the minister that the trade be made compulsory certified and it is anticipated that a decision will be made in 2014.

Truck and Transport Mechanic

The board established an ad hoc advisory committee in 2011 to review existing trade regulations and make recommendations. The following is a list of the committee members:

Name	Affiliation
Garth MacBride	Silvers' Garage (2008) Ltd.
Jim Perry	MacKay's Truck & Trailer Center
Kevin Swan	Parts for Trucks Inc.
Doug Dickie	Nova Enterprises Limited
David Rossiter	Nova Enterprises Limited
Support Members (non-voting)	
Paul Price	Nova Scotia Apprenticeship Board
Dale Crawford	Apprenticeship Training Division
Mark Canton	Apprenticeship Training Division
David Mazerall	Apprenticeship Training Division

The committee has proposed changes to the trade regulation and plans to conduct an industry consultation in 2014.

Trade Regulations in Process

The ad hoc advisory committees for the following trades have completed their work and the proposed trade regulations remain in process as of March 31, 2014:

- Automotive Service Technician
- Bricklayer (on hold as it is being addressed under the Atlantic Workforce Partnership)
- Construction Electrician (on hold as there are discussions with Technical Safety)
- Sprinkler System Installer
- Welder (awaiting decision on practical exam from Canadian Council of Directors of Apprenticeship)
- Sheet Metal Worker

Attracting Youth to Apprenticeship Training and the Trades

The Apprenticeship Training Division employs a youth apprenticeship coordinator to promote the skilled trades and apprenticeship to youth ages 16 to 19 years, and to provide information on apprenticeship training and trades certification.

A youth initiative called the WORKIT Youth Apprenticeship, which aims to attract more youth to career opportunities in the skilled trades, was launched in 2005. The WORKIT model introduces youth to career exploration and experiences in the trades and assists them in navigating the apprenticeship training system. The initiative includes

- a youth-friendly website (www.workitns.ca) targeted at youth, parents, educators, and employers
- various brochures and publications focused on different target groups
- presentations and professional development for youth, educators, parents, and community groups
- funding for school boards and First Nations schools across the province

Additionally, WORKIT grant funding has been made available to all eight regional school boards since 2005. Mi'kmaw Kina'matnewey schools have been receiving funding since 2010. This annual funding is intended to increase awareness and opportunities for junior and senior high school students to explore careers in the skilled trades.

The Apprenticeship Training Division is also the primary funder of two youth initiatives to promote the trades to youth in high school: Building Futures for Youth, and Test Drive: Automotive Career Exploration for Youth. The Building Futures for Youth program began as a pilot in 2008 in the Halifax Regional School Board, and has since expanded to all eight regional school boards. The Test Drive program began as a pilot program in the 2012–13 in the Halifax Regional School Board and has now become a regular initiative. The youth apprenticeship coordinator is involved in both initiatives.

The Nova Scotia Apprenticeship Board continues to work with organizations such as Techsploration and Skills Canada–Nova Scotia to promote the skilled trades to young women and men. We believe these partnerships are essential in being able to reach out to Nova Scotia youth and their career influencers.



Apprenticeship Celebration Events



Earning a certificate of qualification and becoming a journeyperson is a significant achievement for an apprentice. Every spring and fall the Nova Scotia Apprenticeship Board holds apprenticeship celebration events to recognize the hard work of apprentices who have successfully completed apprenticeship training and attained their certificates of qualification. The events are sponsored by industry and union organizations, demonstrating their support for and commitment to Nova Scotia's apprenticeship system.

Events held in 2013–14 recognized approximately 620 newly certified journeypersons, who completed apprenticeship training in 30 trades. Awards were also handed out for Mentor/Coach and Apprentice of the Year.

May 2013 – Digby

Approximately 110 people attended the apprenticeship celebration event held at the Digby Pines Resort on May 25, 2013.

Sandra McKenzie, deputy minister of the Department of Labour and Advanced Education, brought greetings from the province. Bruce Tawse, vice president Academic, brought greetings from the Nova Scotia Community College.


Norm Kemp, Apprenticeship Board chair, offered opening remarks and greetings from the Nova Scotia Apprenticeship Board. Joe Rudderham, director of Apprenticeship Training, was also in attendance.

The guest speaker for the evening was Blair Richardson, a construction electrician and owner of George P. King Contracting Ltd. Steven Stoddart presented the Mentor/Coach Award of Excellence to Gerald Cormier, a construction electrician who was nominated by his apprentice, William Brewer. The recipient of the Apprentice Award of Excellence was Dustyn Rice, a carpenter of G.S. Rice Contracting of Bridgetown. Dustyn was nominated by Gregory Rice.

November 2013 – Dartmouth

Approximately 310 people attended the apprenticeship celebration event held at Holiday Inn Harbourview in Dartmouth on November 9, 2013.

John Somers, senior executive director with Labour and Advanced Education, delivered opening remarks. Messages of congratulations were also delivered by Premier Stephen McNeil and Kelly Regan, minister of Labour and Advanced Education, via video.



Norm Kemp, Apprenticeship Board chair; Don Bureaux, president of the Nova Scotia Community College; and Joe Rudderham, director of Apprenticeship Training each congratulated the new journeypersons.

Lorne MacKinnon presented the Mentor/Coach Award of Excellence to Elizabeth Cummings, a certified construction and industrial electrician with Irving Shipbuilding Inc. Elizabeth was nominated by her apprentice, Shannon Sampson. Ms. Cummings received the Apprentice Award of Excellence in 2009. Lorne also presented the Apprentice Award of Excellence to Ryan MacDonald, a newly certified industrial mechanic (millwright) with the Millwrights & Machine Erectors Local 1178. Ryan was nominated by Armand Lorge, Ian MacIsaac, and Ron MacPhee.

Interjurisdictional Collaboration



Interprovincial Alliance of Apprenticeship Board Chairs (IPA)

The IPA is a committee of apprenticeship board chairs from each of the provinces and territories. The chair of Nova Scotia's Apprenticeship Board, Norm Kemp, represents the province at the regular IPA meetings. The mandate of the committee is to foster interprovincial co-operation in industry training by facilitating dialogue and liaising between apprenticeship, trade certification, and workplace training systems in provinces and territories.

Canadian Apprenticeship Forum (CAF)

As a member of the IPA, Norm Kemp is a director of the Canadian Apprenticeship Forum. The mission of the forum is to influence pan-Canadian apprenticeship strategies through research, discussions, and collaboration with the apprenticeship community and to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, productive, inclusive, and mobile labour force.

Atlantic Apprenticeship Council (AAC)

The Atlantic Apprenticeship Council is comprised of apprenticeship board chairs, the directors of apprenticeship from each of the Atlantic Provinces, as well as an official from the Council of Atlantic Ministers of Education and Training Secretariat, who is assigned to work with the committee. The mandate of the council is to encourage the standardization and harmonization of apprenticeship training and certification programs and to provide greater mobility across Atlantic Canada for skilled workers.

Atlantic Trades Business Seal Program

One of the strategies developed by the Atlantic Apprenticeship Council is the implementation of an Atlantic-wide program to strengthen business competencies leading towards a recognized and accredited business competency endorsement. This initiative focuses on assisting journeypersons in acquiring and cultivating necessary business competencies. It is believed the encouragement and advancement of commercial skills will ultimately lead to increased professional development, effective succession planning, and greater regional mobility.

The province joined the federal government in May 2013 to announce the Atlantic Trades Business Seal Program.

Through this program, tradespeople will now be able to supplement their trade certification with business credentials to assist them in their own entrepreneurial initiatives or move into managerial roles within an existing company.

As a recognized standard throughout Atlantic Canada, the Atlantic Trades Business Seal will complement the Red Seal endorsement, which is accepted across Canada as an industry standard of excellence for the skilled trades.

The Atlantic Trades Business Seal Program is being offered in five colleges across Atlantic Canada, including Nova Scotia Community College, New Brunswick Community College and Collège communautaire du Nouveau-Brunswick, College of the North Atlantic in Newfoundland and Labrador, and Holland College on Prince Edward Island.

To achieve the business seal, program participants are required to complete 150 hours of study in operations management, business planning, marketing and sales, financial management, and human resource management.

The program offers many advantages, such as encouraging formal learning and training beyond the trade certificate, presenting new career opportunities by promoting the successful start-up and growth of trades-related businesses, and providing a common recognized standard so businesses can identify individuals with the skills to manage or take over a business. The program also contributes to greater worker mobility in the Atlantic region and provides apprentices with more opportunities, which will help efforts to attract more young people to the skilled trades.

The province is investing \$40,000 in the program, while the federal government is contributing \$100,236.

The Atlantic Apprenticeship Council is leading this initiative. The council encourages the standardization of apprenticeship training and certification

programs that provide greater mobility across Atlantic Canada for skilled workers. The council is made up of apprenticeship directors and apprenticeship board chairs of the four Atlantic provinces and works under the Atlantic Workforce Partnership framework.

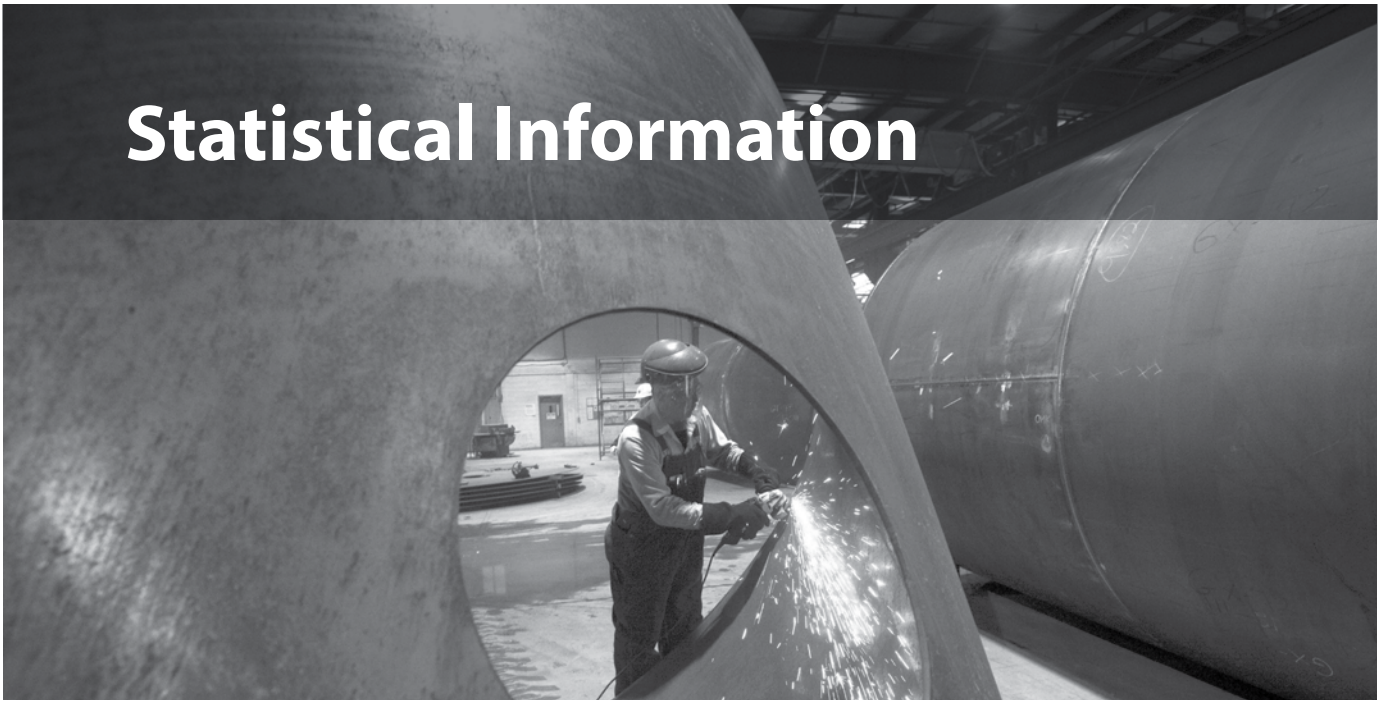
Canadian Council of Directors of Apprenticeship (CCDA)

The mission of the Canadian Council of Directors of Apprenticeship is to provide a forum for interjurisdictional collaboration that facilitates the development of a certified, highly skilled, and mobile trades workforce. It is responsible for the management of the Interprovincial Standards Red Seal Program. The Director of Apprenticeship serves as a member of the CCDA. The Nova Scotia Apprenticeship Board Chair, Norm Kemp, participates at the meetings as an IPA non-voting member to ensure the CCDA receives industry input.

The CCDA continues to be very active and is moving forward with its research agenda. Norm Kemp and the Senior Policy Analyst from the Apprenticeship Training Division, Alan Brown, are members of the CCDA Research Committee. The work of this committee has the potential to significantly enhance the apprenticeship examination and standards process.

Lorraine Coulombe, of the Apprenticeship Training Division, was appointed chair of CCDA's Interprovincial Standards and Examination Committee (ISEC) in 2012. ISEC has been referred to as "the engine room" of the CCDA, as it is responsible for the ongoing development and maintenance of Red Seal standards and the interprovincial examinations based on those standards, in addition to overseeing the development of interprovincial program guides.

Statistical Information



Statistical information on apprenticeship registrations, training, and certification is collected by the Apprenticeship Training Division of the Department of Labour and Advanced Education using the Apprenticeship and Certification Information System. The information below provides a brief snapshot of the number of trades, registered apprentices, and certifications issued. It demonstrates the growing numbers of trades, apprentices, and employers that are training apprentices.

Apprenticeship Registration and Trade Certification Information

As of March 31, 2014, there were 6023 active apprentices in our system, an increase of 2 per cent from last year (5916).

The chart on the following page compares the apprenticeship training and trades certification statistics over a five-year period.

Trends at a glance

The total number of active apprentices (6023) is the highest it has been in this five-year period. In fact, it is the highest it has been in over a decade.

The number of examinations administered dramatically increased 28 per cent from the previous year.

The number of certification examinations written by apprentices dramatically increased 49 per cent from the previous year.

	2009–10	2010–11	2011–12	2012–13	2013–14
Designated trades	65	65	65	66	66
Compulsory certified trades	12	12	12	12	12
Active apprentices	5045	5363	5657	5916	6023
Participating employers	2297	2811	3096	2716	1749
Certificates of Qualification issued this year	984	867	966	976	932
Red Seals issued this year	784	802	813	833	833
Certificates of Qualification renewed this year	1972	1679	1670	2434	2300
New apprentices registered	1350	1434	1384	1586	1533
Youth apprentices registered	166	65	80	89	83
Apprentices in technical training	2876	2742	2068	2260	2188
Sections of technical training	1075	800	814	1098	1060
Completed apprenticeships	n/a	500	650	614	579
Trade qualifier applications	452	269	275	266	232
Examinations administered	1564	1390	1294	1576	2021
Apprentices writing certification exams	719	667	867	831	1240
Pass rate – apprentice exams	67%	72%	73%	74%	86%
Trade qualifier certification exams	642	466	405	456	348
Pass rate – trade qualifier exams	71%	65%	58%	71%	59%

Top five trades by number of active apprentices

As of March 31, 2014, these were the five trades with the highest number of active apprentices:

No.	Trade	Current Registrations	Percent of all Registrations (6023)
1	Construction Electrician	1228	20.0%
2	Carpenter	639	10.6%
3	Automotive Service Technician	575	9.5%
4	Steamfitter/Pipefitter	530	9.0%
5	Plumber	417	7.0%
Total of top five trades by registration		3389	56.0%

- There are 16 trades that currently have less than 50 registered apprentices.
- The top five trades by apprenticeship registration constitute 56 per cent of all registered apprentices.
- 20 per cent of all active apprentices are registered in the Construction Electrician trade.
- 64 per cent of all active apprentices are registered in the Construction trades.

Looking Ahead 2014–15



The new special operating agency for apprenticeship training and trades certification in Nova Scotia will come into effect on July 1, 2014. The new agency will involve the establishment of a new apprenticeship board, nominated from various trades sectors and under-represented groups. The new structure will also include the establishment of trade advisory committees that will advise the board on trade-specific issues.

The new board will determine its own priorities and planning processes. The current board, however, does have a number of activities underway that we recommend be followed-up on or considered in the new planning cycle.

We respectfully request the following activities be reviewed as part of the new board's planning process:

- Continuing with the consultation on the specialization of the Carpenter trade and the application for compulsory certification of the Carpenter trade.
- Conducting a consultation and receiving recommendations from the Cook Ad Hoc Advisory Committee regarding a revised trade regulation.
- Conducting a consultation and receiving recommendations from the Truck and Transport Mechanic Ad Hoc Advisory Committee regarding a revised trade regulation.
- Reviewing and acting upon the application to designate Automotive Insurance Appraiser as a trade.
- Completing the process for the following trade regulations to go the minister: Automotive Service Technician, Sprinkler System Installer, and Welder.
- Continuing to host apprenticeship celebration events each year.
- Incorporating the results of the board's strategic plan into the employer engagement strategy.
- Continuing discussions with Building, Fire and Technical Safety staff and industry to move the proposed Mobile Crane Operator trade regulations forward.
- Continuing discussions with Building, Fire and Technical Safety staff to collaborate and establish a new trade advisory committee on revised regulations for the construction electrician trade.
- Continuing with interjurisdictional support and involvement with CCDA, AWP, AAC, IPA, and CAF.

- Reviewing the application to designate Automotive Insurance Appraiser as a trade.
- Continuing to work to promote equity and diversity in the trades, with groups and associations such as Skills Canada–Nova Scotia, Techsploration, Aboriginal Apprenticeship Committee, and the African Nova Scotian community.

Ensure the following outstanding draft trade regulations move forward:

- Automotive Service Technician
- Construction Electrician
- Welder

Continue work on the Atlantic Workforce Partnership regarding the harmonization of the following trades:

- Bricklayer
- Cook
- Instrumentation and Control Technician
- Construction Electrician

Apprenticeship Board meetings currently scheduled for 2014–15:

April 16, 2014
 June 18, 2014
 September 17, 2014
 October 15, 2014
 November 19, 2014
 January 21, 2015
 March 18, 2015

