

Industrial Coatings Applicator Designation: Discussion Paper

Background

The Nova Scotia Apprenticeship Board accepted an application to designate Industrial Coatings Applicator as a voluntary trade. The Board established a Trade Advisory Committee (TAC) to review the application, consult with the industry and make a recommendation to the Board. The TAC completed their discussions and drafted recommendations according to their mandate to:

- Review the application to designate Industrial Coatings Applicator as a trade.
- Review and verify trade-specific labour market information and outlooks.
- Review key components of the Industrial Coatings Applicator occupation regarding a training pathway that leads to provincial trade certification.
- Determine the level of industry support for trade designation, upon Board approval of the timing and method of consultation.
- Advise on other matters as assigned by the Board.

Current Situation

Industrial Coating Applicators apply protective finishes in commercial, institutional, marine, and industrial settings. They prepare a variety of surfaces (metals, concrete, wood, and masonry) prior to the application of materials such as protective coating systems, paint, waterproofing, fireproofing, and specialty finishes.

Industrial Coatings Applicator is designated as a voluntary trade in one (1) Canadian jurisdiction: Ontario (Painter and Decorator – Industrial). Most jurisdictions include this work in the existing Red Seal Painter and Decorator trade which also includes residential painting.

Currently, there is no formal training specific to the Industrial Coatings Applicator occupation in Nova Scotia. There are courses delivered by private companies across North America, such as: AMPP – the Association of Materials Protection and Performance, as well as the International Finishing Trades Institute (iFTI). In Nova Scotia, training takes place on the jobsite by employers.

The demand for the work of this trade has increased as well as the complexity of the work in step with new products, materials, and environments. Improper application does not achieve these benefits and causes costly rework and environmental risk. Nova Scotia's industrial manufacturing sector would also have recruitment and retention benefits and greater consistency of skills across the industry through standardized training and assessment.

Industrial Coatings Applicator Trade Advisory Committee (TAC) Activities

The Industrial Coatings Applicator TAC has met six times with its first meeting on June 15, 2022.

Below are activities that have been completed:

- Reviewed the application in detail.
- Reviewed and completed a draft set of skills that define the Industrial Coatings Applicator profession.
- Discussed and gained understanding of the apprenticeship model for training.
- Drafted the consultation survey questions.
- Advised on how to best reach industry to get their feedback.

The TAC received approval from the Apprenticeship Board to conduct a consultation to gain broader industry input and validation of its proposed approach and way forward for the Industrial Coatings Applicator trade in Nova Scotia.

Purpose of Consultation

Industrial Coatings Applicator Consultation Main Objective

To determine the level of industry support for the designation of Industrial Coatings Applicator as a provincial trade under the Apprenticeship and Trades Qualifications Act in Nova Scotia.

Additional Consultation Objectives

In addition to determining the level of industry support for the designation of Industrial Coatings Applicator trade and participation in an apprenticeship pathway, the survey will also gather information that will support implementation, if designation is supported. This includes:

- Validating the draft recommendations on proposed structure for an Industrial Coatings Applicator apprenticeship (definition, term of apprenticeship and ratio of journeyperson to apprentice)
 - Definition of Industrial Coatings Applicator: Industrial Coatings Applicators apply protective finishes in commercial, institutional, marine, and industrial settings. They prepare a variety of surfaces (metals, concrete, wood, and masonry) prior to the application of materials such as protective coating systems, paint, waterproofing, fireproofing, and specialty finishes.
 - Term of apprenticeship of 3 Levels, 5400 hours.
 - A minimum ratio of 1 qualified Industrial Coatings Applicator Journeyperson to 2 apprentices.
- Gathering information on labour market demand for Industrial Coatings Applicators
- Recording any concerns, ideas, or suggestions
- Creating a Questions and Answers document.

What is Designation?

The Nova Scotia Apprenticeship Agency is responsible for the trades training and certification system in Nova Scotia. Once a trade is designated, the Agency works with industry to develop standards for the trade, a training pathway and certification. If designated, Industrial Coatings Applicator will be a voluntary trade, which means that certification will not be required to work legally in the trade.

What is Apprenticeship?

Apprenticeship is a post-secondary education and training system that leads to certification and provides for quality careers in the skilled trades. Apprentices receive paid, on-the-job training from a certified trade professional (Journey person). Most of the training is hands-on. It is the responsibility of the employer to ensure apprentices receive appropriate training in the full scope of the trade.

The Nova Scotia Apprenticeship Agency partners with industry, community organizations and equity-deserving groups to promote apprenticeship opportunities, and to ensure that trades-specific training is responsive to the needs of industry and the Nova Scotia job market.

What would Industrial Coatings Applicator Apprenticeship Training involve?

When a trade becomes designated, the Nova Scotia Apprenticeship Agency collaborates with trade industry experts to set a standard for training and certification and possibly develop apprenticeship training. This process typically includes developing an occupational standard, apprentice logbook of skills, a curriculum standard, and a certification examination.

What is the role of the employer?

The employer's role in the apprenticeship system is to register the apprentice with the Nova Scotia Apprenticeship Agency, provide the opportunity for the apprentice to develop trade competencies under the supervision of a qualified tradesperson and release the apprentice to attend technical training. Financial incentives and supports are available to employers and apprentices during the apprenticeship.

Consultation Process

The Industrial Coatings Applicator consultation consists of an online survey (14 questions) with an additional option for respondents to be contacted by phone or mailed a paper version to complete the survey. Responses will remain **anonymous**, as names are not being collected. Any identifying information will not be shared with the Trade Advisory Committee or the public.

Link to Consultation Survey: <https://forms.office.com/r/KE4dpHEvJf>

Any questions or concerns regarding the consultation process or to setup a phone interview, please contact Christian Maguire, Senior Industry Consultant, at Christian.Maguire@novascotia.ca or through calling toll free at 1-800-424-5651.

We appreciate your involvement and participation in your industry consultation.