

● ● ● **NSAA ANNUAL REPORT** 2018-2019

STAYING CONNECTED



Table of Contents

| | |
|--|----|
| Message from the Chair | 1 |
| Message from the CEO | 3 |
| Creating a Culture of Apprenticeship | 4 |
| Marketing | 4 |
| Mind Over Metal Summer Youth Camp | 6 |
| AAAC Success Story | 8 |
| Increasing Participation | 10 |
| Annual Industry Meeting | 12 |
| Becoming Inclusive | 16 |
| Raising the Bar | 18 |
| Staying Relevant and Responsive | 19 |
| Compliance and Enforcement | 20 |
| A Compliance Success Story | 20 |
| What's New in Trade Development? | 22 |
| Trades Table | 22 |
| Key Indicators | 26 |

Message from the Chair



Five years ago, Government and Industry representatives agreed to a joint stewardship approach to the delivery of apprenticeship through a new agency. We committed to investing resources and energy into the apprenticeship system, focusing on new opportunities for apprentices, being more inclusive, supporting diversity and responding to our employers' concerns.

As I reflect on the past five years, I can see how industry and government have both responded to the challenges we set for ourselves. We are one of the few jurisdictions in the country that has expanded the number of apprentices entering the system through increased employer participation. We have reached out to partners to create bridging programs and pathways to improve the diversity within the system and continue work to ensure our diverse apprentices will complete their apprenticeship journeys.

During the consultations leading to the establishment of the Agency, we heard a number of concerns from industry. We have worked systematically within Atlantic Canada and with all jurisdictions across Canada to address many of the concerns related to mobility and harmonization. More than half the 70 trades recognized in Nova Scotia have been updated with active industry participation and guidance. New apprenticeship pathways have been created. Industry discussions have resulted in new trades being designated with more under consideration. Pilot projects have been launched.

The apprenticeship model with its heavy reliance on workplace education creates tremendous opportunities

to be dynamic and responsive to the fast-paced change that many of our workplaces are experiencing. Industry engagement, enthusiasm and the strong commitment to the apprenticeship model are critical to long term success.

We have also invested in a richer understanding of labour market requirements for the trades and associated occupations. We have combined new economic research with industry discussions, feedback and validation to create a defensible outlook. With this information we will forecast pre-apprenticeship and technical training as well as support administrative and regulatory efforts needed to ensure Nova Scotia maintains the quality and quantity of skilled trades necessary to support our economic and social well-being.

Under Marjorie's strong leadership, the Agency has responded to the concerns of industry and apprentices. Marjorie and her leadership team have engaged with the Agency Board to bring industry views to decisions fulfilling our responsibility to ensure balanced and well-reasoned recommendations are provided to Government. The Government has responded favourably advancing the Board's recommendations for regulatory and legislative change, as well as making new and significant investments such as removing technical training tuition.

It has been a pleasure to work with Agency staff, my Board colleagues and Marjorie who are strong advocates and thoughtful stewards of Nova Scotia's apprenticeship system. The last five years have provided a solid foundation, I am confident and optimistic for the future.

Your Apprenticeship Board is Working Effectively for You

Trade Regulations define program elements and conditions. The Board approved:

- a new trade regulation for Communications Technician;
- repealing and replacing the trade regulation for Heavy Duty Equipment Technician; and
- repealing and replacing the trade regulation for Landscape Horticulturist.

Trade Advisory Committees (TAC) are made up of industry experts. The Board:

- approved the establishment of the Farm Technician TAC to review a trade designation application;
- appointed new members to the Mine Electrician, Carpenter and Bricklayer TACs;
- approved implementation of a two-year Hairstylist Apprenticeship pilot in partnership with the Cosmetology Association of Nova Scotia;
- received recommendations from the Chair of the Heavy Duty Equipment Technician TAC concerning increasing industry engagement in the apprenticeship system; and
- received recommendations from the Chair of the Carpenter TAC presented to conduct an industry-wide consultation on four trade concentrations within the Carpenter trade. Twelve sessions were held across the province between January 29th and February 27th and an online survey was made available between January 29th and March 24th. The TAC expects to receive the consultation report early in the new fiscal year.

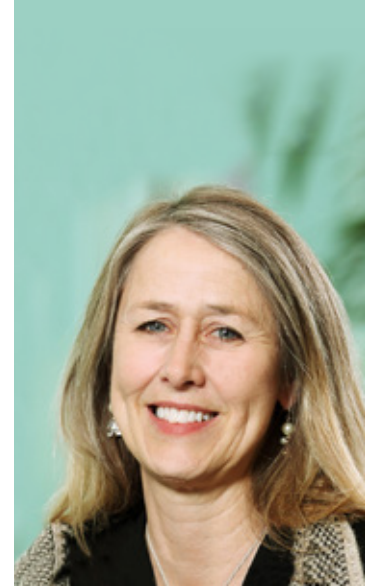
Joint Program Reviews are conducted to ensure consistency between pre-apprenticeship programs and apprenticeship technical training. The Board approved:

- a new process for joint NSCC/NSAA Program Reviews in September 2018, and
- program reviews for:
 - Plumber, Steamfitter/Pipefitter, and Pipe Trades
 - Electrical Trades
 - Heavy Duty Equipment/Truck and Transport Repair

Outreach and Engagement is carried out by the Board to keep current with your industries.

- The Board consulted with the motive power industry on a requested change of trade name from the Motor Vehicle Body Repairer (Metal and Paint) trade to Auto Body and Collision Technician trade. Industry agreed with the name change. The Board accepted the name change and notified the Red Seal Program of the decision.

Message from the CEO



I am pleased to provide this year's annual report to share the accomplishments of the Apprenticeship Agency this past year. Many of the year's great stories are included in the report and shine a light on the diverse efforts being made across the apprenticeship continuum to grow a system that is more responsive, accessible and inclusive. Staff at the Agency feel so fortunate to have the wise counsel of the Apprenticeship Board, a deep-seated relationship with the Nova Scotia Community College and other training providers, a strong commitment from Government to take risks and make change and the active participation of many of you who make the apprenticeship system what it is today.

We continue to work together to advance the pillars of the inaugural strategic plan and have been successful at mounting a province-wide campaign to promote the apprenticeship system and elicit the pride of being a certified tradesperson. We have grown more opportunities for apprentices, including many for women, Indigenous Peoples and those from under-represented groups, through proactive outreach to employers, action-oriented relationships with equity communities and organizations, and the development of new apprenticeship pathways. We have continued to invest in ways to modernize the delivery of the system to our apprentices, tradespersons and employers and

stand behind the value of certification through amended legislation to encourage higher levels of compliance and government procurement policy.

Thanks to the Apprenticeship Board for its strategic guidance of the system. We have been privileged to have Carol MacCulloch as the Board Chair since the beginning of the Agency. As her term expires, I would like to draw attention to her significant contribution to the creation of the new Agency, the establishment of the Apprenticeship Board and the overall betterment of the apprenticeship system. In addition, I would like to express my sincere appreciation for the work of the staff. They have chosen to develop their careers at the Agency and are unparalleled in their commitment to our clients and the promotion of the skilled trades and apprenticeship.

There remains much work to do and we will continue to draw upon our partnerships to leverage system change that will improve diversity and inclusion, training quality, and higher certification rates. Thank you for your continued support.

Creating a Culture of Apprenticeship



OUR CURRICULUM:
PUT IN THE TIME. OWN THE SKILL.
EARN YOUR FUTURE.

READY WHEN YOU ARE **NSAPPRENTICESHIP.CA**

NOVA SCOTIA
APPRENTICESHIP
AGENCY

Marketing the Opportunity

A career in the skilled trades is a smart choice for Nova Scotians. It is a thriving sector and there are many different opportunities for youth to pursue, right here at home. We continuously work to create awareness of the apprenticeship system in Nova Scotia. Our 'Ready When You Are' campaign was in market for a second year and made a strong impact on public awareness and perception. It is a great example of the types of tools we are using to ensure Nova Scotians, particularly youth and under-represented groups, are educated in apprenticeship as a quality post-secondary choice, while also instilling pride in the accomplishments of our tradespeople in Nova Scotia.

RESULTS FROM 2018 SATISFACTION SURVEY

89% Employees and **85%** Apprentices said the campaign ad made them want to recommend skilled trades or apprenticeship as a career option.

92% Employers and **87%** Apprentices said the campaign ad improved their perception that a career in the skilled trades is a good choice, with a promising future.

BY THE NUMBERS

20,000 youth reached annually through school-based presentations, trades experiences and youth apprenticeship opportunities

Approximately **2,000 pre-apprentices** enroll annually in accredited NSCC certificate/diploma programs and 1600 graduate annually from these programs

45 pre-apprenticeship programs are accredited towards apprenticeship requirements



TRADES

HIGHLIGHT

Mind Over Metal Summer Youth Camp

For four days in the middle of August 2018, 12 Aboriginal youth aged 12 to 15 braved the ardent temperatures of a welding shop at the NSCC Strait Area Campus.

They were part of a unique opportunity brought to fruition by several partnerships. The pursuit of a youth camp for potential future welders was sparked at the Aboriginal Apprenticeship Advisory Committee (AAAC) table after a presentation from a representative of the Canadian Welding Bureau (CWB) who informed the AAAC of a project called "Mind Over Metal". CWB's Mind Over Metal is intended to provide hands-on experience and exploration of the welding trade to youth. NSAA and AAAC member Mi'kmaw Kina'matnewey (MK) were able to coordinate with the CWB, and the NSCC Strait Area Campus, to plan, implement, and infuse a Mi'kmaq approach to a Mind Over Metal camp in Nova Scotia. Campers were introduced to some of the basic welds in the trade, culminating in an eel spear project. After sweating it out with the torch work, the youth were treated to reflections from Waycobah elder Joe Googoo Sr., as well as the opportunity to use their spears to catch eels. Elder Joe told the youth how eel spears were made years ago, and that eel has been a staple for the Mi'kmaq for hundreds of years.





During the four-day camp, the youth were supervised by qualified NSCC welding instructors, and during one of the days, by father-and-son welders from Eskasoni, Elmer and Jon Lewis. NSAA, MK, NSCC, the CWB, and volunteers and elders in Unama'ki made the Mind Over Metal camp a hot spot for youth in August.

CAMP



HIGHLIGHT

AAAC Success Story

As a result of collaborative strategic planning, two significant goals aimed toward promoting apprenticeship to Aboriginal organizations and communities were put forth.

The Committee proposed that under the plan's goals of Supporting Diversity in the Apprenticeship System and Building Capacity and Knowledge, there needed to be a concentrated effort on promotion of the skilled trades as a desirable and successful career pathway. A promotional campaign was proposed in the form of videos that could be shared with communities and accessed via Youtube, and posters that would be displayed in Aboriginal community halls, employment offices, and schools. In 2018, the AAAC launched its Aboriginal Success Stories videos featuring three journeypersons relating their individual experience on the road to apprenticeship. The videos were widely appreciated and shared.

Committee members then put out 'casting calls' to certified journeypersons who would be willing to share their story and be presented on posters. Four certified tradespersons agreed to be photographed at work doing what they loved: Family duo Red Seal Endorsed Carpenter George Sylliboy and apprentice nephew, Austin Sylliboy; Red Seal Endorsed Cook Karen Kabatay-MacLean; Red Seal Endorsed Truck and Transport Mechanic Mike Isadore; and Red Seal Endorsed Automotive Service Technician Shelly Pye.





The posters, designed to parallel the NSAA Ready When You Are campaign, proclaim in Mi'kmaw, **Kiskajein**. The posters were officially launched at the Fifth Annual AAAC Conference held in Millbrook in April.



KISKAJEIN

Increasing Participation

The Agency is responsible to steward and operate a relevant, accessible and responsive industry-led trades training and certification system. Increasing participation starts with increased employer engagement, so that more opportunities will be available to potential apprentices. Agency staff have worked intentionally to enhance the engagement of active employers and reach out to unengaged employers who could potentially train apprentices.



RESULTS FROM 2018 SATISFACTION SURVEY

Overall satisfaction rate of employers with the Apprenticeship System is **72.2%**

Employer satisfaction with NSAA customer service is **81%**

Number of employers hiring apprentices for more than five years is **73%**

Employers who say they are aware of their role and responsibilities as an employer in the NS Apprenticeship System is **94%**

BY THE NUMBERS

Active employers **2342**

New employers **196**

Unengaged employers contacted **730**

Employers receiving Apprenticeship START grants **715**
(25% hiring diverse apprentices)

Active apprentices 6888, representing a **16.2%**
increase since the creation of the Agency



ENGAGED

HIGHLIGHT

Annual Industry Meeting

The Annual Industry Meeting (AIM) drew 180 participants. The annual event provides a vehicle to recognize achievements, present an update on the progress of the Agency and explore important topics regarding inclusion, labour market demand, and youth outreach.

2019 Apprenticeship AWARD OF EXCELLENCE WINNERS

The Apprenticeship Award of Excellence recognizes exceptional individuals who have demonstrated ingenuity, engagement and leadership in advancing apprenticeship training and the trades qualifications system. This year, there were five recipients of the Award:



TIM JONES, founder and co-owner of TJ Electric in Bedford

ANGELA GRAHAM, the sole female faculty member and instructor in the Metal Fabrication program at NSCC.

DAVE ROSSITER, the Service Operations Manager at Nova Truck Centres in Truro

WILLIAM AND LEQUITA PORTER, the founders of the East Preston Empowerment Academy that empowers and equips members with the necessary skills, tools and confidence to succeed in the skilled trades.

Platinum Milestone AWARD WINNERS

Platinum Milestone Awards are presented to employers who have successfully supported 20 or more apprentices to complete their apprenticeship program and achieve their trade Certification of Qualification. This year, Platinum awards were presented to:

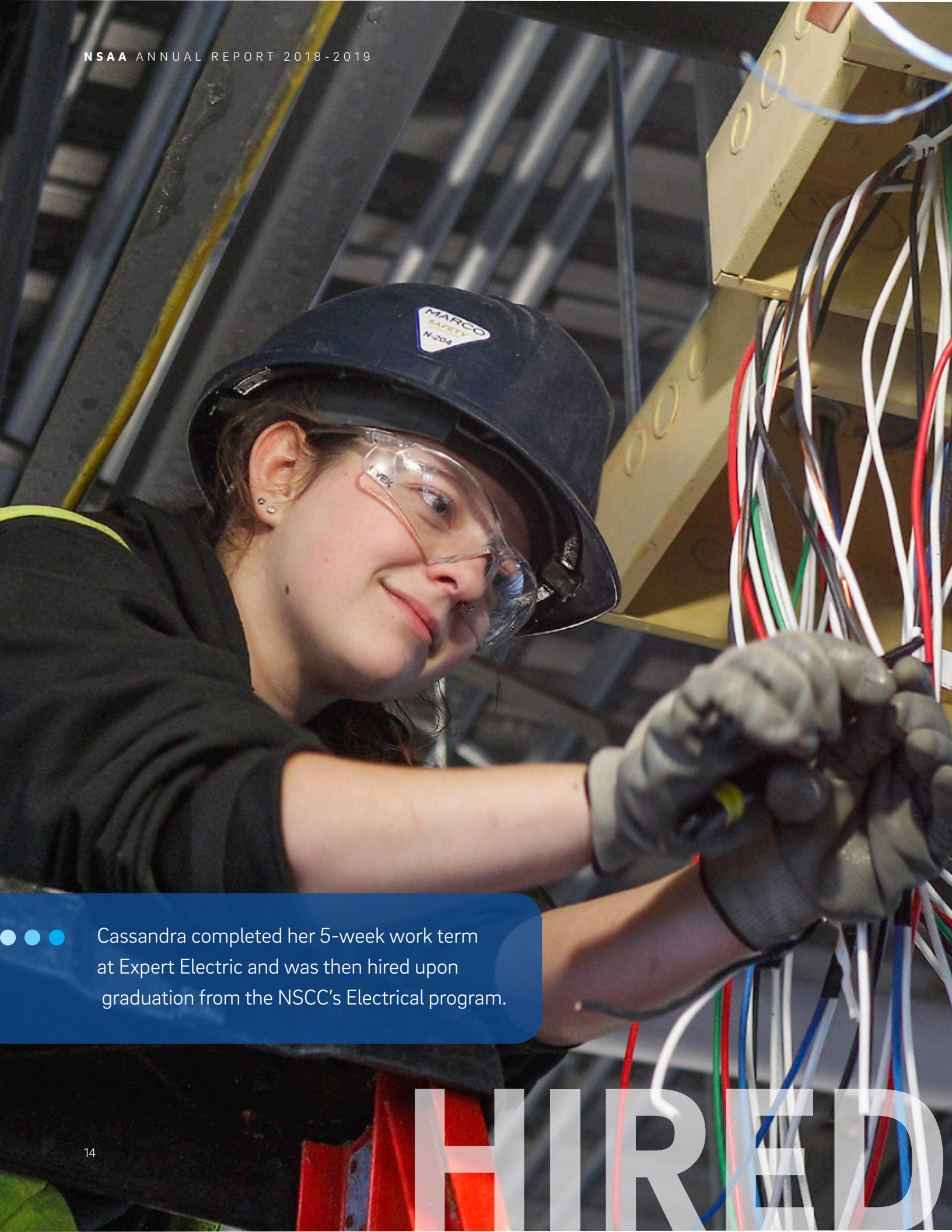
| | |
|--------------------------------------|----------------------------------|
| A.F. Theriault & Son Ltd. | 31 completed apprentices |
| Dartmouth Central Plumbing & Heating | 23 completed apprentices |
| Dexter Construction | 23 completed apprentices |
| DND - Cape Scott | 128 completed apprentices |
| Emera Utility Services | 38 completed apprentices |
| Graves Electrical Ltd. | 21 completed apprentices |
| Irving Shipbuilding | 201 completed apprentices |
| Newman Electric Ltd. | 27 completed apprentices |
| Port Hawkesbury Paper LP | 22 completed apprentices |
| Steele Chevrolet Buick GMC Cadillac | 24 completed apprentices |
| Toromont Cat | 34 completed apprentices |
| Twin City Electric | 59 completed apprentices |
| XL Electric Ltd. | 25 completed apprentices |

"Great learning and networking opportunity"

– AIM Participant

"Excellent conference"

– AIM Participant



● ● ● Cassandra completed her 5-week work term at Expert Electric and was then hired upon graduation from the NSCC's Electrical program.

HIRED



HIGHLIGHT

In February, Government announced the expansion of the Apprenticeship Procurement Program. This program applies to all construction projects over \$1M and requires any contractor whose portion of a bid exceeds \$100,000 to be engaged in apprenticeship. This program enables opportunities for new apprentices like Cassandra Pelrine to stay and work in Nova Scotia. Cassandra is a Level 1 Construction Electrician apprentice hired by Expert Electric and Alarm Ltd. which is the electrical contractor for the construction of a new elementary school in Halifax. Cassandra completed her 5-week work term at Expert Electric and was then hired upon graduation from the NSCC's Electrical program.

"We are pleased to see the expansion of this program. Apprenticeship is a proven way to increase productivity, transfer knowledge and fine tune skills. It is a great industry and we need to attract the best and brightest as projects become increasingly more complex."

-Duncan Williams, President and CEO of the Construction Association of Nova Scotia.

Becoming Inclusive

The Agency is mandated to improve access to and participation in the apprenticeship system by Indigenous Peoples, African Nova Scotians, Persons with Disabilities, immigrants, women and members of other under-represented groups. Our numbers are trending up, but we have a lot of work to do with our partners to help those who are under-represented achieve a greater share of the overall number of apprentices currently training in a designated trade.

Women in Apprenticeships

| | | | |
|--------------|---|---|-----------------------------|
| 463 Women | 53 of whom also identify as diverse | 6.7% of total apprentices in 2019 | ↑13.5% annual % increase |
|--------------|---|---|-----------------------------|

Diverse Apprentices

| | | |
|----------------------------------|--------------------------------------|---------|
| 342 Aboriginal Peoples | 4.9% of total apprentices in 2019 | ↑8.9% |
| 234 Persons with Disabilities | 3.4% of total apprentices in 2019 | ↑30% |
| 112 Newcomers | 1.6% of total apprentices in 2019 | ↑41.77% |
| 105 African Nova Scotians | 1.5% of total apprentices in 2019 | ↑47.89% |
| 305 Other diverse | 4.4% of total apprentices in 2019 | ↑15.53% |
| Total Diverse 13.6% | | |

RESULTS FROM 2018 SATISFACTION SURVEY

79% of Employers
and **52%** of
Apprentices say there
should be a greater
representation of
women in apprenticeship
positions.

71% of Employers
and **45%** of
Apprentices say there
should be greater
inclusiveness of
underrepresented
populations in
apprenticeship positions.



SWiT Participants pose at the Halifax waterfront on November 6, 2018.

Women in Trades

The Agency was excited to co-host an evening reception with Women Unlimited on November 5, 2018 to kick-off the first ever national Supporting Women in Trades (SWiT) Conference. The event provided an opportunity for representatives from various organizations, support groups, government agencies, educational institutions and other interested parties to meet and talk about supporting women in the skilled trades. We heard from a special guest speaker, Bridget Booker, CEO of Reign Construction, who touched the hearts of everyone in the audience as she recounted the events of her emotional journey as one of the first female Ironworkers in Illinois, USA. Despite some obstacles, Bridget continually forged ahead and persevered, eventually bringing change to her workplaces and her union that now provide a more respectful and inclusive collective agreement for women.

Over 300 participants filled the Halifax Marriott November 6-7, 2018 for the conference, hosted by the Canadian Apprenticeship Forum (CAF) and title-sponsored jointly by the Agency, the NS Advisory Council for the Status of Women, and the Skills and Learning Branch of the Department of Labour and Advanced Education. The event opened with a keynote address by Mandy Rennehan, founder and CEO of Fresco.ca where she spoke of the challenges facing women in the world of work. Marjorie Davison greeted conference attendees and, in her remarks, stressed the importance of collaborative efforts of women and men, and of employers and employees to achieve success for individuals, industry, and communities. The women in trades stream resulted in a roadmap to guide apprenticeship authorities, training institutions and interested parties in making changes to support the success of women in trades.

HIGHLIGHT

Raising the Bar

Doreen Parsons, NSAA Board Member and CEO, Women Unlimited, was the moderator for an informative panel held at the Agency's Annual Industry Meeting, entitled, "Raising the Bar: Women and the Skilled Trades". Increasing the participation of women in the skilled trades and apprenticeship was the focus of this panel discussion. Panelists shared their experiences and insights about how specific initiatives increased opportunities for women to build careers in the trades, and employers to build

more respectful workplaces. At the end of the panel discussion, Christine Hanson, CEO of the NS Human Rights Commission (NSHRC), spoke about how the "Me Too" movement has helped female tradeswomen come forward with complaints about inappropriate workplace behavior. To assist employers in developing policies to prevent and address sexual harassment in the workplace, the NSHRC has provided access to a user friendly and free online tool called Safe Spaces Make Great Workplaces.



Doreen Parsons, CEO Women Unlimited; Chip Dickison, NS Boatbuilders Association; Carol Dayment, NS Power; Andrea McQuillin, NS Power; Angela Graham, NSCC; Darrah James, Rock Solid Composites; Christine Hanson, CEO, NS Human Rights Commission

Staying Relevant and Responsive

Proclamation of Legislative Amendments

The Agency is committed to working towards an industry-led apprenticeship system that builds and maintains a highly skilled and diverse workforce. In response to industry demand, the Agency has placed considerable focus on improving industry compliance with the Apprenticeship and Trades Qualifications Act. Amendments made in April 2018 came into effect last October. The changes focus on awareness; compliance and enforcement standards; and fair, consistent and safe work environments for skilled trade workers. The new provisions enhance the legitimacy of the NSAA enforcement program by:

- clarifying the provisions on issuing orders and the time of day an officer can enter a premise;
- prohibiting interference with an officer;
- requiring individuals to assist an officer in their duties during an inspection;
- prohibiting an individual from claiming to be a certified tradesperson, but not hold a trade certificate; and
- increasing the maximum penalties for non-compliance.

The amendments also allow the creation of an administrative penalty regime. Regulatory amendments are underway to implement this regime and the registration of pre-apprentices enrolled in college trades programs.



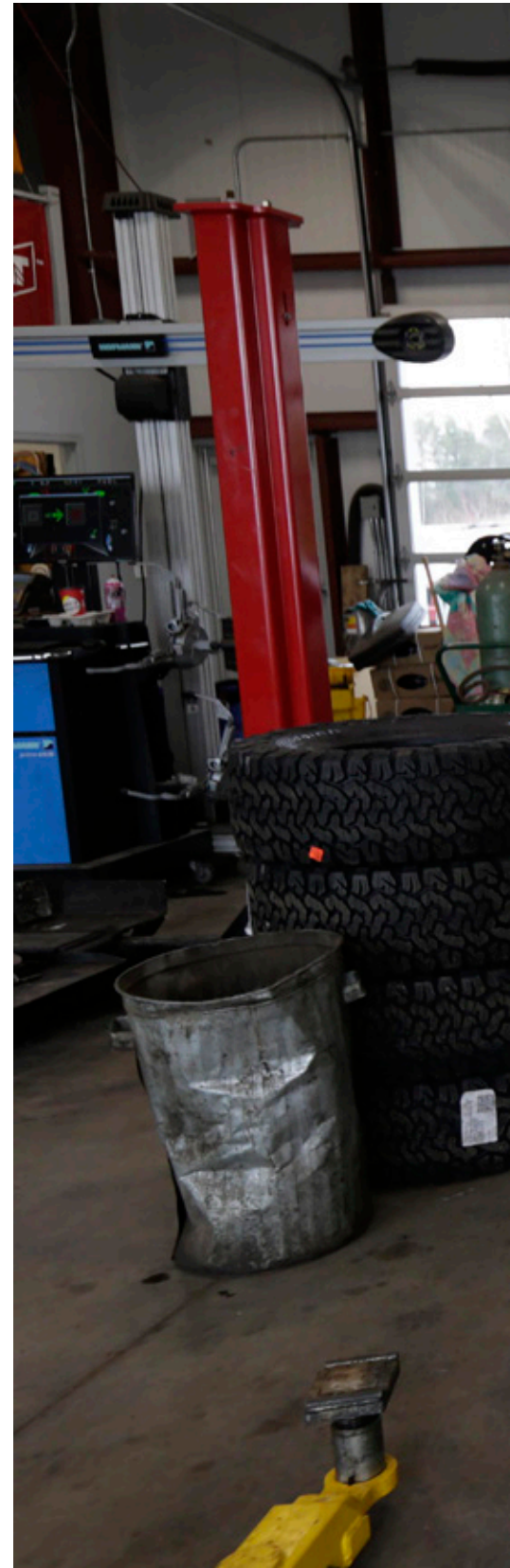
Compliance and Enforcement

HIGHLIGHT

A Compliance Success Story

Although the road to compliance in a compulsory certified trade can be challenging, it can also be very rewarding. In response to a complaint in 2013, an Enforcement Officer for the Agency visited Breton Diesel Servicing Ltd. in Sydney. One of the initial actions of an Enforcement Officer is to determine the work that is being performed and the status of those doing the work (apprentice, certified, uncertified). On this visit, the shop owner was performing the duties of a Truck and Transport Mechanic (TTM) but was not certified to do so. The result of this visit was an upset owner who just received a written warning. The owner, however, followed through on the order and challenged the certification examination for the TTM trade. Unsuccessful on the first writing, the owner passed his second attempt at the examination and received a Certificate of Qualification with the Red Seal endorsement. A follow up visit to the shop in late 2014 revealed that a person who was working on a truck was a canceled apprentice, resulting in another warning. After some preparation, the uncertified trades worker challenged the certification exam through the trade qualifier process and became a certified Truck and Transport Mechanic in 2016. Today, Breton Diesel Servicing Ltd., is a strong supporter of the apprenticeship system, and currently employs five journeypersons and five registered apprentices.

Training and certifying workers is a legal requirement in compulsory certified trades and brings significant benefits to the workplace. It increases safety and productivity of the workplace, provides value and recognition to workers, and helps establish owners and apprentices with a strong learning culture, which is so important in an age of rapidly changing technology. Congratulations to Breton Diesel Servicing Ltd., for following through and making compliance work for them and their industry.





BY THE NUMBERS

2018-2019 compliance statistics:

| Activity | Q1 | Q2 | Q3 | Q4 | TOTAL |
|-------------------------|-----|-----|-----|-----|------------|
| Inspections | 139 | 181 | 221 | 197 | 738 |
| Non-compliant | 19 | 26 | 18 | 15 | 78 |
| Complaints | 11 | 13 | 14 | 10 | 48 |
| Contact Orders | 17 | 16 | 11 | 9 | 53 |
| Warnings | 0 | 4 | 5 | 6 | 15 |
| Cease to Engage Orders | 3 | 5 | 2 | 3 | 13 |
| Summary Offence Tickets | 0 | 3 | 2 | 0 | 5 |



"Apprenticeship is a great investment in yourself. I have been in business for five years and my business is constantly growing."

— Jeff MacPhee, Breton Diesel Servicing Ltd.

What's New in Trade Development?

Trade development includes the occupational analysis that describes the full scope of the trade and the associated resources that support teaching and learning the trade. This includes curriculum standards, logbooks, level exams and certification exams. These resources are developed and maintained through extensive partnership with industry experts. Work continues to align apprenticeship training across the country to ensure consistency, improved quality and better mobility of apprentices and certified tradespeople. Harmonization efforts continued in ten trades nationally and eight trades at the Atlantic level. The NSAA continues to work closely with NSCC and is appreciative of the College's effort to ensure pre-apprenticeship programs and apprenticeship technical training follow newly harmonized curriculum. Provincial trade enhancements, including in some cases development of new training pathways, also took place across twelve trades.

Trades Table

| | |
|---|---|
| AUTOMOTIVE REFINISHING TECHNICIAN | Industry Consultation on Trade Name Change and Curriculum Sequencing |
| AUTO BODY AND COLLISION TECHNICIAN | Occupational Standard Development Workshop Occupational Standard Provincial Validation Meeting Industry consultation on Trade Name Change and Curriculum Sequencing |
| BOILERMAKER | Curriculum Workshop Atlantic Exam Bank Preparation Meetings for Workshop |
| BRICKLAYER | Trade Advisory Committee carried out a Program Review and explored ways to attract new recruits to the trade |
| CARPENTER | Industry-wide Consultation to consider trade concentrations Level 1 Exam Bank Review/Edit (Finalized Reserve Bank of Questions) |
| CONSTRUCTION ELECTRICIAN | Red Seal Exam Bank Development Workshop Exam Editing Workshop |

| | |
|---|--|
| COOK | Occupational Standard Development Workshop |
| ELEVATING DEVICE MECHANIC | Level 1 Exam Bank Review/Edit (Finalized Reserve Bank of Questions) |
| FARM TECHNICIAN | Trade Advisory Committee began review of Trade Designation Application |
| GLAZIER | Initial Industry Meeting to Discuss Training Pathway and Building Capacity in the Trade |
| HAIRSTYLIST | Trade Advisory Committee developed Apprenticeship Pathway Pilot Curriculum Webinar Occupational Standard Development Workshop |
| HEAVY DUTY EQUIPMENT TECHNICIAN | Curriculum Workshop Atlantic Exam Bank Development Workshop Exam Bank Provincial Review of Level 1 |
| INDUSTRIAL MECHANIC (MILLWRIGHT) | Curriculum Workshop Two (2) Atlantic Exam Bank Development Workshops |
| INSULATOR (HEAT & FROST) | Occupational Standard Provincial Validation Meeting Red Seal Exam Bank Development Workshop |
| MACHINIST | Development of Recruitment and Retention Action Plan |
| MINE ELECTRICIAN | Trade Advisory Committee is exploring an Apprenticeship Pathway |
| MOTORCYCLE MECHANIC | Training Pathway is under development |

| | |
|--|---|
| PLUMBER | Exam Bank Provincial Review of Levels 3 & 4 |
| POWER LIFT TRUCK TECHNICIAN | Application for Trade Designation was received and is under review |
| POWERLINE TECHNICIAN | Occupational Standard Development Workshop Occupational Standard Provincial Validation Meeting Curriculum Webinar/Survey |
| REFRIGERATION & AIR CONDITIONING MECHANIC | Occupational Standard Provincial Validation Meeting Red Seal Exam Bank Development Workshop Red Seal Exam Bank Editing Workshop |
| ROOFER | Training Refresher Programs developed for Apprentices |
| SHEET METAL WORKER | Two (2) Red Seal Curriculum Webinars Revised Level 1 Curriculum and Exam to align with National Harmonization |
| SPRINKLER FITTER | Industry Consultation on Trade Name Change Curriculum Workshop Two (2) Atlantic Exam Bank Development Workshops |
| STEAMFITTER /PIPEFITTER | Exam Bank Provincial Review of Levels 3 & 4 |
| TOOL & DIE MAKER | Red Seal Exam Bank Development Workshop |
| TRUCK & TRANSPORT MECHANIC | Curriculum Workshop Atlantic Exam Bank Development Workshop Exam Bank Provincial Review of Level 1 |

BY THE NUMBERS

Total Number of Apprentices **6888**

Total New Apprentices: **1490**

Certificates of Qualification Issued: **762**

Pass rate on Certification examinations by apprentices: **75%**

Pass rate on Trade Qualifier examinations: **58%**

Apprentices taking technical training: **2433**
403 - online (2018 academic year)

Total renewals of Certificates of Qualification: **2110**

RESULTS FROM 2018 SATISFACTION SURVEY

93% of employers say apprentices make a positive contribution to their business.

90% of employers say apprentices fill important labour market needs at their organization.



KEY INDICATOR



The Apprenticeship Board has approved new measures for 2018-2019.

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 | BENCHMARK | TARGET |
|---|--------------------------|---------------------------|
| Percentage of pre-apprentice graduates who register as apprentices in the compulsory trades | Ready in 2019-2020 | N/A |
| Employer satisfaction with apprenticeship training | ²⁰¹⁸ 72.2% | N/A Biannual Reporting |
| Apprentice satisfaction with apprenticeship training | ²⁰¹⁸ 69.1% | N/A Biannual Reporting |

EMPLOYER ENGAGEMENT

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

| MEASURE | BENCHMARK | TARGET |
|---|-----------|--------|
| Net number of new employers in the apprenticeship system. | 196 | 200 |
| Compliance Rate | 89% | 90% |

INCLUSIVENESS

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

| MEASURE | BENCHMARK | TARGET |
|---|-----------|--------|
| Percentage of apprentices who represent diverse populations | 13.6% | 15% |
| Percentage of women in the apprenticeship system | 6.7% | 8% |
| Certification rate for diverse apprentices | 4.9% | 6% |
| Certification rate for women apprentices | 3.9% | 5% |

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 | BENCHMARK | TARGET |
|--|---------------|----------------------|
| Average time to complete | 3.43 Years | Monitor – Target Met |
| Number of certifications issued | 762 | 5% Increase |
| Current number of active apprentices in the system | 6888 | 5% Increase |
| Percentage of individuals who successfully pass certification examinations | 63% | 65% |

LABOUR MARKET RESPONSIVENESS

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

| MEASURE | BENCHMARK | TARGET |
|--|--|-------------------------------------|
| Progress on labour market demand – Motive Power Sector | Certifications issued 2018: 271 (11%) | Certifications issued 2026: 2469 |
| Progress on labour market demand – Construction Sector | Certifications issued 2018: 435 (8%) | Certifications issued 2026: 5283 |
| Progress on labour market demand – Service Sector | Certifications issued 2018: 34 (1%) | Certifications issued 2026: 2405 |
| Progress on labour market demand – Industrial/Manufacturing Sector | Certifications issued 2018: 80 (5%) | Certifications issued 2026: 1544 |
| Percentage of total programs reviewed | 20% | 28% |
| Percentage of apprentices who apply and receive technical training | 92% | 95% |
| Percentage of unfilled training seats | 29% | 20% |

