



NOVA SCOTIA
APPRENTICESHIP
AGENCY

The Apprenticeship Journey in 2020!

Annual Industry Meeting, October 23, 2020

THE AGENCY'S COVID RESPONSE

Open for Business and Safety First!



Client Services

- Reception, program support team and ITCs available to assist clients, answer questions and provide options via phone, email and online forms
- Provincial progression awards distributed monthly rather than twice per year
- START payments distributed to our employer partners within two weeks
- Certifications renewed and expiry deadlines extended for our JPs

Communications

- ITCs and program support team contacted clients to discuss options and to schedule in-person exams and remote training
- 8 COVID/Agency updates emailed to clients & partners to keep them informed
- Website kept up-to-date with latest COVID/Agency info and FAQs
- Safety protocols developed for staff and partner/client meetings
- Safety tips developed for trades workers providing service during COVID-19

Partnerships & Workshops

- Collaborated w/ training providers to offer apprentices remote training, online training (where available) or the option to defer to in-class training once safely available
- Worked with industry partners in 39 virtual workshops and 5 in-person workshops from April 1 to Sept 30

THE AGENCY'S COVID RESPONSE

Technical Training and Exams 2020-2021

1

Blended Format

May include a combination of remote learning and in-shop practical learning where required under the Agency's trade-specific curriculum standard.

2

Remote Learning Delivery

Training is delivered by instructors, and apprentices attend virtual "lectures" and complete assignments. Lectures may include demonstrations.

3

Full-time Training

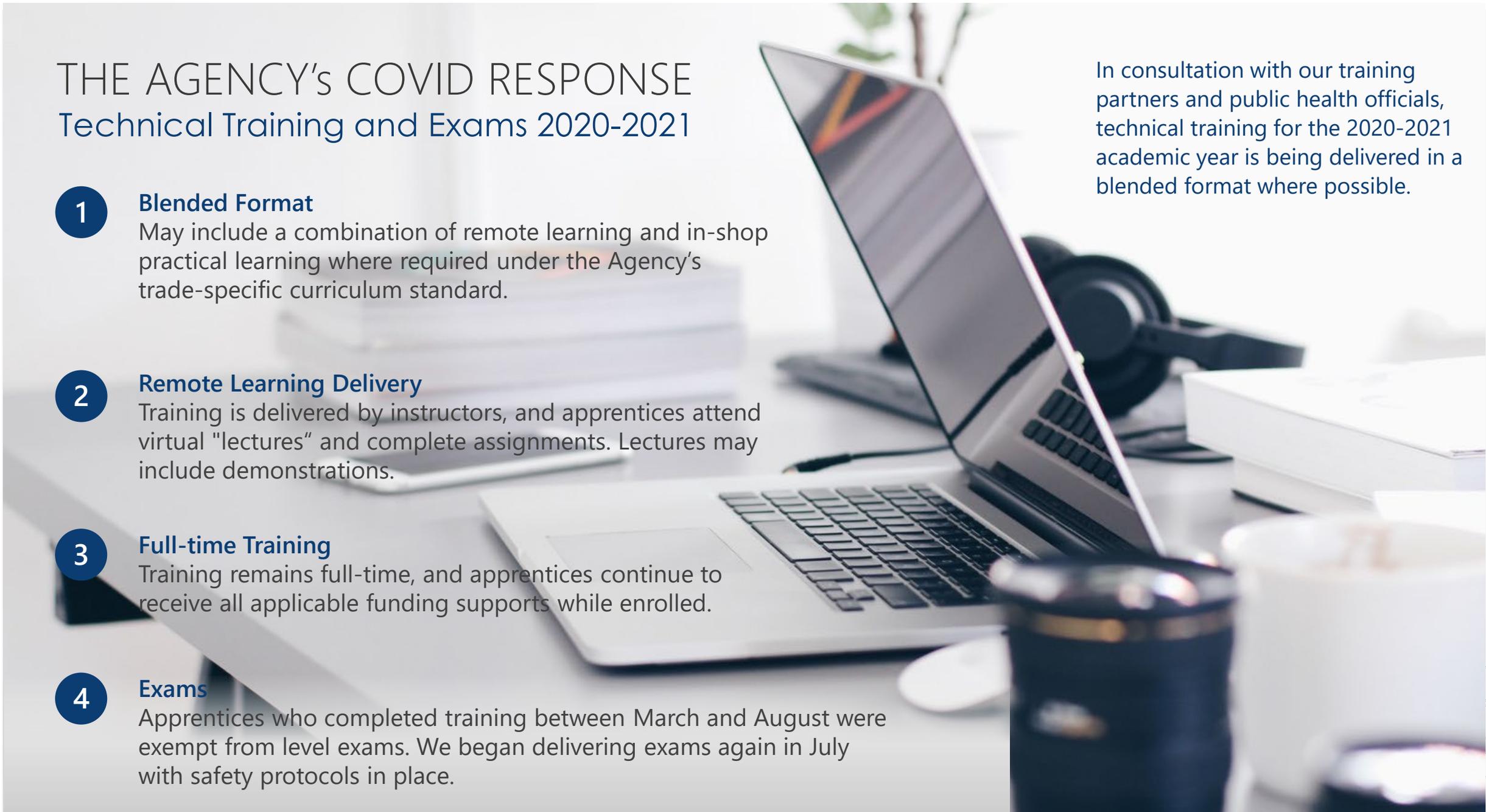
Training remains full-time, and apprentices continue to receive all applicable funding supports while enrolled.

4

Exams

Apprentices who completed training between March and August were exempt from level exams. We began delivering exams again in July with safety protocols in place.

In consultation with our training partners and public health officials, technical training for the 2020-2021 academic year is being delivered in a blended format where possible.



YOUTH PROGRAMS 2019-20



ABORIGINAL
YOUTH TRADES



ANSA Digby Kickstart Conference And the Mobile Construction Experience

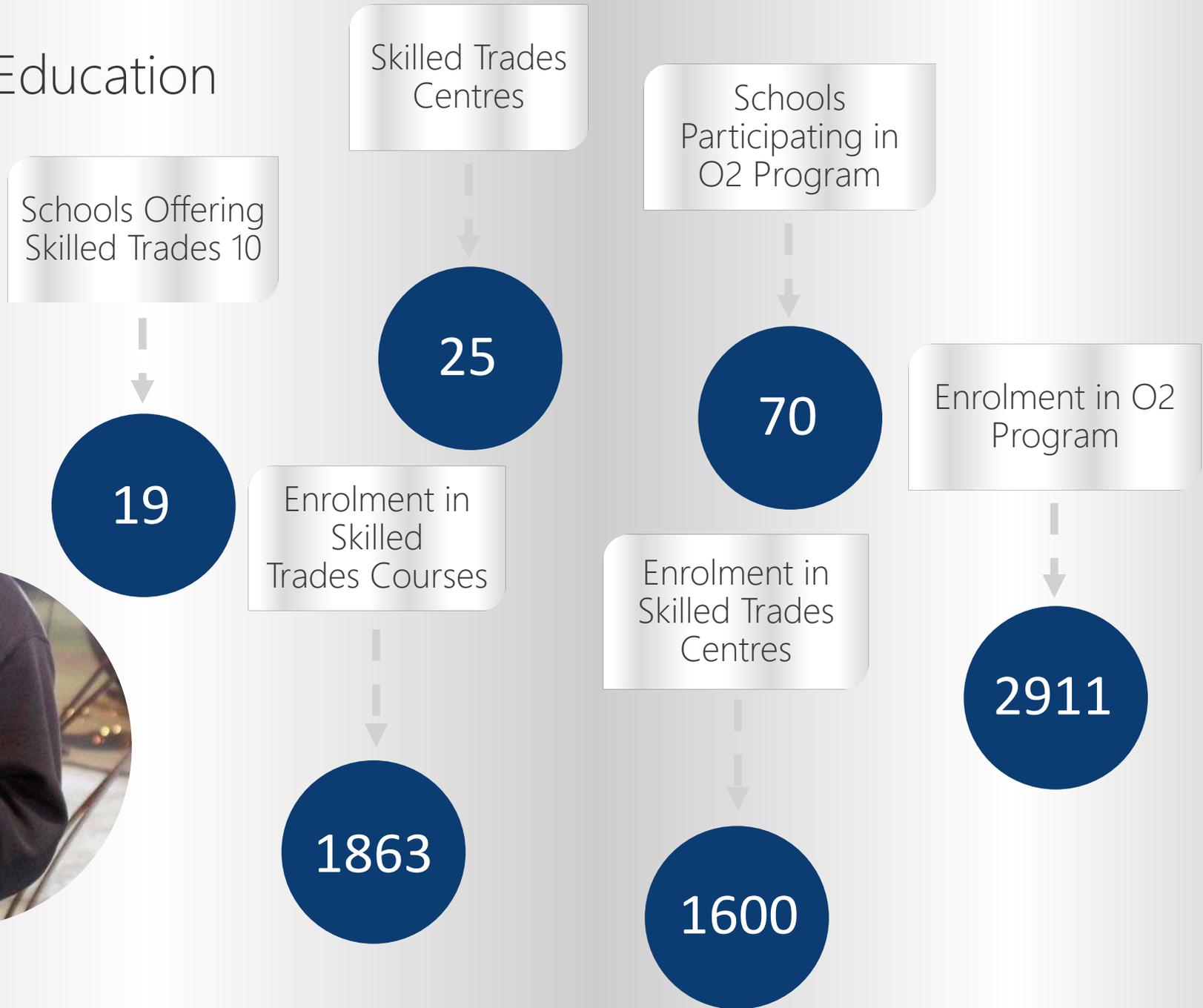
- 53-ft mobile trailer, modeled on the success of the Trades Exhibition Hall
- 10 Interactive construction trades booths
- Travels to rural communities visiting Junior High Schools
- Provides hands-on experiences and trade-specific information
- Launched at National Skills Competition, May 2019
- Visited 6 Regional Centres for Education
- 730 students visited (Nov. 2019)
- Plan 4 deployments from Mar – Jun 2020
- Each deployment averages 100-130 students



Nova Scotia Construction Sector Council
Industrial - Commercial - Institutional



Skilled Trades in Public Education Grades 10 to 12, 2019-20



PARTNERSHIPS AND INITIATIVES

Equity Groups



15.3%
Diverse
Apprentices

	↑ 2015-20
Women	539
Aboriginal Peoples	404
Persons with Disabilities	369
African Nova Scotians	138
Newcomers	138



Red Seal Refresher,
Pathways to
Shipbuilding



Trades Mentor
& Tutoring



AAAC
Strategic Plan
APTEC
Trades Navigator
Project



STRATEGIC PLAN 2015–2020

Results

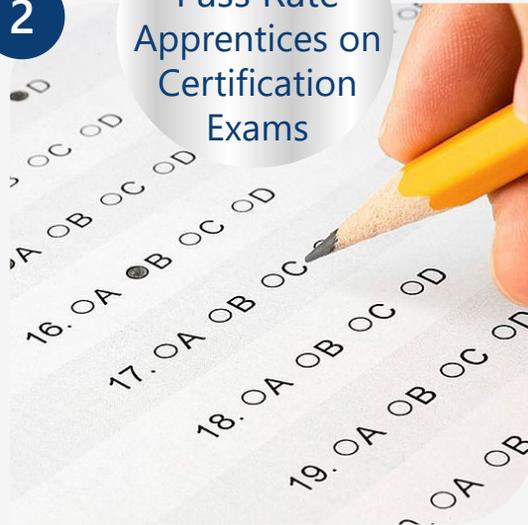
1



82% of Apprentices Satisfied w/ Instruction

- 77% of apprentices satisfied with workplace training
- 72% of apprentices satisfied with technical training

2



74% Pass Rate Apprentices on Certification Exams

- 58% Pass rate for Trade Qualifiers on certification exams
- 4224 Certificates issued

3



1015 New Employers
↑ 59%

- 1293 Employer START grants distributed
- 203 Employer Awards distributed
- 93% of employers say apprentices make a positive contribution to their workplace

4



91% Compliance

- 13,695 Certificates renewed
- 3,944 Inspections completed

Strategic Plan Directions 2020-2025

Key Actions from our Action Plan



1

Attract Skilled Trades Talent

Women in Trades
Youth Programs/Partnerships
Equity Programs/Partnerships
Renewed Diversity and Inclusion Framework



2

Support the Journey to Certification

AMS
New Service Delivery Model
Learning Commons
Refreshed Website



3

Foster a Culture of Workplace Learning

Orientation Modules
Respectful Workplace/Classroom
Mentoring Endorsement
Atlantic Trades Business Seal



4

Advance the Value of Certification

Social Procurement
Awareness Raising
Marketing Campaign
Forestry Sector
Apprenticeship Initiative



Forestry Sector Apprenticeship Initiative

The Nova Scotia Apprenticeship Agency (NSAA) and the Nova Scotia Community College (NSCC) are working together to connect workers from across the forestry sector to opportunities in the skilled trades.

The Forestry Sector Apprenticeship Initiative is available to employees in the sector who are interested in pursuing an apprenticeship in a skilled trade and/or in achieving trade certification. Through the program, applicants are provided with one-on-one advising supports and customized solutions based on individual need, at no cost.





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TRADE HARMONIZATION

CCDA National Harmonization Initiative

Industry and training provider representatives across the country provide guidance and input into harmonization decisions through participation in national and provincial workshops, webinars and/or meetings.

To date, 31 trades have been harmonized nationally and 9 are in progress.

Harmonization Priorities

- Use of the Red Seal trade name
- Consistent total trade hours
- Consistent number of technical training levels
- More consistency in technical training content

Atlantic Apprenticeship Harmonization Project (AAHP)

AAHP has adopted the national priorities but is taking harmonization a step further by aligning the rules, processes and training standards for apprenticeship in the Atlantic Provinces. Industry and training provider representatives across the region provide guidance and input into developing common training standards.

To date, AAC has assigned 23 Red Seal trades to one of three phases for implementation.

Harmonization Priorities

- Develop common curriculum standards and exam banks
- Develop bilingual apprentice logbooks
- Create a shared, modern IT system



TRADE HARMONIZATION ...continued

Trades Selected for National Harmonization

Harmonization recommendations for the trades in Phases 1 to 5 are complete and implementation timelines have been identified. This past year, work began on the Phase 6 trades:

1. Bricklayer
2. Glazier
3. Instrumentation and Control Technician
4. Motorcycle Mechanic
5. Parts Technician (formerly known as Partsperson)
6. Roofer

Trades Selected for Atlantic Harmonization

Phase 1 and 2 trades are harmonized and have been/are being implemented in a phased-in approach. Phase 3 work has begun and includes the harmonization of 7 more trades:

1. Auto Body and Collision Technician
2. Insulator (Heat and Frost)
3. Machinist
4. Oil Heat System Technician
5. Powerline Technician
6. Refrigeration and Air Conditioning Mechanic
7. Sheet Metal Worker

HealthyMindsNS
healthymindsns.ca



TAO
SELF-HELP (THERAPY
ASSISTANCE ONLINE)



7 CUPS
ONLINE SUPPORT CHAT
FOR APPRENTICES



KOGNITO
ONLINE TRAINING
SIMULATIONS TO
RECOGNIZE
PSYCHOLOGICAL DISTRESS



CRISIS TEXT LINE
POWERED BY KID'S HELP
PHONE



GOOD2TALK
CONFIDENTIAL HELPLINE
PROFESSIONAL
COUNSELLING, REFERRALS



Thank You!

For the investment you are making and for helping us to achieve our mandate to create an industry-led, industry-driven apprenticeship system.

