

## Skill-based Apprenticeship

The Nova Scotia Apprenticeship Agency is now registering apprentices in Heavy Equipment Operator (Dozer), Heavy Equipment Operator (Excavator), and Heavy Equipment Operator (Tractor/Loader/Backhoe). These three trades are included in a new apprenticeship pathway called Skill-based Apprenticeships.

Skill-based Apprenticeships will become available for most current certification-only trades over the next few years. These apprenticeships will have the same regulatory requirements of other apprenticeship pathways; such as:

- Apprentices must work under the supervision of a certified journeyperson in the same trade.
- The ratio of apprentices to journeypersons is 3:1.

The primary difference for Skill-based apprenticeship is that there is no mandatory period of training associated with each level. **All training and skill development will happen on-the-job.**

For Heavy Equipment Operator trades the Skill-based Apprenticeships have the following components:

1. Term of apprenticeship (hours) – 3600 hours
2. Logbook of skill development (Available)
3. Study-guide to support preparing for the Certification Exam (available soon)
4. Final certification exam

### Cross-trade Credit

Any certified journeyperson in one HEO trade will receive credit of 1800 hours towards apprenticeship or 2700 hours towards trade qualification in one of the other two HEO trades.

### Incentives

Apprentices, journeypersons and employers will qualify for incentives where progression is a requirement (as long as all other requirements are also met).

Level progression will be defined by hours and logbook skills as listed in the following charts:

HEAVY EQUIPMENT OPERATOR (DOZER)							
Skills	Skills in Level 1	Skills in Level 2	Total Skills	Require to Progress to Level 2	Required to Complete Apprenticeship	Required Hours to Progress to Level 2	Required Hours to Complete Apprenticeship
Mandatory	30	11	41	24	41 (All Mandatory Skills)	1800 (Level 1)	1800 (Level 2) Total of 3600
Non-mandatory	2	2	4	0			
Total	32	13	45	24			

HEAVY EQUIPMENT OPERATOR (EXCAVATOR)							
Skills	Skills in Level 1	Skills in Level 2	Total Skills	Require to Progress to Level 2	Required to Complete Apprenticeship	Required Hours to Progress to Level 2	Required Hours to Complete Apprenticeship
Mandatory	30	14	44	24	44 (All Mandatory Skills)	1800 (Level 1)	1800 (Level 2) Total of 3600
Non-mandatory	2	2	4	0			
Total	32	16	48	24			

HEAVY EQUIPMENT OPERATOR (TRACTOR-LOADER-BACKHOE)							
Skills	Skills in Level 1	Skills in Level 2	Total Skills	Require to Progress to Level 2	Required to Complete Apprenticeship	Required Hours to Progress to Level 2	Required Hours to Complete Apprenticeship
Mandatory	30	12	42	24	42 (All Mandatory Skills)	1800 (Level 1)	1800 (Level 2) Total of 3600
Non-mandatory	2	2	4	0			
Total	32	14	44	24			