

Nova Scotia Apprenticeship Agency / Nova Scotia Community College
Stewardship Report

2015-2016 Academic Year



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Strategic Alignment

As a result of an agreement between the Chair of the Apprenticeship Board and the Chair of the College Board of Governors, recognizing that Nova Scotia Community College (NSCC or the College) and the Nova Scotia Apprenticeship Agency (NSAA or the Agency) are joint stewards of the apprenticeship system in Nova Scotia, the Joint Stewardship Initiative was created. The Initiative is based upon the desired outcomes of the two institutions whereby stakeholders are engaged in the apprenticeship process, training programs meet industry standards and match labour market needs, and students successfully progress through the apprenticeship system from pre-apprenticeship to apprenticeship and certification. Steps to achieve the outcomes include joint decisions and recommendations to the Minister of Labour and Advanced Education (the Minister) where a shared mandate exists, enabling collaborative approaches to amending, developing, approving, and evaluating pre-apprenticeship programs at the College, including customized delivery of pre-apprenticeship programming. In December, the first Board meeting is scheduled between the NSAA Board and the Board of Governors.

A joint committee of NSCC and NSAA Leadership Teams will meet on a regular basis to develop and implement the Joint Stewardship Initiative. This combined Leadership Team will be co-led by the NSCC Vice-President, Academic and the NSAA, Chief Executive Officer. The Team will develop and oversee the implementation of a plan positioning both parties to deliver on their respective mandates while effectively improving student success and increasing apprentice completion rates. Activities will include developing mechanisms to ensure NSAA has input into program decision making, managing apprenticeship technical training, building a shared understanding of the financial resources assigned to support the apprenticeship system, developing shared labour market information, sharing information to influence decision-making, leveraging marketing and communications including career awareness and youth programming, and developing a training quality framework.

In 2015, the Ministers of Education and Early Childhood Development and Labour and Advanced Education appointed a Task Force to recommend ways to more effectively support students as they transition from public school to college, university, apprenticeship and the workforce. The Transition Task Force Report entitled, *"From School to Success: Clearing the Path"*, contained recommendations involving the apprenticeship system. In 2016-2017, as part of the Joint Stewardship Initiative, representatives of the College and the Agency will review the recommendations and develop a work plan to improve student success when transitioning from high school into the College and an apprenticeship program.

In 2016, three program changes were submitted to the Minister for approval: the addition of a third class Power Engineering pre-apprenticeship program at Marconi campus; a new core certificate program for Construction Trades Labourer and, redevelopment of the Culinary Skills core certificate program. Given an opportunity to review the programs, the Agency has recommended approval of the Power Engineering proposal and of replacing the two-year Culinary Arts pre-apprenticeship diploma program with a one-year Culinary Skills certificate program. The Agency has requested that additional consultation be held for any changes to the Construction program.



Apprenticeship Board

The NSCC Vice-President, Academic was appointed to the inaugural Apprenticeship Board in July 2014 and continues to be a member of the NSAA Board and a member of the System Performance Standing Committee. This Committee provides general stewardship and oversight on the success of the apprenticeship system meeting its goals and objectives - as defined in the Apprenticeship Agency's Operating Charter and multi-year Strategic Plan.

Shared Outcome – Industry Engagement

NSAA/NSCC—TAC Coordination Committee

In accordance with the NSAA Operating Charter, Trade Advisory Committees (TACs) established by the NSAA Board serve as Program Advisory Committees to NSCC. TACs may be established for any trade having a pre-employment apprenticeship training program associated with a designated trade. A Trade Advisory Coordinating Committee was formed by Agency and College staff to provide advice to the respective Boards on the full trades-training system, including both pre-apprenticeship and apprenticeship programming. The TAC Coordinating Committee determines annual program reviews, recommends employer engagement as necessary, defines the processes for establishing TACs, and clarifies roles and participation in TACs. The committee is co-chaired by the NSAA Director of Partnership and Innovation and the College's Dean of Trades and Technology.

The inaugural meeting of the TAC Coordinating Committee was September 9, 2015 and meetings were held four additional times during the academic year (March 11, April 6, May 20, and June 23). To date, the primary focus of the meetings has been: aligning program reviews with existing TAC work, setting priorities for additional TACs, creating the TAC work plan, and developing the Terms of Reference (TOR) for the Committee.

In Spring 2016, NSCC proposed that the Culinary Skills Certificate program transition to a one-year program. Declining enrolment, difficulty retaining second year students in the diploma program and industry feedback, in contrast with the success of the one-year certificate program at the Pictou campus, indicated that this proposed program change will meet the needs of learners and industry. As this program change is in line with the NSAA Strategic Plan, putting more emphasis on the apprenticeship pathway in trades that have pre-apprenticeship training, NSAA supported moving in this new direction.

Trade Advisory Committees

Trade Advisory Committees (TACs) established by the NSAA Board, include NSCC representatives as committee members as their expertise on apprenticeship technical training is often required.

The Agency and the College work together when a TAC reviews a pre-apprenticeship program and additional resource staff are provided by both organizations, as needed. Over the reporting period, six (6) TACs were established and staff from both organizations were represented on each TAC. Trade Advisory Committees were set up for the following trades: Automotive Service Technician, Carpenter, Construction Electrician, Industrial Electrician, Motor Vehicle Body Repairer, and Truck and Transport Mechanic.

Recruitment has started for Trade Advisory Committees for the following trades: Bricklayer, Heavy Duty Equipment Technician, Plumber, Steamfitter/Pipefitter, and Powerline Technician. There will be a program review for the pre-apprenticeship programs associated with these TACs.

Review of NSCC Pre-Apprenticeship Programs

Trade	NSCC Program	NSAA TAC	Timeline for TAC establishment
Automotive Service Technician	Automotive Service Repair	Automotive Service Technician	Established in Fall 2015. Met in Jan., March, and June 2016.
Bricklayer	Bricklaying/Masonry	Bricklayer	TAC recruitment complete. Awaiting final membership approval by the NSAA Board.
Carpenter	Carpentry (Certificate & Diploma), Heritage Carpenter	Carpenter	Established in Summer 2011. Program review 2016. Presentation has been developed for TAC members to present to their member organizations. A formal position will be provided to the Agency by the organizations.
Construction Electrician	Electrical-Construction & Industrial (Certificate & Diploma) Electrical Technician Electro Mechanical Technician	Construction Electrician	Established in Fall 2015. Met in Dec. 2015, and Feb., April, Aug. 2016. Program review 2016 with Industrial Electrician TAC.
Cook	Cooking, Culinary Arts	Cook	Recruitment in 2016. Program review after 2016.
Heavy Duty Equipment Technician (HDET)	Heavy Duty Equipment/ Truck & Transport (Certificate & Diploma)	Truck & Transport Mechanic/Heavy Duty Equipment Technician	TAC recruitment complete. Awaiting final membership approval by the NSAA Board. Program review with TTM TAC.
Industrial Electrician	Electrical-Construction & Industrial Electrical Technician Electro Mechanical Technician	Industrial Electrician	Established in Fall 2015. Met in Dec. 2015, and Feb., Aug. 2016. Program review 2016 with Construction Electrician TAC.

Marine Service Technician	Diesel Repair—Industrial & Marine	MST/HDET/TTM	Established in Spring 2015. Human Resource Outlook will be developed.
Motor Vehicle Body Repairer	Auto Collision Repair & Refinish	Motor Vehicle Body Repair	Established in Fall 2014. Human Resource Outlook and MVBR training pilot to encourage direct entry in Sydney, NS under development.
Power Engineer	Power Engineering Technology Process Operations—4 th Class	Power Engineer	Program review in 2016-2017. TAC is not currently planned.
Plumber	Plumbing, Pipe Trades	Plumber	TAC recruitment complete. Awaiting final membership approval by the NSAA Board. Program review with Steamfitter/Pipefitter TAC.
Power Line Technician	Utility Line Worker	Power Line Technician	Program review after 2016. TAC planned for Winter 2016-17.
Steamfitter/Pipefitter	Steamfitting/Pipefitting Pipe Trades	Steamfitter/Pipefitter	TAC recruitment complete. Awaiting final membership approval by the NSAA Board. Program review with Plumber TAC.
Truck & Transport Mechanic (TTM)	Heavy Duty Equipment/ Truck & Transport (Certificate & Diploma)	Truck & Transport Mechanic/Heavy Duty Equipment Technician	Established in Winter 2015. Program review in 2016 with HDET TAC. National Occupation Analysis' (NOAs) for AST, TTM and HDET reviewed to determine crossover work. A recommendation will be sent to the Board for updates to respective trade regulations.

NSAA/NSCC—Apprenticeship Training Committee

The joint Apprenticeship Training Committee meets biweekly to discuss, coordinate, plan and implement the delivery of technical training. The committee reviews new and emerging trends, develops implementation strategies for renewed and harmonized training standards, identifies curriculum development needs and resources, explores challenges facing apprentices, and seeks opportunities for flexible training delivery options. This committee is made up of representatives from the College and the Agency with responsibility for the delivery of technical training. It is co-chaired by the Manager of Apprenticeship at NSCC and the Manager of Programs and Operations at the Agency.

Apprenticeship Technical Training

Apprenticeship technical training is the formal instruction apprentices receive when pursuing certification in a designated trade. The Nova Scotia Community College is the Agency’s primary service provider for technical training and other trades-related training (e.g. refreshers, certification renewal, and safety) for the following 29 designated trades:

Automotive Service Technician (AST)	Machinist
AST (Service Station Mechanic)	Metal Fabricator (Fitter)
Blaster	Motor Vehicle Body Repairer (Metal and Paint)
Boilermaker	Oil Heat System Technician
Bricklayer	Plumber
Carpenter	Power Engineer
Construction Electrician	Powerline Technician
Cook	Refrigeration and Air Conditioning Mechanic
Gas Fitter	Refrigeration Plant Operator 2 nd Class
Heavy Duty Equipment Technician	Roofer
Industrial Electrician	Sheet Metal Worker
Industrial Mechanic (Millwright)	Steamfitter/Pipefitter
Instrumentation and Control Technician	Truck and Transport Mechanic
Ironworker (Reinforcing)	Welder
Ironworker (Structural/Ornamental)	

During the 2015-2016 academic year, mid-August 2015 to mid-August 2016, a total of 1229 weeks of technical training was delivered at 10 NSCC Campus locations (not including online training):

Campus	Weeks of Training	Number of Apprentices	Campus	Weeks of Training	Number of Apprentices
Akerley	358	734	Burridge	38	49
Waterfront	291	543	Shelburne	6	2
ITC	175	303	Lunenburg	4	7
Marconi	233	375	Kingstec	28	53
Pictou	89	144	Truro	7	9



In 2015-2016:

- 198 sections of technical training were delivered;
- 2970 seats were reserved to accommodate 15 students per section of training;
- 2219 apprentices attended training sections, with a fill-rate of 75% (approximately 120 apprentices attended training more than once in this period); and
- 51 Apprentices attended in-class IP Refresher training in Sheet Metal.
- Levels 2,3 and 4 of Construction Electrician technical training were offered in Yarmouth through the use of the NSCC Mobile Learning Centre at the Burrige Campus

Refresher Courses

In an effort to increase the number of certified trades people in Nova Scotia and support apprentices and trade qualifiers who sometimes have difficulty successfully writing certification examinations, the NSAA and NSCC have offered the following refresher courses: One (1) Electrician session through Blackboard Collaborate web technology, and four (4) Sheet Metal Worker in-person sessions at the Akerley Campus in Dartmouth.

Transfer Credit

The Nova Scotia Apprenticeship Agency awards NSCC graduates who have completed pre-employment programs in designated Nova Scotia trades with credits toward apprenticeship following an approved transfer credit agreement with the College. This is possible because the NSCC has incorporated the industry training standard for the trade into the applicable program. Programs are reviewed annually and credits are given in 37 College pre-employment programs.

Equipment and Training Labs

As the NSCC is the Province's primary training provider, it is important that investments are made to continually improve the equipment and training labs at the College. Updated equipment is critical to ensuring that apprentices are receiving the most accurate and relevant technical training in modern and well-equipped labs. In addition, as some employers find it difficult to provide training in every task in a trade, having training labs and equipment available for practical training purposes helps students' progress and complete the apprenticeship program. In fall 2015, the Agency provided \$405,000 in funding to the NSCC for equipment purchases in the following apprenticeship technical training programs: Plumber, Carpenter, Industrial Mechanic, Gas Fitter, Industrial/Construction Electrician, Welder, Automotive Service Technician, Heavy Duty Equipment Repair, Ironworker, and Steamfitter/Pipefitter.

Shared Outcome: Diversity and Inclusion

Diversity

The Diversity and Inclusion Advisory Committee, with members from both the NSAA and NSCC, was formed to provide advice on developing a framework for diversity and inclusion within the Apprenticeship Agency and the wider apprenticeship system. The need for a Chief Diversity Officer was identified by the committee in December 2015. This position is currently held by NSAA staff, in an acting capacity, until the hiring process is complete. Work carried out by the committee resulted in the



document, *Building More Equitable Pathways, A Diversity and Inclusion Framework for the Nova Scotia Apprenticeship Agency*. This Framework received approval from the Minister of Labour and Advanced Education in 2016 and will be launched at the NSAA's annual industry meeting.

Disability Services Committee

The Disability Services Committee at NSCC was formed to address the needs of apprentices with self-identified disabilities entering and/or continuing technical training at the College.

The committee has worked to clarify and document services offered for apprentices with disabilities. As part of a new 2016 service-delivery model, Disability Services are now primarily delivered through a Learning Strategist at each of the 13 NSCC campuses. Services include processes for students to self-identify, provide information, participate in individualized accommodation planning, and seek the supports necessary to meet their personal responsibilities in the process of accommodation planning. Accomplishments to date include identifying the many different barriers a student may have to learning which may include a disability, gaps in academic history or limited literacy skills and, in addition, mapping services available at key stages of the apprentice career path. While working to identify the roles and responsibilities of an apprentice seeking assistance from Disability Services, NSCC's Learning Strategists and NSAA's training consultants, the committee will continue to seek to identify potential partners and any projects that will address service gaps.

Inclusion


During Winter/Spring 2016, while working toward a shared outcome of diversity and inclusion, the College and the Agency, along with Irving, GE Canada, Employment Nova Scotia, and the Office of Aboriginal Affairs and Federal Government departments formed a partners group to establish a bridging program for Aboriginal individuals in the Metal Fabrication trade called Pathways to Shipbuilding. With funding from the partners, the College offered an additional section of the two-year diploma program in order to accommodate students through its customized training arm. This project follows the pattern of a similar initiative with Women Unlimited. The NSAA is working with the pre-apprentices to build an understanding of the apprenticeship pathway that will continue, ideally, with employment at Irving Shipbuilding Inc.

Shared Outcomes: Career Exploration and Awareness

Youth Programming

Youth experiential learning opportunities in the skilled trades are funded by the Agency, in partnership with Industry and NSCC. Two current initiatives include Building Futures for Youth (BFY) involving the construction sector, and Automotive Test Drive (TD), an initiative in the motive power sector. These programs provide a combination of industry-based classroom safety instruction and on-the-job, paid work experience in the trades for eligible Grade 10 and 11 students in the public school system. Classroom instructional time is delivered at NSCC campuses across the Province.

This year, the BFY and Test Drive programs had a total of 97 students participate in summer youth programs. Building Futures for Youth accepted 80 participants and 73 completed all aspects of the program; those 73 students were employed for the summer by 52 individual employers. In the



TestDrive program, 17 students were accepted and completed all aspects of the program, including the work placement component which engaged 17 employers to host the students. As a requirement of the programs, NSCC provided 80 hours of safety training to all 97 participants before students entered job sites.

NSAA Marketing - NSCC Open House

In 2014, NSCC launched its inaugural college-wide Open House. The day provided learning, discovery, and engagement opportunities for attendees and employees. The 2nd NSCC Open House was held on October 27, 2015. NSCC and NSAA worked together at the province-wide event to promote apprenticeship training and direct-entry options for those wishing to work in one of the many designated trades and to promote the collaborative work we do together. NSAA had information tables/booths at the following NSCC Campuses: Marconi, Strait Area, Pictou, Truro, Akerley, Waterfront, Bridgewater, Kentville, Shelburne, and Burridge. The event attracted over 6,300 visitors to the College's 13 campuses across Nova Scotia.

NSCC Career Exploration and Supports

Additionally, NSCC undertakes a wide range of activities designed to help learners make good choices based on relevant information, self-exploration and hands on experiences. These include:

- Junior high career exploration sessions
- Technology road shows
- High school visits-4 per each high school per year which include presentations, demonstrations and program information
- Annual Technology Showcase
- NS Skills Competition-province wide annual career fair/competition for high school students
- Halifax Regional School Board Annual Career Fair, and others when scheduled
- Marine Skills Competition and Career Fair – Nautical Institute
- Two Techsplorer Conferences annually, focusing on female high school cohort
- Guidance Counsellor Lunch and Learn series
- O2 Co-ordinators partnership series
- Campus tours, both group and individual
- Test Drive-learners can experience the program environment for any program with current students
- Advising-all NSCC campuses offer 1:1 career advising
- Career In Gear-an NSCC designed, interactive career exploration program helping learners match their skill set and interests to jobs and industries
- Get Started and Orientation-welcoming students and helping them transition into their chosen program
- Participation in the NS Home Builders Career Fair and other community and industry sponsored events

NSAA and NSCC are committed to working together to leverage resources to provide the best possible support to assist learners make good education and career choices.



Shared Outcome: Celebrate our Success

NSAA/NSCC—Apprenticeship Celebration Event (ACE)

Historically, the Apprenticeship Celebration Events are held each year to recognize newly-certified journeypersons who have successfully completed apprenticeship training and received a Certificate of Qualification in their chosen trade. These celebratory events are hosted by the Apprenticeship Board and funded by Industry. Events are held twice each year, with the fall event in the Halifax Regional Municipality and the spring event held at varying locations throughout the Province. The College, the Agency, and representatives from Women Unlimited work together to plan each event. The President or Vice President Academic of the Community College and the Chief Executive Officer of the Apprenticeship Agency usually address the attendees at the event.

On November 15, 2015, the ACE was held at The Westin Nova Scotian with approximately 220 attending and 40 newly certified journeypersons receiving Certificates of Accomplishment from the Minister of Labour and Advanced Education, Chair of the NSAA Board, and CEO of the Apprenticeship Agency.

The second Apprenticeship Celebration Event was held at the Membertou Trade and Convention Centre on May 14, 2016. There were approximately 140 in attendance and 23 were newly certified journeypersons. The event included greetings from the MLA for Sydney-Whitney Pier, an opening prayer and a welcome from a Membertou Elder, and traditional drummers and dancers from Membertou First Nation.


Shared Outcome: Labour Market Information

Building upon the shared understanding between NSCC and the NSAA, meetings have been held to discuss sharing labour market information (LMI) to improve decisions made concerning training programs. Both institutions use a combination of information resources to acquire LMI on a timely basis. NSCC has invested in an economic modelling software called, *EMSI Desktop Analyst* and NSAA is working with the Atlantic Apprenticeship Council and *PRISM Economics and Analysis* to develop an Atlantic database which will fulfill Agency requirements for LMI data. Sharing labour market reports and data will help both organizations gain a better understanding of industry labour market realities and areas of potential training needs.

Shared Outcome: Flexibility and Innovation

Flexible and Innovative Technical Training

Agriculture Equipment Technician (AET) is a designated trade in Nova Scotia; however, due to rapidly advancing technology, declining apprenticeship participation within the trade and other factors, the AET trade became inactive overtime. Representatives from the agriculture industry have identified a need for skilled technicians to maintain and repair the technically-advanced equipment used on farms today. Working with the agriculture industry and the NSAA, a new AET program was developed. This new program, designed in collaboration with NSCC, includes a combination of technical training, online courses and on-the-job training. Certified Heavy Duty Equipment Technicians and Truck and Transport Mechanics can use their apprenticeship hours toward certification as an Agricultural Equipment Technician or take additional training to earn multiple certifications.



The NSAA, in partnership with the NSCC and Industry, has created an exceptional new technical training experience for the Cook apprenticeship program. New learning technology has made all levels of technical training for the Cook trade engaging, innovative, and responsive to industry needs, the employer, and the apprentices. Training is available as a blended program with online and in-class instruction.

Mobile Learning Centre (MLC)

NSAA, working in partnership with NSCC, has delivered technical hands-on training at the Burrige Campus in Yarmouth through the innovative Mobile Learning Centre (MLC). The MLC, a 53-foot expandable mobile unit was used to deliver three levels (2, 3, and 4) of Construction Electrician training from January to June 2016. During the sessions, pre-apprenticeship students from NSCC Shelburne Campus toured the mobile unit and were presented with an overview of apprenticeship training and on-line learning options for electrical trades. Local electrical contractors from the Yarmouth area also participated in an MLC tour collaborating with faculty, campus administration, and NSAA representatives.

In addition to the MLC, electrical apprentices had access to new hands-on training aids funded by the Apprenticeship Agency. Through this NSAA/NSCC partnership, apprentices benefitted from hands-on technical training while being able to remain in their home communities. The Apprenticeship Technical Training Committee is reviewing potential locations and capacity for other close-to-home training locations utilizing the Mobile Learning Centre.

Atlantic Trades Business Seal

The Atlantic Trades Business Seal Program (ATBS) is offered by NSCC to Atlantic tradespeople operating their own business, helping them to develop business leadership skills. Initially the five modules comprising the program were developed to be delivered in a traditional classroom setting. A joint NSAA and NSCC committee is overseeing the development of a pilot that will enable more flexible program delivery and one module will be delivered in a blended or on-line format.

Flexible Technical Training for Construction and Industrial Electrician Apprentices

This multi-year project, funded by Human Resources and Skills Development Canada, is managed by a joint NSAA/NSCC Project Management Committee. A Joint Advisory Committee, comprised of employers, faculty, and apprentices, advises the Project Management Committee on all facets of the initiative.

The primary objective of the Flexible Technical Training Project is to introduce, test, and promote innovative alternatives to traditional in-class training methods. Through the use of the Mobile Learning Centre (MLC) and new simulation technology, 75-80 apprentices in the pilot are given full access to technical training in any location, enabling them to continue working while reducing the time they are away from the workplace. The MLC can be stationed at any of NSCC's 13 campus locations, community centres, work sites and remote sites, as required.

Another key objective is to produce 56 training simulators which will be made available to Construction and Industrial Electrician apprentices using the existing MLC and/or classroom space. The Manager of Apprenticeship Training, the Academic Chairs, the Project Coordinator, and NSAA staff facilitated a two-

day interactive hands-on workshop March 1-2, 2016 with all Construction/Industrial Electrical Faculty in order to design prototypes for the simulators. Members of the Instructional Design Team and the NSCC Curriculum Consultant were also present in anticipation that this content will be transferred into all 33 required apprenticeship theory courses on the Desire 2 Learn (D2L) e-learning platform. In addition to offering an e-learning option to apprentices from Nova Scotia through the pilot, an additional 5 apprentices from PEI are being offered access as well.

The Instructional Designer, Subject Matter Expert and related on-line Support Staff have commenced developing curriculum and installed the content in the D2L Learning platform for Level 2 courses. The Manager of Apprenticeship Training, in collaboration with the NSAA, will recruit Level 2 apprentices for the first of the D2L on-line learning theory courses starting October 2016.

The project started in 2015 and is expected to be completed in 2018.

Shared Outcome: Industry Standards and Harmonization

Atlantic Trade Advisory Committees

Nova Scotia continues to be an active participant in the Atlantic Apprenticeship Harmonization Project (AAHP). Under the AAHP, the Apprenticeship Board recruits and appoints members representing Nova Scotia to Atlantic Trade Advisory Committees (ATACs). ATAC membership consists of one employer, one employee, and one training provider representative from each Atlantic jurisdiction.

The Agency process for recruiting ATAC members involves contacting stakeholders specific to the trade for which the ATAC is being established in order to measure interest in participation. Following this initial contact, the Agency will advertise for ATAC participants and screen applicants. The College provides an instructor to work with the ATAC based on an agreement with the Apprenticeship Agency. This process is separate from the industry recruitment and screening process. All ATAC candidates are approved by the Board.

The following ATACs have been established and have convened: Bricklayer, Carpenter, Construction Electrician, Cook, Industrial Electrician, Instrumentation and Control Technician, Metal Fabricator (Fitter), Plumber and Welder. The Steamfitter/Pipefitter ATAC has been established and will meet in October. NSCC has contributed a training provider representative for each of the ATACs.

Implementation Schedule for 2016-17.

All apprentices who attend the training below will be required to successfully complete an Atlantic level-exam in order to progress to the next level of training.

Trade	Level	# of Training Weeks	Training Dates (as of Aug 26, 2016)
Bricklayer	1	8 weeks	Level 1: May 8 - June 30, 2017, NSCC Dartmouth Gate Site
Bricklayer	2	6 weeks	Level 2: Mar 20 - Apr 28, 2017, NSCC Dartmouth Gate Site

Carpenter	1	8 weeks	<ul style="list-style-type: none"> o Sept 12 - Nov 4, 2016, NSCC Marconi Campus o Oct 24 - Dec 16, 2016, NSCC Akerley Campus o Apr 3 - May 26, 2017, NSCC Akerley Campus
Cook	1	5 weeks (4 weeks in-class + 1 week online)	<ul style="list-style-type: none"> • Oct 3 - Oct 28, 2016, NSCC Marconi Campus • Nov 7, 2016 - Jan 24, 2017, NSCC Akerley Campus • Mar 13 - Apr 7, 2017, Kingstec Campus
Cook	2	5 weeks (4 weeks in-class + 1 week online)	<ul style="list-style-type: none"> • Nov 7, 2016 - Jan 24, 2017, NSCC Akerley Campus • Apr 17 - May 12, 2017, NSCC Lunenburg Campus
Metal Fabricator (Fitter)	1	9 weeks	<ul style="list-style-type: none"> • Jan 9 - Mar 10, 2017, NSCC Akerley Campus • Apr 24 - Jun 23, 2017, NSCC Akerley Campus
Welder	1	9 weeks	<ul style="list-style-type: none"> • Jan 9 - Mar 10, 2017, NSCC Akerley Campus • Apr 24 - Jun 23, 2017, NSCC Akerley Campus

This schedule is also available on the NSAA website: <https://nsapprenticeship.ca/apprentices/training/schedule>

Atlantic Apprenticeship Harmonization Project

Under the auspices of the Atlantic Harmonization Project (AAHP), the Atlantic Trade Advisory Committees (ATACs) for Bricklayer, Carpenter, Cook, Metal Fabricator (Fitter) and Welder developed harmonized Atlantic curriculum standards, provided input to the Atlantic apprentice logbook trade skills, and developed exam banks for all levels of apprenticeship training (except Carpenter). In 2016-17, the Carpenter ATAC will meet to develop the Levels 3 and 4 exam banks.

Throughout 2016-17, the ATACs for Construction Electrician, Industrial Electrician, Instrumentation and Control Technician, Plumber and Steamfitter/Pipefitter will meet to develop, or finalize, Atlantic curriculum standards, provide input to the Atlantic apprentice logbook trade skills, and develop level-exam banks.

NSAA and NSCC plan to implement the harmonized curriculum standards and exams one level at a time, in each training year. For example: Level 1 for Bricklayer, Cook, Metal Fabricator and Welder was implemented in the 2015-16 training year; Level 2 will be implemented in the 2016-17 training year; and Level 3 will be implemented in the 2017-18 training year.



CCDA Harmonization

Nova Scotia is an active participant in the Canadian Council of Directors of Apprenticeship (CCDA) Harmonization Initiative. The goal of this project is to substantively align apprenticeship training and certification requirements for Red Seal trades in all Provinces and Territories across Canada, except Quebec. This means, for example, if an apprentice trains in Nova Scotia or in Alberta, the program requirements and technical training will be similar. Priorities for harmonization include: trade name, total hours, number of training levels and curriculum sequencing.

In collaboration with the Provinces and Territories, the CCDA has assigned each trade selected for harmonization to a phase (e.g. phase 1, 2, 3, 4 or 5). Phase 1 trades that NSCC offers apprenticeship training for include: Carpenter, Metal Fabricator, Welder and three Ironworker trades (Generalist, Structural/ Ornamental & Reinforcing); changes for these trades will start to be implemented in the September 2016 training year. Phase 2 trades offered at NSCC include: Automotive Service Technician, Agricultural Equipment Technician, Heavy Duty Equipment Technician, Truck and Transport Mechanic, Construction Electrician, Industrial Electrician, Industrial Mechanic (Millwright), Plumber, and Steamfitter/Pipefitter; implementation will start September 2017.

With the first two phases of the project well underway, the CCDA has announced the next sets of trades (phases 3, 4 and 5) to be harmonized by 2020. NSAA and NSCC will continue to work together and participate in webinars with apprenticeship stakeholders across the country. National stakeholder-webinars for Phase 3 trades will begin in late fall 2016; webinars for Phases 4 and 5 will be determined at a later date.


NSAA and NSCC will continue to collaborate and update training, meeting CCDA recommendations for curriculum sequencing, for the harmonized trades with apprenticeship training components. NSCC pre-apprenticeship programs will also need to reflect the harmonization standards.

Welder National Practical Examination

A joint NSAA and NSCC Project Team planned and implemented Nova Scotia's first national level welder practical exam. In accordance with Red Seal standards, a welder practical exam must be successfully completed before apprentices and trade qualifiers are permitted to write the challenge exam. The team, which included Subject Matter Experts and Examiners, developed administrative processes and a comprehensive objective evaluation, and facilitated the first certification level examination of welder apprentices in December 2015. In the 2015-2016 academic year 4 welder practical exams were administered and approximately 85 % of those taking the exam successfully

Completed. Ongoing Collaboration

To ensure ongoing collaboration between the College and the Apprenticeship Agency, both parties will work with the Board of Governors of the NSCC, to establish processes ensuring that the Agency has input and influence into the multi-year College Operating Plan. This involves supporting TACs to gain industry input, renewing the Training Sales Agreement and building a shared understanding of the financial resources assigned, supporting the apprenticeship system.



Diversity and inclusion are core values of both the Agency and the College. Together, we are working to establish a committee to promote careers in the skilled trades to diverse groups, encourage employers to accept students on work placements and hire from diverse groups and ensure diverse apprentices have access to the supports they need to participate successfully in technical training.


Accessing current labour market information for apprenticeship stakeholders is an integral element of good decision making. The College and the Agency will continue to work collaboratively with the TACs to share labour market information and develop human resource outlooks for the trades.

One of the apprenticeship system stewardship responsibilities as identified in the NSAA Operating Charter and the Community Colleges Act is to ensure the Agency has influence over amendment, development, approval and evaluation of pre-apprenticeship programs at the College, including customized programs. In May 2016, the Agency was appointed to the NSCC Program Review Committee of Labour and Advanced Education and will be included when a program falls within the mandate of the Agency. A process is currently being developed to ensure that programs are jointly planned and reviewed by the Agency and the College prior to being submitted to the Minister for approval. The NSCC/LAE Memorandum of Understanding, also under review, will include commitments regarding collaboration with the Agency.

Sincerely submitted,



Don Bureaux, President NSCC



Marjorie Davison, CEO NSAA



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