

NSAA | NSCC STEWARDSHIP REPORT

2019-20

ACADEMIC YEAR



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Appendix A:

PROGRAM REVIEW RECOMMENDATIONS

2021

BACKGROUND

STRATEGIC ALIGNMENT

Nova Scotia's apprenticeship system is a post-secondary experience that prepares people for careers in the skilled trades. The Nova Scotia Apprenticeship Agency (NSAA), working jointly with Nova Scotia Community College (NSCC), is focusing on improving the number of apprenticeship opportunities in the province based on our labour market needs and helping apprentices complete their journey to certification.

The concept of joint stewardship of the trades training system in Nova Scotia was initiated with the establishment of the Nova Scotia Apprenticeship Agency in 2014, and changes to the Apprenticeship and Trades Qualifications Act and The Community Colleges Act, made at that time. Both institutions support industry and equity partnerships in the apprenticeship process, the development of training programs that meet industry standards and match labour market needs and, ultimately, students progressing through the apprenticeship system from pre-apprenticeship to apprenticeship and certification.

We faced challenges in our collective work in the second half of the academic year due to the COVID-19 pandemic and its effects on pre-apprenticeship programs and technical training. This report documents the activities and initiatives undertaken by NSCC and the Agency to respond to the pandemic, and how we continued to work together to grow and adapt our work to best support the progress of apprentices.



OUTCOMES

COVID-19 RESPONSE

Managing Technical Training During COVID-19

Agency staff worked closely with NSCC staff to develop continuation plans for 568 apprentices who were immediately impacted by the disruptions caused by the pandemic. These plans enabled most apprentices to continue with their training after a short deferral and eventually all apprentices were able to continue training to progress toward certification. All apprentices were sent letters giving them the following options to continue their training:

Option 1: Remote Delivery Option (Synchronous/Distance Learning through Microsoft Teams)

In this option, College faculty prepared the course content to deliver the training remotely. Apprentices attended "lectures" via Microsoft Teams and completed various learning activities that were assigned each day.

Option 2: Complete Online Option (Asynchronous)

In this option, apprentices were able to enroll in the open Entry/Open Exit online courses that were available and progress at their own pace.

Option 3: Priority Seat in New Training Year

Clients whose circumstances did not allow them to avail themselves of options 1 and 2 were assigned priority seats in the next scheduled training to be delivered in the next training year.

During the period, 72 sections of training were offered across all options. 267 apprentices accepted priority seating with the hope of taking In-class training in the fall, 305 apprentices opted for the Synchronous/Distance learning through Microsoft Teams and 140 apprentices opted to take technical training via the Open Entry/Open Exit online delivery. 38 apprentices with only one week of class time remaining were deemed to have completed their technical training. During the second quarter, 109 weeks of training were delivered out of the 364 weeks planned.

Managing Examinations

Due to restrictions of public gatherings and the closure of NSCC campuses by March 16 as a result of the COVID-19 pandemic, it was not possible for the Agency to conduct level and Inter-provincial exams safely. Apprentices who took training during the COVID disruption were exempt from level exams. Those who had to write the interprovincial exam were to be scheduled to write when it became possible to do so safely.

Certification exams were restarted in NSCC locations in the summer months with a reduced number of individuals who could write in one sitting. These exam sittings continue and most apprentices who were delayed in writing have had an opportunity to write or to apply for a future sitting.



Atlantic Trades Business Seal

The Atlantic Trades Business Seal provides a critical foundation in business skills to journeypersons who are interested in entrepreneurship in the skilled trades. In 2019-20, the ATBS Program was offered at two sites: the Ivany Campus from September-June and the Marconi Campus from September-March. Eighteen journeypersons began the program at the Ivany Campus and 13 successfully completed the program to attain the ATBS designation.



COVID-19 interrupted classes in March at the Ivany Campus and NSCC and the Agency were able to successfully transition the participants to remote classes. The ATBS Program at Marconi Campus ran into several challenges due to COVID-19. We continue to work to support the successful completion of all participants.

The ATBS began as in-class delivery and was not initially designed for online learning, however, COVID-19 has provided an opportunity to rethink the program's design which has positioned us to consider transitioning to a remote delivery model in the future.

FORESTRY SECTOR APPRENTICESHIP INITIATIVE

December 2019 marked the historic announcement that Northern Pulp would close. In response to the planned closure and the need to support those affected, the Agency and NSCC successfully proposed the creation of the Forestry Sector Apprenticeship Initiative to the Government's Forestry Transition Team.

Examples of supports that are provided through this initiative include:

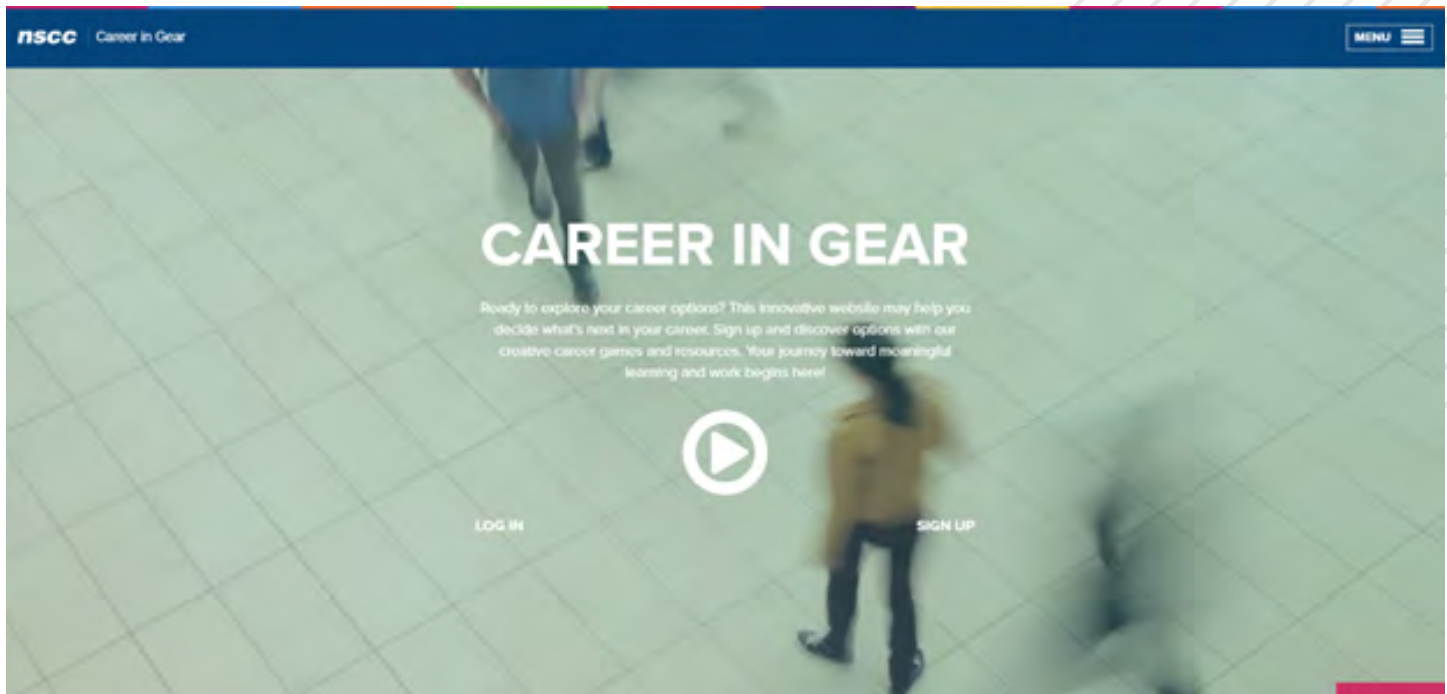
- Assisting existing apprentices to connect with other employment opportunities that will support them to continue their apprenticeship and achieve trade certification.
- Offering trade refresher programs for individuals who have earned practical hours in a trade but without technical training. These programs provide gap training and prepare candidates to challenge for trade certification.
- Providing training for certified journeypersons who have practical experience in a related second trade and want to pursue trade certification or endorsements to improve their re-employment opportunities.
- Developing enhanced direct-entry programs that provide knowledge and skills in an upfront program to help move interested employees into an apprenticeship opportunity.
- Supporting individuals who need longer-term training to access core programming at NSCC.

The initiative began in January and to date:

- 119 applications have been received
- 17 individuals have been registered as new apprentices
- 12 existing apprentices at Northern Pulp have been assisted to continue their apprenticeship
- 21 individuals are applying as trade qualifiers and plan to challenge the Red Seal certification exam; 5 have been successful to date
- 17 applicants have found new employment
- 32 applicants have been referred to NSCC for career/program counselling
- 11 have been referred into different programs, and
- 9 applicants have remained unavailable for further discussion

We have consistently promoted the initiative through newspaper and radio ads, social media blasts, mailouts and presentations with other government departments and service providers. We continue to work on our promotion of the initiative to reach those in the broader forestry sector.

In addition, under the auspices of the Forestry Sector Apprenticeship Initiative and with the purpose of developing apprenticeship awareness resources for the forestry sector, NSCC and NSAA will work together to develop an Apprenticeship Gear as part of the current model of “Career in Gear”, an interactive website that uses games to assist the user to explore occupations and discover NSCC programs. The aim of this gear will be to promote the full journey to trades certification.



Alumni Project

The NSAA and NSCC worked together to provide messaging from the NSAA to be included in information packages sent by NSCC to graduates of pre-apprenticeship programs and technical training programs congratulating them on their success. For pre-apprenticeship graduates, the Agency encouraged the graduates to consider a rewarding career in the skilled trades and register as an apprentice upon finding an employer. For technical training graduates who received a certificate of qualification in their chosen trade, the Agency encouraged them to consider obtaining the Atlantic Trades Business Seal, which is aimed at sharpening entrepreneurial and mentorship skills of certified journeypersons. Extracts of the letters appear below:

Pre-apprenticeship graduates who are potential apprentices



The Nova Scotia Apprenticeship Agency (NSAA) encourages you to continue to pursue a rewarding career in the skilled trades by finding an employer in your trade and registering as an apprentice.

[Learn more online](#) or call: 1-800-494-5615

Graduates who have completed technical training and are certified



As a certified journeyperson you can pass on your skills and knowledge by mentoring and training the next generation of apprentices. Enhance your skills by obtaining the Atlantic Trades Business Seal (ATBS).

[Learn more online](#) or call: 1-800-494-5651



COMMITTEE HIGHLIGHTS



Anna Burke
VP, Academic - NSCC



Marjorie Davison
CEO - NSAA

JOINT STEWARDSHIP INITIATIVE (JSI) LEADERSHIP

The Joint Stewardship Initiative is co-chaired by Anna Burke, the NSCC Vice-President, Academic and the NSAA CEO, Marjorie Davison. The leadership team meets quarterly and includes senior leaders from both organizations. Annual planning for the initiative took place in late summer and follow-up meetings were held to further refine the planning. Out of this engagement, two focuses emerged for future JSI work in the areas of quality teaching and learning and learning supports. This year, the co-chairs established a governance committee to advance the strategic objectives of our joint work and support the coordination and monitoring of the initiatives existing committees. Current active committees include the Joint Trade Advisory Coordinating Committee (J-TACC), Diversity and Inclusion Committee (D&I), Technical Training Committee (TTC), and Marketing and Co-branding Committee. Each committee develops an annual work plan and is co-chaired by NSCC and NSAA leadership.

THE JOINT TRADE ADVISORY COORDINATING COMMITTEE (J-TACC)

The NSAA/ NSCC Joint Trade Advisory Coordinating Committee (J-TACC) meets regularly throughout the school year to review the functions of the Trade Advisory Committees (TACs) and identify methods to engage industry to ensure that organizational objectives are met. This year, the J-TACC adapted and developed its processes for joint work and at the same time moved forward on several program reviews. Reviews were completed for the following trades programs:

- Automotive Service Repair
- Bricklaying-Masonry
- Industrial Instrumentation
- Metal Fabrication/Welding
- Motorcycle and Power Products

See **Appendix A** for a detailed report on past Program Reviews. In addition, several programs were developed or revised. Please see the list below for highlights:

Highlights of Program Development

Trade: Bricklayer; NSCC Program: Brick and Stone Masonry

The Brick and Stone Masonry program received final approval from the Minister to deliver a full 35 week certificate program that will lead to apprenticeship. This program started in September 2020 at the Ivany Campus in Dartmouth.

Trade: Heavy Duty Equipment Technician/Truck and Transport Mechanic; NSCC Program: Heavy Duty Equipment/ Truck Transport Repair

Following the November 2019 joint trade advisory committee meetings for Truck and Transport Mechanic and Heavy-Duty Equipment Technician, the new pre-apprenticeship programs are currently on schedule for implementation in September 2021. These new programs ensure alignment between the Atlantic harmonized apprenticeship programs and the corresponding pre-apprenticeship programs.

Trade: Sheet Metal Worker; NSCC Program: Sheet Metal Systems

The recommendation to create a full 35-week pre-apprenticeship Sheet Metal Systems Certificate program using standardized curriculum has received final approval from the Minister. Implementation is scheduled for September 2020-2021. A late change in this program moved the first year of implementation from Akerley Campus to Marconi Campus. The NSCC designated 9 seats for women, indigenous persons and African Nova Scotians in response to the Cape Breton Infrastructure Initiative. These seats have been filled and the program started in October 2020.

Trade: Elevating Device Mechanic

NSAA continues to work with NSCC to discuss and review parts of the Nova Scotia Occupational Standard (NSOS) and develop a certification examination for the newly designated Elevating Device Mechanic trade. Training is scheduled to start during the 2020-2021 academic year.

Trade: Machinist; NSCC Program: Machining

NSAA and NSCC continues to work with the TAC to facilitate approaches to re-evaluation of the Machining program, including the potential for program revitalization. The discontinuation of the Machining Program in Pictou provides opportunities for further development that may improve the trade pathway and better align with the needs of industry.



DIVERSITY & INCLUSION COMMITTEE

The NSAA-NSCC Diversity and Inclusion Committee develops strategies and activities to promote, support and grow diversity, equity, and inclusion within the trades training system in areas where the NSAA and NSCC have joint stewardship. The Committee is formed under the NSAA-NSCC Joint Stewardship Initiative and acts as an advisory body to the Joint Stewardship Leadership Team on matters pertaining to inclusion. The Committee Terms of Reference was amended this year to include a representative from the College's Student Services team.

After a successful planning session, four priority areas were identified: culture change, equitable representation, partnerships, and teaching and learning. Committee members worked together in a planning session with the full JSI team to align Diversity and Inclusion Committee priorities with the objectives of the other Committees.

The Diversity and Inclusion Committee co-chairs continued to meet with other committee leads to continue the alignment and coordinate related activities. An all-Committee Co-chairs meeting was held to confirm goals and suggest a broad-spectrum plan, including Inclusion goals, to the full JSI.



TECHNICAL TRAINING COMMITTEE (TTC)

The NSAA-NSCC Technical Training Committee acts as an advisory body to the Joint Stewardship Leadership Team. The NSAA/ NSCC Technical Training Committee focuses on the delivery of apprenticeship technical training and the documentation and communication necessary to ensure quality delivery.

COVID-19 Response

Technical Training

During the 2019/2020 training year, NSAA projected to offer 1470 weeks of technical training at various Nova Scotia Community College (NSCC) locations across the province. By the middle of March 2020, it became clear that the COVID-19 pandemic was spreading in every part of the world including Canada and Nova Scotia was not spared. Upon the advice of provincial public health officials, public gatherings were restricted to prevent the spread on the pandemic. As such, NSCC closed its campuses leading to disruptions in apprenticeship training. Between April 2019 and March 2020, however, 2412 apprentices had attended training and 1,382 weeks of training had been put on by the Agency.

Managing Examinations During COVID-19

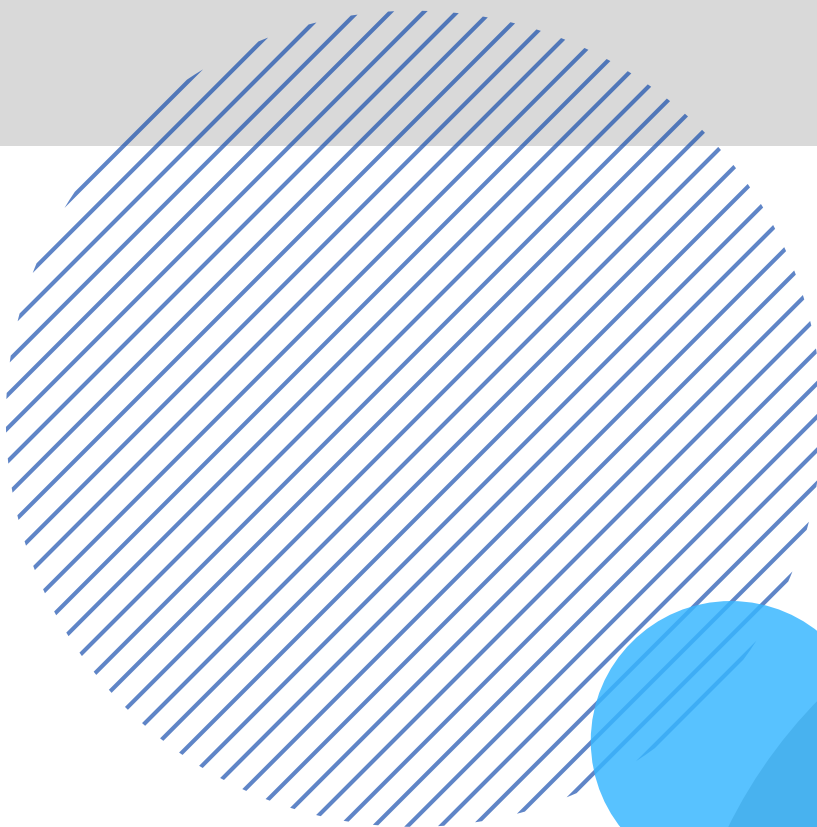
NSAA in collaboration with the Occupation Health and Safety division of LAE, provincial public health officials and NSCC developed protocols for re-starting exams. This was to allow apprentices who had been waiting to write their exams as well as those who had completed their training and had to write the provincial certification exams do so safely.

Discussions were also held with NSAA staff to gather input during the process and to ensure that all clients and staff were protected during examinations.

Arrangements were made with NSCC to permit the use of campus locations to ensure a smooth administration of the exams. Apprentices who had completed training and had applied to write their exams before exam locations were closed were scheduled to write in July. Those who completed technical training during the COVID-19 period were required to go online and apply to write in the month of August.

Special Exam Sitzings

Throughout the period of the COVID-19 pandemic, NSAA staff conducted special exam sittings in emergency situations. Special sittings are held for clients who require accommodations such as a reader-assisted exam and need for extra time or have job-related emergencies. These sittings are typically conducted on a one-on-one basis in NSAA offices where physical distancing is possible with a staff person invigilating.



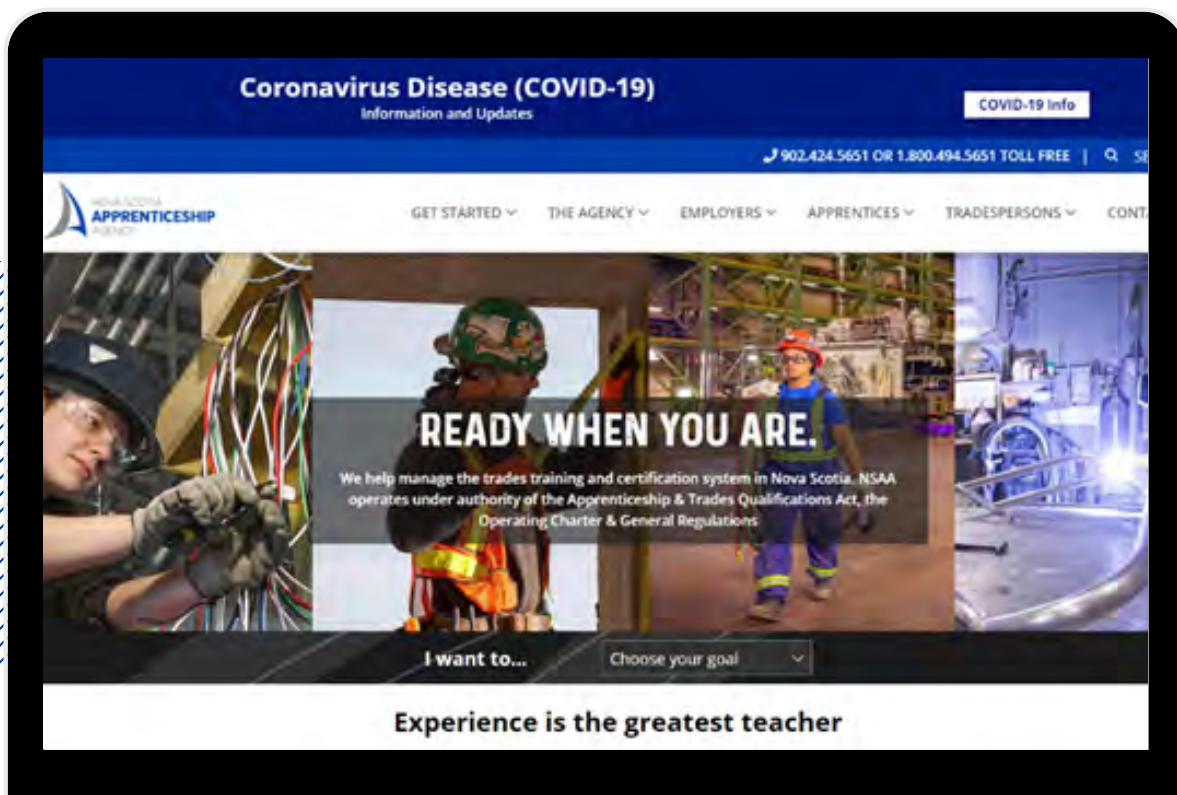
MARKETING & CO-BRANDING COMMITTEE

The Joint Marketing and Co-Branding Committee is responsible for ensuring that common or shared aspects of the trades training system between NSCC and NSAA, when advertised, displayed and/or marketed, are clearly and equally identified by both organizations with respect to their role in the system.

The focus of the Committee has been to communicate a united message to students in NSCC pre-apprenticeship programs that pre-apprenticeship is the beginning of the apprenticeship journey. While this continues to be an area of focus, the Committee is expanding its work to include: messaging to NSCC graduates of pre-apprenticeship programs and graduates of apprenticeship technical training who have received a certificate of qualification through the Alumni Project; inclusion of the apprenticeship pathway in NSCC Career in Gear online experience; and identifying areas to include NSCC on the NSAA website.

NSAA Website

The NSAA is refreshing its website in response to the success of its “Apprenticeship, Ready When You Are” marketing campaign. NSAA and NSCC will work together to identify areas to feature the NSCC and the training pathway through NSCC involvement and programming.





INDUSTRY STANDARDS & HARMONIZATION

Atlantic Apprenticeship Harmonization

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. ATACs support the development of Atlantic curriculum standards, apprentice logbooks and exam banks for their respective trades.

The Agency process for recruiting ATAC members involves contacting stakeholders within the specific trade to gauge their interest in participating. The Agency then advertises for ATAC employer/employee participants and screens applicants. Where applicable, the Agency defers the selection of the training representative to the College. All ATAC candidates are approved by the Apprenticeship Board.

During Phase 2 of the Atlantic project, the following ATACs were established and have convened:

- Automotive Service Technician (AST)
- Boilermaker
- Heavy Duty Equipment Technician (HDET)
- Industrial Mechanic (Millwright)
- Sprinkler Fitter
- Truck and Transport Mechanic (TTM)

Through a series of workshops in the previous year, the ATACs supported the initial development of the harmonized curriculum standards, logbooks and exam banks. Additional provincial workshops/meetings took place during the year to review and finalize exam banks developed by the ATACs. Implementation of the new harmonized Level-1 training for AST, Millwright and Sprinkler Fitter was implemented in the 2019-2020 training year. Boilermaker, HDET and TTM will begin in the following year.

As well, during the 2019-20 training year, NSAA and NSCC continued to work collaboratively to implement the new harmonized training and exams for the trades harmonized in Phase 1:

- Carpenter (Level 4)
- Construction Electrician (Level 3)
- Industrial Electrician (Level 3)
- Instrumentation & Control Technician (Level 3)
- Plumber (Level 3)
- Steamfitter/Pipefitter (Level 3)

The following Phase 3 trades were also selected for Atlantic harmonization. ATACs were established and have convened for the initial curriculum workshop for the Insulator(Heat and Frost)and Sheet Metal Worker trades in February and March 2020. Additional workshops will commence in the Fall 2020.

- Auto Body and Collision Technician
- Insulator(Heat and Frost)
- Machinist
- Oil Heat System Technician
- Powerline Technician
- Refrigeration and Air Conditioning Mechanic
- Sheet Metal Worker

Canadian Council of Directors of Apprenticeship (CCDA) Harmonization

Nova Scotia is an active participant in the 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.

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 one of six phases. Phases 1 to 5 of the project are complete and implementation timelines have been identified. During the year, NSCC staff provided input into the initial curriculum sequencing of Phase 6 trades, including Bricklayer, Instrumentation and Control Technician and Roofer.

NSAA and NSCC will continue to work together and participate in Red Seal workshops, webinars and discussions with apprenticeship stakeholders in the Atlantic region and across the country. We will also continue to collaborate and update training to meet CCDA recommendations for curriculum sequencing in harmonized trades that have apprenticeship training components and ensure NSCC pre-apprenticeship programs reflect the harmonized standards.

Transfer Credit

In adherence with an approved transfer credit agreement with the College, the Agency awards NSCC graduates with credits toward apprenticeship when they successfully complete relevant pre- apprenticeship programs and register as an apprentice. Programs are reviewed against the industry standard annually, and credits are currently available in 35 NSCC pre-apprenticeship programs.



ONGOING COLLABORATION

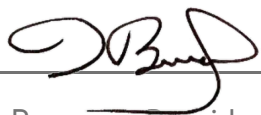


African Nova Scotian Pathways to Shipbuilding

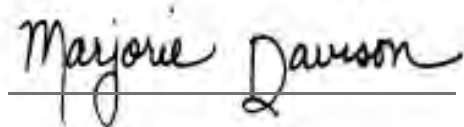
LAE, NSAA, NSCC, the East Preston Empowerment Academy (EPEA), the YMCA, and the Irving Centre of Excellence combined respective resources and expertise to design, develop, deliver and support a pre-welding and welding diploma program for 20 African Nova Scotians (ANS). The Pathways Program began in the Fall of 2018 with a 14-week program component encompassing career exploration in the skilled trades and essential skills. The program was designed and delivered from an Afrocentric cultural perspective to ensure greater success and readiness for the ensuing two-year welding diploma from NSCC. To this end, NSAA provided funding to EPEA to serve as the community partner throughout the initiative. In June 2020, 19 of the 20 participants successfully completed the welding diploma, which was embedded as a significant part of the Pathways Program. One of the highlights for the participants included a four-week work experience at the Halifax Shipyard. Irving Shipbuilding has since hired all graduates who successfully met program and company requirements and will register all participants as apprentices to continue their journey to certification. In a general debrief of the Pathways Program, partners noted the proactive contributions and nimble responses to unexpected circumstances, not the least of which was the COVID-19 interruption, in addition to the consistent communication of the multi-partner project leadership team.



Respectfully submitted,



Don Bureaux, President - NSCC



Marjorie Davison, CEO - NSAA

Appendix A:

PROGRAM REVIEW RECOMMENDATIONS

TIME FRAME: 2016-2020

PROGRAM REVIEW	PRE-APPRENTICE PROGRAMS	TRADE	FINAL RECOMMENDATIONS	IMPLEMENTATION
2016/2017				
HEAVY DUTY EQUIPMENT / TRUCK & TRANSPORT REPAIR	<p>The Heavy Duty Equipment / Truck and Transport Repair (HDETTR) Certificate</p> <p>The Heavy Duty Equipment / Truck and Transport Repair (HDETTR) Diploma</p>	<p>Heavy Duty Equipment Technician (HDET)</p> <p>Truck and Transport Mechanic (TTM)</p> <p>Transport Trailer Technician (TTT)*</p>	<p>MINOR</p> <ul style="list-style-type: none"> Faculty to review the TAC feedback and determine what steps can be taken to foster writing skills throughout the program. Complete mapping exercise, validating program outcomes and program structure. Determine how to align year two of the diploma program with the College credential framework: semester duration standard (second semester currently 300 hours; minimum 360 hours required). Pending completion of Atlantic Harmonization process, program structure, course weighting and course outcomes should be updated to ensure continued alignment with revised NSAA training standard. <p>MAJOR</p> <ul style="list-style-type: none"> Based on Atlantic Harmonization process and significant impact to current program outcomes, the pre-apprenticeship program curriculum requires additional attention to ensure alignment with apprenticeship pathways for HDET, TTM, and potentially Trailer Technician. 	<ul style="list-style-type: none"> School created two new diploma programs: Heavy Duty Equipment Repair and Truck and Transport Repair. School is exploring Trailer Technician opportunity.
METAL FABRICATION/ WELDING PROGRAM	<p>Metal Fabrication Diploma</p> <p>Welding Diploma</p>	<p>Metal Fabricator [Fitter]</p> <p>Welder</p> <p>Ironworker</p>	<ul style="list-style-type: none"> Explore opportunities to better utilize current shop spaces and/or adding additional shop space. Develop and share teaching and learning resources (for example test banks, projects, instructional videos) as part of Faculty Working Groups. Strengthen shipbuilding context of the programs. 	<ul style="list-style-type: none"> School will explore better utilization of shop spaces. Explore better utilization of current Brightspace/

			<ul style="list-style-type: none"> ○ Continue to maintain Apprenticeship Transfer Credit and curriculum quality: <ul style="list-style-type: none"> ○ Regularly review content in Apprenticeship Technical Training to determine whether additional outcomes are required in NSCC pre-employment programming. ○ Complete mapping exercise, validating program outcomes and program structure. ○ Investigate the possible inclusion or enhancement of curriculum based on areas noted for improvement. 	<p>SharePoint for collaboration of learning resources.</p> <ul style="list-style-type: none"> ○ Review current marine courses and identify where additional shipbuilding content can be integrated. ○ School will revisit FWG recommendations regarding curriculum. ○ Mapping exercise will be completed.
PIPING PROGRAMS	Plumbing Certificate Steamfitting/ Pipefitting Certificate Pipe Trades Diploma	Steamfitter/ Pipefitter Plumber Sprinkler Fitter	<p>MINOR</p> <ul style="list-style-type: none"> ○ Continue to maintain Apprenticeship Transfer Credit: ○ Regularly review content in Atlantic Level 1 Technical Training to determine whether additional outcomes are required in NSCC pre-employment programming. ○ Limit electrical content to trade requirements. (Pipe Trades). ○ Complete mapping exercise, validating program outcomes and program structure. ○ Certified fall arrest is needed for all piping programs, and should be added to Plumbing. ○ Drawings and Piping and Instrumentation Diagrams (P&ID) are important and after being introduced should be applied throughout the training to certification. ○ Explore introducing quality control at an early stage. ○ Explore innovative programming options for rural areas. <p>MAJOR</p> <p>N/A</p>	<ul style="list-style-type: none"> ○ School will ensure curriculum is aligned with the Atlantic Harmonization. ○ Determine appropriate electrical outcomes. ○ Mapping exercise will be completed. ○ Certified Fall Arrest has been added to Plumbing Program. ○ Explore how P&ID can be integrated throughout program. ○ Explore introducing quality control outcomes at an earlier stage. ○ Explore a new model of innovative delivery for southern NS.
2017/2018				
AUTOMOTIVE SERVICE REPAIR PROGRAM	Automotive Service and Repair (ASR) Certificate	Automotive Service Technician (AST)	<ul style="list-style-type: none"> ○ Continue to maintain Apprenticeship Transfer Credit: <ul style="list-style-type: none"> ○ Regularly review content in Atlantic Level 1 Technical Training to determine whether additional outcomes 	<ul style="list-style-type: none"> ○ School has aligned the pre-employment certificate with Atlantic Harmonization.

		Automotive Service Technician (Service Centre Technician)	<p>are required in NSCC pre-apprenticeship programming.</p> <ul style="list-style-type: none"> Limit content to Level 1 Apprenticeship content with additional topics at an introductory level only. Complete mapping exercise, validating program outcomes and program structure. Faculty/AC's- Access to common software across the locations. 	<ul style="list-style-type: none"> Mapping exercise will be completed. School has introduced common training software at all locations (Electude/ MotoLogic).
ELECTRICAL PROGRAMS	<p>Electrical Construction and Industrial Certificate</p> <p>Electrical Construction and Industrial Diploma</p> <p>Electrical Technician Diploma</p>	<p>Construction Electrician</p> <p>Industrial Electrician</p>	<p>MAJOR</p> <ul style="list-style-type: none"> Continue to maintain Apprenticeship Transfer Credit: Regularly review content in Atlantic Level 1 Technical Training to determine whether additional outcomes are required in NSCC programming. Complete mapping exercise, validating program outcomes and program structure. Make submission for increased transfer credit hours for the Electrical Technician program. Reflect industry trend towards energy efficiency, smart controls and renewables. 	<ul style="list-style-type: none"> School will ensure curriculum is aligned with the Atlantic Harmonization. Mapping exercise will be completed. Submit increased credit transfer hours for Electrical Technician Diploma. Request energy efficiency to be discussed at next FWG. Find out where this can be implemented, and the level of knowledge requested.
INDUSTRIAL INSTRUMENTATION	Industrial Instrumentation Diploma program	Instrumentation and Control Technician	<ul style="list-style-type: none"> Continue to maintain Apprenticeship Transfer Credit and curriculum quality: Regularly review content in Apprenticeship Technical Training to determine whether there are gaps in NSCC pre-apprenticeship programming. Complete mapping exercise, validating program outcomes and program structure. Develop tools to help potential student understand the scope of the trade and make informed application decisions. Investigate possible name change to align with trade name. 	<ul style="list-style-type: none"> School will ensure curriculum is aligned with the Atlantic Harmonization. Mapping exercise will be completed. Discuss name change with Academic Development and determine if it is feasible.
MOTORCYCLE & POWER PRODUCTS REPAIR	Motorcycle & Power Products Repair Certificate	Motorcycle Mechanic*	<ul style="list-style-type: none"> Develop training in concert with NSAA towards improving registration of apprentices in the Red Seal trade. Consider changing the title of the program to include "Power Sports Equipment" or "Powersports Equipment". Optional directions could be to offer motorcycle training independent of a powersports program. 	<ul style="list-style-type: none"> School will review request for name change. School will assess curriculum currently developed and continue to improve.

			<ul style="list-style-type: none"> ○ Consider delivery of training more accessible to metro and southwestern Nova Scotia. NSAA training may provide intermittent and more modular training for Motorcycle Mechanic. ○ Improve Program Marketing: <ul style="list-style-type: none"> a. Ensure the Recruitment Team is aware of the nature of the program, particularly the inclusion of power sports beyond motorcycles. b. Consider renaming the program to include "Powersports" or "Power Sports" in the title. d. Look at increased target marketing to PEI targets. ○ Teaching & Learning Space: <ul style="list-style-type: none"> a. In planning space for the future (e.g. new campus), ensure the shop space fits enrolment targets and capacity. b. Seek additional equipment investment including new/improved diagnostic equipment (computer diagnostics are critical in modern shops). Stands and other repair stations also need improvement and investment. This may be an opportunity to engage industry in sponsorships and scholarship, possibly via NSCCs foundation activities. c. Increase program supports including product literature, computer database tools. ○ Curriculum: <ul style="list-style-type: none"> a. Continued or increased support by Academic Services re: program mapping/ alignment with NSAA. b. Develop curriculum with an eye to incorporating more (possibly elective) content relevant to marine equipment. ○ Conduct a mapping activity to map program level outcomes to courses including graduate profile objectives such as sustainability, entrepreneurship awareness, service learning, and 20th Century skills. ○ Consider breaking up large courses into smaller units to allow for more effective remediation. ○ Consider developing alternate content as electives recognizing specific student interest. 	<ul style="list-style-type: none"> ○ Mapping exercise will be completed. ○ Explore feasibility of an innovative delivery in Lunenburg. ○ School will work with Recruitment and Marketing ○ Will work with NSCC Foundation to grow program. ○ New shop space and equipment in Sydney will meet expectations. ○ Outdoor Power Equipment Technician is utilized by some training institutions and has 2 pathways Power Equipment Technician and Recreational Equipment Technician - might be a place to add in the RV training and create 2 streams. ○ Connect with industry to obtain any recent changes in technology.
2018/2019				
BRICKLAYING MASONRY	Brick and Stone Masonry Certificate	Bricklayer Restoration Stone Mason*	<ul style="list-style-type: none"> ○ Investigate the possibility of enhancing trade pathways by designing a full 35-week Certificate program to be offered as a full 35-week NSCC Certificate program with a view to retiring the current program. 	<ul style="list-style-type: none"> ○ School created certificate program Brick and Stone Masonry offered at Ivany campus September 2020.

				<ul style="list-style-type: none"> ○ School is exploring Restoration Stone Mason options relative to Heritage Offerings.
SHEET METAL	Sheet Metal Systems Certificate	Sheet Metal Worker	<ul style="list-style-type: none"> ○ If supported by industry, we propose to recommend creation of a full 35-week Sheet Metal Certificate program at NSCC from September 2020-2021. The program will be offered at standard NSCC tuition and is expected to be Student Loan eligible. ○ The program will be designed to include ample hands-on work in the shop. The program content will cover Level 1 Apprenticeship technical training based on the requirements of the Interprovincial Program Guide Units of training: https://nsapprenticeship.ca/sites/default/files/docs/pubs/SMNACS.pdf 	<ul style="list-style-type: none"> ○ School introduced new program and it is being offered in Sydney October 2020 and in Akerley in September 2021.

