



JOINT STEWARDSHIP REPORT

2021-2022 ACADEMIC YEAR

PREPARED BY:
NOVA SCOTIA APPRENTICESHIP AGENCY
NOVA SCOTIA COMMUNITY COLLEGE



TABLE OF CONTENTS



- 01 Background -
Strategic Alignment
Joint Stewardship Initiative
- 02 Achieving the Vision
- 03 Covid-19 Response
Highlights/Outcomes
- 04 Impact on Examinations
- 05 Leadership and Committee
Highlights
- 07 Joint Trade Advisory
Coordinating Committee
- 09 Inclusion and Equity
Committee
- 10 Technical Training
Leadership Committee
- 12 Regional and National
Harmonization



BACKGROUND - STRATEGIC ALIGNMENT

JOINT STEWARDSHIP INITIATIVE (JSI)

Overview

Nova Scotia's apprenticeship and certification system is a post-secondary experience that prepares people for careers in the skilled trades. Nova Scotia Apprenticeship Agency (NSAA) and Nova Scotia Community College (NSCC) are jointly focused on meeting labour market needs by increasing the number of apprentices and helping apprentices complete their journey to certification.

The concept of joint stewardship of the trades training system in Nova Scotia was initiated to meet the legislative requirements established in 2014 with the creation of the NSAA. This involved changes to the Apprenticeship and Trades Qualifications Act and the Community Colleges Act.

Both NSAA and NSCC support external partnership engagement in the apprenticeship process, the development of training programs that meet industry standards and labour market needs, the unique needs of equity-deserving trades professionals, and the success of pre-apprentices and apprentices progressing through the apprenticeship system from pre-apprenticeship to apprenticeship to certification.



ACHIEVING THE VISION

In 2020, the leadership of the JSI initiative reviewed its joint outcomes, governance, committee structure, planning, and reporting requirements. In April 2021, the new Joint Stewardship Planning Playbook was launched that provided details of the new goals of the JSI:

- Organizational Excellence: Enhanced operational efficiency and effectiveness that enable solid communication, clear decision-making and a bias for action and excellence.
- Teaching and Learning Excellence: Enhanced processes for driving quality and innovation in program development and delivery.
- Educational Equity: Enhanced access, experience, and outcomes for members of equity-deserving groups and all apprentices.
- Promotion: Enhanced interest in trades careers and understanding of the apprenticeship journey.
- Engagement: Enhanced and coordinated engagement with industry, apprentices, instructors, and NSAA field staff that directly impacts the quality and innovation in program development and delivery; a collective expectation of inclusive work and learning environments and the value of diversity; and a sense of belonging to the apprenticeship community with connectivity along the whole journey.

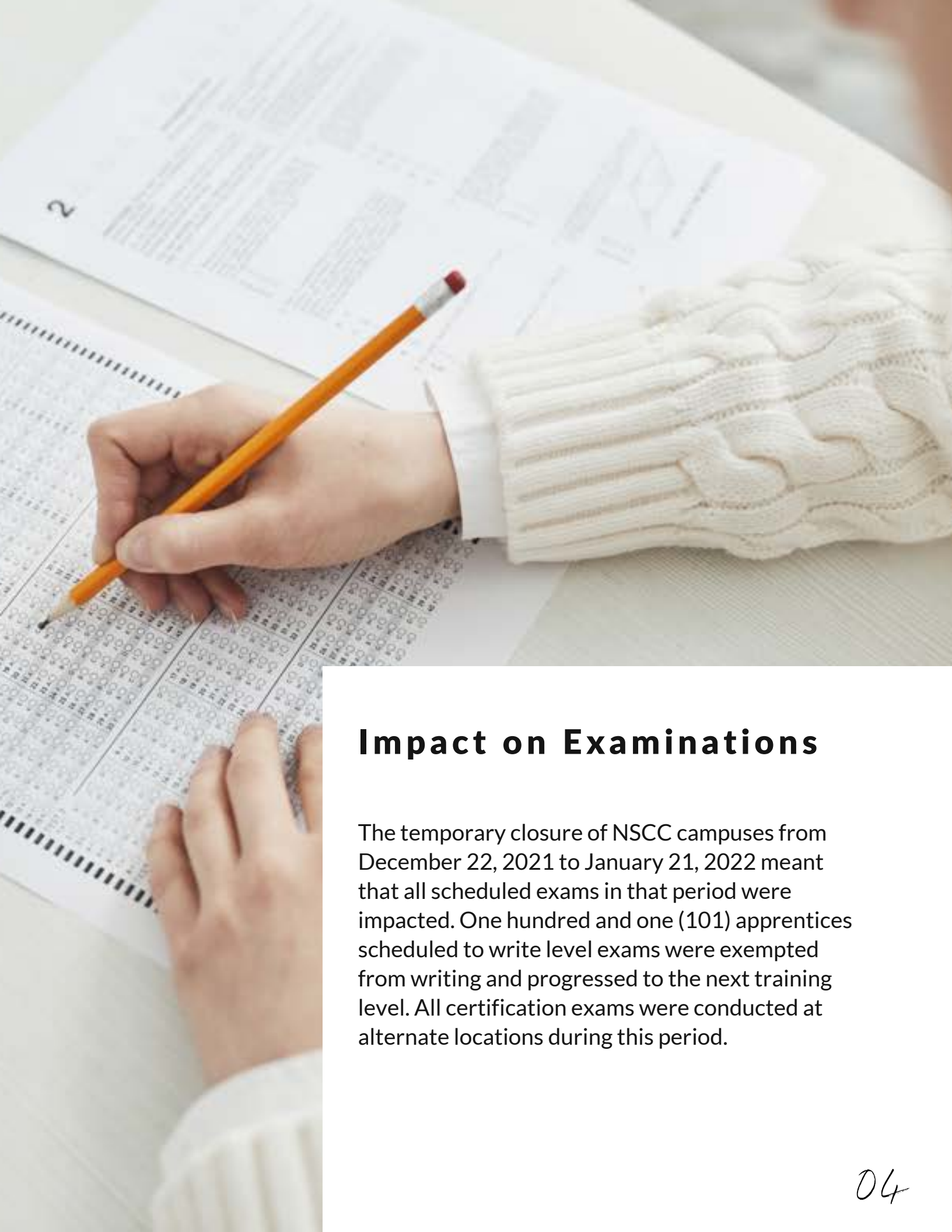


COVID-19 RESPONSE: HIGHLIGHTS/OUTCOMES

Impact on Technical Training

Varying requirements for physical distancing and protocols issued by Provincial Public Health and Occupational Health and Safety officials were in place at different times from September 1, 2021 to August 31, 2022. Due to a spike in COVID-19 cases and changing public health measures, NSCC temporarily moved all training, including all technical training, to online delivery on December 16, 2021. Effective December 22, 2021 to January 21, 2022 all NSCC campuses were closed.

All public health restrictions were removed on March 21, 2022 which enabled NSAA and NSCC to deliver technical training in-person without restrictions, and remove masking and vaccination requirements for apprentices attending training. Masking has continued to be encouraged but is not required for participation in training.



Impact on Examinations

The temporary closure of NSCC campuses from December 22, 2021 to January 21, 2022 meant that all scheduled exams in that period were impacted. One hundred and one (101) apprentices scheduled to write level exams were exempted from writing and progressed to the next training level. All certification exams were conducted at alternate locations during this period.



LEADERSHIP AND COMMITTEE HIGHLIGHTS

Introduction

When the Nova Scotia government proclaimed the Community Colleges Act in April 1996, a new era began not only for Nova Scotia's vocational schools but also for the province. The legislation brought those schools together to create NSCC as we know it. Over the past two and a half decades, we have witnessed a transformation across post-secondary education as skills development has emerged as the driver for training. The modernization of NSCC over this period and the 2014 creation of the Nova Scotia Apprenticeship Agency were signals to Nova Scotians that their province was attuned to this change. The introduction of legislation that formalized joint stewardship of trades training solidified these efforts, which have fostered today's productive relationship between the Agency and College.



As joint stewards, NSAA and NSCC are committed to advancing the growth of relevant, accessible, and quality trades training, with the goal of serving current and future needs of our province. This past year saw the Joint Stewardship Leadership Team (JSLT) advance its work on its goals:

- organizational excellence,
- teaching and learning excellence,
- educational equity,
- coordinated engagement with industry, and
- continued promotion of trades training pathways, certifications, and careers.

Joint Stewardship Initiative Leadership and Governance

As legislated joint stewards of the trades training system in Nova Scotia – through the support of the Joint Stewardship Initiative Leadership Team (JSLT) – NSAA and NSCC work to achieve shared outcomes on trades and related matters within their mandates.

The Governance team coordinates and monitors the Joint Stewardship Initiative committees to advance shared strategic objectives.



JOINT TRADE ADVISORY COORDINATING COMMITTEE (J-TACC)

The NSCC/NSAA Joint Trade Advisory Coordinating Committee (J-TACC), is a sub-committee of the JSLT that meets monthly. The J-TACC is responsible to review the functions of the Trade Advisory Committees (TAC) established by the Apprenticeship Board. TACS also serve as Program Advisory Committees for NSCC programs as per the Community Colleges Act. The committee identifies methods to engage industry to ensure that organizational objectives and deadlines are met, conducts joint assessments and contributes to reviews of NSCC pre-apprenticeship programs, and advises on industry input to the reviews/assessments.

For the 21/22 year, the J-TACC included representation from:

- NSCC School of Trades and Transportation
- NSCC School of Technology and Environment
- NSAA Standards and Examinations
- NSAA Partnership and Innovation



The work of the J-TACC contributed to both new training development and continuous quality improvement initiatives that supported both organizations. Worked was driven by joint processes that were adopted at the outset of the year. Processes ensure organizational goals are met, and that industry voice is represented where necessary. Highlights of the work include:

- Support for new development of technical training standards for Glazier, Elevating Device Mechanic, and Transport Trailer Technician trades, and new NSCC training concerning electric vehicle safety for Automotive Service Technicians, as well as Construction Trade Skills, Precision Machining, CNC Machining, and Carpentry Renovation and Restoration programs.
- Support for quality improvement initiatives addressing:
 - harmonization of the training standards for Auto Body and Collision Technician, Powerline Technician, Refrigeration and Air Conditioning Mechanic and Sheet Metal Worker trades, which then served to inform updates to associated core programs at NSCC.
 - industry engagement activities for NSCC Program Review process, which supported ongoing reviews for Autobody and Collision Repair, Cabinetmaking and Power Engineering Technology programs, and that led to completed reviews for Utility Line Work, Oil Heat System Technician, Gas Technician, Heavy Equipment Operator, and Carpentry programs. Completed reviews include recommendations that are informed by industry feedback that the College now works to implement.



INCLUSION AND EQUITY COMMITTEE

The Inclusion and Equity Committee continued to evolve over the last year and marked the completion of an important milestone: the formalization of a shared understanding of barriers faced by apprentices, and associated development of an educational equity strategy to address these barriers. A change in leadership followed, as co-chairs Jill Provoe and Donna MacGillivray moved into new roles in their respective organizations.

As of June 2022, the Committee is newly co-chaired by Lovessa Johnson, Program Manager - Special Initiatives at NSAA, and Vivian Dixon, Program Director of Women Unlimited, NSCC. Both inherit the transformative work initiated by previous chairs. With the leadership transition now complete, the committee signaled an urgent need to return its focus to advancing critical and meaningful actions to advance educational equity.



TECHNICAL TRAINING LEADERSHIP COMMITTEE (TTLC)

The Technical Training Leadership Committee (TTLC) is committed to continuous improvement in program delivery, teaching and learning excellence, operational excellence, equity, diversity and inclusion, communication, and programming.

In the 2021-22 academic year, TTLC integrated the Diversity and Inclusion Terms of Reference into the Quality Assurance process, with emphasis on identifying systemic barriers related to psychological safety, and has begun work on reducing the identified barriers. This work will continue into the 2022-23 academic year. In terms of professional development for faculty and NSAA staff, EDI training is now required.



NSAA and NSCC have continued to improve the technical training delivery process, with joint efforts in identifying and detailing procedures and criteria for adding and cancelling training offerings.

NSAA and NSCC, via the TTLC, have continued to implement harmonized and revised programs on an ongoing basis, with implementations complete in Auto Body Service Technician, Boilermaker, Heavy Duty Equipment Technician, Truck and Transport Mechanic, Industrial Mechanic (Millwright), Refrigeration and Air Conditioning Mechanic, Roofer, and Sheet Metal Worker trades.

New programs were also finalized in the 2021-22 training year, and are scheduled for delivery in the 2022-23 training year. This includes the Atlantic Trades Business Seal, which is a post-journey certificate.

A background image of a castle at night with a boat in the foreground. The castle has multiple towers and is illuminated with warm lights. The boat is a multi-decked vessel with blue and white accents, also illuminated. The scene is reflected in the water in the foreground.

REGIONAL AND NATIONAL HARMONIZATION

Atlantic Apprenticeship Harmonization Project (AAHP)

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 an Atlantic Trade Advisory Committee (ATAC). An ATAC 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.

As Nova Scotia is host for the Refrigeration and Air Conditioning Mechanic and Sheet Metal Worker trades, NSCC faculty were heavily involved in the development work continued from the previous academic year. ATAC workshops have been held throughout the academic year, including:

- 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 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.

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 nine phases. During the 2021-2022 training year, work continued in the Phase 7 and 8 trades and included some post-harmonization work.

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

Respectfully submitted,

Don Bureaux, President - NSCC

Peter Conlon, Interim CEO - NSAA



nsc



NOVA SCOTIA
APPRENTICESHIP
AGENCY