



JOINT STEWARDSHIP REPORT

2022-2023 ACADEMIC YEAR

PREPARED BY:

NOVA SCOTIA APPRENTICESHIP AGENCY

NOVA SCOTIA COMMUNITY COLLEGE





TABLE OF CONTENTS

Introduction	2
Technical Training	3
Regional and National Harmonization	4
Atlantic Apprenticeship Harmonization	
Canadian Council of Directors of Apprenticeship Harmonization	
Minister's Panel on NSCC Pre-Apprenticeship and Trades Training	5



INTRODUCTION

The Nova Scotia Apprenticeship Agency (NSAA) and Nova Scotia Community College (NSCC) have worked closely over the past year on a number of important issues. These include reducing waitlists for technical training, ensuring technical training and pre-apprenticeship training are keeping up with advances in technology, materials, and equipment and to creating a series of recommendations through the Minister's Panel on NSCC Pre-Apprenticeship and Trades Training. It was a year of change for the leadership at NSAA with the departure of the long time CEO, an interim CEO and now a new CEO who is focussed on modernizing the apprenticeship training system. Modernization will undoubtedly strengthen the joint stewardship relationship as it adapts to new challenges.



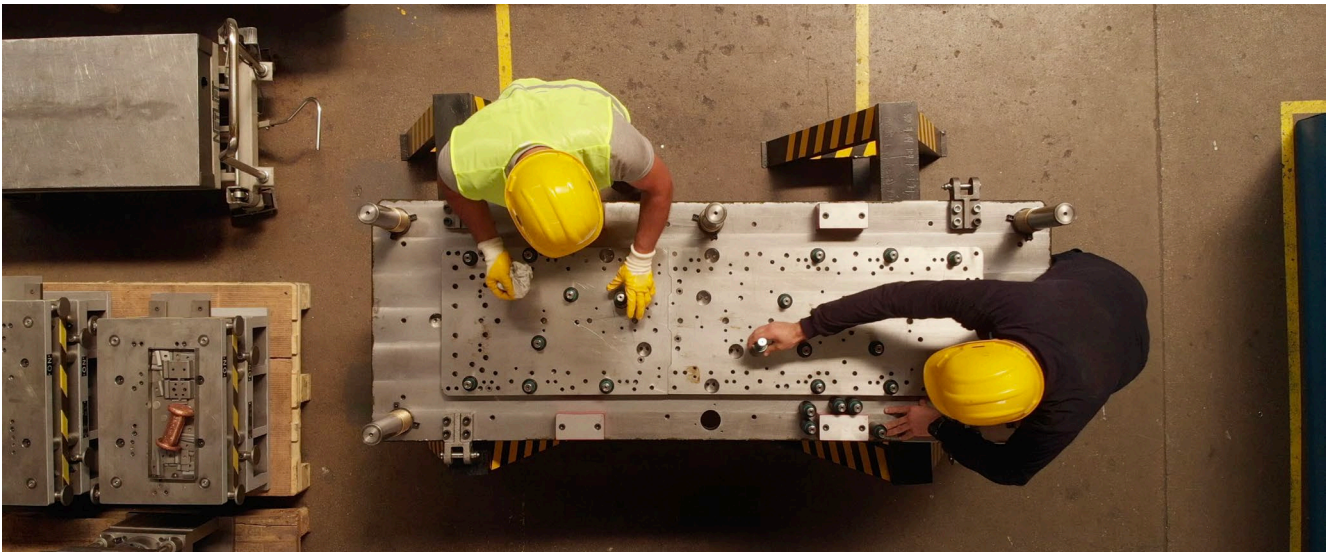
TECHNICAL TRAINING

The NSAA worked closely with NSCC to develop alternative training delivery models to support in-community technical training, reduce cancellations of technical training resulting from low subscription, and eliminate waitlists to improve the progression and completion of apprentices.

There was a 21.76% increase in the number of apprentices enrolled in training from September 2022 to August 2023 over the same period from September 2021 to August 2022 (as shown in the table below). This led to an increase in the number of apprentices on the waitlist over the September 2021 to August 2022 period. Typically, all apprentices on the waitlist in any training year are offered priority seats in the next training year. This helps to mitigate the impact on the waitlist and enable apprentices who have been waiting to progress and access the next available training opportunity.

Technical Training Numbers

	September 2021 – August 2022	September 2022 – August 2023
Training Seats Available	(193x15) 2,895	(235x15) 3,525
Clients Scheduled	2,125	2,518
Clients attended	1,937	2,343
Clients Waitlisted	8	243



The NSAA and NSCC will continue to work together through the Technical Training Operational Committee to provide additional courses to reduce waitlists and ensure apprentices get the training they need to progress.

REGIONAL AND NATIONAL HARMONIZATION

Atlantic Apprenticeship Harmonization

Nova Scotia continues to be an active participant in the harmonization of apprenticeship training in the Atlantic region. During the initial phases of this work, apprenticeship authorities collaborated to harmonize 23 trades. For each harmonized trade, a common curriculum, a logbook, and level examinations were developed with the support of industry and training provider partners.

As Nova Scotia is host for the Refrigeration and Air Conditioning Mechanic and Sheet Metal Worker trades, NSCC faculty were heavily involved in development work that continued from the previous training year. Multiple exam development and review workshops were held throughout the training year for the following trades:

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

The initial development work for all 23 trades is now mostly complete. However, harmonization will continue in a maintenance phase to ensure that the programs remain current, relevant and meet Red Seal standards. During the training year, maintenance work began for the Bricklayer and Cook trades.

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. To achieve this, the CCDA has assigned each trade selected for harmonization to phases. During the 2022-23 training year, work continued in the Phase 9 trades and included some post-harmonization work.



MINISTER'S PANEL ON NSCC PRE-APPRENTICESHIP AND TRADES TRAINING

In the fall of 2022, the Minister of Labour, Skills and Immigration (LSI), requested that a Panel on NSCC Pre-Apprenticeship and Trades Training be formed. The panel was set up to provide advice on ways that NSCC trades programming could be modernized to reflect current employer needs. The panel would also consider ways to ensure prospective students interested in trade sector careers are aware of and can participate successfully in the apprenticeship journey.

This work was completed thanks to the support of the highly engaged panel members and secretariat support team. Panel co-chairs, LSI Deputy Minister Ava Czapalay and NSCC President Don Bureaux endeavored to ensure the process was as collaborative as possible. To support the co-chairs, a secretariat was appointed to organize and advance the work of the panel.

A wide range of perspectives was represented on the panel. Membership included industry representatives from all four trades sectors (Construction, Motive Power, Industrial/Manufacturing, and Service), NSCC, Nova Scotia Government departments (LSI including the NSAA Education and Early Childhood Development and Advanced Education), Mi'kmaw Kina'matnewey (MK), as well as equity representatives from several community partners. Further insight was sought through presentations and mini-panel discussions with key experts including apprentices, employers, educators, administrators, and counsellors.

The 18 recommendations presented in the report are intended to strengthen pathways to apprenticeship for all learners and to address gaps or disconnects identified by the panel. The recommendations have been designed to provide high-level strategic advice to the LSI Minister Honourable Jill Balser, while including enough specificity to provide clarity for decision-making. The recommendations were developed without consideration of constraints such as funding or human resources. The recommendations have been organized around five themes:

1. Promotion
2. Pathways
3. Preparedness
4. Participation for All
5. Promoting Excellence

In addition, each recommendation includes multiple possible associated actions with it. The identified teams attached to each action are ready to move forward during the upcoming training year once there is approval of the panel's report and recommendations.

The final report on behalf of the members of the NSCC Pre-Apprenticeship and Trades Training Minister's Panel was presented to the Minister on July 4, 2023.



Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'DB', written over a horizontal line.

Don Bureaux
President – NSCC

A handwritten signature in blue ink, reading 'M Bussey', written over a horizontal line.

Michelle Bussey
Chief Executive Officer - NSAA

