



NSAA STATISTICS REPORT

2018 - 2019

Summary of Apprenticeship System in Nova Scotia

- Nova Scotia continues to increase the number of apprentices in the system despite numbers dropping nationally.
- The number of registered apprentices has increased in all 4 sectors: The Construction Sector increased by 2.74%, the Industrial Manufacturing Sector increased 4.89%, the Motive Power Sector had the biggest increase at 7.38%, and the Service Sector increased by 6.55%.

Apprentices from underrepresented groups increased from 10.3% in 2017-2018 to 13.6% in 2018-2019. The number of female apprentices has increased by 0.5% over the previous year; 463 women are currently registered as apprentices in Nova Scotia.

In March 2019, two trades had formal name changes, Sprinkler System Installer was changed to **Sprinkler Fitter** and Motor Vehicle Body Repairer (Metal and Paint) was changed to **Auto Body Collision Technician**.

Apprentices

Figure 1 highlights the total number of apprentices from 2009-2019. The number of apprentices continues to grow with a 4.2% increase over 2017-2018.

There have been significant efforts with employers to register apprentices. Industry Training Consultants contacted over 700 employers in the province who had not registered an apprentice in the last 5 years. Over 25% of those contacted were re-engaged into the system by registering their eligible employees as apprentices. Enforcement efforts and some media coverage related to the installation of heat pumps has contributed to a nearly 20% increase in the number of apprentices registered in the Refrigeration and Air Conditioning trade. The number Gas Fitter apprentices continues to increase since becoming a Red Seal trade in 2017. The only trade that experienced a significant decline was the Steamfitter/Pipefitter trade, likely due to the continued job impacts of low oil prices in Alberta. All 4 sectors experienced modest increases in the number of apprentices.

Figure 1: Active apprentices by fiscal year

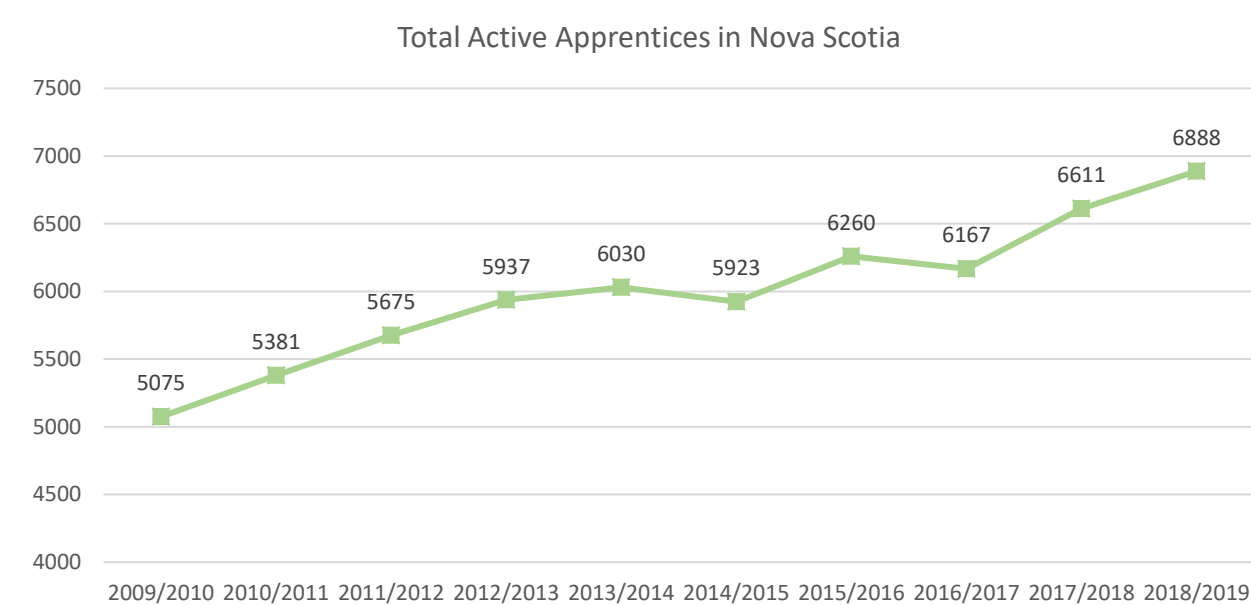


Table 1: Number of apprentices by trade (2014/15 – 2018/19) *

Trade	2014/ 2015	2015/ 2016	2016/ 2017	2017/ 2018	2018/ 2019	One Year Change	Female 2018/ 2019	Male 2018/ 2019
Construction Sector								
Boilermaker	38	37	31	25	25	0%	1	24
Bricklayer	93	88	74	76	87	14.47%	3	84
Carpenter	614	616	621	641	697	8.74%	47	650
Construction Electrician	1189	1258	1199	1276	1271	-0.39%	57	1214
Gas Fitter	154	132	102	114	135	18.42%	6	129
Glazier	1			1	1	0%		1
Insulator (Heat & Frost)	53	44	58	55	55	0%	1	54
Ironworker (Generalist)	7	5	3	1	1	0%		1
Ironworker (Reinforcing)	51	51	47	23	20	-13%		20
Ironworker (Structural/ Ornamental)	44	41	46	31	27	-13%		27
Mobile Crane Operator	115	128	140	146	147	0.68%	5	142
Oil Heat System Technician	81	79	79	95	97	2.11%	5	92

Plumber	415	416	412	451	499	10.64%	16	483
Powerline Technician	38	62	75	94	101	7.45%	3	98
Refrigeration and Air Conditioning Mechanic	157	183	193	202	242	19.80%	3	239
Roofer	18	26	27	42	41	-2.38%	1	40
Sheet Metal Worker	143	150	154	169	191	13%	4	187
Sprinkler System Installer	58	63	64	58	66	13.79%	2	64
Steamfitter/Pipefitter	510	563	550	536	437	-18.47%	20	417
TOTAL	3779	3942	3875	4036	4140		174	3966

Motive Power Sector								
Agricultural Equipment Technician	1	1	1	5	5	0%		5
Auto Body and Collision Technician	72	94	101	120	140	16.67%	17	123
Automotive Service Technician	589	623	645	714	759	6.30%	39	720
Heavy Duty Equipment Technician	43	46	48	56	64	14.29%	3	61
Marine Service Technician			2	4	8	100.0%	2	6
Truck and Transport Mechanic	277	313	294	343	361	5.25%	6	355
TOTAL	982	1077	1089	1238	1337		67	1270

Industrial/ Manufacturing Sector								
Boat Builder	17	18	15	19	23	21%	4	19
Industrial Electrician	206	196	151	157	176	12%	17	159
Industrial Mechanic (Millwright)	141	166	152	185	189	2.16%	10	179
Instrumentation and Control Technician	59	72	75	76	70	-7.89%	5	65
Machinist	65	64	62	73	66	-9.59%	5	61
Metal Fabricator (Fitter)	103	123	139	148	147	-0.68%	12	135
Power Engineer	164	167	169	178	194	8.99%	6	188
Power Engineer (Plant Operator)	5	4	16	22	33	50%	2	31
Welder	162	197	193	206	218	5.83%	34	184
TOTAL	922	1007	972	1064	1116		95	1021

Service Sector								
Baker					2	0%	2	
Cook	230	223	215	257	270	5.06%	115	155
Hairstylist				6	9	50%	8	1
Landscape Horticulturalist	9	9	12	12	14	16.67%	2	12
TOTAL	239	232	227	275	295		127	168

Total Apprentices by Sector	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	One Year Change	Female 2018/2019	Male 2018/2019
Construction Sector	3779	3942	3875	4036	4140	2.58%	174	4027
Motive Power Sector	982	1077	1089	1238	1337	7.35%	65	1209
Industrial/ Manufacturing Sector	922	1007	972	1064	1116	4.89%	95	1021
Service Sector	239	232	227	206	295	43.20%	127	168
Total**	5923	6259	6167	6611	6888	4.19%	463	6425

** The ACIS apprenticeship management system changes daily as clients are entered or removed from the system therefore, depending on when reports are run the daily totals may differ (plus or minus apprentices), and annual statistics are used for this reason.

Increasing the participation, retention and completion of women in the trades remains a top priority of the Nova Scotia Apprenticeship Agency. (Table 2)

Table 2: Changes in gender representation in each of the Sectors

Gender Representation in SECTORS	2017/2018 TOTAL	Female 2017/2018	Male 2017/2018	% Female	2018 / 2019 TOTAL	Female 2018/2019	Male 2018/2019	% Female
Construction Sector	4089	162	3931	3.96%	4140	174	4027	4.18%
Motive Power Sector	1180	54	1132	4.57%	1337	65	1209	5.02%
Industrial/ Manufacturing Sector	1064	82	982	7.70%	1116	95	1021	8.51%
Service Sector	269	116	159	43.1%	295	127	168	43.0%
Total*	6611	414	6204	6.26%	6888	463	6425	6.72%

Figure 2 represents the top five trades based on the number of registered apprentices. The number of apprentices in the Plumber trade has increased while the number of apprentices in the Steamfitter/Pipefitter trade has decreased; therefore, the Plumber trade has moved to the position of fourth largest trade.

Figure 2: Five trades with the most apprentices (2014/15 – 2018/19)

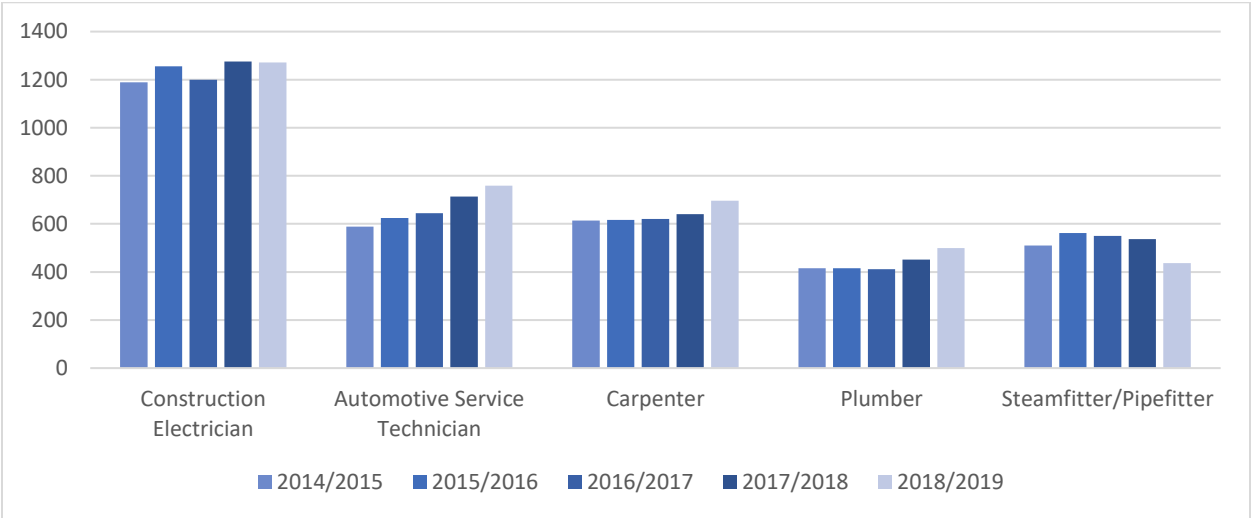


Table 3 shows a relatively consistent number of new apprentice registrations. However, given the number of apprentices is increasing, it is likely that more apprentices are being retained in the system while the number of new registrants remains stable.

Table 3: Newly registered apprentices in Nova Scotia by fiscal year

Year	Total NEW*	Total Active Apprentices (at end of period)
2014/2015	1361	5938
2015/2016	1374	6260
2016/2017	1416	6167
2017/2018	1522	6611
2018/2019	1490	6888

Youth Apprentices

The Nova Scotia Apprenticeship Agency is actively involved in engaging youth to explore career opportunities in the skilled trades. This is accomplished through in-person interaction, funding programs that engage employers to provide experiential opportunities in the skilled trades and supporting partners that engage youth in the skilled trades through a variety of programs and initiatives. The number of registered youth apprentices also continues to have modest increases.

Table 4: Youth apprentice registrations by fiscal year and region

*Fewer than five registered youth apprentices are not shown in the table below due to privacy concerns.

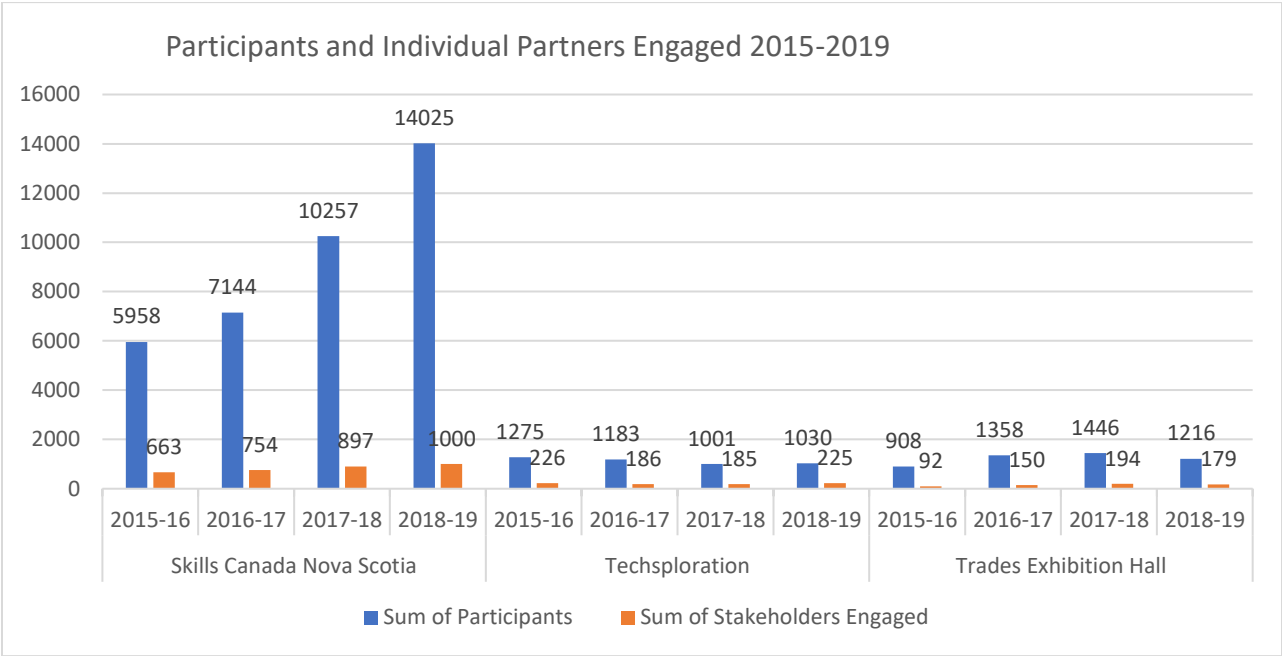
YOUTH REGISTRATIONS by REGION	2014/15		2015/16		2016/17		2017/18		2018/19	
	F	M	F	M	F	M	F	M	F	M
Cape Breton	0	40	1	31	0	20	3	42	1	30
Central	2	47	3	55	3	53	1	38	5	46
Northeastern	1	11	0	3	0	7	0	4	0	3
Northern	0	19	0	11	0	14	0	13	0	18
Southwestern	0	24	1	27	0	18	2	29	2	24
TOTAL	3	141	5	127	3	112	6	126	8	121
GRAND TOTAL	144		132		115		132		129	

Table 5: School visits and presentations

IN SCHOOL PRESENTATIONS	2014/15	2015/16	2016/17	2017/18	2018/19
Number of Presentations	72	67	18	66	62
Number of Schools	45	44	11	54	44
Number of students	1733	1418	339	1593	1353
ADDITIONAL PRESENTATIONS (outside of school)					
Number of Presentations	41	36	51	53	39
Direct Interaction with Attendees	3129	1704	2626	1858	1332
Number attending all presentations	N/A	4084	5073	7555	3909

The NSAA and partners (Skills Canada Nova Scotia, Techsploration, and the Trades Exhibition Hall operated by the Nova Scotia Construction Sector Council), embed the apprenticeship pathway message into a variety of activities that impact both individual participants and partners in the community and in industry. These partners receive funding support from the NSAA. Figure 3 (below) shows the participants and partners engaged in youth outreach.

Figure 3: Participants and partners engaged in youth outreach



Joint Registration Agreements

Table 6 shows the current Joint Registration Agreements (JRA) with unions and industry organizations, the trades that are represented under these agreements, and the number of apprentices represented under each JRA. Over the last 4 years, there has been a 10% decrease in the number of apprentices registered to JRAs primarily due to decreases in apprentices registered with the construction unions.

Table 6: Number of apprentices in Joint Registration Agreements (JRAS) by JRA holder and trade

JRA Holder	Trade	2016	2017	2018	2019
International Association of Heat and Frost Insulators and Asbestos Workers, Local 116	Insulator (Heat & Frost)	44	58	55	54
International Brotherhood of Boilermakers, Local 73	Boilermaker	37	35	30	30
International Brotherhood of Electrical Workers, Local Union 625	Construction Electrician	178	165	176	171
International Brotherhood of Electrical Workers, Local Union 1852	Construction Electrician, Industrial Electrician, Instrumentation and Control Technician	114	115	148	120
International Brotherhood of Electrical Workers, Local Union 1928	Industrial Electrician, Industrial Mechanic (Millwright)	8	14	16	16
International Union of Bricklayers and Allied Crafts Workers Local 1	Bricklayer	33	19	17	18
International Union of Operating Engineers Local 721 and Construction Management Bureau Limited	Mobile Crane Operators	121	132	134	135
Joint Apprenticeship Training Committee of Ironworkers, Local 752	Ironworker (Generalist, Reinforcing, Structural/ Ornamental)	96	93	52	47
Mainland Nova Scotia J.T.C., Local 83	Carpenter	86	80	60	74
Millwright and Machine Erectors, Local Union 1178	Millwright	22	28	31	33
Nova Scotia Boat Builders Association	Boat Builder	18	17	20	24
Recreation Facility Association of Nova Scotia	Refrigeration Plant	N/A	10	17	23
Sheet Metal Workers' International Association Joint Apprenticeship Training Committee, Local 56 and Construction Management Bureau Ltd. of Nova Scotia	Sheet Metal Worker, Roofer	10	18	21	27

<i>United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of United States and Canada, Locals 244,682,56</i>	Gas Fitter, Instrumentation Control Technician, Metal Fabricators, Oil Heat System Technicians, Plumber, Refrigeration and A/C Mechanic, Sprinkler System Installer, Steamfitter/Pipefitter, Welder	588	525	493	466
<i>United Brotherhood of Carpenters and Joiners of America Joint Apprenticeship Training Committee, Local Union 1588</i>	Carpenter	80	70	80	52
Total		1421	1369	1332	1274

Table 6 does not include First Nations JRAs shown in Table 8

Table 7: Joint Registration Agreements without registered apprentices

<i>Joint Registration Agreement Holder</i>	<i>Trade or Group Represented</i>
<i>Construction Association of Nova Scotia (CANS)</i>	Youth/Construction
<i>International Union of Painters and Allied Trades Joint Apprenticeship Training Committee, Local Unions 1945 and 1439</i>	Painter/Decorator
East Preston Empowerment Academy Society	African Nova Scotian /All

Table 8 shows the number of active apprentices registered to Indigenous communities and organizations. The number of apprentices registered to Indigenous Communities and organizations has almost doubled in the last 5 years.

Table 8: Number of apprentices in Joint Registration Agreements with Indigenous Communities and organizations

<i>Registered apprentices</i>	2015 / 2016	2016 / 2017	2017 / 2018	2018 / 2019
<i>Aboriginal Peoples Training & Employment Commission</i>		1	7	12
<i>Eskasoni First Nation</i>	13	16	26	29
<i>Membertou First Nation</i>	48	31	34	31
<i>Pictou Landing First Nation</i>	2	8	9	9
<i>Potlotek First Nation</i>	1	10	13	9
<i>Wagmatcook First Nation</i>	2	1	10	10
<i>Waycobah First Nation</i>			19	21
TOTAL	66	67	111	121

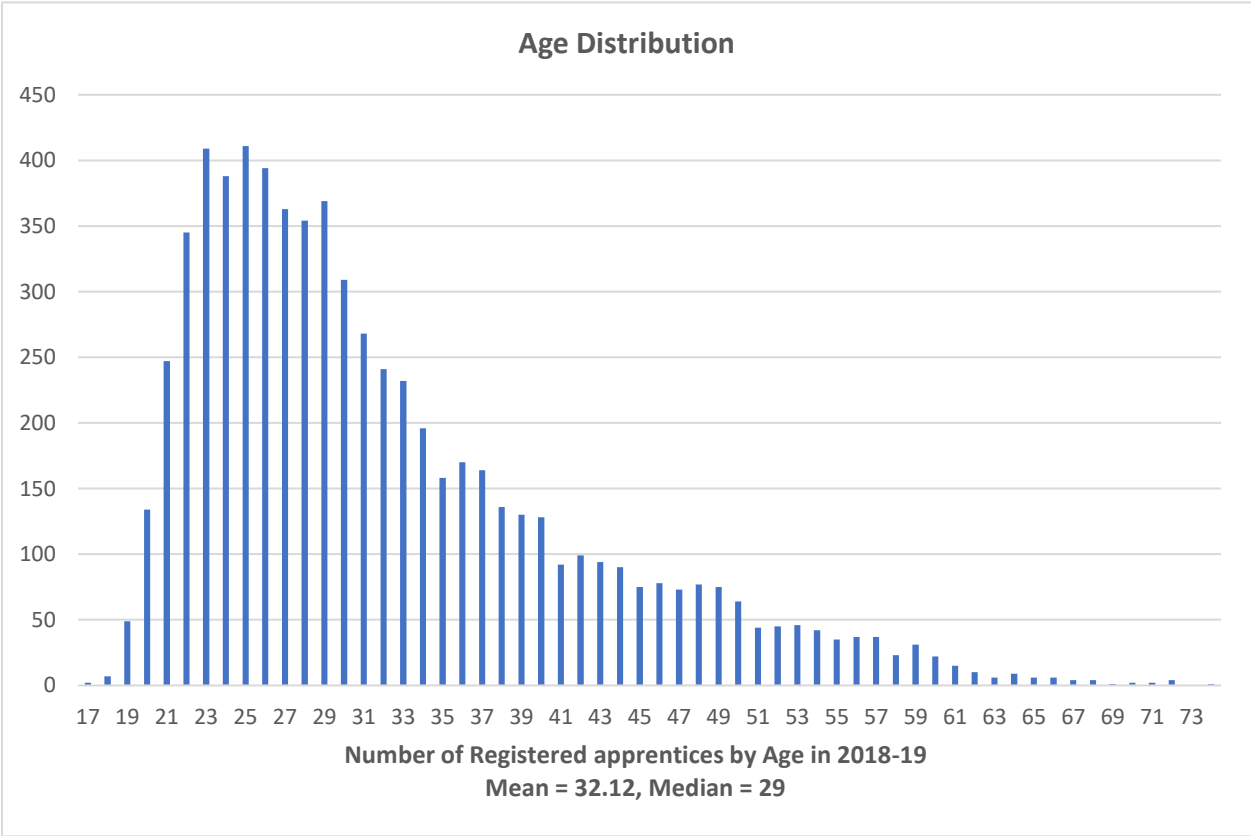
Table 9: Other Joint Registration Agreements with Indigenous Communities and organizations

Joint Registration Agreement Holder	Trade or Group Represented
Mi'kmaw Native Friendship Centre	Construction and relevant trades
Paqtnekek Mi'kmaw Nation	Construction and relevant trades
Millbrook First Nation	All

Demographics

Figure 4 shows the age distribution of registered apprentices in Nova Scotia in 2019.

Figure 4: Age Distribution of Active Apprentices in 2019



Diversity and Inclusion

Figure 5 shows a steady increase in the number of female apprentices in the apprenticeship system. The percentage of women registered as apprentices has only increased from 5.4% to 6.7% over the last 5 years, a 44% increase since 2014-2015. The Agency recognizes that there is more work to do and with support of the Federal Government, created a Women in Trades unit to support the participation and completion of women in the trades.

Figure 5: Female apprentices in Nova Scotia – 10 Years

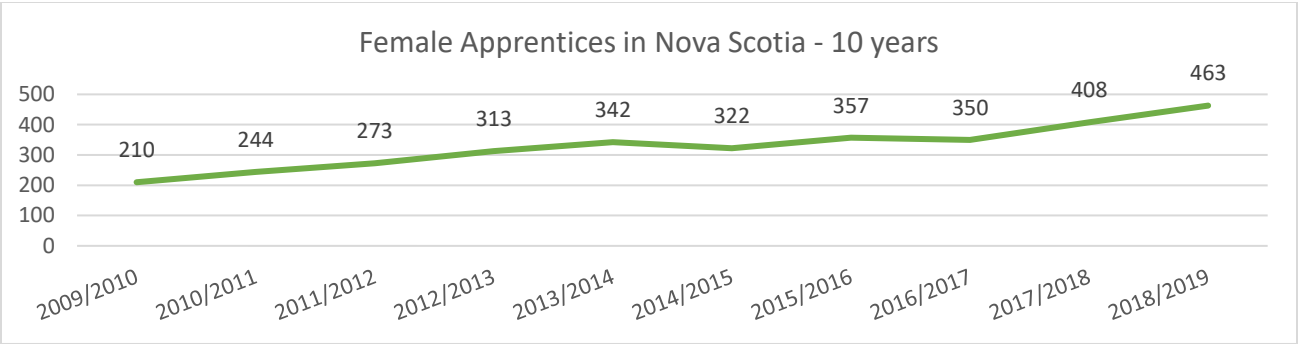
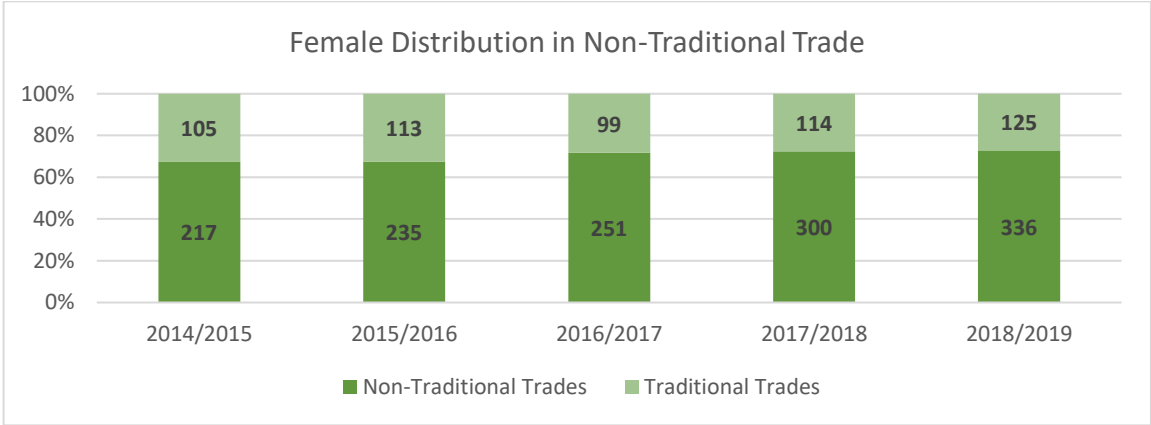


Figure 6 shows that the number of women participating in non-traditional trades has increased by 35% since 2014-2015 and the number of women registering in the traditional trades has remained stable.

Figure 6: Percentage breakdown of women in traditional and non-traditional trades



In fiscal year 2018/2019, there were 6888 apprentices in the system. Table 10 shows the representation of underrepresented groups throughout the Nova Scotia apprenticeship system. The Agency has increased participation of under-represented groups in all categories. Excluding non-diverse women, 13.6% of apprentices identify as diverse.

Table 10: Total numbers of underrepresented groups and percentage of total apprentices

YEAR	Aboriginal People	% of Total	African Nova Scotians	% of Total	Newcomers	% of Total	Other Diverse Persons	% of Total	Persons with Disabilities	% of Total
2014 / 2015	175	2.9%	5	0.08%	39	0.7%	207	3.5%	138	2.3%
2015 / 2016	208	3.3%	8	0.12%	42	0.7%	237	3.8%	126	2.0%
2016 / 2017	223	3.6%	28	0.45%	55	0.9%	242	3.9%	122	1.9%
2017 / 2018	314	4.7%	71	1.1%	79	1.2%	264	3.9%	180	2.7%
2018 / 2019	342	4.9%	105	1.5%	112	1.6%	305	4.4%	234	3.4%

*All diversity information is based on self-identification and some individuals select more than one category

Figure 7: Underrepresented populations in apprenticeship – 5 years

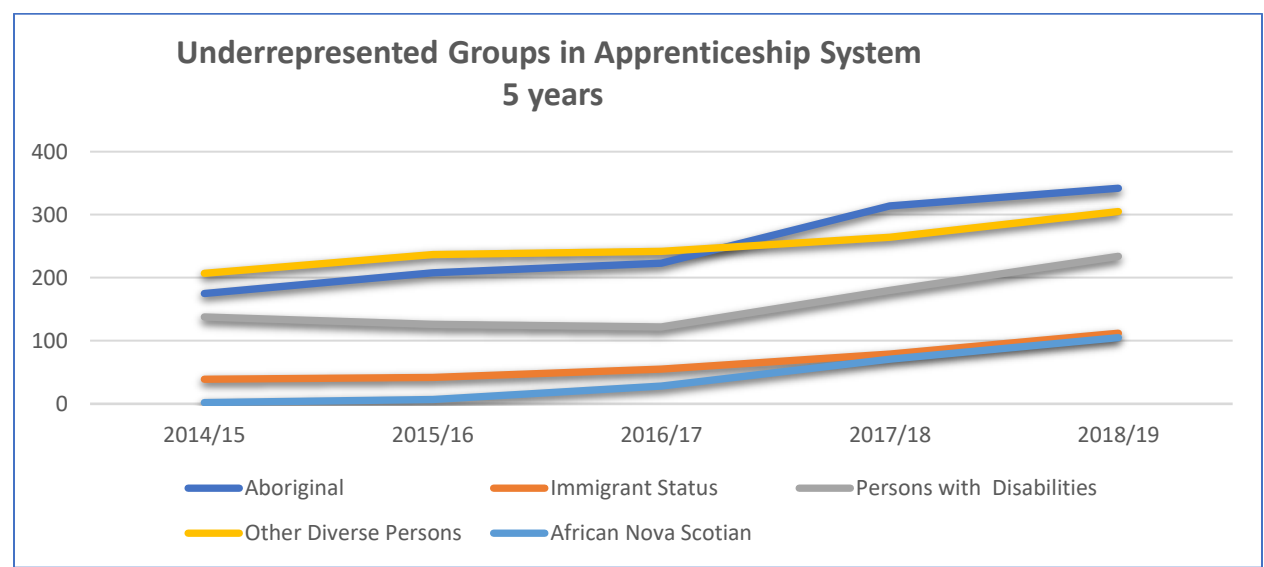
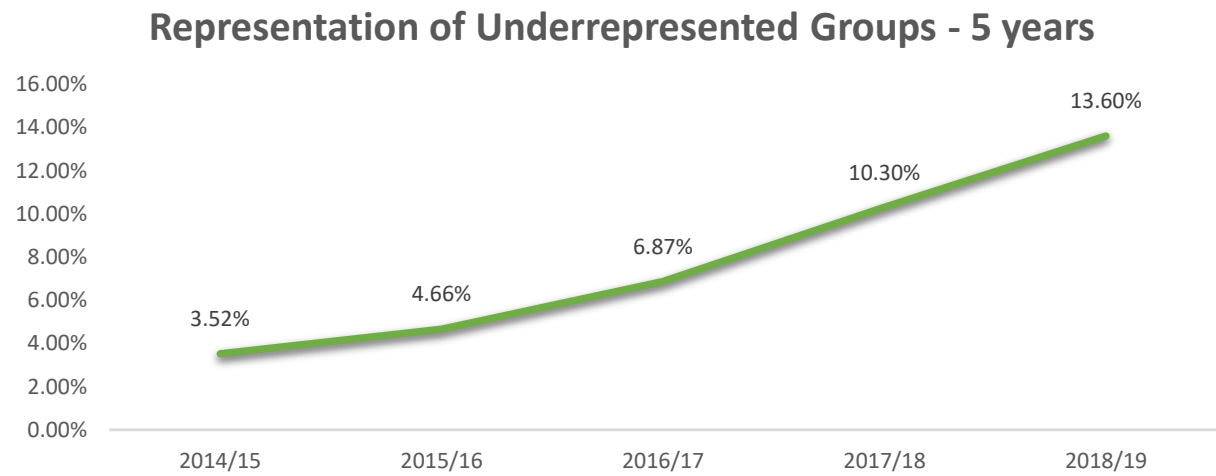


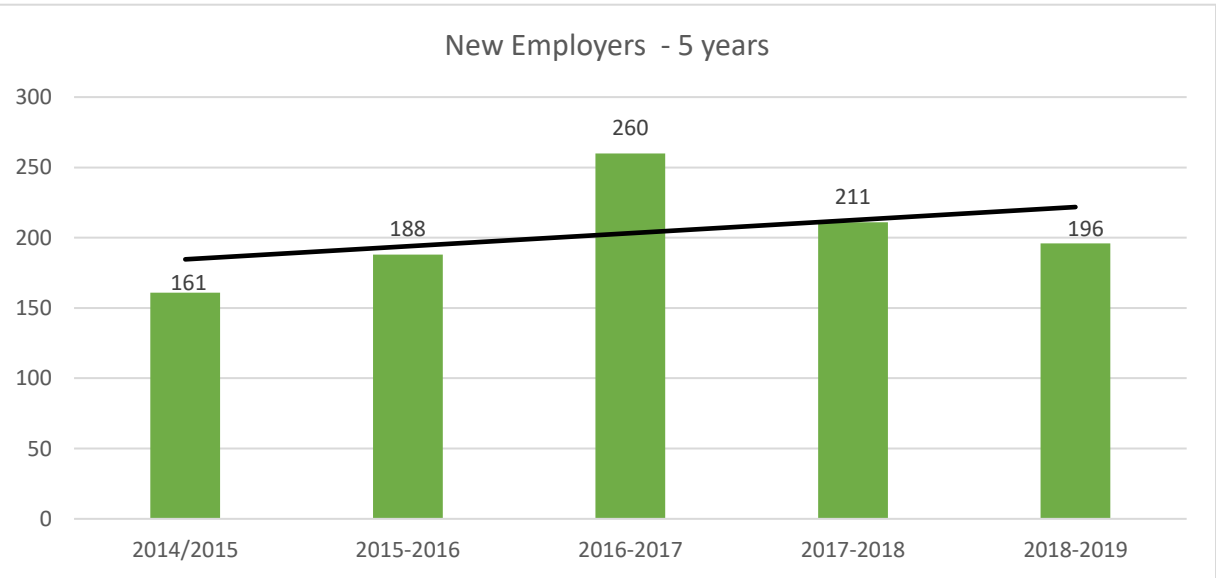
Figure 8: Underrepresented populations as a percentage of total apprentices – 5 years



Employers

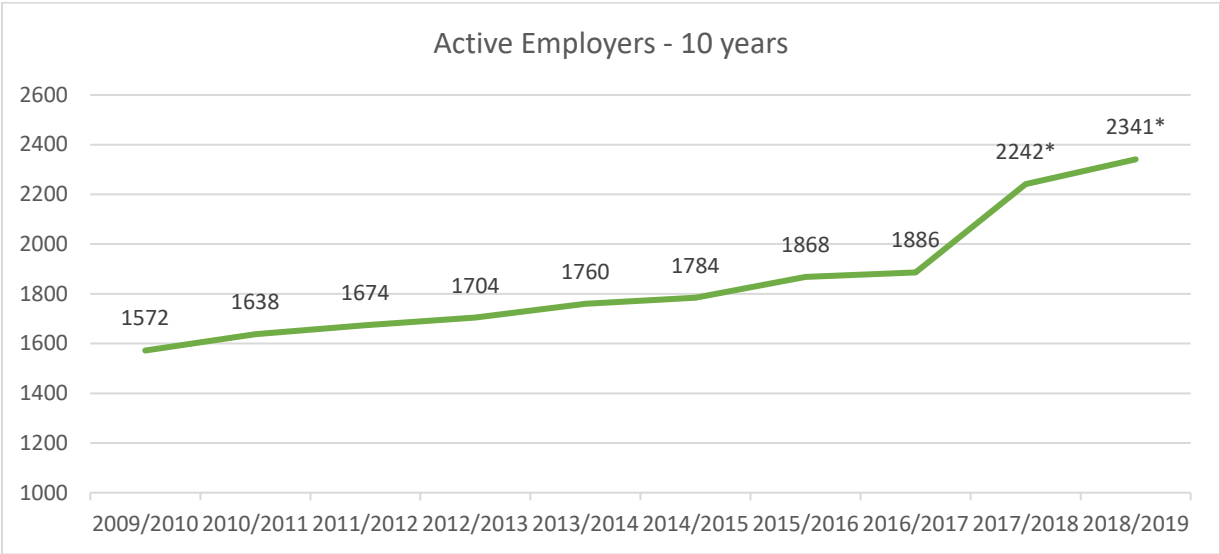
Figure 9 shows the modest increase in the number of new employers engaged with the apprenticeship system since 2014-2015 reaching its' highest point in 2016-2017. The total number of employers remains stable (Figure 10) and indicates that employers are remaining engaged in the system.

Figure 9: New employers participating in the apprenticeship system



The trend for the number of employers participating in the apprenticeship system is shown in Figure 10.

Figure 10: Number of active employers by fiscal year



*2017/18 and 2018/19 counts include JRA employers. Total without JRA employers 2017/18 is 1997 and 2018/19 is 2096.

Technical Training and Apprenticeship Progression

Apprenticeship Progression and Completion Awards are disbursed during each fiscal year in September and April. In 2018-2019, \$324,500 was given to 411 apprentices in the form of progression and completion grants helping to defray the costs of participating in apprenticeship technical training.

Table 11: Apprentice progression/completion awards

	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019
Automotive Service Technician	55	46	63	82	68
Carpenter	64	38	33	42	46
Construction Electrician	102	128	145	111	101
Gas Fitter	9	15	16	22	
Heavy Duty Equipment Technician	3	7	8	6	1
Industrial Electrician	45	28	44	38	24
Industrial Mechanic (Millwright)	11	17	12	19	14
Instrumentation and Control Technician	1	6	6	8	1
Machinist	6	7	7	7	11
Metal Fabricator (Fitter)	5	11	12	13	3
MVR Body			5	4	13
Plumber	51	44	28	22	40
Power Engineer	9	11	17	13	13
Refrigeration and Air Conditioning Mechanic	12	15	24	25	26
Sheet Metal Worker	7	7	11	9	5
Steamfitter/Pipefitter	64	50	34	28	9
Truck and Transport Mechanic	42	42	24	27	27
Other*				9	14

Figure 11 shows those who have completed apprenticeship training and attained a Certificate of Qualification over the past ten years. In the last 4 years, there has been an increase of 22% in the number of Certificates of Qualifications issued to tradespersons, including both apprentices and trade qualifiers. This exceeds the increases in the number of apprentices indicating that more apprentices are completing their programs.

Figure 11: Nova Scotia apprenticeship completions 2009-2019

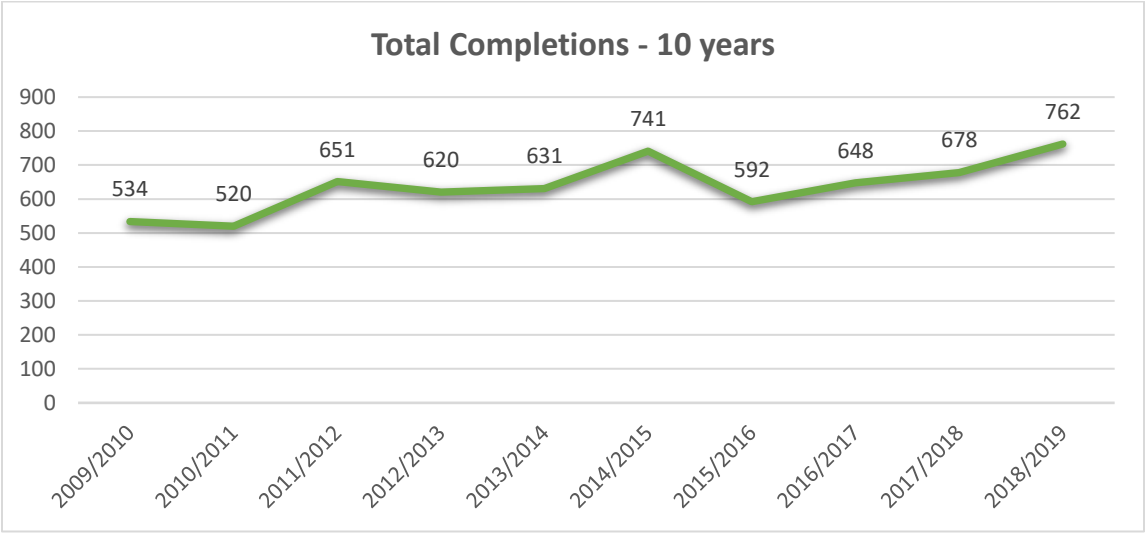
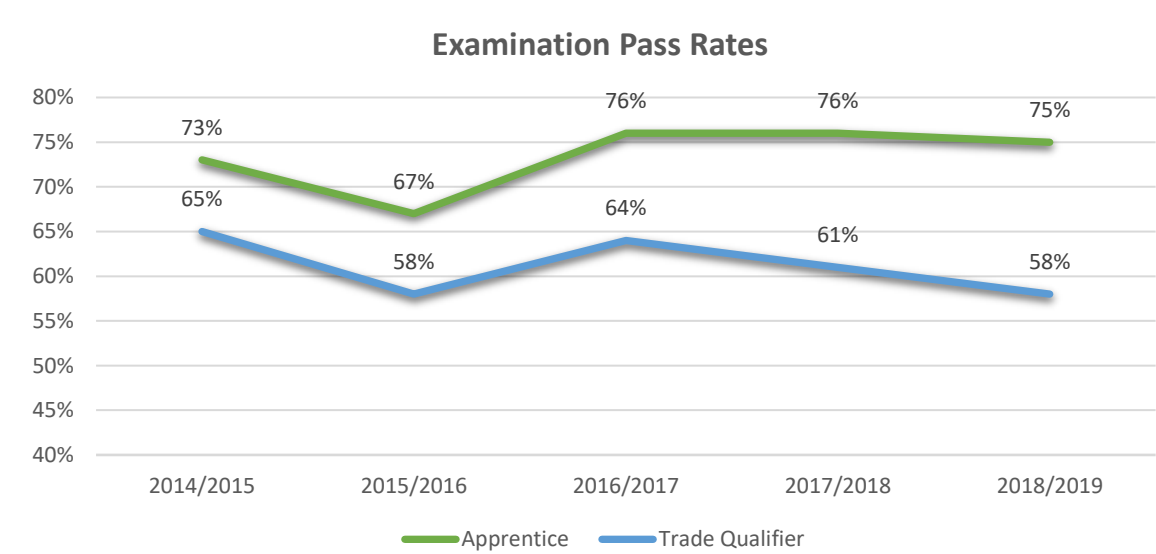


Figure 12: Examination pass rates for Red Seal trades



Over the past 5 years, the number of Automotive Service Technicians who completed their programs has doubled. This is likely due to the need for certified technicians in Nova Scotia. However, there have been significant decreases in the number of Industrial Mechanics, Machinists, and Plumbers who have certified during the time period (Table 12).

Table 12: All Certificates of Qualification issued by trade and year in Nova Scotia – Apprentices and Trade Qualifiers

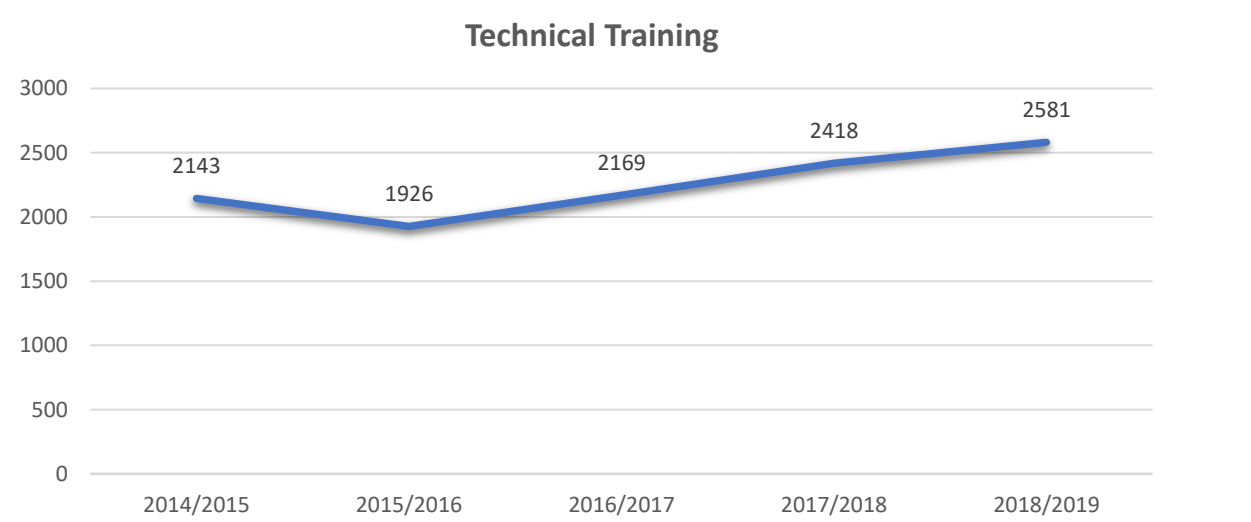
TRADE	2014-2015	2015-2016	2016-2017	2017-2018	2018/2019	2014 – 2019* TOTALS
Agricultural Equipment Technician				5		5
Auto Body and Collision Technician**	9	10	16	13	14	62
Automotive Service Technician	92	66	63	160	181	562
Baker	2	2	1	3	7	15
Blaster	2	5	5	3	5	20
Boat Builder	2	3	1	2	2	10
Boilermaker	7	7	10	11	8	43
Bricklayer	8	6	3	6	10	33
Cabinetmaker					1	1
Carpenter	56	33	47	40	33	209
Construction Electrician	177	145	134	151	170	777
Cook	22	28	17	24	21	112
Gas Fitter A**				1	5	6
Gas Fitter B**				15	17	32
Glazier		1				1
Hairstylist	4	2	2	20	2	30
Heavy Duty Equipment Technician	22	10	19	5	14	70
Industrial Electrician	23	28	33	30	17	131
Industrial Mechanic (Millwright)	71	46	34	16	35	202
Instrumentation and Control Technician	7	8	2	11	7	35
Insulator (Heat and Frost)	6	7	3	5	22	43
Ironworker (Generalist)		3				3
Ironworker (Reinforcing)	10	10	18	1	12	51
Ironworker (Structural/Ornamental)	2	15	10	1	12	47
Landscape Horticulturalist	1		2		3	6
Machinist	27	7	11	4	10	59
Marine Service Technician	6		1	11		18
Metal Fabricator (Fitter)	17	13	1	12	16	59
Mobile Crane Operator	22	11	10	5	9	57
Motorcycle Mechanic	5	6	3	5	8	27
Oil Heat System Technician	12	7	14	10	7	50
Painter and Decorator	1					1
Partsperson				1		1
Plumber	61	41	48	46	36	232
Powerline Technician	12	4	5	16	15	52
Recreation Vehicle Service Technician				2		2
Refrigeration and A/C Mechanic	23	19	27	24	31	176
Roofer	6	1	10	7		24
Sheet Metal Worker	18	38	21	18	15	110
Sprinkler Fitter**	12	4	4	8	7	35
Steamfitter/Pipefitter	90	51	50	57	60	308
Tower Crane Operator			2		1	3
Transport Trailer Technician		2				2
Truck and Transport Mechanic	67	46	64	44	69	290
Welder	49	39	38	44	46	216

** Effective March 2019, Motor Vehicle Body Repairer (Metal and Paint) trade name was changed to **Auto Body and Collision Technician** and Sprinkler System Installer trade name was changed to **Sprinkler Fitter**.
** April 2017 the Gas Fitter trade was divided into **Gas Fitter A** and **Gas Fitter B**.

Technical Training

The number of apprentices taking technical training continues to increase since the removal of tuition and the investment in the START progression incentive for employers in 2017. Since 2017-2018, there was an increase of 6.7% of apprentices who took technical training.

Figure 13: Trends for apprentices scheduled for technical training



*numbers include those who have completed online training

Table 13: Virtual Campus, online technical training

Online Training Programs	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Automotive Service Technician	82	84	106	89	74	63
Carpenter	58	60	57	45	34	60
Construction Electrician	183	129	106	100	94	129
Cook	64	44	70	38	44	0*
Gas Fitter	52	39	61	64	61	53
Industrial Electrician	8	14	12	13	18	10
Machinist	4	3	4	5	6	6
Oil Heat Systems Technician	17	21	11	15	16	13
Power Engineer	25	11	20	27	10	17**
Plumber	22	30	29	38	45	38
Steamfitter/Pipefitter				1	1	1
Total	515	435	476	435	403	390

*Cook is now blended delivery and is no longer considered online training. **includes 9 Refrigeration Plant Operator 2nd Class

Table 14: Classroom training offered by trade and academic year, September 2018 – August 2019

TRADE NAME	Number Clients Scheduled	Number Clients Attended	Classroom training total weeks*	Total Number of Seats available	% Fill rate**
Auto Body and Collision Technician	43	41	21	90	45.56
Automotive Service Technician (includes ASEPT)	328	309	172	420	73.57
Boilermaker	40	39	24	60	65.00
Bricklayer	29	28	20	45	62.22
Carpenter	199	181	104	255	70.98
Cook	56	51	30	105	48.57
Electrician - Construction and Industrial	513	488	317	600	81.33
Electrician- Industrial	19	13	12	30	43.33
Gasfitter	13	13	6	15	86.67
Heavy Duty equipment Tech Level 3 & 4	26	26	16	45	57.78
Heavy Duty / Truck and Transport level 1 & 2	95	91	52	105	86.67
Industrial Mechanic Millwright	97	90	56	120	75.00
Instrumentation and Control Technician	11	9	14	30	30.00
Insulator (Heat & Frost) ***	35	34	30	75	45.33
Ironworker Reinforcing	10	10	8	15	66.67
Ironworker Structural/Ornamental	17	17	11	30	56.67
Machinist	18	16	11	30	53.33
Metal Fabricator (Fitter)	69	63	46	105	60.00
Oil Heat System Technician	30	27	18	45	60.00
Plumber	177	170	88	210	80.95
Power Engineer	71	71	15	105	67.62
Powerline Technician	76	78	23	75	104.00
Refrigeration and Air Conditioning Mechanic	102	93	54	135	68.89
Refrigeration Plant Operator Review	0	0	1	15	0.00
Roofer	28	28	18	60	46.67
Sheet Metal Worker	102	92	52	120	76.67
Sprinkler Fitter***	25	24	24	45	53.33
Steamfitter/Pipefitter	148	137	90	210	65.24
Truck and Transport Mechanic Level 3 & 4	136	131	50	135	97.04
Welder	65	63	49	105	60.00
TOTAL*	2578	2433	1432	3435	71.00

*Includes multiple NSCC locations and concurrent classroom sessions **Fill rates based on school year *** Training provided by Unions

Apprenticeship Satisfaction Survey in Nova Scotia*

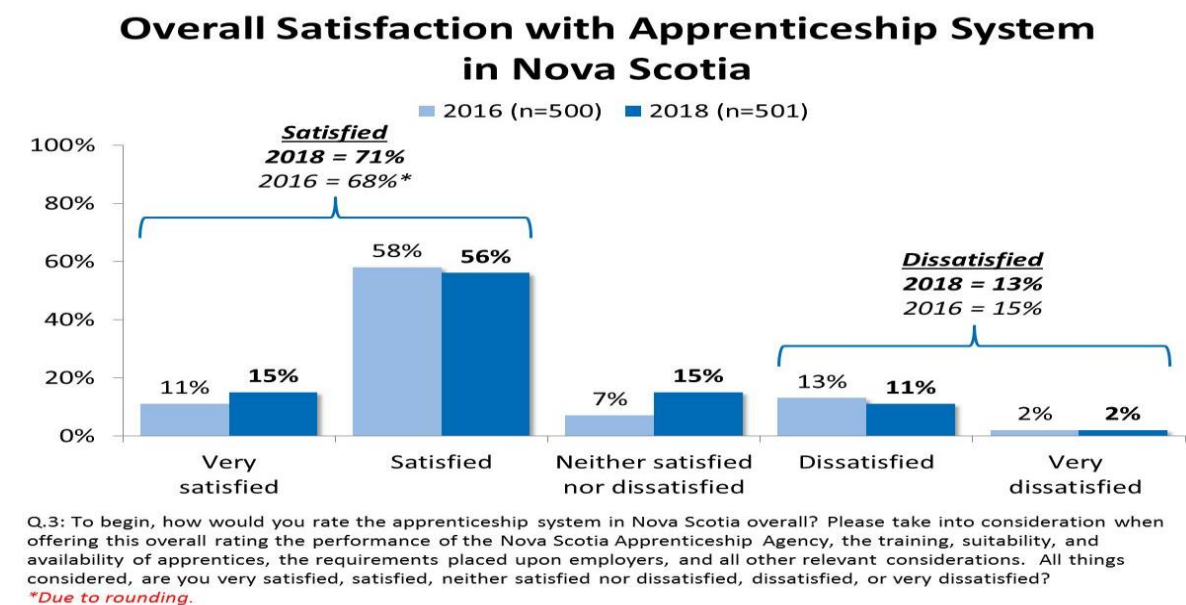
*Selected text (below) is from the **2018 Apprenticeship Employers and Apprentices Study: Final Report**. This report was prepared for the Nova Scotia Apprenticeship Agency and Communications Nova Scotia by Corporate Research Associates, January 2019.

The Figures below have been taken from the **2018 Apprenticeship Employers and Apprentices Satisfaction Study** which was conducted by Corporate Research Associates Inc. on behalf of the Nova Scotia Apprenticeship Agency and Communications Nova Scotia. This is the third iteration of this study and tracking for 2014 and 2016 results are provided throughout the report as applicable.

The **2018 Apprenticeship Employers Study** confirms that overall satisfaction is high among the majority of employers in regard to the Apprenticeship program overall, and with the technical training that apprentices receive. Moreover, the vast majority of employers are satisfied with the experience of being an employer of an apprentice.

The **2018 Apprentices Study** confirms that satisfaction with the training experience remains widespread, with selected modest improvements in perceptions as compared to findings from two years ago.

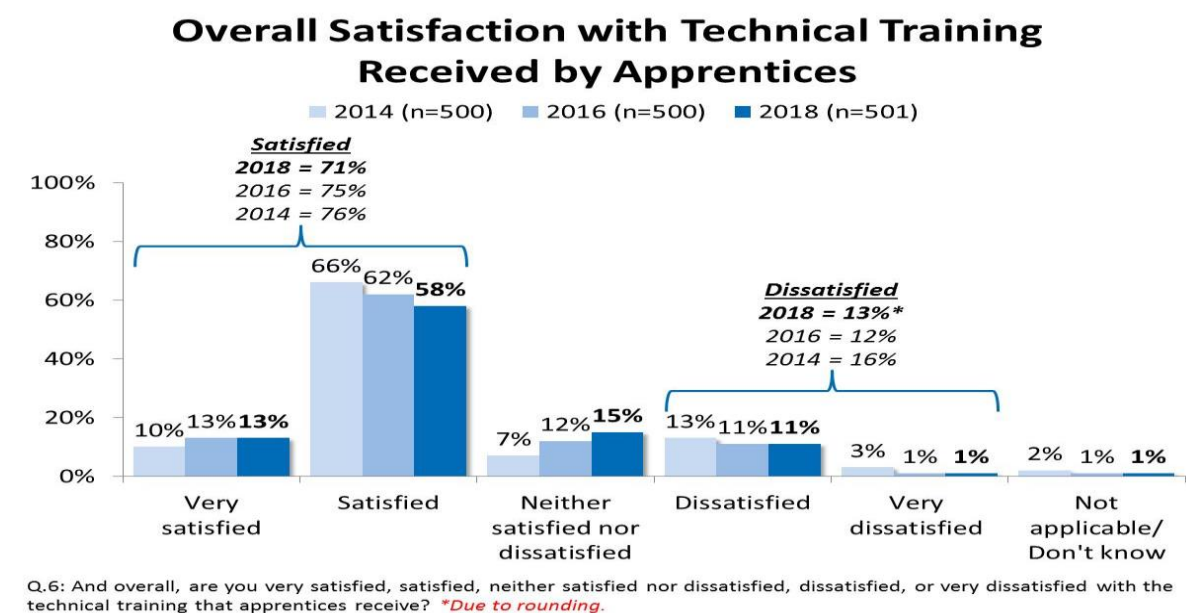
Figure 14: Overall Employer Satisfaction with Nova Scotia Apprenticeship System, 2018



Employers

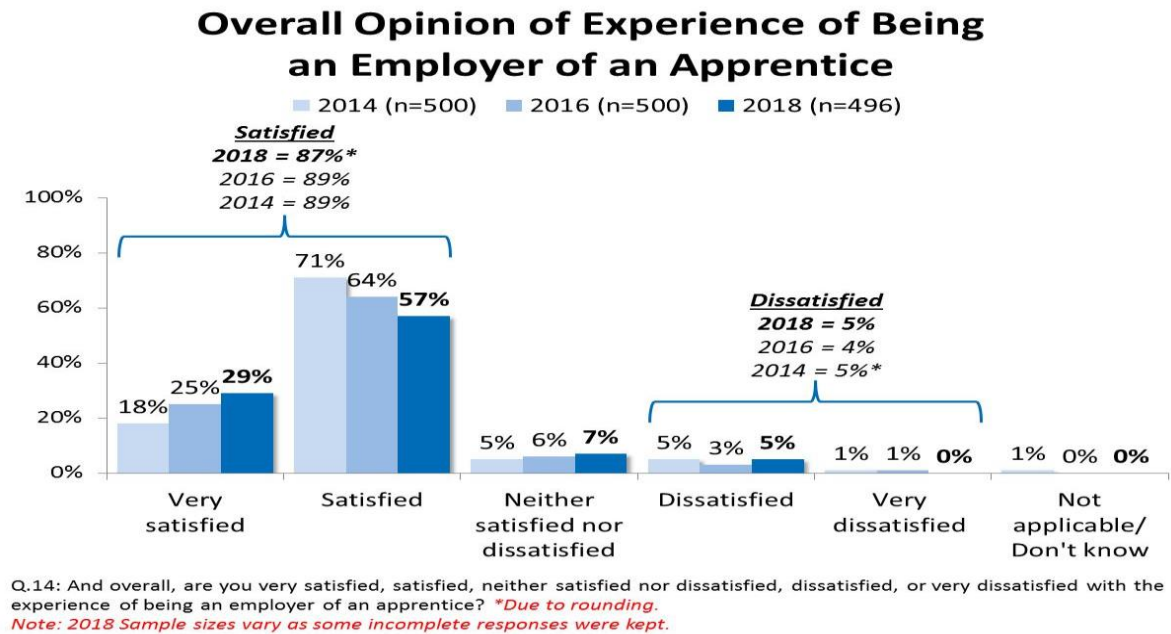
A majority of employers (seven in ten) are satisfied with the apprenticeship system in the province overall, and with the *technical training* that apprentices receive. Results in these regards are consistent with previous findings.

Figure 15: Overall Employer Satisfaction with Technical Training Received by Apprentices, 2018



On par with previous results, satisfaction with the experience of being an employer of an apprentice is very high, as nine in ten employers express satisfaction in this regard. It is positive to note that, compared with 2014, a greater number indicate they are *very satisfied*. Among the very small number of employers who report dissatisfaction with the experience of being an employer of an apprentice, the single most important reason for this opinion is apprentices are not trained properly/lack knowledge. When asked about certain aspects of being an employer of an apprentice, the vast majority of employers believe apprentices make a positive contribution to their businesses, with one-third *strongly* agreeing in this regard.

Figure 16: Overall Satisfaction of Employers with Nova Scotia Apprenticeship System



Apprentices

Satisfaction with the Nova Scotia Apprenticeship System

Overall satisfaction with the apprenticeship system in Nova Scotia remains moderately high and in line with results from two years ago.

Overall satisfaction with the apprenticeship system in Nova Scotia is moderately high. Taking into consideration the training they received, the programs and services provided by the apprenticeship system, matching with employers, and all other relevant aspects of the system, just over six in ten apprentices are satisfied with the apprenticeship system in Nova Scotia overall. Compared with two years ago, satisfaction is similar, however, a slightly greater number express being *very satisfied*. (Figure 17)

Figure 17: Overall Apprentice Satisfaction with the Nova Scotia Apprenticeship System

