



NOVA SCOTIA APPRENTICESHIP AGENCY  
STATISTICS REPORT  
2022-2023

## Introduction

The Nova Scotia Apprenticeship Agency (the Agency or NSAA) Statistics Report is published annually and provides key system performance data for the fiscal period and a comparison to previous years.

The Agency continues to work with industry partners, training providers and underrepresented groups to meet the challenges of the labour market. The Agency continues to report increases in the number of apprentices in the system, apprentices from underrepresented groups, the number of employers employing apprentices and the number of youth being reached with education and experiential opportunities in the skilled trades.

The total number of active, registered apprentices increased to 7772 (5.7%) from the previous year. There was a record number of new apprentices registered in 2022-23 of 1898, which is an increase of 40.2%. This is led by significant increases in registrations in the Glazier (157%), Ironworker – Reinforcing (81.48%), Boilermaker (71.43%) and Powerline Technician (32%) trades. There were also a number of trades which saw significant decreases in the number of apprentices from the previous year: Mobile Crane Operator (-60.65%), Landscape Horticulturist (-45.45%), Sheet Metal Worker (-11.05%) and Insulator - Heat and Frost (-11.11%).

Overall, the Motive Power and Construction Sectors experienced increases in the number of apprentices, 8.41% and 7.36% respectively. The Industrial/Manufacturing sector saw a decrease of 3.11% and the Service Sector remained relatively unchanged in the number of registered apprentices.

The number of women registering as apprentices continues to increase, as women represent 8.7% of all apprentices. As well, the number of apprentices from underrepresented groups has increased to 20.05% of all apprentices, which is up 1.2% from the previous year.

There were 244 new employers registering apprentices for a total of 2529 employers with apprentices in 2022-23. This number includes employers represented by a Joint Registration Agreement.

In 2022-23 the Agency, through partnerships with the Department of Education and Early Childhood Development (EECD) and other youth-serving organizations, reached approximately 29,000 youth through experiential opportunities and education and presented the skilled trades as a quality career option.

## Apprentices

Figure 1 highlights the total number of apprentices from 2013-2014 to 2022-2023. Table 1 outlines the number of apprentices by trade and organized by sector. The number of apprentices increased by 5.7% over 2021-2022.

The Carpenter trade has seen a noted increase, due in part to the work with public infrastructure programs in Cape Breton (17.28% increase from 2021-2022). Glazier is a new trade in Nova Scotia and interest is growing with more than double the apprentices registered in the previous year; 18 apprentices were registered in 2022-2023.

Figure 1: Active apprentices by fiscal year

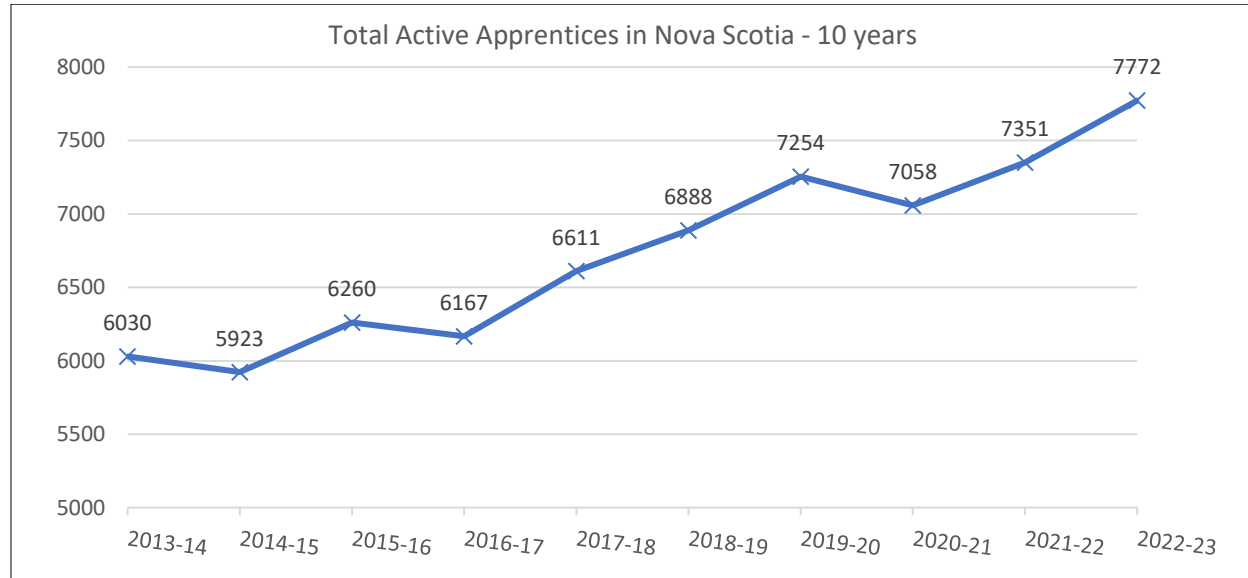


Table 1: Number of apprentices by trade over 5 years (2018-2019 to 2022-2023)

Trade	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	One Year Change 2021-2022 to 2022-2023	Female 2022- 2023	Male 2022- 2023
<b>Construction Sector</b>								
Boilermaker	25	28	32	21	36	71.43%	1	35
Bricklayer	87	92	84	88	95	7.95%	5	90
Carpenter	697	758	775	839	984	17.28%	93	891
Construction Electrician	1271	1296	1309	1408	1466	4.12%	106	1360
Elevating Devices Mechanic - Class A <sup>(1)</sup>			2	21	24	14.28%	0	24
Elevating Devices Mechanic - Class B <sup>(1)</sup>			1	2	3	50.00%	0	3
Gas Fitter <sup>(2)</sup>	12	10	8	2	1	-50.00%	1	0
Gas Fitter A	20	23	28	31	33	6.45%	1	32
Gas Fitter B	103	118	135	147	157	6.80%	13	144
Glazier	1	2	3	7	18	157.14%	0	18
Insulator (Heat & Frost)	55	87	70	63	56	-11.11%	6	50
Ironworker (Generalist)	1	1	1	0	0	0%	0	0
Ironworker (Reinforcing)	20	23	31	27	49	81.48%	1	48
Ironworker (Structural Ornamental)	27	23	25	26	32	23.07%	0	32
Mobile Crane Operator	147	150	88	61	24	-60.65%	2	22
Oil Heat System Technician	97	101	91	89	92	3.37%	1	91
Plumber	499	545	589	605	650	7.43%	36	614
Powerline Technician	101	86	83	75	99	32.00%	6	93
Refrigeration and Air Conditioning Mechanic	242	292	311	358	403	12.57%	20	383
Roofer	41	38	38	53	50	-5.66%	1	49
Sheet Metal Worker	191	205	182	199	177	-11.05%	8	169
Sprinkler Fitter <sup>(3)</sup>	66	75	72	68	73	7.35%	2	71
Steamfitter/Pipefitter	437	350	313	283	280	-1.06%	15	265
<b>TOTAL</b>	<b>4140</b>	<b>4303</b>	<b>4271</b>	<b>4473</b>	<b>4802</b>	<b>7.36%</b>	<b>318</b>	<b>4484</b>

Trade	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	One Year Change 2021-2022 to 2022-2023	Female 2022- 2023	Male 2022- 2023
<b>Motive Power Sector</b>								
Agricultural Equipment Technician	5	4	6	6	4	-33.33%	0	4
Auto Body and Collision Technician <sup>(4)</sup>	140	164	162	139	160	15.12%	28	132
Automotive Service Technician	759	822	811	822	882	7.29%	64	818
Heavy Duty Equipment Technician	64	83	88	103	104	0.97%	3	101
Marine Service Technician	8	12	11	11	13	18.18%	3	10
Truck and Transport Mechanic	361	383	395	429	474	10.48%	11	463
<b>TOTAL</b>	<b>1337</b>	<b>1468</b>	<b>1473</b>	<b>1510</b>	<b>1637</b>	<b>8.41%</b>	<b>109</b>	<b>1528</b>
<b>Industrial/Manufacturing Sector</b>								
Boat Builder	23	27	17	12	16	33.33%	2	14
Industrial Electrician	176	188	188	202	190	-5.94%	17	173
Industrial Mechanic (Millwright)	189	204	209	222	204	-8.12%	16	188
Instrumentation and Control Technician	70	59	57	51	45	-11.76%	5	40
Machinist	66	73	73	68	64	-5.88%	3	61
Metal Fabricator (Fitter)	147	136	136	151	156	3.31%	31	125
Power Engineer	194	191	91	98	95	-3.06%	9	86
Power Engineer (Plant Operator)	33	49	44	51	53	3.92%	2	51
Welder	218	237	231	238	236	-0.84%	42	194
<b>TOTAL</b>	<b>1116</b>	<b>1164</b>	<b>1046</b>	<b>1093</b>	<b>1059</b>	<b>-3.11%</b>	<b>127</b>	<b>932</b>
<b>Service Sector</b>								
Baker	2	2	2	3	3	0.00%	2	1
Cook	270	294	246	243	247	1.64%	109	138
Hairstylist	9	8	10	18	18	0.00%	15	3
Landscape Horticulturalist	14	15	10	11	6	-45.45%	1	5
<b>TOTAL</b>	<b>295</b>	<b>319</b>	<b>268</b>	<b>275</b>	<b>274</b>	<b>-0.36%</b>	<b>127</b>	<b>147</b>

(1) Elevating Device Mechanic A/B trade was added in 2020; (2) Gasfitter trade was divided into Gasfitter A and Gasfitter B in 2017; (3) Sprinkler System Installer trade name was changed to Sprinkler Fitter in 2019; (4) Motor Vehicle Body Repairer (Metal and Paint) trade name was changed to Auto Body and Collision Technician in 2019.

Women represent 8.7% of active apprentices in the system, this is an increase of 67 women in 2022-2023. (Table 3).

Table 2: Total apprentices by sector and 2022-2023 gender representation

Total Apprentices by Sector	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023	One Year Change 2022- 2023	Female 2022- 2023	Male 2022- 2023
Construction Sector	4140	4303	4271	4473	4802	7.36%	318	4484
Motive Power Sector	1337	1468	1473	1510	1637	8.41%	109	1528
Industrial Manufacturing Sector	1116	1164	1046	1093	1059	-3.11%	127	932
Service Sector	295	319	268	275	274	-0.36%	127	147
<b>Total</b>	<b>6888</b>	<b>7254</b>	<b>7058</b>	<b>7351</b>	<b>7772</b>	<b>5.73%</b>	<b>681</b>	<b>7091</b>

Table 3: Changes in gender representation by sector

SECTORS	Female 2020/2021	Male 2020/2021	% Female of Total 2020/2021	Female 2021/2022	Male 2021/2022	% Female of Total 2021/2022	TOTAL 2022/2023	Female 2022/2023	Male 2022/2023	% Female of Total 2022/2023
<b>Construction Sector</b>	232	4039	5.4%	268	4205	5.99%	4802	318	4484	6.62%
<b>Motive Power Sector</b>	81	1392	5.5%	89	1421	5.89%	1637	109	1528	6.66%
<b>Industrial/ Manufacturing Sector</b>	116	930	11.1%	126	967	11.52%	1059	127	932	12.0%
<b>Service Sector</b>	125	143	56.6%	131	144	47.63%	274	127	147	46.3%
<b>TOTAL</b>	554	6504	7.8%	614	6737	8.35%	<b>7772</b>	<b>681</b>	<b>7091</b>	<b>8.76%</b>

The top five trades have remained consistent since 2018-2019. Figure 2 represents the top five trades based on the number of registered apprentices. Of note, Carpenter is now the second largest trade by apprentice registration, overtaking Automotive Service Technician for the second year in a row.

Figure 2: Five trades with the most apprentices (2018-2019 to 2022-2023)

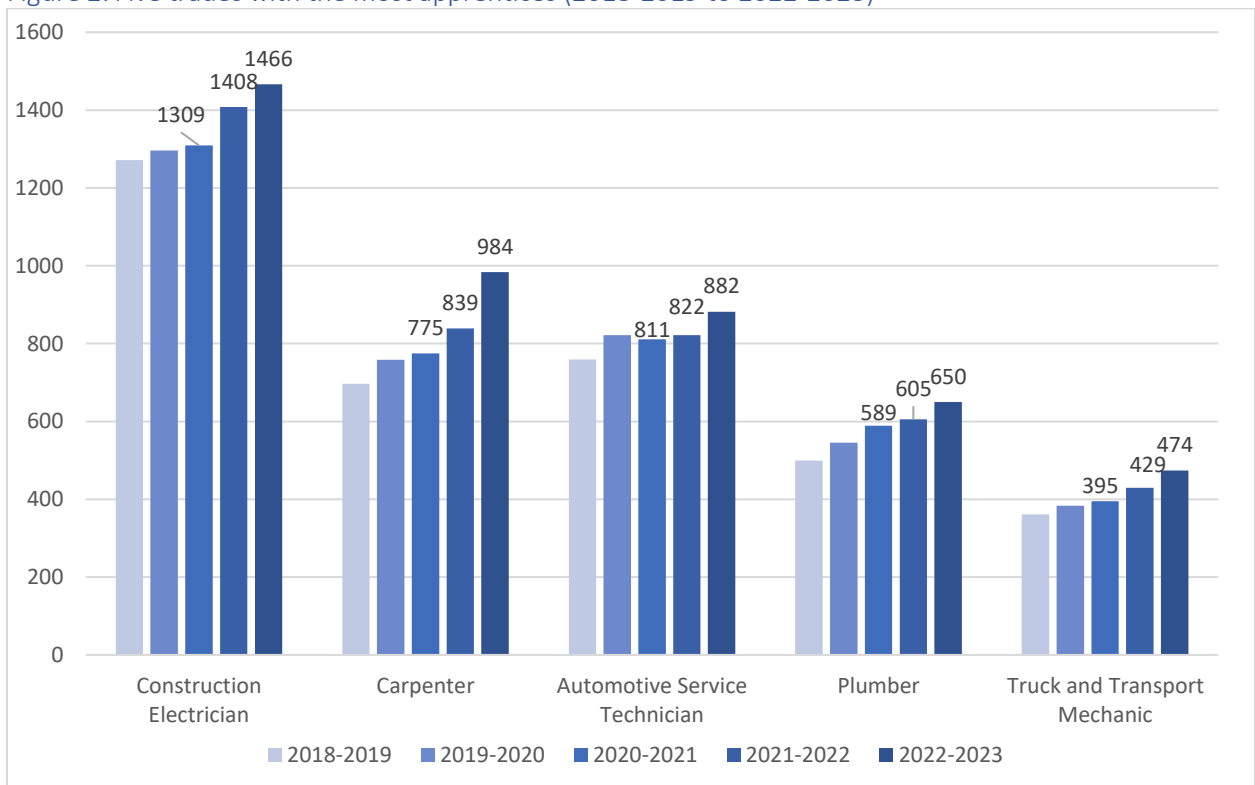


Table 4 shows that there has been a significant increase (40%) in the number of newly registered apprentices from 2021-2022 to 2022-2023. In 2022-2023, almost 1 in 4 apprentices are new.

Table 4: Newly registered apprentices in Nova Scotia by fiscal year

Year	Total NEW*	Total Active Apprentices (at end of period)	Percentage of Total Apprentices
<b>2018/2019</b>	1490	6888	21.6%
<b>2019/2020</b>	1480	7254	20.4%
<b>2020/2021</b>	1023	7058	14.5%
<b>2021/2022</b>	1354	7351	18.4%
<b>2022/2023</b>	1898	7772	24.4%

## Youth Engagement

In 2022-2023, NSAA invested almost \$1.5 million to fund experiential learning opportunities for youth in the skilled trades. In addition, the Department of Education and Early Childhood Development (EECD) invested \$2.76 million to fund skilled trades education.

Working with partners in 2022-2023, the NSAA reached over 29,000 youth and registered 175 youth apprentices, of which 5.1% were female. This is a 182% increase from the previous year and is the highest number of youth apprentices registered to date, exceeding pre-COVID levels.

Table 5: Youth apprentice registrations by fiscal year and region

YOUTH REGISTRATIONS by REGION	2018/19		2019/20		2020/21		2021/22		2022/2023	
	F	M	F	M	F	M	F	M	F	M
Cape Breton	1	30	4	27	2	15	1	10	2	28
Central	5	46	6	51	0	38	1	18	2	74
Northeastern	0	3	0	4	1	0	0	4	0	7
Northern	0	18	2	17	0	8	1	4	0	17
Southwestern	2	24	4	33	0	34	0	23	5	40
<b>TOTAL</b>	<b>8</b>	<b>121</b>	<b>16</b>	<b>132</b>	<b>3</b>	<b>95</b>	<b>3</b>	<b>59</b>	<b>9</b>	<b>166</b>
<b>GRAND TOTAL</b>	<b>129</b>		<b>148</b>		<b>98</b>		<b>62</b>		<b>175</b>	

### Industry Youth Partners:

Automotive Sector Council  
 Construction Association of Nova Scotia  
 Nova Scotia Construction Sector Council  
 Nova Scotia Tourism Human Resource Council

### Education Partners:

Black Educators Association of Nova Scotia  
 Conseil Scolaire Acadien Provincial  
 Education and Early Childhood Development  
 Mi'kma Kina'matnewey  
 Regional Centres for Education

### Interprovincial Partners:

Skills Canada Nova Scotia  
 Techsploration

## A Closer Look

**Skills Canada Nova Scotia** engaged with over 25,000 youth either through school presentations, their signature Nova Scotia Skills Competition, National Competition, Career Showcase events, and other community-youth engagement activities.

The **Nova Scotia Construction Sector Council** offers a one-of-a-kind **Trades Exhibition Hall** which hosted 1,906 visitors this past year. In addition to the Trades Exhibition Hall, the Construction Sector Council offers a **Mobile Construction Experience** which travelled from Cape Breton to the Annapolis Valley during this reporting period facilitating 966 youth in hands-on construction trades housed in the mobile unit.

**Techsploration**, a uniquely Nova Scotian youth career exploration program founded by NSAA and NSCC, works closely with seven Regional Centres of Education and the CSAP, and industry partners to create individual career and mentorship opportunities for girls and non-binary youth in grades 9-12. Career exploration focuses on science, technology, engineering and skilled trades. This year 850 students in NS were directly impacted through Techsploration core programming.

Table 6: Youth engagement programs

Program	2018-19	2019-20	2020-21*	2021-22	2022-23
<b>Trades Exhibition Hall</b>	1216	7005	-	624	1906
<b>Mobile Construction Experience</b>	-	730	-	190	996
<b>Skills Canada Nova Scotia</b>	14,025	9008	-	3158	25,176
<b>Techsploration</b>	1030	1550	-	900	850

\*2020-21 COVID pandemic

## Increasing Inclusion

The 2022-23 summer youth programs have experienced more student interest and participation than previous years to date.

Table 7: Summer Youth Apprenticeship Programs

Program	2018-19	2019-20*	2020-21*	2021-22	2022-23
<b>Building Futures for Youth</b>	73	93	-	76	94
<b>TestDrive</b>	24	-	-	29	34
<b>ServeItUp!</b>	8	16	-	16	21

\*2020-21 COVID pandemic

**Building Futures for Youth (BFY)** delivered by the Construction Association of Nova Scotia, coordinates with employers in the construction industry paid work placements for youth. Of the 94 students who received placements in 2022-23, 13 were female; 11 were from underrepresented groups.

**TestDrive (TD)** is delivered by the Nova Scotia Automotive Sector Council. In 2022-23, TestDrive facilitated 34 high school students throughout the province with paid work placements from employers in the motive power industry. Of the 34 students who received placements, 8 were female; 12 were from underrepresented groups.

**Serve It Up! (SIU)** is delivered by The Nova Scotia Tourism Human Resource Council. The Council works closely with employers in the service industry, specifically in the cook and baker trades. 2022-23 has been the most successful programming year since the inception of the culinary-based experiential trades program. There were 28 students accepted into Serve It Up! Of the 25 students who were placed, 9 were female and 12 were from underrepresented groups.

## Youth From Underrepresented Groups

Figure 3 shows significant increases in youth who self-identify, are from an underrepresented group and are engaged in skilled trades programs and initiatives funded by NSAA. Overall, there is a 133.4% increase in underrepresented youth from the previous year, with the largest percentage increase in youth identifying as an “other diverse person”. These increases can be attributed to the partners initially reaching out to youth from underrepresented groups, an increase in self-reporting by youth, and increased consistency in reporting.

Figure 3: Total underrepresented youth in programs

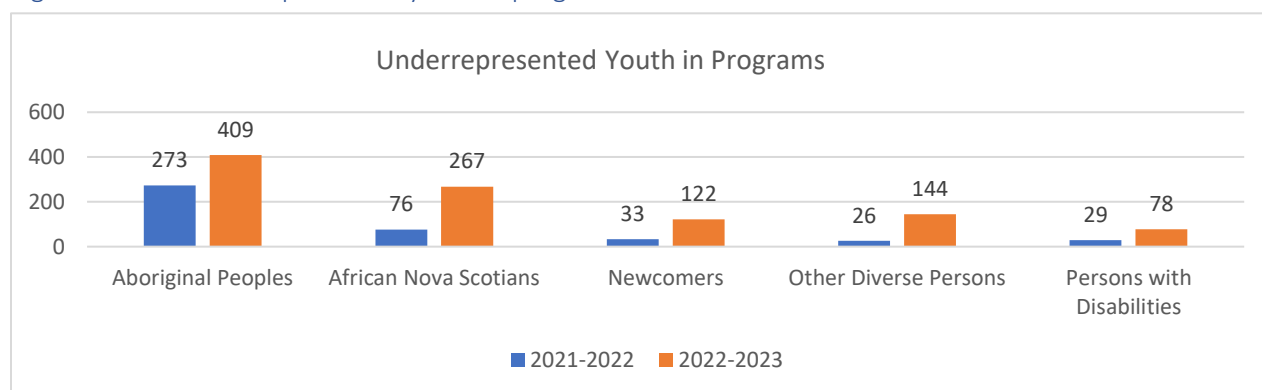


Table 8 represents the number of school visits and presentations delivered by the Agency’s Youth Outreach Coordinator through coordination with EECD and the Youth Pathways Consultants at each Regional Centre for Education and Conseil Scolaire Acadien Provincial. It is important to note that NSAA partners also deliver presentations to youth in school and in communities. Of note is the increase in youth and young adults who received a presentation on the skilled trades outside of school.

Table 8: School visits and presentations

IN SCHOOL PRESENTATIONS	2018/19	2019/20	2020/21*	2021/22	2022/23
Number of Presentations	62	6	N/A	44	26
Number of Schools	44	5	N/A	33	26
Number of students	1353	187	N/A	920	489

<b>ADDITIONAL PRESENTATIONS (outside of school)</b>					
Youth and Young Adults attending presentations	-	-	N/A	317	1013

\*No information available due to COVID pandemic.

## Joint Registration Agreements

Table 9 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. The number of carpenters registered under JRAs continues to increase. In 2022-2023, there were 125 carpenters registered, as compared to 68 in 2021-2022.

Table 9: Number of apprentices in Joint Registration Agreements by JRA holder and trade

JRA Holder	Trade	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
International Association of Heat and Frost Insulators and Asbestos Workers, Local 116	Insulator (Heat & Frost)	54	88	71	59	53
International Brotherhood of Boilermakers, Local 73	Boilermaker	30	29	33	30	37
International Brotherhood of Electrical Workers, Local Union 625	Construction Electrician	171	177	168	180	189
International Brotherhood of Electrical Workers, Local Union 1852	Construction Electrician, Industrial Electrician, Instrumentation and Control Technician	120	117	108	107	113
International Brotherhood of Electrical Workers, Local Union 1928	Industrial Electrician, Industrial Mechanic (Millwright)	16	13	11	8	5
International Union of Bricklayers and Allied Crafts Workers Local 1	Bricklayer	18	15	11	11	3
International Union of Elevator Constructors, Local 125				6	9	12
International Union of Operating Engineers Local 721 and Construction Management Bureau Limited	Mobile Crane Operators	135	138	81	55	20
Joint Apprenticeship Training Committee of Ironworkers, Local 752	Ironworker (Generalist, Reinforcing, Structural/ Ornamental)	47	45	51	49	69
Mainland Nova Scotia J.T.C., Local 83	Carpenter	74	77	69	68	125
Millwright and Machine Erectors, Local Union 1178	Millwright	33	25	26	25	22
Nova Scotia Boat Builders Association	Boat Builder	24	27	17	12	15
Recreation Facility Association of Nova Scotia	Refrigeration Plant	23	36	30	35	32
Sheet Metal Workers' International Association Joint Apprenticeship Training Committee, Local 56 and Construction Management Bureau Ltd. of Nova Scotia	Sheet Metal Worker, Roofer	27	23	25	38	46



United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of United States and Canada, Locals 244,682,56	Gas Fitter, Instrumentation Control Technician, Metal Fabricators, Oil Heat System Technicians, Plumber, Refrigeration and A/C Mechanic, Sprinkler System Installer, Steamfitter/Pipefitter, Welder	466	425	409	422	414
United Brotherhood of Carpenters and Joiners of America Joint Apprenticeship Training Committee, Local Union 1588	Carpenter	52	58	82	109	134
<b>Total</b>		1274	1293	1192	1217	1289

JRAs with First Nations and equity organizations are shown in Table 10.

Table 10: Number of apprentices in Joint Registration Agreements with First Nations and Equity Organizations

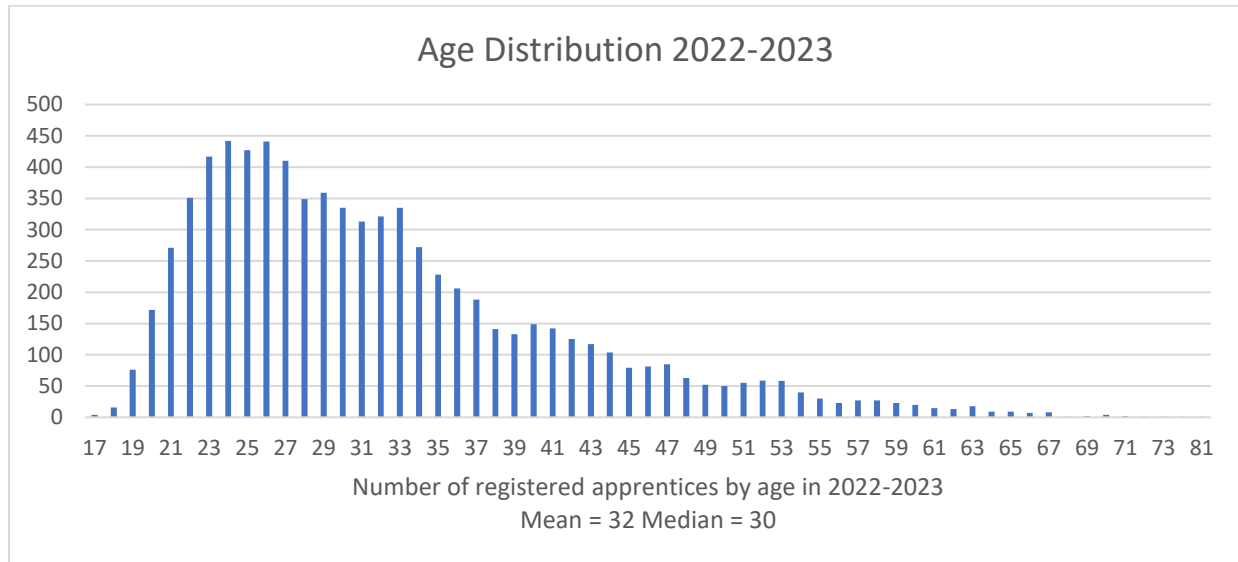
Registered apprentices	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Aboriginal Peoples Training & Employment Commission (APTEC), 2016	12	19	24	25	25
East Preston Empowerment Academy Society, 2018		3	12	13	11
Eskasoni First Nation, 2017	29	40	33	33	35
Immigrant Services Association of Nova Scotia (ISANS), 2020					1
Membertou First Nation, 2002	31	27	16	16	16
Mi'kmaw Native Friendship Centre, 2016					
Millbrook First Nation, 2018			3	2	3
Paqtnkek Mi'kmaw Nation, 2014				2	2
Pictou Landing First Nation, 2011	9	9	9	9	6
Potlotek First Nation, 2013	9	30	24	24	23
Wagmatcook First Nation, 2013	10	11	7	7	7
Waycobah First Nation, 2013	21	19	11	15	15
<b>TOTAL</b>	<b>121</b>	<b>158</b>	<b>139</b>	<b>146</b>	<b>144</b>

## Demographics

Figure 4 shows the age distribution of registered apprentices in Nova Scotia in 2022-2023.

Apprentices aged 23-27 represent the largest age group of all apprentices. Apprentices aged 24 have the single largest number at 442. The median age is 30.

Figure 4: Age Distribution of Active Apprentices in 2022-2023



## Women and Underrepresented Groups

Each year, more women are registering as apprentices. In 2022-2023, women made up 8.76% of the registered apprentices in Nova Scotia.

Figure 5: Female apprentices in Nova Scotia – 10 years

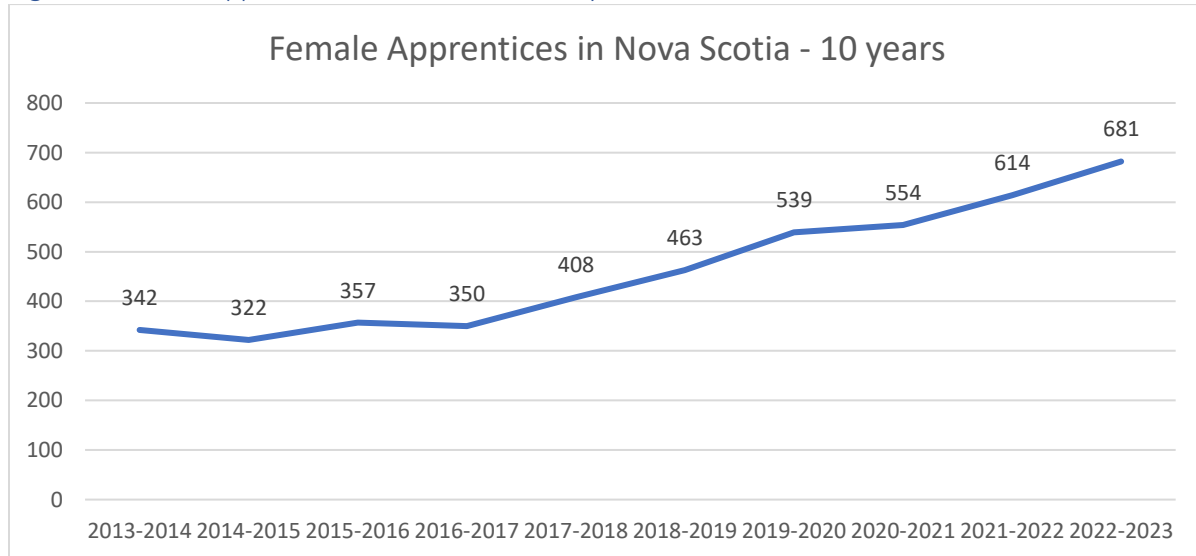
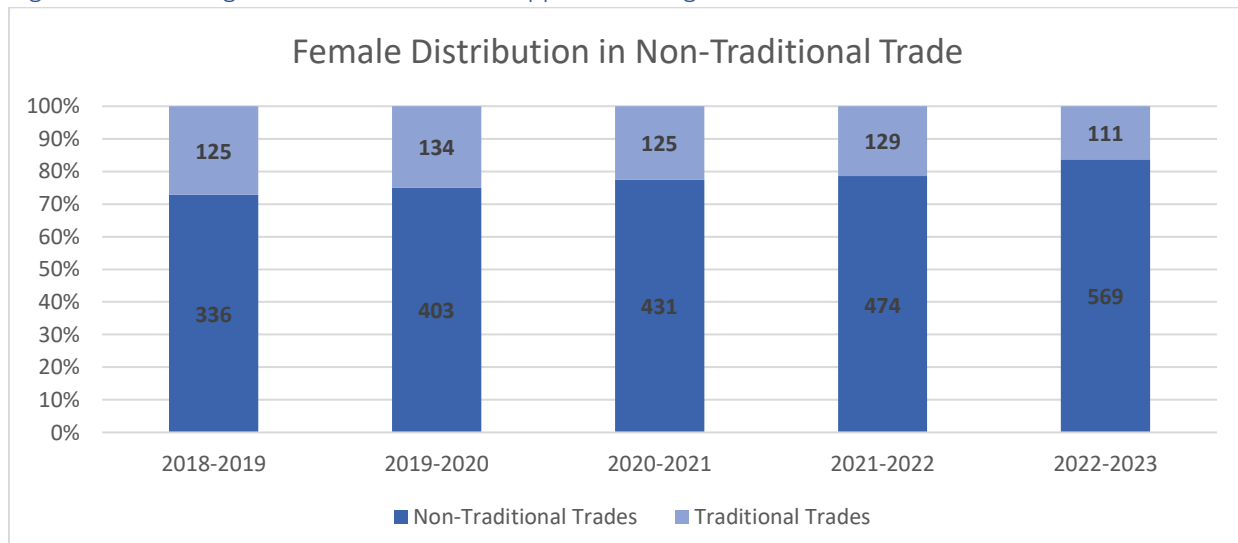


Figure 6: Percentage breakdown of female apprentices registered in traditional and non-traditional trades.



In 2022-2023, 20.5% of apprentices identified in a equity-deserving group. Of note, persons with disabilities has increased from 3.4% in 2018-2019 to 6.87% in 2022-2023. This is likely due to increased reporting of learning disabilities. To respond, the Agency has created a Learning Supports team to provide learning supports to apprentices.

Table 11: Total number of underrepresented groups and percentage of total apprentices

YEAR	Aboriginal Peoples	% of Total	African Nova Scotians	% of Total	New-comers	% of Total	Other Diverse Persons	% of Total	Persons with Disabilities	% of Total
2018-2019	342	4.9%	105	1.5%	112	1.6%	305	4.4%	234	3.4%
2019-2020	404	5.5%	138	1.9%	138	1.9%	351	4.8%	369	5.0%
2020-2021	416	5.9%	174	2.5%	178	2.5%	376	5.3%	416	5.9%
2021-2022	408	5.5%	186	2.5%	202	2.7%	389	5.3%	481	6.5%
2022-2023	438	5.63%	188	2.41%	215	2.76%	184	2.36%	534	6.87%

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

Figure 7: Underrepresented populations in apprenticeship – 5 years

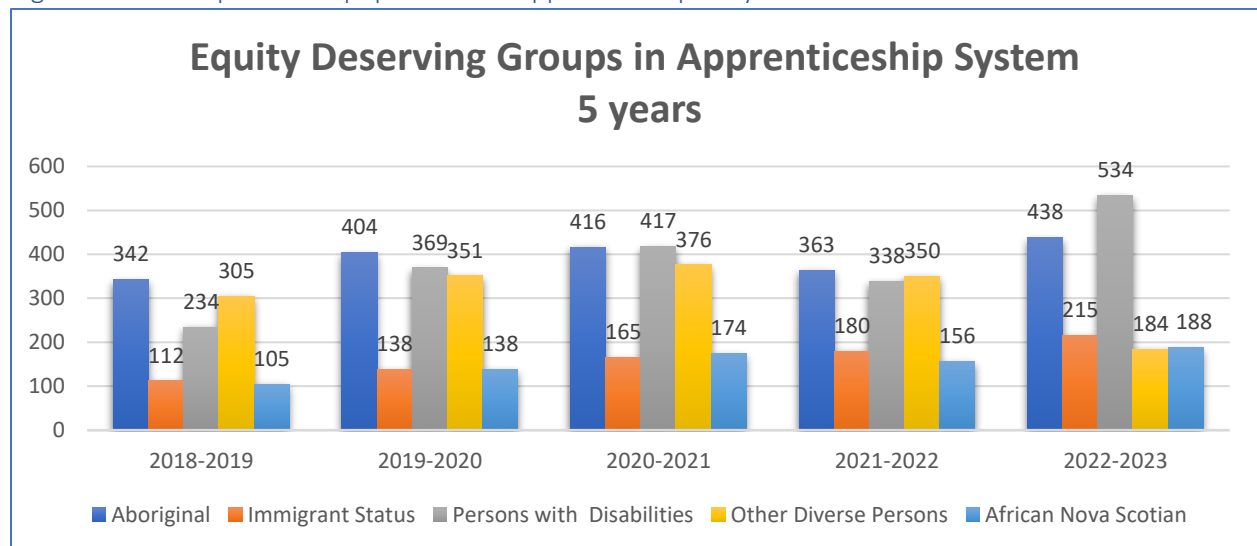
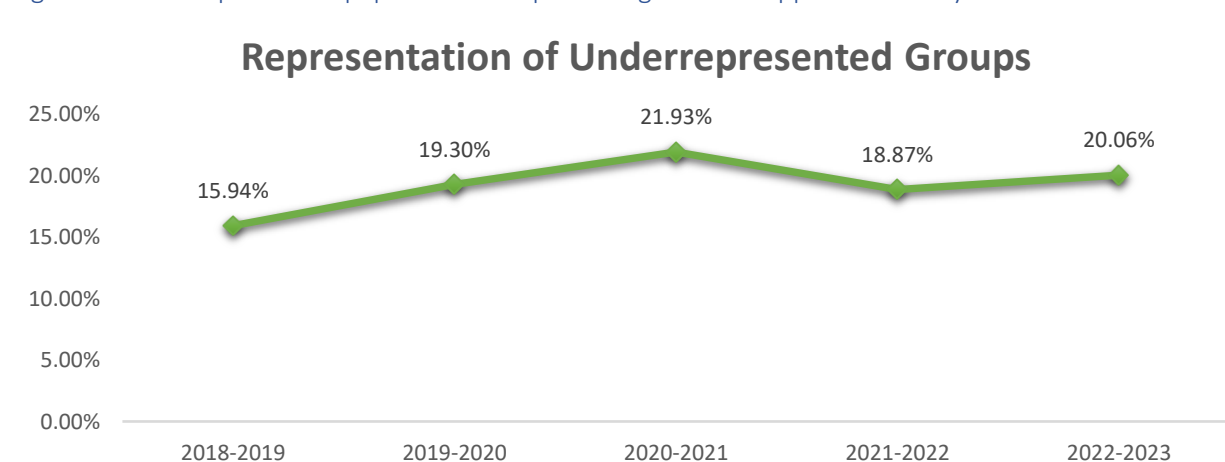
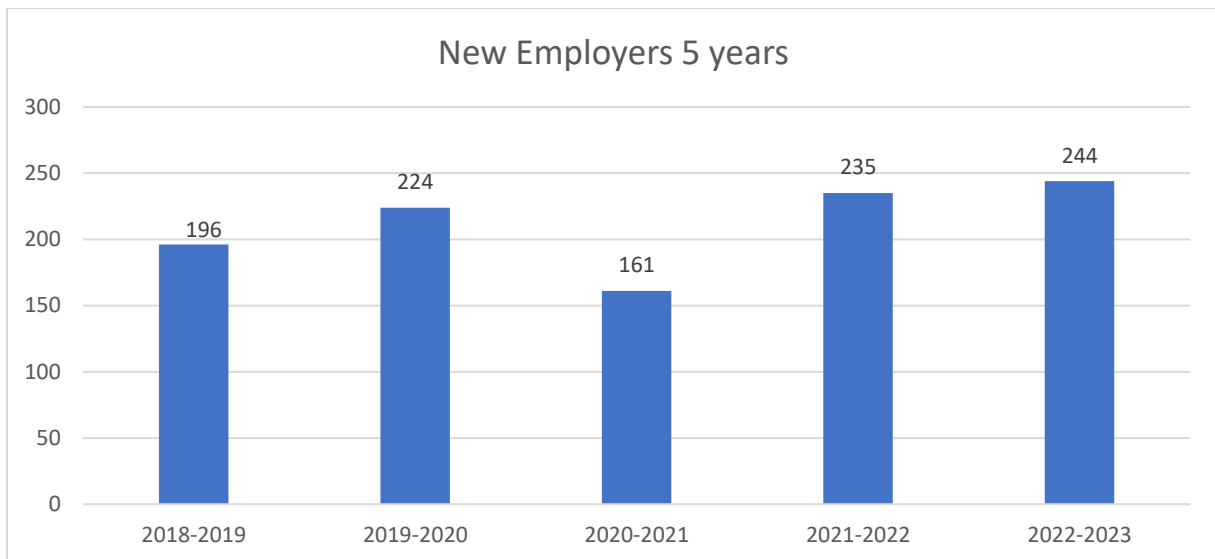


Figure 8: Underrepresented populations as a percentage of total apprentices – 5 years



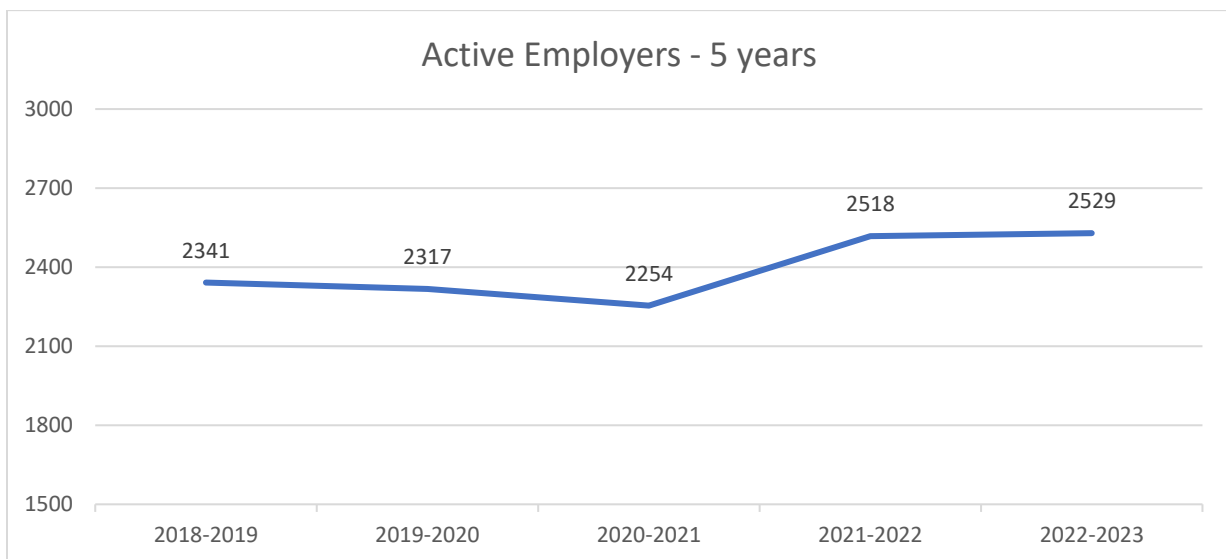
## Employers

Figure 9: 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



\*Includes JRA employers.

Table 12: Number of apprentices registered to employers, March 31, 2022

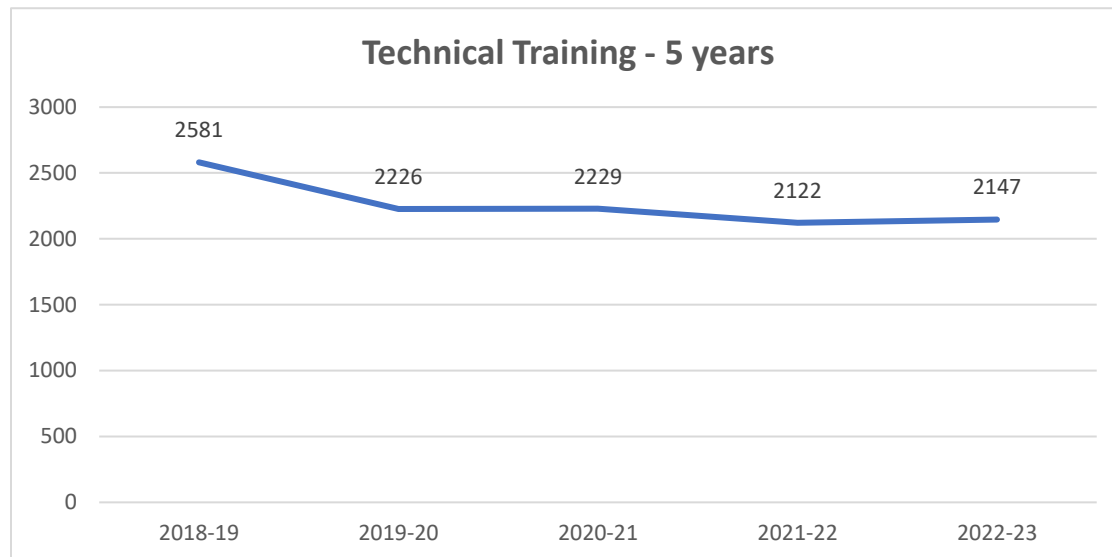
Apprentices	Employers* March 31, 2020	Employers* March 31, 2021	Employers* March 31, 2022	Employers* March 31, 2023
<b>1-5</b>	1971	1975	2075	2168
<b>5-10</b>	170	164	167	186
<b>10-15</b>	37	33	30	43
<b>15-20</b>	12	10	15	12
<b>20-100</b>	23	26	20	22
<b>100-500</b>	5	4	6	7

\*Total does not include JRA employers

## Technical Training

Technical Training enrolment has remained stable while waiting lists have increased.

Figure 11: Trends for apprentices scheduled for technical training.



Note: Numbers do not include those who have completed online training

Table 13: Technical training offered by trade and academic year, September 2022-August 2023

Trade Name	Total Number of Clients Scheduled	Number of Clients Attended Classroom	Classroom Training Total Weeks	Refresher Training Total Weeks
ASEP (General Motors, custom)	11	11	30	
Auto Body Collision Technician*	37	35	16	
Automotive Service Technician	241	222	179	
Black Beauty Culture Hair Innovator Refresher	5	3		3
Boilermaker	25	22	24	
Bricklayer	22	22	22	
Carpenter	132	121	82	
Construction/Industrial Electrician	394	352	282	
Cook	32	29	18	
Gasfitter	22	22	12	
Hairstylist	13	13	4	
Heavy Duty (Level 1 & Level 3)	31	30	18	
Heavy Duty/ Truck and Transport Mechanic (Level 2 & Level 4)*	38	37	25	
Industrial Mechanic (Millwright)	101	90	56	
Insulator (Heat & Frost)*	32	31	29	
Ironworker (Reinforcing + Structural/Ornamental)	42	35	23	3
Machinist	25	25	18	
Metal Fabricator	39	39	29	
Metal Fabricator/Welder (Lv 1)	15	15	9	
Oil Heat Systems Technician	24	24	17	
Plumber	237	230	126	
Power Engineer	33	32	18	
Powerline Technician	40	39	14	
Refrigeration & AC Mechanic	181	167	78	
Roofer	29	26	45	
Sheet Metal	76	69	51	
Sprinkler Fitter*	24	24	24	
Steam/Pipefitter	58	52	46	
Truck & Transport Mechanic (Level 1 & Level 3)	96	95	39	
Welder	62	58	42	
RPO Review Week	30	30	2	
<b>Total*</b>	<b>2147</b>	<b>2000</b>	<b>1378</b>	<b>6</b>

(1) Motor Vehicle Body Repairer renamed **Auto Body and Collision Technician** and Sprinkler System Installer renamed **Sprinkler Fitter** in 2019; (2) Levels 1 and 2 of **Heavy Duty Equipment Technician** and **Truck and Transport Mechanic** are the same. Levels 3 and 4 of both trades require specialized training (3) Total includes multiple NSCC locations and concurrent classroom sessions.

Some trades in Table 13 have mandatory level exams but are not harmonized. Please refer to this document for a list of the Phase 1, 2 and 3 harmonized trades:

<https://www.nsapprenticeship.ca/sites/default/files/files/NSAA-FactSheet-AAHP.pdf>

Table 14: The Atlantic Trades Business Seal (ATBS) Program 2022-2023

Atlantic Trades Business Seal	Total Number of Clients Scheduled	Clients Attended Remote Instructor-led Training	Number of weeks Remote and Instructor-led Training
ATBS Human Resource Management	30	25	6
ATBS Business Planning	30	23	6
ATBS Financial Management	30	26	6
ATBS Marketing and Sales	30	30	6
Automotive Service Technician	30	29	6

The Atlantic Trades Business Seal Program is a continuing education program for Atlantic journeypersons to advance their business and leadership skills and to gain regional career mobility. This program can prepare journeypersons to take on a managerial role or to start and/or build their own business.

The ATBS program has five modules, which develop specific skill sets that are crucial to entrepreneurs and business management. Each module takes 30 hours of in-class time and currently only the Nova Scotia Community College (NSCC) offers an online option for select modules. Modules can be completed in any order and from any participating college.

Table 15: Online (self-paced) and Remote (instructor-led) Learning 2022-2023

Course Name	Number of Clients attended online self-paced training	Number of clients attended remote instructor-led training	Number of weeks of remote instructor-led training	TOTAL number clients scheduled
Automotive Service Technician	25			
Carpenter	20			
Construction/Industrial Electrician	47	83	63	140
Cook		3	5	3
Gasfitter B	9			9
Machinist	1			1
Plumber	24			25
TOTAL	126	86	68	178

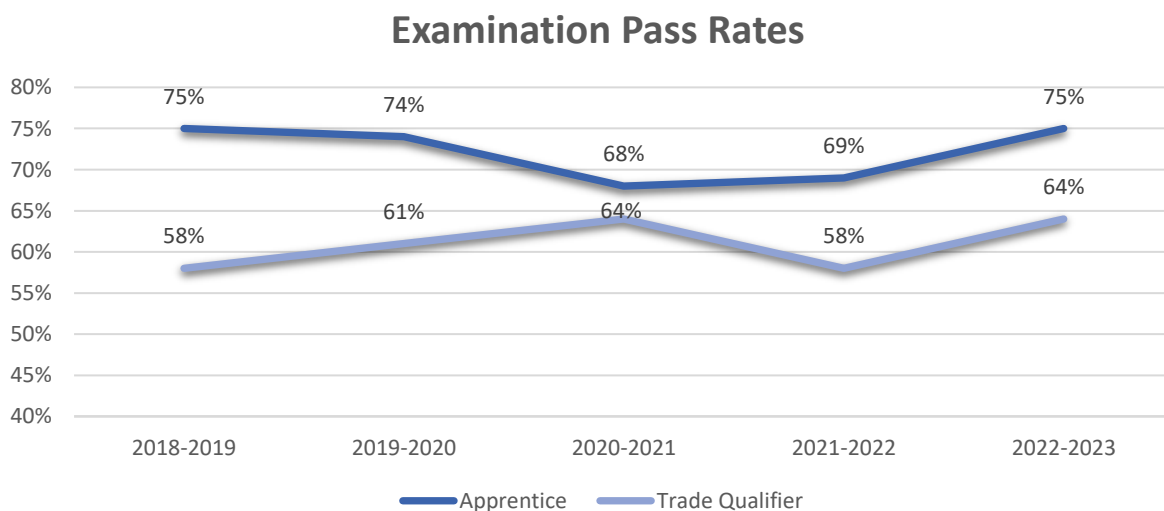
Table 16: Level exam performance 2018--2019to 2022-2023\*

\* results with less than 5 exam candidates have been suppressed for privacy reasons.

Trade Name	Level	2018/2019	Pass Rate	2019/2020	Pass Rate	2020/2021	Pass Rate	2021/2022	Pass Rate	2022/2023	Pass Rate
<b>Auto Body and Collision Tech</b>	Level 1									-	-
<b>Automotive Service Technician</b>	Level 1	-	-	46	35%	8	24%	55	27%	72	44%
	Level 2	-	-	-	-	14	52%	47	68%	87	66%
	Level 3	-	-	-	-	-	-	22	100%	52	60%
	Level 4									27	96%
<b>Boilermaker</b>	Level 1	5	80%	-	50%	8	100%	-	-	8	100%
	Level 2	10	90%	5	100%	-	-	7	71%	8	88%
	Level 3									7	71%
<b>Bricklayer</b>	Level 1	-	50%	9	67%	-	-	-	505	-	-
	Level 2	13	77%	15	60%	7	58%	10	905	9	67%
	Level 3	8	100%	5	100%	6	100%	7	71%	8	88%
<b>Carpenter</b>	Level 1	45	47%	64	34%	12	32%	38	47%	40	50%
	Level 2	28	89%	23	91%	-	67%	23	91%	20	85%
	Level 3	34	79%	54	67%	22	76%	24	88%	50	96%
	Level 4	-	-	18	89%	21	95%	18	83%	26	88%
<b>Construction Electrician</b>	Level 1	44	55%	39	51%	12	46%	16	56%	73	62%
	Level 2	135	59%	140	54%	45	53%	132	55%	179	56%
	Level 3	-	-	26	73%	31	67%	72	68%	150	60%
	Level 4	-	-	-	-	11	69%	56	77%	129	86%

Trade Name	Level	2018/ 2019	Pass Rate	2019/ 2020	Pass Rate	2020/ 2021	Pass Rate	2021/ 2022	Pass Rate	2022/ 2023	Pass Rate
Cook	Level 1	23	70%	16	44%	11	61%	-	-	7	43%
	Level 2	13	69%	24	71%	5	83%	-	67%	-	50%
	Level 3	24	67%	43	49%	8	44%	17	53%	21	43%
Heavy Duty Equipment Technician	Level 1	-	-	-	-	-	100%	-	50%	9	44%
	Level 2	-	-	-	-	-	-	-	-	5	100%
	Level 3									-	-
Industrial Electrician	Level 1	-	75%	-	100%	-	67%	5	80%	11	82%
	Level 2	8	75%	9	89%	-	50%	10	60%	18	61%
	Level 3	-	-	-	100%	5	100%	-	100%	8	88%
	Level 4	-	-	-	-	-	-	6	67%	5	80%
Industrial Mechanic (Millwright)	Level 1	-	-	-	75%	10	100%	21	86%	-	100%
	Level 2	-	-	-	-	12	80%	25	52%	35	71%
	Level 3	-	-	-	-	-	-	-	-	24	96%
	Level 4									5	100%
Instrumentation and Control Technician	Level 1	-	100%	-	-	-	100%	-	100%	6	50%
	Level 2	-	-	-	50%	-	-	-	-	-	100%
	Level 3	5	100%	-	-	-	-	-	-	-	50%
	Level 4	5	100%	-	75%	-	100%	-	100%	-	50%
Insulator (Heat & Frost)	Level 1	14	86%	20	95%	18	90%	-	-	7	100%
	Level 2	-	-	9	100%	10	83%	10	80%	7	100%
	Level 3	18	100%	-	-	8	100%	13	85%	12	83%
Metal Fabricator (Fitter)	Level 1	-	50%	-	67%	-	-	-	25%	6	17%
	Level 2	6	33%	7	14%	-	33%	-	100%	7	43%
	Level 3	29	38%	37	41%	-	17%	27	70%	14	57%
Plumber	Level 1	86	97%	92	93%	63	91%	83	93%	36	61%
	Level 2	31	65%	91	68%	32	58%	102	81%	94	66%
	Level 3	5	60%	30	87%	24	96%	21	95%	90	91%
	Level 4	-	-	-	-	12	86%	30	93%	68	88%
Roofer	Level 1	-	-	-	-	-	-	-	n/a	23	39%
	Level 2	-	-	7	86%	-	50%	-	n/a	6	100%
	Level 3	-	-	6	83%	-	-	-	25%	7	86%
Sheet Metal Worker	Level 1	27	96%	31	84%	6	75%	22	64%	30	57%
	Level 2	19	68%	15	100%	13	76%	13	46%	17	76%
	Level 3	18	61%	21	67%	-	-	-	-	35	23%
	Level 4	27	81%	23	61%	7	58%	17	82%	11	64%
Sprinkler Fitter	Level 1	8	100%	14	86%	13	76%	7	100%	5	100%
	Level 2	10	90%	9	89%	10	100	9	100%	8	88%
	Level 3	-	-	-	-	-	-	-	-	8	100%
Steamfitter/ Pipefitter	Level 1	-	67%	-	100%	5	83%	-	50%	10	40%
	Level 2	33	55%	29	66%	6	55%	10	60%	7	86%
	Level 3	35	100%	15	100%	6	50%	19	63%	17	53%
	Level 4	83	84%	53	79%	5	63%	5	80%	12	83%
Truck and Transport Mechanic	Level 1	-	-	-	-	9	43%	26	46%	31	45%
	Level 2	-	-	-	-	-	-	-	100%	52	50%
	Level 3	-	-	-	-	-	-	-	-	7	86%
Welder	Level 1	11	45%	9	33%	-	-	8	25%	-	-
	Level 2	21	86%	-	75%	-	33%	7	86%	-	-
	Level 3	37	73%	34	74%	20	80%	39	85%	67	72%

Figure 12: Examination pass rates for Red Seal trades from 2017-2018 to 2021-2022



## Apprenticeship START Program

The Apprenticeship START program was expanded to include employers in Sydney, Truro, and Halifax and now enables employers who re-hire apprentices who were laid off during the pandemic to continue to receive START funding until March 2023. As of March 2023, the employers of 525 apprentices have benefited from the expansion.

Through the Apprenticeship START incentive, \$5.2M was distributed in 2022-2023 to employers who hired, progressed, and completed their apprentices. As of March 31, 2023, there are 3119 active apprentices and 2070 employers participating in the Apprenticeship START Program as indicated in the below Table. Twenty-three per cent (23%) of apprentices are underrepresented and eight per cent (8%) are women.

Table 17: Employers and apprentices in Apprenticeship START program 2022-2023

Employers and apprentices in Apprenticeship START Program 2020-2021	
Active Employers	2070
Active Employers Hiring Diverse Apprentices	505
Active Apprentices	3119
Active Apprentices – Diverse	717
Active Female Apprentices	249

Since the inception of the program, 295 apprentices have completed their program of which 18% were diverse. The percentage of diverse apprentices completing their programs is significantly higher if the employer receives the START incentive.

Table 18: Apprentice completion of Apprenticeship START program

Level of Apprenticeship	Number of Apprentices	Percentage of Diverse Apprentices
Level 1	417	21%
Level 2	342	29%
Level 3	293	27%
Level 4/IP Exam	141	23%
Completions	40	47.5%

## Apprentice Progression and Completion Awards

In 2022-2023, progression/completion awards totaling \$280,000 were issued. Of these, 336 were progression awards and 14 were completion awards.

Table 19: Apprentice progression/completion awards by trade.

(Results with less than 5 have been suppressed for privacy reasons. Less than 5 is represented by a “-” in the Table below.)

Trade Name	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Auto Body and Collision Technician	13	-	9	8	13
Automotive Service Technician	68	61	68	29	42
Automotive Service Technician (SSM)					-
Boat Builder	-	-		-	9
Bricklayer					-
Boilermaker		-			31
Carpenter	46	33	23	23	65
Construction Electrician	101	94	69	53	-
Cook		-	-		16
Elevating Device Mechanic				12	-
Gasfitter					-
Glazier					6
Heavy Duty Equipment Technician	-	8	4	10	-
Industrial Electrician	24	12	13	-	13
Industrial Mechanic (Millwright)	14	11	8	6	-
Instrumentation and Control Technician	-		13		-
Machinist	11	-		-	5
Metal Fabricator (Fitter)	-	-			-
Oil Heat Systems Technician					-
Plumber	40	42	23	34	-
Power Engineer	13	10	8	-	64
Powerline Technician	-	15	11	8	-
Refrigeration and Air Conditioning Mechanic	26	17	14	33	5



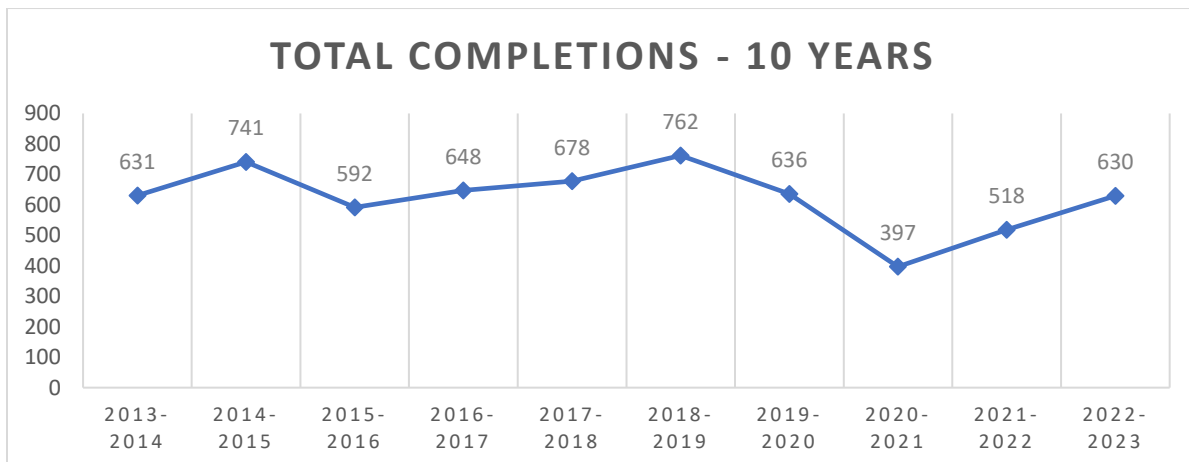
Trade Name	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Sheet Metal Worker	5	7	6	-	36
Sprinkler Fitter				6	6
Steamfitter/Pipefitter	9	18	11	-	9
Truck and Transport Mechanic	27	45	43	25	22
Welder			-	-	-
<b>TOTAL</b>	<b>408</b>	<b>384</b>	<b>325</b>	<b>264</b>	<b>351</b>

(1) Motor Vehicle Body Repairer (Metal and Paint) trade name was changed to **Auto Body and Collision Technician** in 2019

(2) Sprinkler System Installer trade name was changed to **Sprinkler Fitter** in 2019.

Figure 13 shows those who have completed apprenticeship training and attained a Certificate of Qualification over the past ten years.

Figure 13: Nova Scotia apprenticeship completions from 2012-2013 to 2021-2022



The Tables below show that the numbers of Certificates of Qualifications being issued are beginning to rebound following the COVID pandemic.

Table 20: Certificates of Qualification issued by trade and year for Apprentices and Trade Qualifiers

Construction Sector	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Blaster	5	6	16	8	9
Boilermaker	8	7	5	11	4
Bricklayer	10	5	2	7	10
Carpenter	33	52	39	43	41
Concrete Finisher		1		1	1
Construction Craft Worker					2
Construction Electrician	170	165	98	150	143
Elevating Device Mechanic		2	1		
Elevating Device Mechanic A <sup>(1)</sup>				3	3
Elevating Device Mechanic B <sup>(1)</sup>				1	2
Gasfitter A <sup>(2)</sup>	5	4	2	2	2
Gasfitter B <sup>(2)</sup>	17	15	10	20	14
Glazier		13	1		4
Insulator (Heat and Frost)	22		20	20	15
Ironworker (Reinforcing)	12	4		26	10
Ironworker (Structural/Ornamental)	1	7	5	13	5
Mobile Crane Operator	9	2	2	2	3
Oil Heat System Technician	7	6	7	12	12
Painter and Decorator		2	1		5
Plumber	36	37	38	43	57
Powerline Technician	15	31	22	17	1
Refrigeration and A/C Mechanic	31	34	14	17	41
Restoration Stone Mason		1			
Roofer		5		1	1
Sheet Metal Worker	15	19	7	8	21
Sprinkler Fitter <sup>(3)</sup>	7	5	6	9	6
Steamfitter/Pipefitter	60	40	13	30	15
Tilesetter					1
Tower Crane Operator	1	1			
Welder	46	28	17	28	44
<b>TOTAL</b>	<b>510</b>	<b>492</b>	<b>326</b>	<b>472</b>	<b>472</b>

Industrial/Manufacturing Sector	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Boat Builder	2	1	1	7	2
Cabinetmaker	1		1	1	1
Farm Technician					7
Industrial Electrician	17	13	16	18	45
Industrial Mechanic (Millwright)	35	29	21	6	52
Instrumentation and Control Technician	7	7	4	7	
Machinist	10	7	2	9	4
Metal Fabricator (Fitter)	16	19	6	28	31
Welder	46	28	17	28	44
<b>TOTAL</b>	<b>134</b>	<b>104</b>	<b>68</b>	<b>104</b>	<b>186</b>

Motive Power Sector	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Agricultural Equipment Technician		1			
Auto Body and Collision Technician <sup>(4)</sup>	14	10	5	17	
Automotive Service Technician	181	128	92	63	87
Elevating Device Mechanic		2	1		
Heavy Duty Equipment Technician	14	10	10	5	25
Marine Service Technician		4			
Motorcycle Mechanic	8	6	4	5	4
Parts Technician <sup>(5)</sup> *				1	3
Recreation Vehicle Service Technician					
Transport Trailer Technician		1		1	9
Truck and Transport Mechanic	69	60	33	40	30
<b>TOTAL</b>	<b>286</b>	<b>222</b>	<b>145</b>	<b>132</b>	<b>158</b>

Service Sector	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Alarm and Security Technician		1			
Appliance Service Technician		1			1
Baker	7	3	1	2	1
Black Beauty Culture Hair Innovator					3
Cook	21	23	12	16	13
Hairstylist	2	2	8		
Landscape Horticulturalist	3	2		9	7
Parts Technician *					1
<b>TOTAL</b>	<b>33</b>	<b>32</b>	<b>21</b>	<b>27</b>	<b>26</b>

(1) Elevating Device Mechanic A/B trade was added in 2020; (2) Gasfitter trade was divided into **Gasfitter A** and **Gasfitter B** in 2017; (3) Sprinkler System Installer trade name was changed to **Sprinkler Fitter** in 2019; (4) Motor Vehicle Body Repairer (Metal and Paint) trade name was changed to **Auto Body and Collision Technician** in 2019; (5) Partsperson trade name was changed to **Parts Technician** in 2020.

Table 21: Total certifications by sector 2022-2023

Total Certifications by Sector	2022- 2023	2021- 2022
Construction Sector	444	444
Industrial Manufacturing Sector	186	104
Motive Power Sector	158	132
Service Sector	26	27
<b>TOTAL</b>	<b>814</b>	<b>707</b>

\*Welder is counted only once in this table, though appears twice in table 19.

Table 22: Certificates of Qualification issued to all apprentices and those who identify as female or diverse\*

(Results with less than 5 have been suppressed for privacy reasons. Less than 5 is represented by a “-” in the Table below.)

C of Qs Apprentices	TOTAL ALL		Women		Aboriginal		African NS		Persons with Disabilities		Newcomers		Other Diverse Persons		Pass Rate	
	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov
<b>2022-2023</b>	594	39	40	5	21	-	25	-			19	4	29	6	60%	72%
<b>2021-2022</b>	487	23	29	-	19	-	10	-	16	-	12	-	22	-	58%	66%
<b>2020-2021</b>	382	14	23	15	10	-	7	-	11	-	6	-	13	-	59%	50%
<b>2019-2020</b>	601	38	28	-	12	-	-	-	21	-	7	-	11	-	62%	58%
<b>2018-2019</b>	642	58	36	-	24	-	-	-	16	-	-	-	16	-	63%	77%
<b>2017-2018</b>	625	49	21	-	8	-	-	-	13	-	-	-	20	-	68%	73%

\*Diverse refers to individuals who identify as a member of an underrepresented community in the Apprenticeship and Trades Qualification System

Table 23: Certificates of Qualification issued to all **trade qualifiers** and those who identify as female or diverse\*

(Results with less than 5 have been suppressed for privacy reasons. Less than 5 is represented by a “-” in the Table below.)

*C of Qs Apprentices	TOTAL ALL		Women		Aboriginal		African NS		Persons with Disabilities		Newcomers		Other Diverse Persons		Pass Rate	
	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov	IP	Prov
<b>2022-2023</b>	594	21	40	-	-	-	-	-	8	-	-	-	-	-	72%	70%
<b>2021-2022</b>	487	23	29	-	19	-	10	-	16	-	12	-	22	-	58%	66%
<b>2020-2021</b>	382	14	23	15	10	-	7	-	11	-	6	-	13	-	59%	50%
<b>2019-2020</b>	601	38	28	-	12	-	4	-	21	-	7	-	11	-	62%	58%
<b>2018-2019</b>	642	58	36	-	24	-	-	-	16	-	-	-	16	-	63%	77%
<b>2017-2018</b>	625	49	21	-	8	-	-	-	13	-	4	-	20	-	68%	73%

\*Diverse refers to individuals who identify as a member of an underrepresented community in the Apprenticeship and Trades Qualification System