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## Apprenticeship Board Members 2010/2011

### Employer Representatives:

Graham Baxter  
 Donna Bonner  
 Paul Price  
 Lorne MacKinnon

### Employee Representatives:

Tori Munroe  
 Virginia King  
 Greg Pope

### Members-at-large:

Norm Kemp (Chair)  
 Bill Carroll  
 Louis Joe Bernard

### Training Provider Representative:

Robert Sampson

### A/Director of Apprenticeship:

Dale Crawford

### Board Secretary:

Krista McLellan

### Department of Labour and Workforce Development Support:

Richard Sharpe  
 Darlene Clark

### Visit our website at:

[gov.ns.ca/lwd/apprenticeshipboard](http://gov.ns.ca/lwd/apprenticeshipboard)

## Welcome New Board Members and Incoming Chair

**O**n September 15th, the Nova Scotia Apprenticeship Board will welcome three new members:

- Lorne MacKinnon, Welding Coordinator, Highland Resources Limited
- Virginia King, Sheet Metal Worker Apprentice, Navy Dockyard
- Greg Pope, Training Coordinator, UA Local 56

Each of the new members bring a wide-spread knowledge of apprenticeship training in Nova Scotia. The Board will also welcome Norm Kemp as the incoming Chair. Norm has been an active member of the Apprenticeship Board since May 2007 and currently works with the Department of National

Defence as Conflict Management Practitioner, Halifax Dispute Resolution Centre.

The Board would also like to acknowledge Colin Campbell as the outgoing Chair. Colin joined the Board in March, 2003 and became Chair in July, 2007. Colin has been a committed member and a great advocate of apprenticeship training.

The Nova Scotia Apprenticeship Board would like to welcome its newest members and incoming Chair, and to extend a sincere appreciation to Colin for his years of service. ■



*Norm Kemp, incoming Board Chair*

## New Website for the Apprenticeship Board!



**I**n July 2010, the Nova Scotia Apprenticeship Board launched a new website. The new site is user-friendly and will help provide more

detailed information at your fingertips.

Through the new site, visitors can access information about the Nova Scotia Apprenticeship Board and can find out how to become a member of the Board. Visitors can also access applications, learn more about the initiatives of the Board and link to trade regulations. There is also information on upcoming Apprenticeship Celebration Events, Employer Breakfast Events and more.

To access our new site, please visit: [gov.ns.ca/lwd/apprenticeshipboard](http://gov.ns.ca/lwd/apprenticeshipboard) ■

# Celebrating the Success of Our New Journeypersons

On Saturday, May 29th 2010, the Nova Scotia Apprenticeship Board hosted the 16th Apprenticeship Celebration Event at the Membertou Trade and Convention Center in Membertou, NS. This event honours newly certified Journeypersons who have successfully completed their apprenticeship training and obtained a certificate of qualification in their chosen trade.

During the event, guest speaker Lloyd Mombourquette spoke to the group about his journey through apprenticeship training. Later in the evening, the Apprenticeship Board presented awards to the recipients of the Apprentice Award of Excellence and the Mentor/Coach Award. A special thank you goes out to the sponsors of this event:

- Nova Scotia Construction Labour Relations Association
- Cape Breton Island Building Construction Trades Council
- Ironworkers Local 752
- Maritimes and Northeast Pipeline
- Merit Contractors Association of Nova Scotia
- IBEW Local 625 JATC
- Construction Association of Nova Scotia
- Boilermakers Local 73
- Nova Scotia Construction Sector Council
- Nova Scotia Power
- Sheet Metal Workers and Roofers IA Local 56
- United Brotherhood of Carpenters and Joiners of America, Local 1588
- Mainland Nova Scotia Building Trades
- Apprentice Award Trust

- Skills Canada — Nova Scotia
- Nova Scotia Community College

Thank you to everyone who came out for this event and congratulations to the newly certified journeypersons. ■



16th Apprenticeship Celebration Event — May 29th, 2010  
Membertou Trade and Convention Centre.

## Baddeck Journeyman Wins Top Provincial Apprenticeship Award

Vaughn Simon Morrison, an automotive service technician living and working in Baddeck, has been awarded this year's Apprentice Award of Excellence.

This award recognizes a newly certified journeyman who has made outstanding contributions to the industry and their employer

while supporting others in the workplace and demonstrating a strong work ethic.

"I was getting tired of bouncing from one seasonal job to the next. I was ready to start a career," said Mr. Morrison. "Being an apprentice let me learn while I worked, giving me the skills I needed to open up lots of opportunities that were not available to me before.

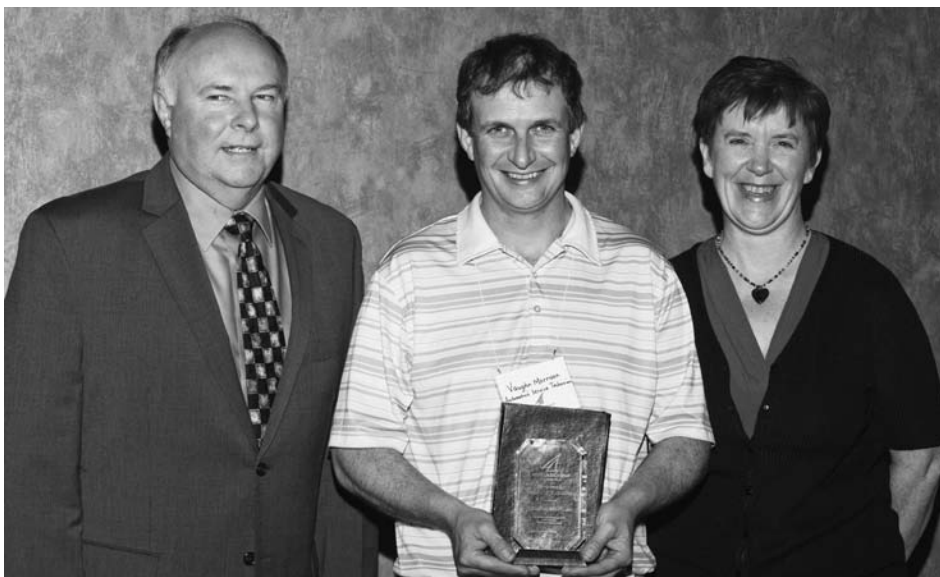
"Now I'm busy all day, have a great career that I love and lots of doors open to me in the future."

Nominated by his employer, Vaughn stood out for his exemplary attitude, skill and professionalism. "Vaughn is just a perfect employee. He treats every customer with respect and always focuses on doing the best job possible," says Kathy Reashore of Reashore's Auto Repair. "He is friendly, helpful, professional and the customers all really like him."

The Nova Scotia Apprenticeship Board and the Department of Labour and Workforce Development recognized this year's recipient during the Apprenticeship Celebration Event in Sydney on May 29.

"Vaughn is a great example of Nova Scotia's skilled workforce," says Minister Marilyn More, Labour and Workforce Development. "We are committed to creating good jobs and growing our economy. His enthusiasm, skill, and positive attitude set a great example that all of us can follow."

In addition to Mr. Morrison's award, Edwin Boudreau, a power engineer, first class, won this year's mentorship award at the same ceremony. Mr. Boudreau was nominated by his apprentice, Joey McLellan. ■



Vaughn Morrison, recipient of the Apprentice Award of Excellence. Vaughn was nominated by his employer, Kathy Reashore of Reashore's Auto Repair. L-R: Kevin Murphy, Training Officer; Vaughn Morrison; Kathy Reashore.

# Engaging Employers in Apprenticeship Training

**O**n May 28th, 2010 thirty employers, training providers and Department staff gathered at the NSCC Marconi Campus in Sydney, NS for an Employer Engagement Breakfast to learn more about Apprenticeship Training. The event kicked off at 7:30 a.m. with a complimentary breakfast and was followed by guest speakers who provided information on a variety of topics related to Apprenticeship Training.

Richard Sharpe, Manager of Client Services with the Department of Labour and Workforce Development, explained Apprenticeship Training and spoke about the grants and incentives that are available to employers and apprentices. Emily Arrowsmith, Researcher with the Canadian Apprenticeship Forum, provided details on the Return on Training Investment study, which shows that employers receive an average benefit of \$1.47 for every \$1 invested in apprenticeship training. Our final guest speaker, Claudette MacSween, Senior Business Services Agent with Canada Revenue Agency, presented information on the Employer Tool Kit.

The second part of the session gave employers a chance to be more interactive and to ask

questions. Participants were divided into groups and discussions were lead by a facilitator.

Some of the comments that came from the group discussions include:

- Work ethic, business costs and attitude all play a factor in apprenticeship training.
- It's important for employers to support youth programs that are associated with the trades.
- Large employers often only look for journeypersons and are not hiring apprentices.
- Employers should have a policy in place to hire apprentices. In addition, incentives are needed.
- There is a lack of knowledge of the apprenticeship system.
- There needs to be more marketing to encourage apprentices to stay in Nova Scotia and not to move out west.
- There needs to be more educating for employers who do not currently participate in apprenticeship training, they need to be aware of the benefits.

At the end of the event, employers were asked to fill in a short survey. Of those who completed

the survey, 66% said they have had challenges retaining apprentices. They said there is generally a lack of knowledge of apprenticeship training amongst employers and that several of their own young employees left for work out west. When asked if they would prefer apprentices to be graduates of a pre-apprenticeship program, most employers answered, "yes", as they feel it gives apprentices a better understanding of the trade, it provides a good background and they have some prior knowledge before getting into the trade. All participants stated that they believe they will require at least one certified trades person in the next five years and most said they are aware of the steps they should take to register an apprentice. When asked about the strategies they think work best in attracting and recruiting new apprentices, employers felt that having a workplace with a good reputation for training was important and that going directly into the schools and talking to teachers and employers were ideal strategies as well.

Thank you to everyone who participated in the employer breakfast event. We appreciate your feedback. ■

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## Nova Scotia Youth Achieving Excellence in Trades and Technology

**N**ova Scotia was well represented during this year's Canadian Skills Competition (CSC) in Waterloo, Ontario. Team Nova Scotia competed in over 40 contest areas including Carpentry, Hairstyling and Plumbing, bringing home a total of eight medals. In addition to the medal victory, Team Nova Scotia was also awarded the Team Spirit Award. This award is presented annually to the team showing the greatest cohesion and enthusiasm for skilled trades and technologies.

Several Nova Scotian apprentices took the stage to claim their medals: Jared Cloutier, CSC silver medalist and Welding apprentice is employed at the Department of National Defence Halifax Dockyard. Patrick Snider, Precision Machining apprentice and two-time CSC medalist, earned a silver medal at this year's competition, and also received the 'Best

of Region Award'. Patrick is employed by MacKenzie Atlantic. Youth apprentice Adam Tanner returned from the CSC with a bronze medal in Carpentry, secondary.



Bridgewater's Aaron Hebb recently graduated from his program at the Nova Scotia Community College, and is now in his first year of apprenticeship for Auto Collision Repair. Hebb won the gold medal in Car Painting, post secondary at the CSC, earning him the honour of representing Canada at the WorldSkills Competition in London, England in 2011. "I couldn't believe it when my name was called. I was

still shaking when I walked off the stage," said Hebb. "This has been a life-changing experience."

As a not-for-profit organization, Skills Canada — Nova Scotia (SCNS) promotes career choices that fulfill the growing need for skilled tradespeople and technologists in Nova Scotia. "The support of skilled workers in Nova Scotia is remarkable, and we see the positive impact this is beginning to have on Nova Scotia's workforce," said Courtney Gouthro, Executive Director of Skills Canada — Nova Scotia. The Nova Scotia Skills Competition is just one event that SCNS offers, giving youth the opportunity to strive for excellence in their chosen field of work. These events and programs would not be possible without the continued assistance of those who support SCNS, including the Nova Scotia Department of Labour and Workforce Development. ■

# Trade Advisory Committee Update

The Nova Scotia Apprenticeship Board is the voice of industry to the Minister of Labour and Workforce Development regarding the apprenticeship and certification system in Nova Scotia. The Board relies heavily on the involvement of industry members from all trades in the participation of industry and ad hoc advisory committees. The dedication and involvement of our industry partners greatly assist the board to effectively represent industry.

The following regulations are currently under review:

## Currently Under Review:

- *Oil Heat System Technician*
- *Plumber*
- *Welder*
- *Landscape Horticulturist*
- *Automotive Glass Technician*
- *Alarm and Security Technician*
- *Ironworker*
- *Refrigeration and Air Conditioning Mechanic*
- *Boat Builder*
- *Bricklayer*
- *Construction Electrician*
- *Sprinkler System Installer*

## Currently Being Discussed at Board Level:

- *Mobile Crane Operator* — Draft regulation was sent out for consultation January 11 – 27. The Chair of the advisory committee presented the draft regulation before the Board on April 21. The Board had some questions about the draft and the regulation is currently under review.
- *Metal Fabricator* — An advisory committee was formed and held a meeting on May 7, 2010. Draft regulation was sent out for consultation May 14-28 and will be presented before the Board on September 15.
- *Automotive Service Technician* — The trade regulation is currently under review and the ad hoc advisory committee last came together on June 10, 2010. During the meeting, Shannon Smith; Executive Director, Automotive Sector Council of Nova Scotia presented the results of a recent survey that was conducted with industry to determine if sub trades should be removed from the Automotive Service Technician trade regulation. The results of the survey and the

opinion of the ad hoc advisory committee will be presented to the Board during the next Board meeting.

## Compulsory Certification:

- *Sheet Metal Worker* — In January 2010, the Board received an application on behalf of the Sheet Metal Workers International Association to specify the trade as compulsory certified. An advisory committee was formed to review the application and the first meeting was held on May 3rd. The application is currently under review.
- *Carpentry* — In December 2009, the Board received an application on behalf of the Professional Carpentry Guild of Nova Scotia to specify the carpentry trade as compulsory certified in Nova Scotia. The application cannot be accepted until the Board receives letters of support from industry to accompany the application. The Nova Scotia Construction Sector Council is accepting letters of support and will be forwarding them along to the Nova Scotia Apprenticeship Board. ■

## Youth Apprentice Building Toward a Bright Future

Adam Tanner, 16, likes to build things out of wood; sometimes it's functional and other times it's simply for art. Not only does Adam enjoy what he does, he's very good at it and now has the hardware to prove it.

Adam recently won gold in carpentry at the Nova Scotia Skills Competition and as part of Team Nova Scotia, took home a bronze medal from the 2010 Canadian Skills Competition held in Waterloo, Ontario. "I had a great time at the competitions. At the provincial level we built a dog house. Then at the national competition, we built a doll house based on residential code and construction methods," said Adam, who hopes to one day gain all the skills necessary to build his own home.

Adam's interest in woodworking was planted at a young age, but when he learned of the many opportunities available to him now and into the future, he started to take a serious look at carpentry


as a career. "I picked up carpentry from my father and got a feel for it during shop class at school. Then when I saw the opportunities that were available for me in the trades, it got me really interested in the apprenticeship program."

Adam, who starts grade 12 at South Colchester Academy in the fall, has been involved in the Options and Opportunities (O2) program at his school for the past two years. The O2 program offers students more hands-on career related learning experiences and is designed to prepare students for successful transitions from high school to work, a career path, or a post-secondary program.

As a student in the O2 program, Adam learned about the Building Futures for Youth program; a summer program that last year alone provided over 40 high school students with exposure to the industrial construction industry, two weeks of safety and workplace readiness training, the opportunity to earn three high school co-operative education credits and the potential to receive apprenticeship credit.

Adam made such a good impression on his employer from the program that he was soon hired as one of the company's part-time employees and eventually registered as a youth apprentice. "Being a [youth] apprentice lets you see what a trade is all about. Working with the other carpenters not only helped me hone my skills, it helped open doors for me and showed me where this trade can take me."

For Adam, the future looks bright. He has his sights set on becoming a certified carpenter, working in the commercial side of the trade and one day owning his own business. With the skills and knowledge he's already compiled, Adam is well on his way. ■



For further information on these articles or any other inquiries about the apprenticeship system in Nova Scotia contact:

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