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Apprenticeship Board — the Voice of Industry

Winter/Spring 2011

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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
Jack Wall

Members-at-large:

Norm Kemp (Chair)
Bill Carroll
Louis Joe Bernard

Training Provider Representative:

Robert Sampson

Director of Apprenticeship:

Joe Rudderham

Board Administrator:

Dale Crawford

Board Administrative Assistant:

Melanie Bedgood

Department of Labour and Advanced Education Support:

Richard Sharpe
Darlene Clark

Visit our website at:

gov.ns.ca/lae/apprenticeshipboard

Have you Applied for the Apprenticeship Job Creation Tax Credit (AJCTC)?

The **AJCTC** is a non-refundable tax credit available to employers equal to 10% of the eligible salaries and wages payable to eligible apprentices in respect of employment after May 1, 2006. The maximum credit is \$2,000 per year for each eligible apprentice.

There are many financial incentives & supports available to employers who register

apprentices and apprentices themselves! With tax season just around the corner, make sure you are taking advantage of all the tax credits, deductions, taxable awards and grants available to you. ■

For financial incentives for employers, tradespeople, and apprentices, turn to page 3.

Introducing the New Director of Apprenticeship

The Apprenticeship Board is pleased to announce that **Joe Rudderham** has been appointed Director of Apprenticeship, effective March 7th, 2011.

Joe is joining the Apprenticeship Training team from his most recent position as Director of Private Career Colleges in the Higher Education Branch of the new Labour and Advanced Education department.

Before Private Career Colleges, he spent 5+ years as Director of Post-Secondary Disability Services where he led the division through significant program and service delivery changes. Both of these two previous positions were in the Department of Education. His knowledge and appreciation for the apprenticeship model stems from four years of service as Administrator of the Provincial Apprenticeship Board and Manager of

"I'm excited to be coming back to Apprenticeship where I hold fond memories and a strong appreciation for the apprenticeship system. I'm looking forward to re-acquainting myself with staff in the division and continuing to build on the industry relationships that began in 1999."



Client Services in the Apprenticeship Training division. His departure from the apprenticeship system in 2003 was followed by 1.5 years of work with the Council of Atlantic Premiers as a Regional Coordinator. In his spare time he has served as President of Skills Canada Nova Scotia and most recently was involved in the development of occupational skills competitions for persons with disabilities. In terms of education background, Joe has an MBA from Saint Mary's and a B.Sc. from St. F. X. ■

STRENGTH THROUGH
Skills & Learning

Apprenticeship Celebration Event — November 6, 2010

The 17th Apprenticeship Celebration Event was held on November 6, 2010 at the Holiday Inn Harbourview, Dartmouth, NS. The event was a great success, fully funded with financial support from industry sponsors. We were pleased to have The Honorable Marilyn More, Minister of Labour & Workforce Development & Education and Jeff Conrad, A/Deputy Minister of Labour & Workforce Development in attendance.

The Apprenticeship Board presented the Apprentice Award of Excellence to Scott Rowe, an Automotive Service Technician with Coast Tire & Auto Service Ltd. Scott Rowe was

nominated by his employers, Shirley Mitchell & Paul Studley, of Coast Tire & Auto Service Ltd.

The Mentor/Coach awards were presented to two recipients this year; David McNair of McNair Brothers Plumbing & Heating Ltd was nominated by his apprentice, Frank R. Tielsch & Thomas Carroll, Instructor with UA Local 56 who was nominated by apprentice Paul Anderson.

There were approximately 200 people in attendance with 53 being newly certified journeypeople. We would like to thank everyone who came out for this event and congratulations to the newly certified journeypersons. ■



Mentor/Coach award, presented to David McNair by Minister Marilyn More



Apprentice Award of Excellence being presented to Scott Rowe by Minister Marilyn More

Registering an Apprentice Gives Your Company a Competitive Edge

Did you know...?

- Employers receive a return when they invest in apprentices. For every \$1 spent on apprenticeship training, an employer receives a benefit, on average, of \$1.47 or a net return of \$0.47.
- Employers noted their journeypersons benefit from having an apprentice.
- The majority of employers believe a “homegrown” journeyperson who they trained as an apprentice is more productive. Employers estimated that a “homegrown” journeyperson is 29% more productive.
- The net benefit of apprenticeship training increases in each year over the course of the apprenticeship period.
- Additional benefits to registering apprentices include having employees which are a better fit with the organization and reduced risk of skills shortages.

Taken from the 2009 report *It Pays to Hire an Apprentice: Calculating the Return on Training Investment for Skilled Trades Employers in Canada*. ■

WHAT'S NEW

Our Evolving Department

On January 11, 2011 the government of Nova Scotia announced the restructuring of several new departments and agencies and the new department of **Labour and Advanced Education** was created. Advanced Education (which includes post-secondary education) along with the offices of Immigration and the Status of Women will be joining the existing branches of Labour Services, Policy, Planning and Professional Services, Safety, and Skills and Learning with the Honorable Marilyn More as Minister.

New Divisions:

Changes in the Skills and Learning Branch are taking place to meet new and evolving challenges within the workplace. The Apprenticeship Training and Skill Development division has been divided into two: **1) Apprenticeship Training** and **2) Workplace Initiatives** (read more about this initiative below). The Workplace Initiatives division will be the lead division responsible for labour market programming and supports for employers and employed workers. ■

The Workplace Innovation and Productivity Skills Incentive (WIPSI)

WIPSI is part of the Productivity Investment Program (PIP) outlined in the economic growth plan for Nova Scotia, jobsHere (<http://www.gov.ns.ca/jobshere>). This is a new program, announced in December 2010 with a \$10M fund.

Apprenticeship Financial Incentives

(Continued from page 1.)

For Employers:

- *Targeted Wage Subsidies*
TWS is an employment program that encourages employers to hire eligible individuals by providing them with a wage subsidy. For more information, visit the employment Nova Scotia web site (www.gov.ns.ca/employmentnovascotia).

For Tradespeople:

- *Tradesperson's Tools Deduction*
Provides employed tradespersons with an annual deduction of up to \$500 to help cover the cost of new tools necessary for their trade, the deduction applies to the total cost of eligible tools if the following conditions are met: total cost exceeds \$1,000, tools were purchased after May 1, 2006 & the purchase was made by an employed tradesperson.

For Apprentices:

- *Apprenticeship Incentive Grant (AIG) of \$1,000 (for levels 1 & 2)*
AIG is a federal taxable cash grant of \$1,000 per year which is available to apprentices who have successfully completed their 1st or 2nd year in a Red Seal trade.

- *Provincial Apprenticeship Progression Award (for levels 3, 4 & 5)*
Apprentices from all designated trades which have four-level apprenticeship programs can apply for a taxable \$700 Provincial Apprentice Progression Award if they fulfill all Level 3/Group C requirements on or after January 1, 2009.
- *Apprenticeship Completion Grant (ACG) of \$2,000*
Apprentices in Red Seal trades are eligible to apply for the taxable Apprenticeship Completion Grant. If you have successfully completed all requirements of your program and pass the Interprovincial Red Seal Exam, you will be eligible to receive a grant of \$2,000.
- *Provincial Apprentice Completion Award of \$1,000*
Apprentices in non-Red Seal apprenticeship programs that have 3, 4 or 5 levels of training are eligible to apply for a taxable \$1,000 Provincial Apprentice Completion Award once they complete all training requirements and receive a Certificate of Apprenticeship.

For more information, visit the Apprenticeship Training NS website (http://www.nsapprenticeship.ca/financial_assistance.shtml). ■

WIPSI is a funding incentive designed to encourage businesses to invest in employee and management skills development, and improve productivity. It is also designed to help companies adapt to the introduction of new technology and innovative processes,

and enhance international competitiveness. Businesses, industry associations and private-sector unions are eligible for the training incentive with some exceptions. This is a first for Nova Scotia whereby support was provided to employ Nova Scotians. ■

CONNECTING TO

Skilled Trades Centres in High Schools

A new course designed to engage Nova Scotia students in the skilled trades is about to be piloted in a number of high schools. Transportation Trades 11, which joins prerequisite Skilled Trades 10, its sister course, Construction Trades 11, and Skilled Trades 12 Co-op is almost ready to 'hit the road.'

Transportation Trades 11 is designed to give students the opportunity to learn about the work of the Automotive Service Technician, as well as Heavy Duty Equipment Technician, Motor Vehicle Body Repairer, Partsperson, and the roles and responsibilities of people working in those trades. Transportation Trades 11 has been designed in collaboration with members of the transportation industry, high school teachers, and faculty from Nova Scotia Community College.

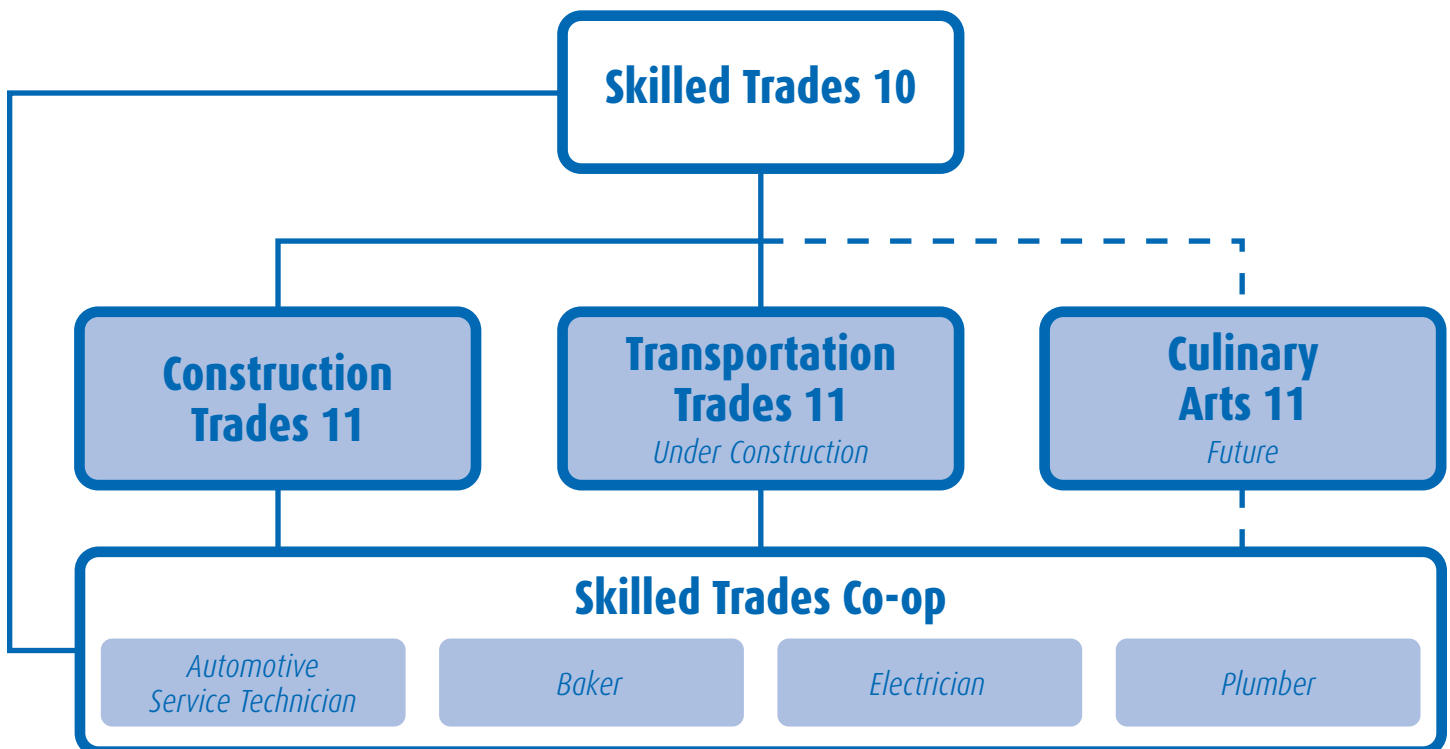
The Skilled Trades suite of courses are designed to give students practical learning

opportunities to experience the trades as a possible career option. Students who take the Skilled Trades courses use the actual tools, materials, and equipment that are common to the trade that they study. Students in the Skilled Trades courses are better able to make informed decisions about career opportunities. This is a bonus for the students as well as for potential employers and post secondary learning institutions.

All school-based Skilled Trades courses are taught in a learning environment called the Skilled Trades Centre. This area is located inside of the high school and contains both theoretical and practical learning situations. Just as on-the-job, learning is both meaningful and in context. Students better understand "why we need to know this." Below is a diagram of the possible learning paths in the Skilled Trades courses.

Skilled Trades courses are designed to be taught by certified journeypersons. As a result of an agreement between the Departments of Education and Labour and Advanced Education, students who take courses delivered by certified journeypersons receive credit hours when they register as apprentices. The value in these courses is significant.

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OUR YOUTH

Youth Decision Survey — July 2010

The Apprenticeship Board administered the third Youth Decision Survey since 2000. The 2010 Survey was administered between September and December 2009 to students in seven English school boards and one French school board. Surveys were completed by: 924 students; 131 parents; and 126 teachers and guidance counselors.

The following are some preliminary findings of the survey:

- 67% of students know what they want to do after high school.
- 15% of female and 47% of male students seriously consider working in the skilled trades.



- Parents continue to be the primary influencers on career and educational pathways for students.
- 47% of parents chose college as the preferred option for their children, an increase of 34% from the 2004 survey.
- 41% of students listed the Internet as their first choice for career information.
- 97% of parents, 99% of teachers and 83% of students agreed that there are good job opportunities in the skilled trades.
- 69% of parents said they had seen information on skilled trades and apprenticeship at their child's school and/or in the media.
- 95% of teachers stated that there is information on skilled trades and apprenticeship at their school, up from 50% in 2004.
- 89% of parents and 85% of teachers and 68% of students said they believe females are being encouraged to pursue careers in the skilled trades.

The 2010 survey shows an increase in knowledge and a more positive opinion of the skilled trades than was shown in the 2004 survey.

The survey is available on our web-site at: <http://nsapprenticeship.ca> ■



GETTING TO KNOW THE

Did You Know Literacy Was a Muscle?

The adage “use it or lose it” is fitting for literacy skills. Over time, skills that were honed in school can be forgotten. And then there is the fact that approximately 140,000 Nova Scotians aged 25 years and older do not have a high school diploma (2009 Labour Force Survey). In addition, 240,000 Nova Scotians have literacy levels below those necessary to fully participate in a knowledge-based economy (International Adult Literacy Survey, 2003).

Research shows that literacy and essential skills training makes a significant impact at home and at work. *The Centre for Literacy, Workplace Literacy & Essential Skills: What Works? And Why? Literature Review* (2009) states improvements include “...better communication skills (language comprehension and expression, information-sharing, speaking), understanding of machines, technology and work practices (filling our forms, compliance, handling charts, following health and safety precautions); increased morale, confidence, self-satisfaction, work satisfaction; increased participation (taking on more responsibilities, involvement in committees or unions, teamwork...” pg. 6.

According to Statistics Canada, a 1% increase in our adult literacy scores is associated with an eventual 2.5% increase in labour productivity and a 1.5% rise in GDP per capita (Coulombe and Tremblay, 2005).

Adults who want to increase their literacy skills have support through the Adult Education Division, Department of Labour and Advanced Education. There are over 140 tuition-free programs in French

and English across the province supporting basic literacy skills improvement up to high school completion.

Since 2001, through the Nova Scotia School for Adult Learning (NSSAL), thousands of adult Nova Scotians (anyone 19 and older and out of school for a year) have had the opportunity to complete a high school diploma for adults. The diploma is 12 credits and Grade 11 and Grade 12 credits and other earned credits may be transferred through the process of recognizing prior learning.

Nova Scotians have been writing the GED tests for over forty years. The GED tests provide adults who did not complete a formal high

school program the opportunity to receive a certificate that is a recognized as a high school equivalency. The GED tests take seven hours to write and focus on five content areas: Language Arts, Reading; Language Arts, Writing; Mathematics; Science and Social Studies.

If you want to complete your high school diploma or GED, or know someone in your workplace who might like to increase their literacy skills, call us, we want to help.

There are adult education coordinators across the province and if you call 1-877-466-7725, you will be connected with the office closest to you. Check out our website at www.GoNSSAL.ca for further information. ■



Recent NSSAL grad

SKILLS & LEARNING BRANCH

Helping Industry Manage Change through Workplace Education

The Workplace Education Initiative, of the Department of Labour and Advanced Education partners with business and labour to help manage technological and human resources changes in today's workplace. The growth of technology has continued to be a driving force behind the initiative when it was established in 1989, but over time, other factors have also motivated the continuation of the initiative:

- the aging workforce (the workforce is aging faster in Nova Scotia than in other Canadian provinces)
- declining birth rates,
- out migration of youth and skilled workers,
- a significant number of Nova Scotians with literacy and essential skills challenges
- a significant number of graduating high-school students who do not move to post secondary education (approximately 40 percent).

This initiative works in collaboration with business and labour to deliver customized essential skills programs. Programs support the re-skilling and up-skilling of the current workforce, as well as the enhancement of labour market attachment. Workplace Education programs focus on essential skills, such as math, reading, writing, speaking and listening, critical thinking, and more. These skills are the foundation for learning other skills. They enable people to evolve with their jobs and adapt to workplace changes. The programs can range in length from 40 to 120 instructional hours, delivered in 2-hour to 4-hour sessions, continuing over several weeks or months.

Classes are usually held at your workplace during the workday.

Program streams include: Workplace Education for business and labour, supporting on-site essential skills programs & Small Business Essential Skills Initiative to ensure that the needs of small and rural business are met. One Journey-Work and Learn provides essential skills training to Department of Community Services Clients and upon completion they move into a guaranteed job with an industry partner. The Workplace Innovation and

Productivity Skills Incentive provides funding to companies to encourage investment in skills development and certification. Workforce Adjustment Programs assist displaced workers who require essential skills training to search for and obtain new employment.

The Department of Labour and Advanced Education administers grants to support the engagement of industry, business and sector councils in Workplace Education.

Workplace Education can work for you. For more information, please call 424-0492. ■



Mark Wilbur, Elmsdale Lumber; Joe Brown, Workplace Education, at Elmsdale Lumber

In The Field

The Apprenticeship Training division is pleased to announce the addition of two new Compliance Officers, Doug Matheson & Mark Canton. Doug began working for the Nova Scotia government in 1987 with the Department of Natural Resources as an assistant conservation officer and then moved on to the Crown land Survey section of the Department. In 2002 he began his career as a compliance officer with the Alcohol and Gaming Authority. In this position he enforced the liquor, gaming, Smoke Free Places and Theatre and Amusement Act and Regulations as well as the Atlantic Lotto Corporation. Doug will be handling: Construction Electrician, Plumber, Steamfitter/Pipefitter, Sprinkler System Installer, Oil Heat System Technician and Boilermaker.

Mark's background and education is in Forestry, he started his career as a Forest Officer with the Alberta Forest Service. He has spent the last 21 years working in the private industry, lumber sector. His primary role was as chief Inspector, Maritime Lumber Bureau and Vice President of the Canadian Lumber Standards Accreditation Board. In these positions he enforced standards, policies and regulations pertaining to the manufacturing and international exportation of primary Forest products for the Eastern Canadian Saw Milling Industry. Mark will be looking after the following trades: Automotive Service Technician (AST), AST — Service Station Mechanic, Motor Vehicle Body Repair, Truck and Transport Mechanic, Bricklayer and Refrigeration and Air Conditioning Mechanic.

Mark and Doug will be implementing a program of compliance that will range from education, awareness, warnings and issuance of Summary Offense Tickets. The purpose of this plan is to educate individuals and ensure they are in compliance with the Apprenticeship and Trades Qualifications Act (ATQA). A written Compliance Complaint form can be found at our website (<http://www.nsapprenticeship.ca>). ■

Trade Advisory Committee Update

The Nova Scotia Apprenticeship Board is the voice of industry to the Minister of Labour and Advanced Education 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.

Currently Being Discussed at Board Level:

- *Automotive Service Technician (AST) and Transmission Technician Study* — The AST AHAC has made a recommendation on draft regulations which will be brought forward to the Board at a later date for discussion and review. Rui Martins, Chair of the AST Ad Hoc Committee will be asked to present to the Board at January's meeting.
- *Metal Fabricator (Fitter)* — The Metal Fabricator Ad Hoc has made a recommendation on draft regulations which have been brought to the Board for discussion and review.
- *Marine Services Technician* — An application was received for the designation of Marine Services Technician under the Apprenticeship + Trades Qualifications Act. This application will be brought to the Board for review and consideration.

Compulsory Certification:

- *Sheet Metal Worker* — The Sheet Metal ad hoc advisory committee met on May 3 to begin the review process to specify the trade a compulsory certified. The development of draft regulations is currently taking place.

- *Carpentry* — An application for the specification of Carpenter as a compulsory trade has been received. This application will be brought to the Board for discussion and review. ■

ATTENTION: Changes to Motorcycle Mechanic Trade Qualifier

Effective February 14, 2011, the minimum number of hours required for a Motorcycle Mechanic Trade Qualifier to challenge the certification examination (Interprovincial Red Seal Exam) in Nova Scotia has been reduced from 12,000 to 8,000 hours. ■

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

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