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Apprenticeship Board — the Voice of Industry

Summer-Fall 2008

## Highlights

Newly Certified Journeypersons . . .	2
Apprenticeship Training . . . . .	3
Competitive Edge . . . . .	3
Trade Advisory Committee Update . .	4

## Current Apprenticeship Board Members 2008-2009

### Employer representatives:

Heather Cruickshanks  
Graham Baxter  
Donna Bonner  
Norman Kemp  
Paul Price

### Employee representatives:

Colin Campbell, Chair  
Michael Boutillier  
Tori Munroe  
Vacancy  
Apprentice Vacancy

### Member-at-large:

Bill Carroll  
Louis Joe Bernard

### Training Provider representative:

Robert Sampson

### Director of Apprenticeship

Marjorie Davison

### Board Administrator

Dale Crawford

### Administrative Assistant

Ann-Marie Huntley

### Department of Education Support

Richard Sharpe  
Darlene Clark

### Visit the Apprenticeship Board web-site at:

<http://apprenticeboard.ednet.ns.ca/>

## Building Futures for Youth Program



*Pre-apprentices and employers of the Building Futures for Youth Program: Julie McLaughlin, Jessie Pemberton, Robert Thompson (Black & McDonald), Eric Follett, Gerald McCormick (Flynn Canada), Kevin Saab (Lafarge), Cory Bell (JW Lindsay), Aubrey Seymore, Cory Whynder, Eric Gould, Stephen Hill (Lafarge), Mark Van Vessem (Konecranes).*

The division, in partnership with the Construction Association of Nova Scotia (CANS), the Department of Education, Nova Scotia Regional School Boards and the Nova Scotia Community College, has funded the development of a three-year pilot program aimed at promoting career awareness and long term attachment to the construction industry and apprenticeship training. The first year of the Building Futures for Youth Program provided 7 students enrolled in high school co-operative education courses in the Halifax Regional School Board, the opportunity to gain course credit, obtain workplace health and safety training, connect with employers through summer work placements and potentially enter into a youth apprenticeship agreement, leading to future certification in the construction trade of their choice. This collaborative effort will help address the labour market needs of the construction industry, while also creating a clear pathway for students interested in pursuing a career in the trades.

September 2008 will see the program enter into its second year of implementation, with expansion into the Chignecto-Central Regional School Board, Cape Breton-Victoria School Board and Conseil scolaire acadien provincial (CSAP) schools within these geographical areas. Promotional efforts will take place beginning in September, with the intent of recruiting sixteen students, from each of the participating school boards, to take part in this exciting opportunity. Province wide expansion of the program is intended to take place during the 2009-2010 school year. For more information about the Building Futures for Youth Program or to become a participating employer, contact Juanita MacDonald, CANS HR Development Coordinator, at 468-2267 or visit [www.buildingfutures.ca](http://www.buildingfutures.ca). ■

## The Agreement on Internal Trade

Nova Scotia is a signatory to the national Agreement on Internal Trade. Chapter 7, the Labour Mobility section, has been amended to ensure the recognition of like occupations, professions and trades throughout Canada to facilitate mobility and reduce barriers allowing workers access to employment anywhere in Canada. The amendments have been designed with penalties attached that will compel the provinces and territories to comply with the agreement.

The chapter provides an automatic recognition of workers that possess a certificate of qualification, bearing a Red Seal, in a designated  
*See Agreement... page 2*

# Honouring Our Newly Certified Journeypersons

On Saturday, November 1, 2008, the Nova Scotia Apprenticeship Board hosted the fall Apprenticeship Celebration Event (ACE). This event honours newly certified journeypersons who have successfully completed their apprenticeship training and obtained a certificate of qualification in their chosen trade. As apprenticeship is a partnership in training, these events also recognize the contributions of employers and mentors involved in training these individuals. Funding for these events is provided by our labour and industry partners.

## Apprenticeship Celebration Event



Minister Mark Parent, Marjorie Davison, Director of Apprenticeship and Colin Campbell, Apprenticeship Board Chair, present certificate of accomplishment to a newly certified journeyperson.

The Apprenticeship Celebration Event was held at the Holiday Inn Harbourview in Dartmouth, NS. Approximately 210 individuals attended, including 38 newly certified journeypersons.

The board was honoured to have a number of special guests attend:

- Honourable Minister Mark Parent (Labour and Workforce Development)

- Dr. Joan McArthur-Blair, President of NSCC
- Jamie Hiltz, Vice President of NSCC
- Stephen Vaslet (past Apprenticeship Board Chair)

Marjorie Davison, Director of Apprenticeship, was the emcee for the event. The honourable Minister of the Department of Labour and Workforce Development brought greetings from the department and the province. Colin Campbell, Apprenticeship Board Chair, welcomed everyone on behalf of the apprenticeship board and Dr. Joan McArthur-Blair brought greetings from the Nova Scotia Community College. Donna Bonner, Board member, presented the Awards of Excellence.

The guest speaker was Jeremy Allen, a newly certified Automotive Service Technician and first place winner of at the 2007 Nova Scotia Skills competition and second place winner at the national skills competition. Jeremy was introduced by Lawrence Sutton, Industrial Training and Certification Officer with Apprenticeship Training.

The Mentor/Coach Award of Excellence was presented to Marcell Poisson of Nova Scotia Power and Peter Gatza, Electrical Instructor at NSCC. The award recognizes an employer, supervisor, instructor or other mentor who has served as a positive role model in the trade, and demonstrated qualities of superior teaching, enthusiasm for the trade and a genuine interest in the progress of apprentices in their program.

The Apprentice Award of Excellence was presented to Brad Collier, Oil Burner Mechanic at G & H Burner Services Ltd. This award recognizes a newly certified journeyperson who has made outstanding contributions toward forwarding the professional image of the employer, supporting

others in the workplace, demonstrating a strong work ethic and being an active member of the community.

In addition, Donna Bonner gave honour to Gerald White, a Carpentry Instructor at NSCC, who had passed away the previous year. During the nomination process for the Mentor/Coach Award of Excellence, Gerald's name was submitted for acknowledgement.

The event was sponsored by:

- Construction Labour Relations Association
- United Association of Plumbers & Pipefitters, Local 56
- Cape Breton Island Building & Construction Trades Council
- Apprentice Award Trust
- Ironworkers, Local 752
- Carpenters' Union, Local 1588
- Atlantic Cat
- IBEW, Joint Apprenticeship Training Council
- IBEW, Local 625
- Construction Association of Nova Scotia
- Nova Scotia Power
- MHPM Project Leaders
- Nova Scotia Boat Builders Association
- Mainland Nova Scotia Joint Trades Training Locals 83 & 1392
- Skills Canada – Nova Scotia

The next Apprenticeship Celebration Event is being planned for May 30, 2009 at the Digby Pines in Digby. ■

## Agreement *continued from page 1*

trade in every province and territory. It also acknowledges the Red Seal program as the primary method for recognizing occupational qualifications in regulated trades. The challenge will be where the occupations and trades differ and are not part of the Red Seal program. The jurisdiction may require an individual to take training, gain additional experience or be examined in order to practice in that province/territory, but there must be a rational link to differences in scope of practice and a "legitimate objective" must be posted with the Forum of

Labour Market Ministers.

The Honourable Mark Parent, Minister of the Department of Labour and Workforce Development said, "I fully support and endorse the Interprovincial "Red Seal" program and I firmly believe that the high standards of the program are not only industry-driven, but also meet the changing needs of industry. My department will continue to be a member of the Canadian Council of Directors of Apprenticeship, provide resources to the Interprovincial Standards and Examination Committee, take a lead on the development of the Interprovincial Program Guides, use the National Occupational Analyses

for logbook and trade regulation development and review, fund technical training based on these products, conduct prior learning assessment and credential recognition, and administer the "Red Seal" certification examinations. The Department of Labour and Workforce Development is committed to the "Red Seal" program and the high standards that it has established. It is my hope that industry continues to acknowledge and support the Interprovincial "Red Seal" program in terms of apprenticeship training and trades certification. ■

# Apprenticeship Training: In Industry-driven system

Apprenticeship is a system of training in which an employer agrees to train an employee in one of Nova Scotia's designated trades. This agreement is formalized by both the employer and employee signing an apprenticeship agreement that is registered by the Director of Apprenticeship. Training takes place over a specified number of hours (usually 8000 hours or 4 years) and consists of the apprentice learning the skills of the trade under the mentorship of a certified journeyman and successfully completing the required technical training. The Apprenticeship Training and Skill Development division of the Department of Labour and Workforce Development administers the apprenticeship and certification system for the province, under the authority of the *Apprenticeship and Trades Qualifications Act and General Regulations*. In addition, each trade has its own regulation which defines the work of the trade, the conditions of apprenticeship and certification for the trade, as well as specifying if the trade is a compulsory certified or voluntary trade.

The Minister of Labour and Workforce Development is responsible for the general supervision of the Act and regulations. The Director of Apprenticeship and Trades Qualifications is responsible for the administration of the apprenticeship and certification program. The Minister appoints a Provincial Apprenticeship Board to advise and make recommendations to the Minister on matters pertaining to the apprenticeship system.

The board is a volunteer board and is made up of employers, employees, training provider and members-at-large, all of whom are knowledgeable of the trades and the apprenticeship system. The board is a multi-trade board and meets nine times per year or more, as may be required.

Since the proclamation of the new *Apprenticeship and Trades Qualifications Act* in 2003, the board has undertaken to have the trade regulations reviewed to ensure they are compliant with the *Act* and are relevant to the needs of industry. In order to conduct these reviews, the board establishes ad hoc advisory committees or trade advisory committees to review the regulations, conduct industry consultations and make a recommendation on any changes or amendments to the regulations.

From 2004-2006, advisory committees were established and the regulations reviewed for the following trades: Agricultural Equipment Technician, Construction Electrician, Cook, Floorcovering Installer, Industrial Electrician, Instrumentation & Control Technician, Ironworker, Machinist, Industrial Mechanic, and Plumber. In addition, a new regulation was developed for Alarm and Security Technician, as well as for the newly designated trade of Blaster.

From 2006 to 2008, advisory committees were established for the following trades: Automotive Service Technician, Boat Builder, Boilermaker, Bricklayer, Carpenter, Ironworker, Landscape Horticulturist, Motor Vehicle Body

Repairer, Oil Burner Mechanic, Refrigeration and Air Conditioning Mechanic, Sheet Metal Worker, Sprinkler System Installer, Steamfitter/Pipefitter, and Welder.

The members of these committees came from their respective trades. Their task is to review the current practices of the trade in Nova Scotia, as well as consider the regulations of other jurisdictions throughout the country. Consideration is also given to crossover work with related trades and the consistency of trade practices in Atlantic Canada. Once the committee has developed a regulation, it consults with the broader industry in Nova Scotia, addresses the results of the consultation and recommends the regulation to the Board, who in turn considers the amendments from a multi-trade perspective before making a recommendation to the Minister.

The Apprenticeship Training and Skill Development division works closely with the board and in conjunction with the Technical Safety division of the department. The result is that the regulations are current and reflect the practices of the industry. The apprenticeship system in Nova Scotia is a responsive and relevant industry-driven training system, thanks to the involvement of our industry partners at each stage of the process.

For a list of the recent ad hoc advisory committees and the members, visit the board web-site at: <http://apprenticeboard.ednet.ns.ca/> ■

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## Competitive Edge by Shannon O'Halloran

Skills Canada ~ Nova Scotia (SCNS) is a non-profit organization that promotes skilled trades and technologies to youth. Among other educational and promotional initiatives, they host provincial competitions each year.

This year SCNS is preparing for the 12th Annual Nova Scotia Skills Competition and Career Showcase, being held across the province in April 2009. This event is a fun way to put Nova Scotia's skilled youth in the spotlight as competitors. The event (at select locations) also gives visiting students an opportunity to experience a hands-on career exploration, being exposed to the skilled trade and technology careers available in our province. For the Nova Scotia Skills Competition schedule, visit the SCNS website at: <http://skillsns.ednet.ns.ca>

The gold medalists from the provincial competitions then go on to form Team Nova Scotia and compete in the Canadian Skills Competition (CSC). This year the CSC will be held in Charlottetown, PEI.

Through partnerships with industry, the Nova Scotia Community College, Service Canada, and the Department of Labour and Workforce Development, the Nova Scotia Skills Competition provides students with the opportunity to achieve excellence in their field.

We would like to wish all of our competitors the best of luck for 2009! ■



# 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 established ad hoc advisory committees. The dedication and involvement of our industry partners greatly assist the board to effectively represent industry.

The following are proposed amended regulations that are currently under legal review before going to Cabinet:

- Agriculture Equipment Technician (amended regulation)
- Alarm and Security Technician (new regulation)
- Boat Builder (new regulation)
- Boilermaker (recommendation for compulsory certification)
- Cook (amended regulation)
- Floorcovering Installer (amended regulation)
- Industrial Electrician (amended regulation)
- Instrumentation & Control Technician (amended regulation)
- Industrial Mechanic (amended regulation)
- Ironworker (amended regulation)
- Machinist (amended regulation)
- Motor Vehicle Body Repairer (recommendation for compulsory certification)
- Plumber (amended regulation)
- Refrigeration and Air Conditioning Mechanic (amended regulation)
- Sheet Metal Worker (amended regulation)
- Steamfitter/Pipefitter (recommendation for compulsory certification)

The following trades have ad hoc advisory committees established and the work of reviewing the trade regulation is in progress:

## Automotive Service Technician

This committee was established in June 2007 and has proposed amendments to the current trade regulation. A consultation was conducted with broader automotive industry from February 4-29, 2008. In order to determine if there is an ongoing need for the sub-trades of Front End and Brakes, Service Station Mechanic, and Transmission Technician, the Automotive Human Resource Sector Council, on behalf of the board, began a survey of the Transmission Technician industry in 2008 and will be conducting survey in 2009 regarding the future status of the Service Station Mechanic and Front End and Brakes sub-trades.

A report from both studies will be provided to the Apprenticeship Board in 2009.

## Bricklayer

This committee was established in October 2007 and developed a draft regulation with proposed amendments to the current trade regulation. A consultation was conducted with broader bricklayer industry from January 25 – February 22, 2008, inviting feedback on the proposed regulation. The committee is currently meeting to consider the compulsory and non-compulsory aspects of the trade.

## Construction Electrician

The board has determined that due to the length of time that has passed since the amended regulation was recommended to the board and that a number of changes have been made during the legal review that the advisory committee will need to reconvene in 2009 to review the regulation.

## Landscape Horticulturist

In October 2008, Landscape Horticulturist was designated as an interprovincial red seal trade. In keeping with the department's policy to support the red seal program and the fact that an application to designate this occupation as a trade has been received from Landscape Nova Scotia, the board will recommend to the Minister to designate the Landscape Horticulturist as a trade in Nova Scotia. The board established an ad hoc advisory committee in November 2008 to develop a trade regulation.

## Mobile Crane Operator

The Apprenticeship Board will establish an ad hoc advisory committee in early 2009 to develop a trade regulation for the Crane and Hoisting Equipment occupations. Mobile Crane Operator trade is a red seal designated trade and the board is requesting the Minister of Labour and Workforce Development to designate Tower Crane Operator and Boom Truck Operator as trades in order to incorporate them into the new regulation. It is anticipated that the new regulation will include Mobile Crane

Operator, Boom Truck Operator and Tower Crane Operator.

## Oil Burner Mechanic

This committee was established in September 2007 and has developed a draft regulation with proposed amendments to the current trade regulation. An industry consultation was held in February 2008, targeting those who practice the trade of Oil Burner Mechanic. A broader consultation was held in September 2008. In response to concerns raised, the committee is continuing to meet to prepare a final draft before making a recommendation to the board.

## Sprinkler System Installer

This committee was established in February 2008 and has drafted an amended regulation. An industry consultation was conducted in June 2008. The committee met to address the concerns expressed, particularly from the large industrial plants regarding emergency services and regular maintenance of the system. A revised trade regulation has been drafted and the committee is continuing to meet to finalize the regulation before making a recommendation to the board.

## Welder

The Welder committee was established in March 2008 and has drafted an amended regulation. An industry consultation was conducted in September 2008. The committee has responded to address the concerns expressed and will meet early in 2009 to finalize the regulation before making a recommendation to the board.

Go to the Apprenticeship Board web-site for updates at: <http://apprenticeboard.ednet.ns.ca/>

the link



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

Apprenticeship Board  
Labour and Workforce Development  
2021 Brunswick St., PO Box 578  
Halifax, NS B3J 2S2  
(902) 424-0872  
<http://apprenticeboard.ednet.ns.ca/>

