

# the link



## Highlights

- Newly Certified Journeypersons . . . . 2
- Innovative Employer Breakfast . . . . 3
- Team Nova Scotia . . . . . 4
- Aboriginal Apprenticeship Strategy . . 5
- Trade Advisory Committee Update . . 7

### Current Apprenticeship Board Members 2007-2008

#### Employer representatives:

- Heather Cruickshanks
- Graham Baxter
- Donna Bonner
- Norman Kemp
- Paul Price

#### Employee representatives:

- Colin Campbell, Chair
- Michael Boutillier
- Tori Munroe
- Derek Underwood (apprentice)
- Vacancy

#### Member-at large:

- Bill Carroll

#### 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/>

## Minister of New Department Impressed



Mark Parent

I am very pleased to introduce myself as your new Minister of Labour and Workforce Development. I began this exciting and challenging phase of my career on April 1st, when a fully integrated Labour and Workforce Development department was created to align training and skills development with current and future economic needs. I say “exciting” because the creation of this new department is proof of government’s commitment to building a strong and prosperous workforce in Nova Scotia. I say “challenging” because I know this will not be easy.

We are in the midst of a labour shortage in this province. Our tradespeople are in high demand. We know that within the next five years, we will be challenged to fill over 45,000 jobs—4000 of those jobs are in your sectors and industries. I know we face challenges ahead, but by continuing our successful partnership I am confident we can meet this demand.

One way we plan to do this is through increased employer engagement. We are fortunate to have many successful employers in this province who are willing to train apprentices, but we need more. The Apprenticeship Training and Skill Development division is working tirelessly to ensure this happens. Their work—with the help of your partnership—has made the apprenticeship system in this province one of the most accessible and successful in the country.

Nova Scotia has a nationally renowned mentorship program and a successful collaborative apprenticeship program. We have been bridging aboriginal gaps within apprenticeships and trades professions in Nova Scotia. All of this work has all been accomplished under the guidance of the strongest apprenticeship board in the country. I am fortunate to have the support of the Nova Scotia Apprenticeship Board and very much value their advice.

Before being elected as a Cabinet Minister in 1999, I was a Baptist minister. In that capacity I worked with the community to form valuable partnerships and spread a valuable message. The message has changed as a minister of the province, but I am still working with the community to form valuable partnerships and spread a valuable message — our government’s goal is to have flexible, winning workplaces that allow greater numbers of employers and employees to contribute to a sustainable and growing economy in the province.

I am impressed with the work that has been done to date and look forward to working with you to advance the apprenticeship system in Nova Scotia.

Thank you for your support and valued partnership.

Mark Parent  
Minister of Labour and Workforce Development

*The creation of this new department is proof of government’s commitment to building a strong and prosperous workforce in Nova Scotia.*

# Honouring Our Newly Certified Journeypersons



From left to right: Marjorie Davison, Director of Apprenticeship; Ray MacLean, Carpentry Instructor (NSCC); Brian Jessome, Ralph Ivey's Auto Repair; Kathy Lantz, Ralph Ivey's Auto Repair; Colin Campbell, Apprenticeship Board Chair.

The Board hosts two Apprenticeship Celebrations each year, one in the spring and one in the fall. These events honour newly certified journeypersons who have successfully completed their apprenticeship training and obtained a certificate of qualification in their chosen trade. As apprenticeship involves partnerships, these events also recognize the contributions of employers and mentors involved in training. Funding for these events is provided by our labour and industry partners.

## Apprenticeship Celebration – Cape Breton

Held Saturday, May 3, 2008, at the Membertou Trade and Convention Centre. About 185 people attended, including 21 newly certified journeypersons.

Dignitaries who attended:

- MLA and House Speaker Alfie MacLeod
- Grand Chief Benjamin Sylliboy
- Elder Caroline Marshall
- Ron Farrell, Dean of Trades and Technology (NSCC)
- Don Parenteau of the Aboriginal Human Resource Sector Council
- Bernie LaRusic (past Board Vice Chair)

Marjorie Davison, Director of Apprenticeship, was the emcee, Colin Campbell, Apprenticeship Board Chair, brought greetings from the Board, and MLA MacLeod brought greetings from the province. Mike Boutilier (Board member) presented the Awards of Excellence. Guest speaker Kathy Lantz of Ralph Ivey's Auto Repair was introduced by Leslee Nicholson (Industrial Training and Certification Officer).

The Mentor/Coach Award of Excellence was presented to Brian Jessome of Ralph Ivey's Auto Repair and Ray MacLean, Carpentry Instructor, NSCC (Marconi campus). This 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 Kathy Lantz, Automotive Service Technician at Ralph Ivey's Auto Repair. 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 their community.

The event was sponsored by:

- Local 682, Plumbers, Pipefitters & Welders
- J.R. Mahoney Contractors Ltd.
- Merit Contractors
- Carpenters' Union, Local 1588
- Boilermakers' Union
- Maritime & Northeast Pipeline
- Ironworkers, Local 752
- Millwright Union, Local 1178
- IBEW, Local 625
- Sheet Metal Workers Union, Local 56
- IBEW, Joint Apprenticeship Training Council
- Nova Scotia Power
- Mainland Building & Construction Trades Council
- Lingan Building (1996) Ltd.
- St. Mary's University, Business
- Membertou Trade & Convention Development Centre
- Skills Canada – Nova Scotia

The next Apprenticeship Celebration is planned for November 1, 2008, at the Holiday Inn Harbourview in Dartmouth. ■

*As apprenticeship involves partnerships, these events also recognize the contributions of employers and mentors involved in training.*

# Board Hosts Innovative Employer Breakfast Event

In March of 2008 the Nova Scotia Provincial Apprenticeship Board partnered in hosting an innovative breakfast event directed at helping employers to engage in the apprenticeship system. The Employer Engagement Forum was hosted by the Canadian Apprenticeship Forum in cooperation with the Provincial Apprenticeship Board on March 7 in the Nova Scotia Community College (NSCC) Akerley Campus Dining Room. A true partnership initiative, this event saw students involved in preparing and serving the food for participants. The dialogue session featured information for employers about a study on the return on investment for apprenticeship showing that employers make a net return of up \$1.38 for every dollar an employer invests in an apprentice.

The event was attended by government representatives, industry members and employers working in the cooking, autobody and automotive trades. Colin Campbell, the Chair of the Nova Scotia Apprenticeship Board got the event going and had the pleasure of introducing Minister Jamie Muir who spoke on behalf of the Apprenticeship Training and Skill Development Division's Minister at the time, the Honourable



*Representatives of the automotive and motor vehicle repair and cook industries discuss strategies to engage employers in the apprenticeship system.*

Karen Casey, Minister of Education. Ron Farrell, Dean of NSCC School of Trades and Technology, brought greetings to the group on behalf of the College.

Under the guidance of a facilitator, participants had the opportunity to share perspectives with other employers and discuss apprenticeship training as a competitive advantage. This session provided the opportunity for dialogue amongst trades employers about how hiring apprentices

enhances business performance by increasing productivity and decreasing turnover.

After the event, employers were offered tours of the related program facilities at the campus. This event was the start of a larger focus on employer engagement that will explore strategies to increase the engagement of employers in trades training in the province. We will definitely keep you posted on future events and activities in this area. ■

## Workit Grants: Supporting Awareness and Exposure to the Trades

The Apprenticeship and Skill Development division continues to work with the public school system of Nova Scotia to promote skilled trades and trades-related training. To support the success of the Workit Youth Apprenticeship initiative, youth need an opportunity to learn about and explore careers in the designated skilled trades from a young age. Workit grants have been available since 2006 to regional school boards across the province to help increase awareness and provide high school students with exploratory opportunities in the skilled trades.

For 2008-09 the department distributed \$280,000 in Workit grants to our eight regional school boards. Schools can apply within the funding criteria to their respective community-based learning consultant to receive assistance under the categories of awareness and exploration.

Awareness of the skilled trades is essential for students to cultivate an interest in exploring a career in the trades. Awareness funding helps schools

- promote the skilled trades to students and parents
- become involved in projects and partnerships with the local trades community
- support technical education programming through the purchase of consumable materials and field trips
- provide professional development for educators

Through awareness activities, students become more engaged in trade-related activities and parents become better educated about the benefits of becoming a skilled trades person.

Currently public school students can explore the designated trades by enrolling in Cooperative Education courses or the Options and Opportunities (O<sub>2</sub>) program. Exploration funding supports these activities by ensuring that students have proper safety protection, have access to safety training, and have their transportation needs met. Supporting these exploratory activities gives students hands-on experience in the designated trades and creates clear pathways to apprenticeship. ■

*For 2008-09 the department distributed \$280,000 in Workit grants to our eight regional school boards.*

**\$280,000**



# Team Nova Scotia brings home 7 medals!



Team Nova Scotia 2008

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. The gold medalists from the provincial competitions then go on to form Team Nova Scotia and compete in the Canadian Skills Competition. Through partnerships with industry, the Nova Scotia Community College, and the Department of Labour and Workforce Development, the Nova Scotia Skills Competition provides students with the opportunity to achieve excellence in their field.

After months of anticipation, preparation, and excitement, the Nova Scotia Skills Competition and the Canadian Skills Competitions have come to an end. Nova Scotia was well represented at this year's Canadian Skills Competition (CSC) in Calgary, Alberta from May 25-28. Team Nova Scotia competed in over 40 competition areas, including carpentry, graphic design, and worksite safety — and brought home 7 medals.

"Training for the Canadian Skills Competition began as soon as the gold medal winners were announced at the provincial competition," said

Keith Messenger, Board President of Skills Canada ~ Nova Scotia. "This year, in addition to the 45 competitors, a delegation of 45 coaches, committee members, and judges were sent as part of the team. Competitors were fortunate to have such a supportive delegation and strong efforts in place to ensure each competitor excelled."

After two days of intense competition, Team Nova Scotia was proud to accept their hard-earned medals and show the rest of the country the talent and high quality of training Nova Scotia has to offer.

"This was the largest group we have ever sent to the national competition. The support of skilled workers in Nova Scotia is remarkable, and we are proud of all of our competitors," said Susanne Anderson, Executive Director of Skills Canada ~ Nova Scotia.

Team Nova Scotia member Sarah Gallagher competed in the Post Secondary Baking competition. Gallagher, who started decorating cakes at the young age of 12, has just graduated from the NSCC Akerley Campus, after winning a Gold medal at this year's CSC. In the baking competition, competitors had to meet industry standards from professionalism, safety, and sanitation, to final creation, presentation, and taste. When asked about her experience in the competition, Gallagher stated, "I absolutely recommend this competition to others. It is a phenomenal learning experience, both personally and professionally."

Staff and board members of Skills Canada ~ Nova Scotia would like to thank all their supporters for another successful year in giving youth the opportunity to achieve excellence in skilled trades and technologies. ■

*This was the largest group we have ever sent to the national competition. The support of skilled workers in Nova Scotia is remarkable, and we are proud of all of our competitors.*

## Nothing too heavy for this guy

Jordan Kennedy had many eyes watching him as he competed in the Heavy Equipment Repair at the Canadian Skills Competition in Calgary last May. Kennedy's entire family traveled across the country to show their support as he put his skills to the test against the best in the nation.

The Dartmouth native began his training by enrolling in the two-year Heavy Duty Equipment/Truck and Transport Repair program at the Nova Scotia Community College (NSCC), but he has been interested in the trade his entire life. As Jordan explains, "My father was a mechanic himself. I was always chasing him around and watching what he was doing when I was younger."

The skills he gained through working alongside his father, and the technical training he gained at NSCC, helped Kennedy take home the gold medal at the 11th Annual Nova Scotia Skills Competition. This landed him a spot on the 2008 Team Nova Scotia. He studied hard to prepare for the Canadian Skills Competition, but wasn't sure what to expect. "I was lucky it could work out that my family was there. They calmed my nerves," said Kennedy. His father, mother, sister, and two brothers were all there to cheer him on.

After two days of intense competition, Kennedy walked away with the gold medal. "I wish I could go back to that day [closing ceremonies]. I didn't expect it at all," he said, "especially after the bronze and silver medals were announced and my name wasn't called. It was definitely a shock."

Kennedy returned to Nova Scotia with his gold medal in hand and now continues his training as an apprentice at Lockhart Truck Centre in Burnside. "I love working here. Nova Scotia is my home," he says, "and this is where I'd like to stay."

He also has the honour of putting "Best in the Nation" on his resume, and finds people are really interested in hearing his story. When asked about his experience representing Nova Scotia at the CSC, Kennedy sums it up in one word: "Awesome!" ■

*Jordan Kennedy*



## Nova Scotia Aboriginal Apprenticeship and Trades Strategy

The Nova Scotia Coordinated Aboriginal Apprenticeship and Trades Strategy (NSCAATS) is a collaborative approach to increase inclusion of aboriginal peoples in the apprenticeship system and to assist in expanding the system by increasing the number of apprentices leading to certification.

The strategy is a partnership between the Aboriginal Human Resource Council, NS Aboriginal community, the Department of Labour and Workforce Development, and Human Resources and Skill Development Canada. The Council is contributing \$670,000 over three years to hire four staff for the purposes of engaging employers and potential apprentices from the aboriginal community. The province is contributing \$150,000.00 over three years in addition to substantial in-kind contributions.

The strategy is a three year initiative to engage the Aboriginal community and start aboriginal apprentices on their journey towards certification within the existing apprenticeship system. The project has a target of registering 125 aboriginal apprentices over three years. To recruit aboriginal people who may be interested in becoming apprentices and employers to

hire and register them, four people are being hired with funding from the Council. Two of the project staff will focus their work primarily in Cape Breton and two will work primarily on Mainland Nova Scotia.

The role of the staff hired for this initiative will be to

- promote apprenticeship and industry training to aboriginal communities, groups, and organizations in Nova Scotia
- promote the pilot projects to industry, school jurisdictions, parents and students, post secondary institutions, and aboriginal communities
- develop and maintain partnerships to support the strategy
- develop a model to be used to assist aboriginal apprentices to enter and successfully complete apprenticeship programs
- develop and distribute high-quality promotional material and strategies to market apprenticeship and industry training to Nova Scotia aboriginal communities, groups, and organizations

*See Aboriginal... page 8*

# Growing Demand for Skilled Trades in Nova Scotia

Although skilled trades workers possess knowledge and training that sets them apart, they share a commonality. That is, their commitment to invest in the skills required to work in a technical occupation in today's knowledge-intensive labour market. Their investment provides them the opportunity to learn from industry experts and eventually excel in their respective occupation.

Between 2001 and 2006, employment in the skilled trades grew by 7.2 per cent in Nova Scotia. A strong service sector and construction industry, particularly residential and commercial building, played a significant role. Over the coming five years, the Nova Scotia Department of Labour and Workforce Development estimates a need for about 4,000 additional skilled trades workers to meet the demands of employers. Growing retirements will be a major contributing factor, given that almost 1 in 7 skilled trades workers in Nova Scotia are 55 years of age and older.

Skilled trades occupations expected to have good employment prospects over the next five years in Nova Scotia include Motor Vehicle Mechanics (NOC 7321), Refrigeration and Air Conditioning Mechanics (NOC 7313), Heavy-duty Equipment Mechanics (NOC 7312), Cooks (NOC 6242), Sheet Metal Workers (NOC 7261), Steamfitters and Pipefitters (NOC 7252), and Bricklayers (NOC7281).

The majority of skilled trades workers work in construction, manufacturing, utilities, and the service industry. The ebb and flow nature of these industries makes employment in the trades subject to both periods of strong and weak demand for their skills. Unlike some occupations, the specialized training of a skilled trades worker reduces their range of options for employment in other occupations during a weak economy. During periods of strong economic growth, a skilled trades worker is likely in high demand.

Nova Scotia has the oldest population in Canada at 41.8 years in 2006, up from 38.8 years

in 2001. As the province's workforce continues to age, more workers will retire resulting in growing opportunities for employment and advancement for younger workers. However, the rate of retirement is expected to exceed the rate of new workers entering the workforce, resulting in tight labour market conditions and growing labour shortages. In the past, shortages tended to be abrupt, short in duration, and confined to one industry or region in the province. These shortages were typically the result of rapidly growing sectors or evolving skill requirements due to the implementation of new technologies or regulations. The shortage now confronting Nova Scotia's labour market is different than previous shortages — it will have a gradual onset, extend over a longer duration, and reach across most industries and regions in the province. The skilled trades will be affected by this demographic trend and will face strong competition with other sectors to attract new workers into the trades. ■

## New Youth Apprenticeship Coordinator

When the new Apprenticeship and Trades Qualifications Act came into force in 2003 one of the significant changes was the establishment of a Youth Apprenticeship Program. In order to develop and implement a strategy to promote the skilled trades to youth as a viable career option, the position of Youth Apprenticeship Coordinator was established in the Department of Education.

In 2004, Jennifer Thorne was hired as the first Youth Apprenticeship Coordinator. Jen broke the ground by developing a series of promotional materials and a website for youth and teachers called "Workit". Relationships were established with Community Based Learning Consultants who work with the school boards to provide access to high school students for the promotion of the trades. In addition, the department began to provide funding to each school board, called Workit Grant funding, for the purposes of promoting and providing exposure to the skilled trades and apprenticeship training to high school youth.

In January 2008, Lisa Frizzell became the new Youth Apprenticeship Coordinator. Lisa came to the department from Prince Edward Island where she was the Youth Apprenticeship Coordinator for the Department of Education in PEI. Adding to her experience working with youth and young people, Lisa was a classroom/resource teacher and a regular education teacher, as well as program facilitator working with exceptional children. Lisa has Bachelor of Arts and a Bachelor of Education degree. She is currently working on a Masters of Education in Post Secondary Studies with Memorial University in NFLD.

Since she began as the new Youth Apprenticeship Coordinator in January, Lisa has developed strong relationships with each of the eight school boards in Nova Scotia with the Community Based Learning Consultants. She administers and monitors with Workit Grants and has continued to develop promotional materials. Lisa has developed a Workit Guide to Youth Apprenticeship for distribution to each Cooperative Education and Options and Opportunities teacher in Nova Scotia in the fall. Lisa spends



*Lisa Frizzell*

a great deal of her time giving presentations to high school students, speaking with teachers and meeting with industry representatives who are interested in attracting youth into the trades. In April and May, Lisa made approximately 25 presentations to youth in at schools, career fairs and youth forums, involving over 30 teachers and approximately 800 students. ■

# Trade Advisory Committee Update as of June 2008

## **Alarm and Security Technician**

The Apprenticeship Training and Skill Development division, in partnership with industry and the Canadian Security Association, introduced a new provincial certificate of qualification examination on June 13, 2008.

To qualify, tradespeople will have to provide proof of the following:

- 9000 hours of hands-on experience working in the trade and references from two qualified individuals in the trade  
OR
- Successful completion of CANASA Alarm Technician Course Level One and 6000 hours of hands-on experience working in the trade

The cost associated with applying for and writing the examination will be reduced for the first 18 months from \$654.86 to \$130.97. The regular fee of \$654.86 will be reinstated on November 30, 2009.

Future collaboration will determine the support for offering apprenticeship training in this trade.

## **Automotive Service Technician**

A committee was established in June 2007 to review the current trade regulation. It met three times as a committee and once with the Motor Vehicle Body Repairer advisory committee to discuss crossover work. The committee developed a draft regulation with proposed amendments to the current trade regulation. A consultation was conducted with broader automotive industry from February 4-29, 2008, inviting feedback on the proposed regulation. The committee recommended the proposed regulation to the Apprenticeship Board at the meeting on May 21, 2008. Currently the Board is seeking clarification from the committee.

## **Boat Builder**

The Apprenticeship Board established an industry committee to develop a regulation for the Boat Builder trade. The committee developed a regulation and conducted an industry-wide consultation on the proposed regulation. The committee presented the proposed regulation to the Apprenticeship Board, and the recommendation was accepted. The proposed regulation is currently undergoing a legal review before proceeding to the Minister of Labour and Workforce Development.

## **Boilermaker**

The Apprenticeship Board accepted the recommendation of the Industry Committee to specify Boilermaker as a compulsory certified trade with an amended trade regulation. Currently, the proposed regulation is undergoing a legal review before proceeding to the Minister of Labour and Workforce Development.

## **Bricklayer**

A committee was established in October 2007 and has met once to review the current trade regulation. The committee developed a draft regulation with proposed amendments to the current trade regulation. A consultation was conducted with broader bricklayer industry from January 25 to February 22, 2008, inviting feedback on the proposed regulation. The committee recommended the proposed regulation to the Apprenticeship Board at the May 21, 2008, meeting. Currently the Board is seeking clarification from the committee.

## **Carpenter (Residential)**

A committee was established in April 2007 to provide a report to the Apprenticeship Board regarding the issues facing the residential sector of the carpentry industry. Specifically, the committee was tasked with identifying issues and reviewing the Carpenter's National Occupational Analysis, the Curriculum Standard, the Carpenter's trade regulations, and a research report from the Atlantic Home Builders and Renovation Sector Council titled "Scope and Barriers to Residential Sector Participation in Apprenticeship in Nova Scotia." The committee completed the report and presented it to the Apprenticeship Board at the June 18, 2008, Board meeting. The report is available at <http://apprenticeboard.ednet.ns.ca/publications.shtml>.

## **Ironworker**

A committee was established in June 2007 to review and revise the current Ironworker (Generalist) trade regulations. On a national level, three distinct National Occupational Analyses (NOA) for the Ironworker trade were developed, validated, and released for Ironworker (Generalist), Ironworker (Structural/Ornamental), and Ironworker (Reinforcing). The committee has met twice to incorporate the two new Ironworker trades into the provincial Ironworker trade regulation. The proposed amended trade regulation will be sent

out for validation by the industry in early 2008 before a recommendation goes to the Apprenticeship Board.

## **Motor Vehicle Body Repairer (Metal and Paint)**

A committee was established in December 2006 to review an application to specify the Motor Vehicle Body Repairer (Metal and Paint) trade as a compulsory certified trade, review the current trade regulations, and make a recommendation to the Apprenticeship Board. The committee held five meetings from December 2006 to September 2007 and brought a recommendation in support of compulsory certificate to the Apprenticeship Board in October 2007. The Board has made this recommendation to the Minister of Education.

## **Oil Burner Mechanic**

A committee was established in September 2007 and has met once to review the current trade regulation. Proposed amendments have been made to the regulation and a draft regulation will be sent to industry for consultation in early 2008 before a recommendation is sent to the Apprenticeship Board.

## **Refrigeration and Air Conditioning Mechanic**

A committee was established in September 2007 and has met once to review the current trade regulation. The regulation remains under review.

## **Steamfitter/Pipefitter**

A committee was established in May 2006 to review an application to specify the Steamfitter/Pipefitter trade as a compulsory certified trade, review the current trade regulations, and make a recommendation to the Apprenticeship Board. The committee has held four meetings from May 2006 to November 2007 and has been consulting with various sectors of the industry. It is anticipated that a recommendation will be brought to the Apprenticeship Board in January 2008 in support of compulsory certification of this trade.

Go to the Apprenticeship Board web-site for updates at:

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

# Collaborative Apprenticeship – Making a good system better

Collaborative Apprenticeship harnesses the strengths and capabilities of the apprenticeship system by forging unique and innovative links among employers, the college, and government to better position the trades training system to meet labour market needs. The initiative is all about building on strength. A number of different pilot projects have happened and are happening that explore options for the delivery of apprenticeship training. Here are two examples:

- The Truro Transportation Pilot was developed and delivered to meet identified labour market needs. Employers were engaged through all aspects of this pilot, from program inception and development, participant selection, and throughout implementation with a delivery model that saw learner participants moving back and forth from their shops to the classroom. The pilot was also innovative in providing an entry-level pathway into three different trades — Automotive Service Technician, Truck and Transport Mechanic, and Heavy Duty Equipment Repair Technician.
- The Nova Scotia Power Collaborative Apprenticeship Pilot happened through partnership between the Apprenticeship Division, Nova Scotia Community College, and Nova Scotia Power. The pilot provided 16 weeks of entry-level pre-apprenticeship foundation training for the Power Line Technician Apprenticeship Program. In addition to employment benefits, successful participants were credited with all level one (“block one”) courses and will receive credit for hours based on the actual time in the program (about 450 hours).

Each pilot project is different and works a little differently. The commonality is the Apprenticeship Training and the commitment to quality, relevant training, and the provisions of the Apprenticeship and Trades Qualifications Act and Regulations.

Collaborative Apprenticeship is all about working to enhance engagement in the apprenticeship system. This means engagement of the apprentice in their own training, engagement of the employer in providing the environment for the workplace training to happen, engagement of the training provider in ensuring accessibility to required technical training, and engagement of the system to best meet labour market needs.

We would love your input and feedback about Collaborative Apprenticeship. Please contact Sue Boutilier, the Project Coordinator, at Sue.Boutilier@nsc.ca or 902-424-5885. ■

# Focusing on MENTORING

Apprenticeship is and always has been about mentoring. The majority of apprenticeship training happens on the job. It makes sense to provide supports to help strengthen workplace skills training to maximize the effectiveness of the training happening in the workplace. Teaching and learning in the workplace is a part of EVERY job. Focusing on ways to help workplace skills training be more effective will help a company's bottom line. Focusing on mentoring enhances the workplace training of today — and builds for the future — by helping companies attract and retain skilled employees.

The Nova Scotia Apprenticeship Training and Skill Development Division worked in partnership to develop a suite of mentoring resources that are being made a REQUIRED part of all apprenticeship training. You can check out the mentoring resources available online at:

<http://apprenticeship.nsc.ca/mentoring/>

But the focus on mentoring does not stop there. Free mentoring workshops are also being offered across the province to tradespersons in industry. For more information, please call Sue Boutilier at 902-424-5885 or call toll free at or 1-800-494-5651 and ask to speak to Sue.

Do the **SKILLS**,  
learn the trade, **PASS IT ON.**

## Aboriginal... from page 5

The project staff will work closely with the staff of the Apprenticeship Training and Skill Development division of the Department of Labour and Workforce Development to ensure coordination of the program and services of the project with those of the department and avoid duplication with target audiences. The Apprenticeship Training staff will continue to perform the same role and provide the same services regarding apprenticeship and certification.

Nova Scotia highlights, taken from the 2006 Census of Canada, show an increase in the Nova Scotia aboriginal population of 42 per cent compared to a decline of 0.2 per cent in the non-aboriginal population. The median age for Nova Scotia's aboriginal population was 29.5 years, while the median age for non-aboriginal was 41.8 years.

The NSCAAT was officially launched on May 3, 2008, at the Membertou Trades and Convention Centre in Membertou. The event was emceed by Kelly Lendsay, President of the Council, and greetings were brought by Don Parenteau, National Director, Trades and Apprenticeship Program. Grand Chief Benjamin Sylliboy opened the launch with a prayer. Greetings from the province were given by MLA and House Speaker Alfie MacLeod. Media were present and the announcement was very well received by all in attendance. ■

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/>

