

Innovation in Apprenticeship

Apprenticeship Training Division
Nova Scotia Department of Labour and
Advanced Education

November 25, 2013



Review Highlights

- Review launched December 2011
- Public consultations January/February 2012
- Minister's Advisory Panel set up January 2013
- Reference Group (17 members) formed to support Panel
- 50+ hours (8 days) of Panel and Reference Group deliberations over four month period
- Report submitted to Minister June 17, 2013

Current Conditions

- Outward migration of young Nova Scotians
- Very low employer engagement
- Average age of active apprentices is 27
- Completion rate of 47% is one of the lowest in Canada
- Average completion time 7+ years
- Low attachment from pre-apprenticeship into apprenticeship
- Too few participants from under-represented groups

Industry Concerns

- Apprenticeship is not viewed as a post-secondary option for Nova Scotians
- Industry does not impact major decisions around funding, program design, pre-apprenticeship, technical training or program entrance requirements
- Technical training does not necessarily operate as an extension of workplaces: employers think it should

Industry Concerns ...cont'd

- No apprenticeship pathway for more than half of the designated trades
- Pre-apprenticeship tends to be disconnected from employers/industry, yet it is the main pathway to apprenticeship
- Apprenticeship lacks program resources for technical training to support the current level of apprenticeship registrations: average years to complete is 7+

Apprenticeship Review: An Industry Perspective

- Good, broad-based participation from sectors, unions and open shops through all stages of the review
- Achieved strong consensus on issues, concerns and opportunities
- During the review, we realized that increasing employer engagement is more than an activity: it is a complete rethinking of the current system
- It also became very clear that getting the relationship right with NSCC is critical
- Industry repeatedly stressed that one size does not fit all
- The proposed Special Operating Agency will enable industry to lead and have influence in new and different ways

New Vision

An industry-led apprenticeship system that builds and maintains a highly skilled and diverse workforce, contributing to the economic success of Nova Scotia through changing economic times

Strategic Recommendations on System Governance

- Establish a governance model that increases accountability and industry involvement and has regulatory authority: Special Operating Agency (SOA)
- Create a system of Trade Committees where industry has the authority to exercise control and autonomy over what is going on in their specific trade relative to training

Strategic Recommendations on System Operations

- Redefine the scope of the apprenticeship system
 - Board provides advice on P-12 programs
 - Board advises on pre-apprenticeship and apprenticeship training
 - Board provides direction on post-journey person training
- Assess the current allocation of resources across the pre-apprenticeship and apprenticeship systems by designated trade
 - Board/trade committees determine what's delivered in pre-apprenticeship and technical training
 - Length of programs
 - Content
 - Requirements for direct entry

Strategic Recommendations on System Operations ...cont'd

- Develop and carry out a comprehensive quality initiative
 - Assess pre-apprenticeship entrants
 - Develop service delivery standards
 - Maximize Atlantic synergies
- Create and implement a system of supports for pro-active employer engagement by sector/trade
 - Procurement that encourages apprentice registrations
 - Promote the value of apprenticeship
 - Develop accountability measures for all system stakeholders

What will be new?

- An agency board that is nominated by industry representatives and reports directly to the Minister of Labour and Advanced Education
- A network of trade committees with mandates to look at human resource plans, pre-screening, technical and pre-apprenticeship training programming content, delivery, capacity and quality and employer engagement needs
- The trade committees and board will be making recommendations for change to both government and to NSCC
- Strategic/business plans and performance reports that require the agency board to engage and be accountable to stakeholders

Future State

- Redistributed funding: right balance of pre-apprenticeship and technical training
- New industry-led, industry-driven governance model (employers truly engaged): July 1, 2014
- Increase in trade-specific approaches: direct entry, blended/modified technical training
- Engaged youth, women and under-represented groups
- Best practices in place to ensure quality

How will we know when we have it right?

- Employers are engaged in all aspects of apprenticeship system design and delivery
- Improved completion rates (from 47% to 70%)
- Shorter apprenticeships (from 7 to 5 years)
- More young Nova Scotians and members of under-represented groups registering as apprentices

Implementation Status

- Implementation Team established July 24, 2013
- Task committees established August 13, 2013
 - Work plan (Aug 20)
 - Stakeholder Relations and Communications (Aug 21)
 - Business/Strategic Planning (Aug 26, Nov 15)
 - Agency Governance (Aug 29, Sept 11, Nov 15)
 - Implementation Team SOA policy discussions (Sept 17, Oct 21/22)
- Next step: Brief new Minister on intended path and respond to further direction

Next Steps: Planning

- Complete detailed communications and stakeholder engagement plans; finalize summary description of proposed changes and role of SOA
- Develop discussion document
- Carry out satisfaction surveys with employers and apprentices to help focus priorities and set benchmarks
- Carry out a potential capacity study to determine what is required to support the economy in the future; target the level of journeypersons, apprentices and employers required
- Develop trade profile documents to assist sectors and trades in their planning

Next Steps: Stakeholders

- Carry out targeted engagement with key stakeholders involving implementation team members
- Create SOA website and provide regular updates
- Distribute discussion document and engage in stakeholder dialogue around agency name, strategic priorities, opportunities
- Plan for and publicize 'industry briefing' for February
- Start transition activities, such as development of online service access, to have ready for SOA launch

Next Steps: Agency

- Finalize and Approve SOA Operating Charter this fall
- Appoint initial board members and chair
- Consult on proposed amendments to legislation: ATQA and CCA
- Amend associated legislation in the spring session
- SOA start-up July 1, 2014 with major industry launch in September

Thank You



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