



# Seizing the Opportunity

Major Initiatives and Projects Office

December, 2013

# MIPO's Mandate

- Maximize economic opportunities associated with major initiatives and projects
- Support the integration of cross-government programs and services in order to leverage capacity and align priorities.
- Engage with other levels of government, academia, industry partners and key stakeholders in order to develop an approach based on best practices.

# Approach - Game Plan



# Focus Areas



# Key outputs



# Apprenticeship In Nova Scotia

Apprenticeship Training Division  
Nova Scotia Department of Labour and  
Advanced Education

November 25, 2013



*Apprenticeship Training is a Labour Market Development Program that trains and certifies persons who are employed*



APPRENTICESHIP  
TRAINING

# Division Structure

- **Client Services:** Ensures delivery of quality programs and services to apprentices, youth apprentices, employers, trade qualifiers, labour organizations, and recognized associations through the apprenticeship training system
- **Program Support:** Provides clerical support, records management, financial and accounting support, research and statistical information services
- **Program Development:** Coordinates program development, actively participates on regional and national committees, facilitates industry consultation, supports recognition of prior learning, and develops and maintains training standards and examinations in 60+ trades.
- **Compliance** Works with industry and its workforce to achieve compliance with the *Apprenticeship and Trades Qualifications Act and General Regulations*



# Current System: 2012-13

- 66 designated trades in legislation
- 12 of which are compulsory certified in apprenticeship legislation and 8 through other legislation
- 5916 active apprentices, of which 2260 received technical training last year (current year = 6029)
- 2716 active employers supporting training (current year=1781)
- 266 trade qualifiers
- 976 individuals were successfully certified
- 1576 examinations invigilated, with an overall pass rate of 71%
- 2434 renewals of Certificates of Qualification

# Apprenticeship Training

- A total of 45 full and part-time Faculty at 9 sites
- Training in a total of 26 designated trades
- Training is offered at 7 Campuses (plus Dartmouth Gate site and On-line)
- Total number of weeks training delivered in 2012-2013 = 1048, serving more than 1600 Apprentices
- Over 2000 including on-line
- Apprenticeship Training at NSCC is equivalent to more than 25 full-time core programs.
- 2013-2014 – more than 1100 weeks of training will be delivered

# Program Delivery

- In-Class
- Online
- Blended
- Pre-Apprenticeship
- Collaborative Apprenticeship
- Certification Prep Courses
- Skill Enhancement Training
- Elluminate Live
- Mentorship
- Essential Skills Project

# Who are we ?



- One office with two initiatives and a mandate to maximize meaningful Aboriginal participation in major industrial projects in Nova Scotia



# Building meaningful partnerships



- Establish and maintain meaningful mutually beneficial relationships with large Industry, suppliers, contractors, and sub contractors.
- Work collaboratively with various stakeholders to help and support new and existing businesses build capacity so they can participate in major industrial projects (Shipbuilding) in Nova Scotia.
- Executive Director Owen Fitzgerald

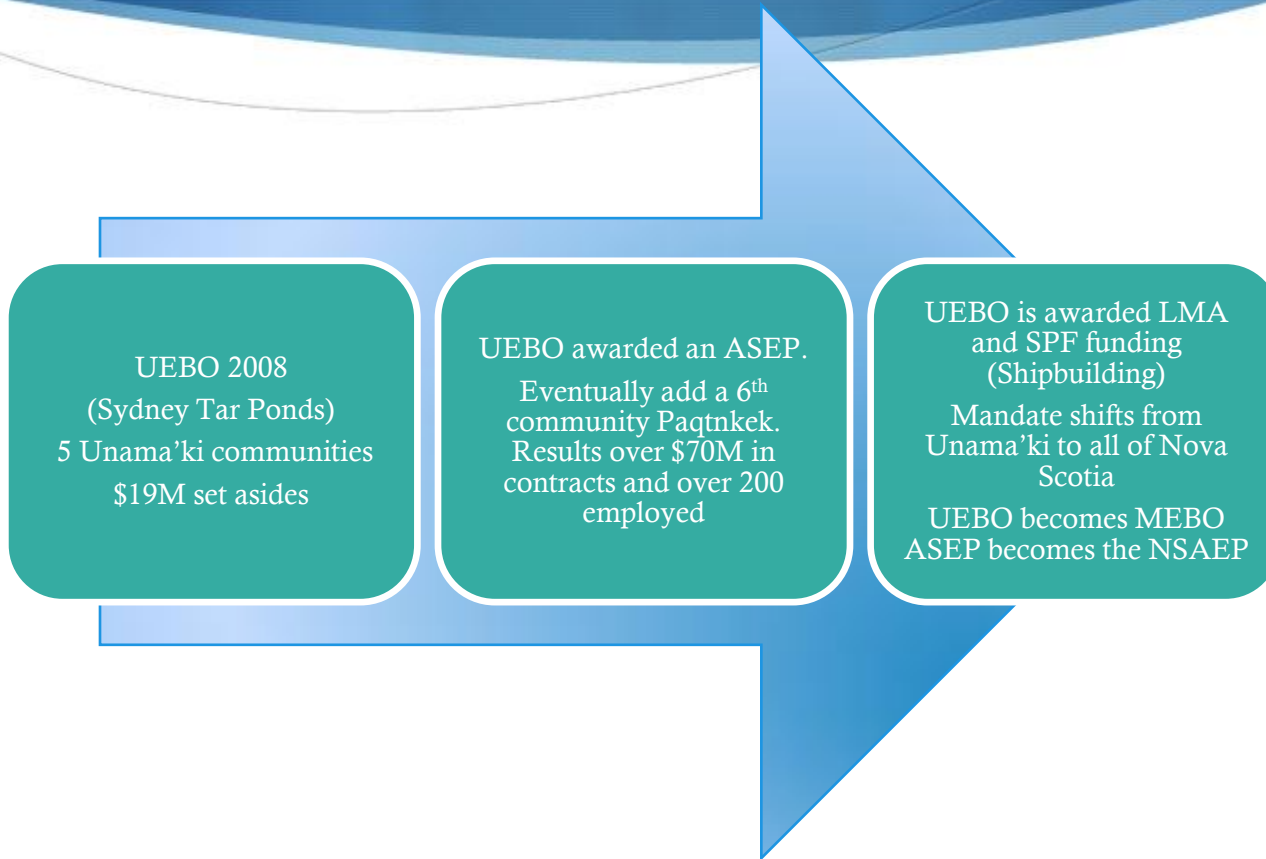
# Training to employment



Our partnership includes all the organizations that focus on Aboriginal training to employment in Nova Scotia

- METS (Aset holder connecting us with all 13 Mi'kmaq communities)
- NCNS (Aset holder for off reserve Aboriginals)
- Mi'kmaq Native Friendship Centre (Connections Career Centre SPF)
- Native Women's Association of NS (Aset holder)
- Alex Paul Director of Training

# A growing and evolving organization

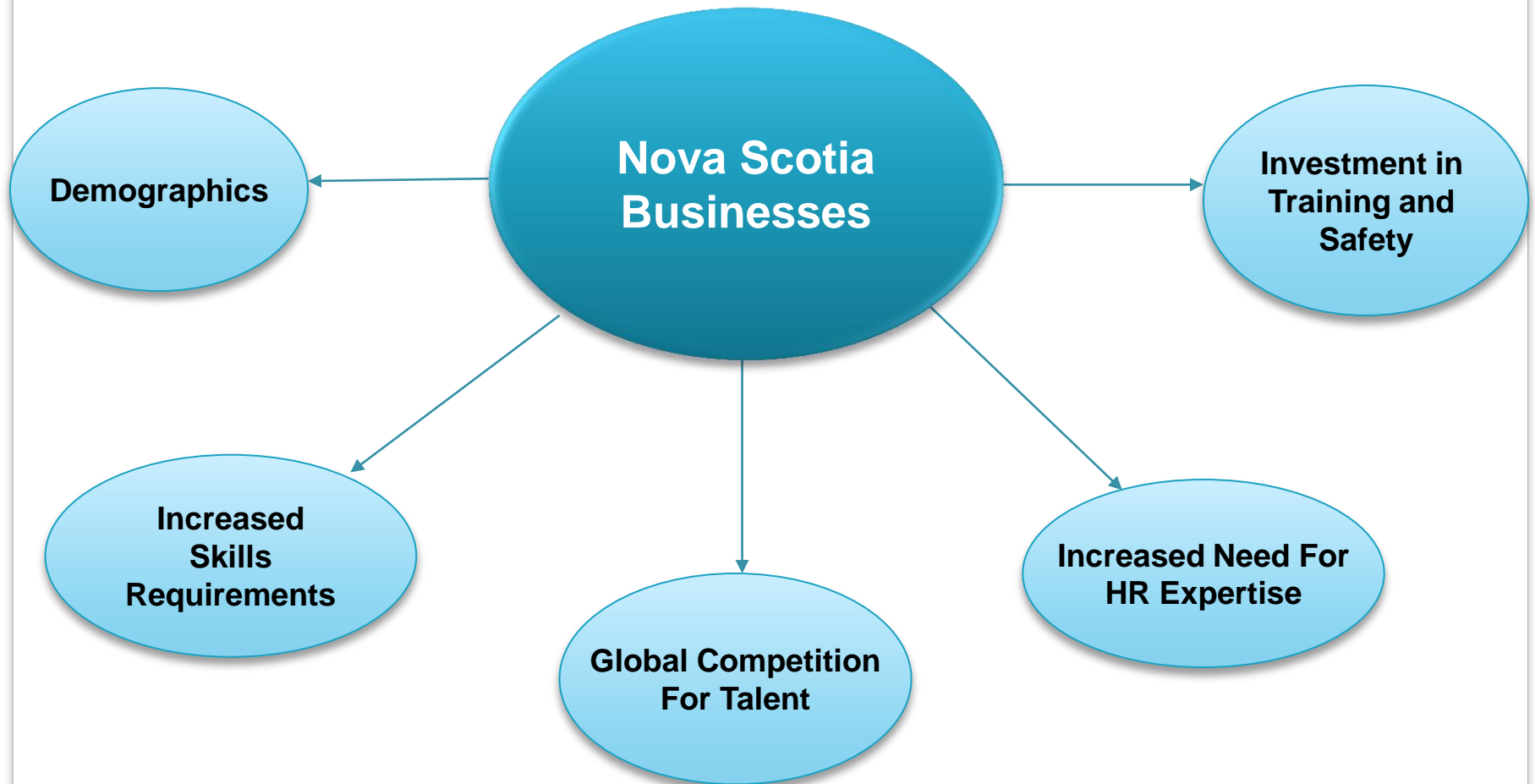


# Workplace Initiatives Division

***Vicki Elliott-Lopez***  
***Director, Workplace Initiatives***



# NS Challenges



# Workplace Initiatives

The Workplace Initiatives Division partners with employers and industry sectors to increase business capacity in the areas of human resource management, skills training, and workforce productivity.



# Where We Fit



# Access programs include the following:

## **ASKS - Academic Skills for Success**

- 8 week program
- To provide the skill set necessary for students to feel a sense of accomplishment and pride in themselves
- To enable students to become more proactive and self-determined
- To enable students the opportunity to enter a challenging career or further their education
- To develop and enhance students self-confidence and self-esteem
- To determine academic standing and build foundation for Academic Career Connections
- We are pairing this type of program not just with School of Access programs but we are also linking it with programs from the School of Trades and Technology.

# Access Programs include the following *cont.*

## **ACC - Academic Career and Connections**

- To enable students the opportunity to further their education toward entering a post-secondary program leading to a challenging career matching their interest and skill.
- Students choose from a range of courses that help upgrade their credits, explore career options, and get started earning credits towards other NSCC certificate or diploma programs.
- Courses available generally reflect the subjects and areas covered by the certificate and diploma programs that are offered at each campus. Students can choose from streams best suited to their interests – Human Services, Pathways, Science for Technology, and Science for Health.

# Access Programs include the following *cont.*

## **What is the “Constructing The Future” Strategy**

- “Constructing The Future” is a 32-week construction-training and job readiness program in partnership with the Nova Scotia Department of Labour Advanced Education Workforce Development and the Community College.
- The program aims at increasing the participation of working age tradespersons in the mainstream economy of Nova Scotia by equipping existing and aspiring tradespersons within the Black community with enhanced skills, basic certifications and competencies.
- Constructing the Future is a training program that introduces participants to careers in construction trades. It builds the confidence, skills and knowledge needed to go to trades school, secure a job or start a business in the construction sector.
- NSCC provides the students introductory training in at least 3 different trades and NS Construction Safety Association provides them safety certifications. As part of the program, participants undertake 1-week, 3-week and 6-week on-the-job work placement with different construction companies.
- In its third year, the program currently has 16 participants. Of the 32 participants who graduated from the program over the past two years, 13 enrolled at the college, 10 are working in the industry, and 1 just completed upgrade courses.

# Access Programs include the following *cont.*

## **One Journey Program**

- The LAE One Journey program is targeted to the under employed and unemployed, thus increasing the economic development impact within the region.
- LAE's One Journey program was used to develop a NSCC Business Development 12 week intensive program to meet employer's needs in Nova Scotia.
- Once graduated from the NSCC program, new employees enter into the workplace with a higher degree of understanding of the operation and allow others within the organization to move up to meet the more technically advanced positions.



**Higher Education Branch**

**Nova Scotia Department of Labour  
and Advanced Education**



# Higher Education Branch

Promotes access to advanced education for Nova Scotians in partnership with post-secondary institutions

Divisions include:

- Universities and Colleges
- Student Financial Assistance
- Post-Secondary Disability Services
- Private Career Colleges

# Universities and Colleges Division

## Universities

- 10 universities across the Province
- 2013-14 operating grant from the Province: \$314 million
- Student enrolment (headcount) for 2013-14: 45,618
- Average undergraduate program tuition for Canadian students at NS universities for 2013-14: \$6,185
  - \$5,801 for NS students
  - \$6,823 for out-of-province students
- International students pay regular program tuition and variable differential fees

# Universities and Colleges Division

## Universities

- A Memorandum of Understanding between the NS Government and its universities was signed on December 20, 2011. The MOU outlines a number of deliverables, including the following:
  - the \$25 million Excellence and Innovation Program
  - a new funding formula
  - a funding stability mechanism
  - 10 bilateral agreements
  - tuition policy review
  - international students policy
  - improvements in quality assurance, transparency and accountability
  - standardized public financial reporting
  - enhancements of research and development and contributions to economic development and workforce strategies

# Universities and Colleges Division

## Nova Scotia Community College

- Student enrolment for 2013-14: 10,866
- Regular Program tuition for 2013-14: \$2,950
- Tuition increases must be approved by the province
- Province operating grant for 2013-14: \$127.8 M
- 2013-14 operating grant represents two-thirds of NSCC revenue

# Universities and Colleges Division

## Nova Scotia Community College

A Memorandum of Understanding (MOU) was signed between the NSCC and the Province of Nova Scotia in September 2013 for the years 2013-2016. The core objective of this MOU is to formalize the role of both parties in meeting the occupational training priorities of Nova Scotia and the needs of the labour market.

### **Key Initiatives of the MOU include include:**

- Closer engagement of the Province and the College in budget development and financial planning, including tuition fee structure
- A number of initiatives related to program quality and offerings to ensure that the suite of programs offered annually across the province meets the training needs of the province and the labour market need
- Enhancement of articulation and transfer credit opportunities
- Enhancement of participation and completion rates

# Higher Education Branch

## Private Career Colleges Division

- The Private Career Colleges Division administers the Private Career Colleges Regulation Act, which ensures that colleges meet specific standards related to financial security and the quality of programs and instructors. All private career colleges are required to be registered with LAE.
- Schools currently registered offer occupational training for adults in a wide range of fields including: massage therapy, truck driving, information technology, aesthetics, plumbing, carpentry and business administration
- There are currently 45 private career colleges offering more than 230 programs.
- PCC enrolment 2012-13: 3,697



# Seaspan Introduction



**BC / NS**

# **Discussion on Workforce Development in the Shipbuilding and Repair Industry**

November 26, 2013



# INTRODUCTION TO RTO

## Who is the RTO?

- Resource Training Organization
- Established in 2007
- Oversees the management and development of apprenticeship training for BC's resource sector
- Sanctioned as an Industry Training Organization (ITO) by ITA
  - Industry-driven model
  - Not-for-profit

# INTRODUCTION TO RTO

## Mandate

Create and maintain an effective, efficient and responsive industry training system:

- Set training and occupational standards
- Develop and implement an integrated training plan that matches the demand for skilled workers
- Define training needs and promote workforce development
- Promote career and training opportunities in the resource sector
- Measure and respond to industry training results and outcomes

# INTRODUCTION TO RTO

## Sectors

- Mining and smelting
- Oil and gas
- Pulp and paper
- Solid wood
- Shipbuilding and repair
- Utilities

# INTRODUCTION TO RTO

## Trades/programs

- Industrial Electrician
- Industrial Instrument Mechanic
- Millwright
- Machinist
- Marine Fitter
- Metal Fabricator (Fitter)
- Planer Mill Maintenance Technician
- Shipwright
- Power Line Technician
- Rig Technician
- Saw Filer
- Steamfitter/Pipefitter
- Tool and Die Maker
- Welder
- Winder Electrician
- Marine Fitter
- Marine Electrician



# BC/NS Discussions on Workforce Development in the Shipbuilding and Repair Industry

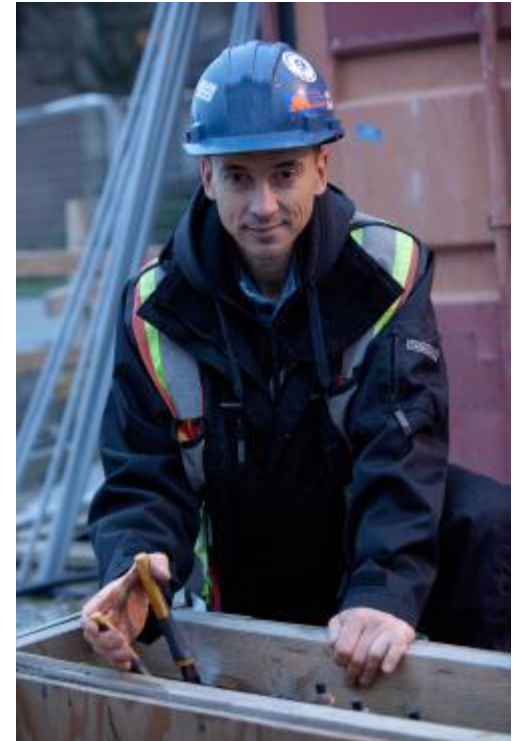
## ITA Introduction

November 26, 2013



# Our Responsibility

- Responsible for governing and managing British Columbia's industry **trades training and certification system** on behalf of the BC government
- Playing a key role in implementing the **BC Jobs Plan**
- Committed to helping meet the objectives of the Government's **Skills and Training Plan**
- ITA works with employers, employees, industry, labour, training providers and government to:
  - ✓ Issue credentials
  - ✓ Manage apprenticeships
  - ✓ Set program standards
  - ✓ Increase opportunities in the trades



# Our Environment

British Columbia is on the cusp of a **development boom**, driven by growth in:

- ✓ Liquefied natural gas
- ✓ Oil and gas
- ✓ Mining
- ✓ Shipbuilding
- ✓ Hydro

Currently **\$83 billion** worth of major capital projects under construction in the province of BC

**Demand for trades workers** is expected to grow more than the supply.

**160,000 skilled labour positions** to be filled by 2015

## LNG SECTOR

**\$48 billion** of projected investment between 2013 and 2022



BC will need more than **75,000 permanent skilled workers** once LNG projects are fully operational. In addition, **60,000 workers** will be needed during peak construction in 2016 and 2017.

# Impact to date

- Industry Training Organizations (ITOs) in place to ensure the system is aligned to and meeting the needs of industry. (CITO, RTO, TCDA, ATSO, Go2)
- 100+ apprenticeship training programs in BC
- 40 Red Seal trades
- 35,000 (35,245) registered apprentices in the system (including youth)
- 8,042 Certificates of Qualification ('tickets') have been awarded by the Industry Training Authority (ITA) for the 2012-13 year
- Seat capacity has increased by 49% over the last eight years
- Approximately 84% of the training seats are offered through 16 public institutions and the remaining 16% of the training seats are offered through 29 private trainers





# MINISTRY OF JOBS, TOURISM AND SKILLS TRAINING AND MINISTER RESPONSIBLE FOR LABOUR



BRITISH COLUMBIA'S MARINE INDUSTRY

## British Columbia/Nova Scotia Workforce and Supplier Development Workshop

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# MINISTRY OVERVIEW/MANDATE

- Foster job creation and economic growth
    - Ensure British Columbians are first in line for jobs
    - Eliminate red tape for economic development
    - Advance major investment projects from idea to completion
    - Support LNG development
    - Support the Tourism and Creative Industries
  - Promote safe, healthy and fair workplaces
- 



# HUMAN RESOURCE DEVELOPMENT

- Shipbuilding and ship repair industry tax credit
  - Support for sector-wide workforce planning -  
B.C. Shipbuilding and Repair Workforce Table
  - Provided \$550 K for IMTARC start-up
  - Skills Development
    - Around 35,000 apprentices registered with the Industry Training Authority (double the number registered in 2004)
    - Over 70,000 British Columbians have benefitted from training and employment programs funded under Labour Market Agreement since 2008
- 



# SUPPLY CHAIN DEVELOPMENT

- Aimed at helping more British Columbia businesses become world-class suppliers in order to:
  - Capitalize on global supply chain opportunities in the Marine, Aerospace & Energy sectors
  - Leverage greater benefits from the industrial regional benefits program
- Focus on operational excellence
- Integration with post-secondary educational institutions





**25 Public Institutions  
& 124 campuses**

**17 Private degree  
granting institutions**

**13 seminaries and  
theological colleges**

**39 Aboriginal  
controlled institutes**

**Over 311 registered  
Private Institutions**

**17 Acts**



**Operating Grant: \$1,953,255,000**

**Capital Plan: \$79,617,000**

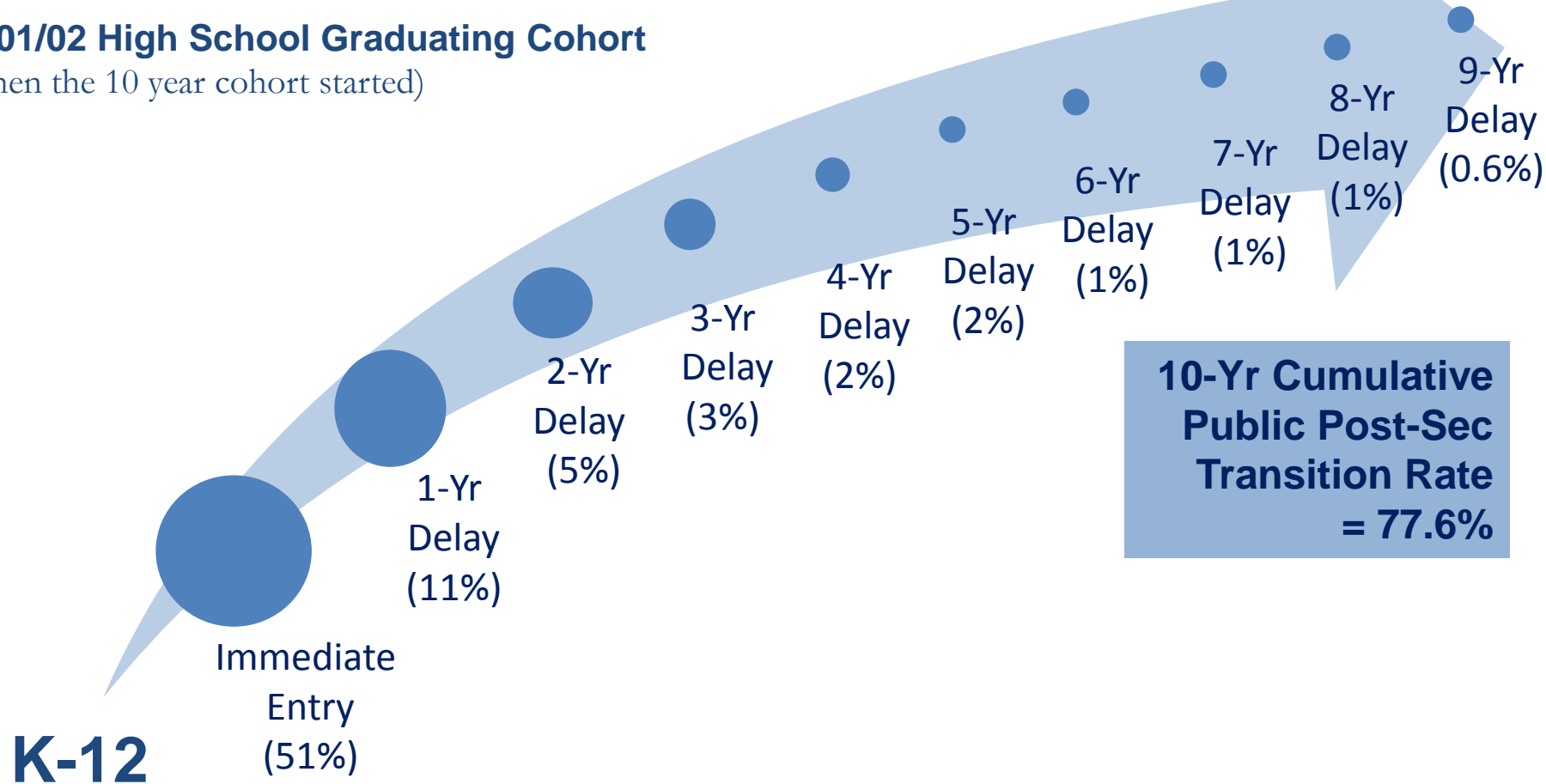
(2013/14 fiscal year)





# Student Transitions – When?

**2001/02 High School Graduating Cohort**  
(when the 10 year cohort started)





# B.C. Public Post-Secondary Student Flow

2011/12 Data

## Applicants

**45,000** high school graduates of whom **24,000** transition immediately in public post-sec

**70,000** new applicants to 21 institutions + about **65,000** to research universities

**100,000** loan and grant applications

## Enrolments

**207,000** FTEs

**271,000** students  
(point in time Nov 1 2012 headcount)

**453,000** students  
(all annual headcount)

**50,000+** financial aid recipients

**33,000** international students

## Credentials

**57,000** credentials awarded:

**49,000** undergraduate

**6,000** graduate

**2,000** developmental

**5,000** awarded to international students

## Outcomes Surveys

Over **30,000** respondents :

**9,000** bachelor's degree

**15,000** diploma, associate degree and certificate

**4,000** apprenticeship

**2,000** developmental

## Labour Market

**46,000** new entrants to BC labour market each year from public post-secondary

# COASTAL ABORIGINAL SHIPBUILDING ALLIANCE (CASA)



**First Nations**  
Employment Society





## CASA CONTACT LIST

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Presentation to the:

Nova Scotia/BC Shipbuilding & Ship Repair  
Forum on Workforce and  
Supplier Development

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November 26-27, 2013  
IMTARC, Victoria, BC



# We are Shipbuilders.

BC's Shipbuilding and Ship Repair Industry. **Work with us.**

**We are Shipbuilders.**

BC's Shipbuilding and Ship Repair Industry. **Work with us.**



 [weareshipbuilders.ca](http://weareshipbuilders.ca)

 [/weRshipbuilders](https://twitter.com/weRshipbuilders)

Funding provided through the Canada-British Columbia Labour Market Development Agreement

## Mandate:

The purpose of the SSRB is to provide industry leadership, coordination and integration of cross-industry workforce development, technology and process development, and industry development priority actions.

- Taking over responsibilities of the former BC Shipbuilding and Repair Industry HR Committee
  - Taking ownership of deliverables of the BC Shipbuilding and Repair Workforce Table
- Finalizing and implementing an industry-wide Shipbuilding and Repair Industry Workforce Strategy

SSRB

BC Ferries serves as the host organization for the SSRB.

BC Ferries serves as the host organization for the SSRB.









# THANK YOU

**We are Shipbuilders.**

BC's Shipbuilding and Ship Repair Industry. **Work with us.**



BC JOBS  
PLAN



BC SHIPBUILDING &  
SHIP REPAIR BOARD



[weareshipbuilders.ca](http://weareshipbuilders.ca)



[/weRshipbuilders](https://twitter.com/weRshipbuilders)

Funding provided through the Canada-British Columbia Labour Market Development Agreement





It's your career.  
Get it right.

BCIT transports.

BCIT engineers.

BCIT sustains.

BCIT travels.

BCIT analyzes.

BCIT heals.

BCIT manages.

BCIT designs.

BCIT entertains.

**BCIT** works.

# INTRODUCTIONS

- **Alex Rosenthal**, BCIT School of Energy, Business Development Manager
- **Laurie McAvoy**, BCIT School of Construction and The Environment, Manager of Corporate Training and Industry Services



# BCIT'S Mandate/Role

As an Institute (provincial mandate)

&

As it relates to the Shipbuilding and  
Ship Repair Industry (long history)



## MARINE EDUCATION

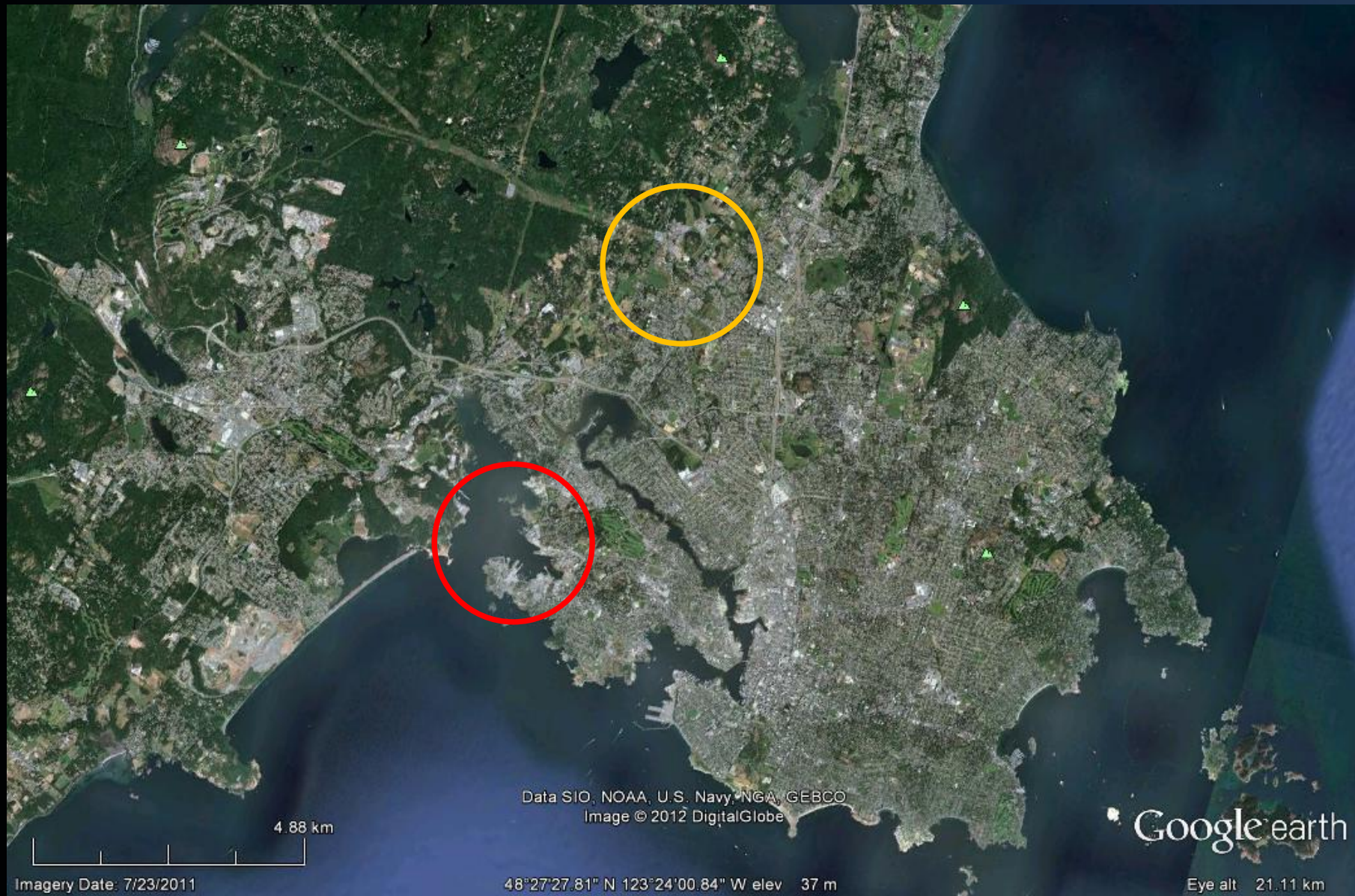
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VICTORIA

Dr. Tom Roemer  
VP Strategic Development  
Camosun College



# CAMOSUN AND ESQUIMALT GEOGRAPHICAL CONTEXT





# VCC Introduction



# NWCC Introduction