

Careers Ahead

Fact Sheet 2014/2015

Apprenticeship

Apprenticeship training explained

Apprenticeship training is a form of post-secondary education for both young and mature individuals who want to be certified to work in a skilled trade.

It is a method of learning in which skilled trades professionals (certified journeypersons) pass on knowledge and skills to learners (apprentices). Apprenticeship begins with an agreement between an apprentice and an employer. The apprentice agrees to work for the employer in exchange for supervised, on-the-job training and experience, and the opportunity to participate in the technical training necessary to complete the program.

In the workplace, apprentices are supervised by a certified journeyperson who tracks both their hours and competence in the practical skills of the trade. Technical training is offered in class and/or online and is administered and arranged by the Nova Scotia Apprenticeship Agency.

Upon completion of the apprenticeship program (including on-the-job hours, technical training and competency in workplace practical skills), apprentices are eligible to write a certification exam*. If the apprentice receives a mark of 70% or greater, they receive both a Certificate of Qualification and a Certificate of Apprenticeship and become a certified journeyperson.

There is a wide range of financial support, including awards and grants, available to apprentices and employers who participate in the apprenticeship program.

For more information about apprenticeship, please visit the Nova Scotia Apprenticeship Agency website: www.nsapprenticeship.ca

*If the trade is a Red Seal trade, the certification exam is an Interprovincial Red Seal Exam. If an apprentice receives a passing mark, they will receive the Red Seal endorsement on their Certificate of Qualification. This endorsement is a recognized standard in jurisdictions across Canada, one that

employers look for as an indication of skills and competency.

Youth Apprenticeship

The Youth Apprenticeship initiative allows youth between the ages of 16 through 19 years to gain early entry to the Apprenticeship system. It involves the same process as regular apprenticeship, including being paid and being mentored by a certified journeyperson. A Youth Apprentice can be working part time in the evenings and on weekends as well as through the summers. The hours worked through Co-op and O2 placements, some Skilled Trades high school courses and their regular part time work can be counted towards the required hours for apprenticeship. This initiative encourages young people to explore careers in the trades and fosters an earlier commitment to a training path while they continue to attend high school. This early start is of benefit to the students as they are able to accrue the required hours for their apprenticeship earlier, giving them a head start on their career.

For complete details on Youth Apprenticeship, see our website at www.workitns.ca

Choosing a Training Option

Youth who have graduated from high school who want to become certified in a designated trade may choose either a direct apprenticeship or they may choose to continue their education and obtain a pre-apprenticeship diploma or certificate through a private training institution or through Nova Scotia Community College (NSCC).

In the direct apprenticeship route, an individual begins working with an employer with little to no trades training. The individual may register as an apprentice or youth apprentice, and simply begin their training under a certified Journeyperson on the job. The registered apprentice or youth apprentice then accumulates work hours and trade skills, takes the technical training blocks leading to progression, and eventually becomes certified as a Journeyperson.

For youth who would like to develop their foundational skills in a trade or are interested in a trade where employers prefer to hire someone with training, participating in a pre-apprenticeship program is a good investment. Youth who choose to enter into a pre-apprenticeship program will be granted credit for practical experience and theory training after graduation and upon registration of an apprenticeship agreement with a Nova Scotia employer.

It is important to note that in order to be an apprentice, an individual must be employed in the trade and sign an apprenticeship agreement with the employer. This can occur after the completion of the pre-apprenticeship program; however, an individual can register as an apprentice with an employer with or without having taken a pre-apprenticeship program.

What does apprenticeship training cost?

The cost of apprenticeship registration is \$143.85. However, if an individual registers as a youth apprentice, the registration fee is waived but there is a cost to issue the ID card which is \$14.60. The Nova Scotia Apprenticeship Agency, subsidizes technical training so that apprentices are only required to pay a tuition deposit of \$87.61 to the Agency, which covers their first week of training. They are also required to pay an additional \$87.61 directly to the training provider for each subsequent week of technical training. For online training, tuition is also currently \$87.61 per course. Costs for text books and necessary classroom materials are the responsibility of the apprentice.

For a list of the fees for apprenticeship technical training and exams, please visit the Nova Scotia Apprenticeship Agency website:

<http://nsapprenticeship.ca/publications/fees.pdf>