



Apprenticeship and Occupational Certification Board

2022-2023 Annual Report

470 York Street, Suite 110
Fredericton, NB
E3B 5H1

https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/Skills/content/ApprenticeshipAndTrades/GovernanceLegislation/AOC-Board.html

Message from the Apprenticeship and Occupational Certification Board Chair

Dear members and stakeholders,

It is my pleasure to present to you our annual report for the year 2022-23. This past year has been one of growth, and we are proud to have achieved several significant accomplishments.

First and foremost, Apprenticeship and Occupational Certification has started to rebound after the height of the ongoing COVID-19 pandemic and reached a record high of 5176 registered apprentices, a 6.6 % increase over 2021-22.

Significant strides have been made towards achieving our objectives and targets of the New Brunswick Apprenticeship and Occupational Certification Board 2022-2025 Strategic Plan. We have maintained growth in the participation of underrepresented groups by supporting special initiatives such as the Skilled Trades Exploration Programs and the federal government's Canadian Apprenticeship Service incentive. Moreover, our continued focus on training standards has resulted in surpassing our pass rate target by achieving a 77% pass rate on Interprovincial Exams. New Brunswick continues to lead the way nationally.

These accomplishments would not have been possible without the dedication and hard work of our team. I want to extend my sincere gratitude to all our Apprenticeship and Occupational Certification Board members, employees, industry partners, and stakeholders for their contributions to our success. We look forward to building on these achievements in the coming year.



RICHARD SMITH

APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION BOARD CHAIR

Mandate

The mandate of the Apprenticeship and Occupational Certification Board (Board) is to provide an inclusive Apprenticeship and Occupational Certification Program producing highly skilled, expertly trained trades professionals who meet the needs of industry and New Brunswick communities.

Board membership

The Board was composed of the following members as of March 31, 2023.

1. Richard Smith, Chair
2. Jason Hamilton, Voting Member, Employee Representative
3. Mario LeBlanc, Voting Member, Employee Representative
4. Liz Sandwith, Voting Member, Employee Representative
5. Laura Macfarlane, Voting Member, Employee Representative
6. Scott Clements, Voting Member, Employee Representative
7. Justin Beaulieu, Voting Member, Employer Representative
8. Mark Thibodeau, Voting Member, Employer Representative
9. Rebecca Graham, Voting Member, Employer Representative
10. Clay English, Voting Member, Employer Representative
11. Vacant, Voting Member, Employer Representative
12. Kirby Rushton, Non-voting Member, Training Representative
13. Michel Caron, Non-voting Member, Training Representative
14. Debra Romero, Non-voting Member, Training Representative
15. Michael Lewis, Non-voting Member, Government Representative
16. Barbara LaPointe, Non-voting Member, Secretary

Committees and subcommittees

STANDING COMMITTEE: The Standing Committee is comprised of eight appointed member and its function is to ensure linguistic balance and to help meet New Brunswick's constitutional obligations, by advising the Minister and the Board on how to ensure francophone equality in the apprenticeship and occupational certification system and monitors responses.

There are no active members of the Standing Committee; therefore, no advice was provided to the Minister and the Board by the standing committee and no action was taken in 2022-23. Processes are underway to establish a Standing Committee and search for members.

APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION BOARD 2022-2023 STRATEGIC PLAN

SUB-COMMITTEES: In 2022-23, numerous Board members' terms expired, and new members were appointed. With this change in members, the subcommittee will be identified and created in 2023-24 as determined by the Board.

Legislation, bylaws, and policies

The Board is governed by the *Apprenticeship and Occupational Certification Act* and associated regulations, bylaws, and policy:

REGULATION 2014-1345 WAGES: Provides a standard minimum wage rate an apprentice should receive in part with the Employment Standards Act.

REGULATION 2014-133 COMPULSORY OCCUPATIONS: Prescribes compulsory occupations in New Brunswick along with a description of the tasks, activities, and functions of the occupation.

REGULATION 2013-52 PUBLICATION OF NOTICE OF ORDERS: Provides direction on posting Board decisions in the Royal Gazette.

REGULATION 2012-67 FEES: Lists all fees associated with Apprenticeship and Occupational Certification, including registration and examination.

GENERAL BY-LAWS: Outlines the board's duties and powers, including guidelines for conflict of interest, reporting and committees.

CONFLICT OF INTEREST POLICY: Requires all board members to disclose any potential conflicts of interest in writing and to recuse themselves from decision-making when necessary, and addresses the disclosure and management of conflicts of interest when they arise.

2022-2023 Activities and Metrics (KPIs)

1. BOARD ORDERS

Under Section 13 of the Apprenticeship and Occupational Certification Act, the Board made changes to the following Board Orders:

- **GA001 - DESIGNATED OCCUPATIONS AND HOURLY REQUIREMENTS:** Approved change to the Electronic Motor System Technician occupation to become certification of qualification only.
- **GA001 - DESIGNATED OCCUPATIONS AND HOURLY REQUIREMENTS:** Approval to designate the Arborist occupation as voluntary in New Brunswick.
- **GA001 - DESIGNATED OCCUPATIONS AND HOURLY REQUIREMENTS:** Approval to designate the Tower Crane Operator occupation as voluntary in New Brunswick.
- **GA001 - DESIGNATED OCCUPATIONS AND HOURLY REQUIREMENTS:** Approved change to the Switchboard Operator occupation to become certification of qualification only.
- **GA001 - DESIGNATED OCCUPATIONS AND HOURLY REQUIREMENTS:** Approved change to the Painter Decorator occupation to become certification of qualification only.
- **GA001 - DESIGNATED OCCUPATIONS AND HOURLY REQUIREMENTS:** Approved change to the Transport Refrigeration Service Technician occupation to become certification of qualification only.

2. APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION BOARD 2022-2025 STRATEGIC PLAN

Launched in 2022-23, the Strategic Plan focuses on five priority areas:

MOBILITY AND HARMONIZATION: Reduce barriers for apprentices and skilled trades professionals to move, stay and work in New Brunswick over the long term by

- Continuing to work with partners on the National and Atlantic harmonization of training requirements for 31 National harmonized occupations and 23 Atlantic harmonized occupations.

- Implementing the common Apprenticeship Management System by 2024-25, and
- Working with partners on an assessment system for domestic and foreign qualification recognition.

In 2022-23, New Brunswick achieved its objectives and tasks in support of National and Atlantic Harmonization and the common Apprenticeship Management System.

DIVERSITY AND INCLUSION: Increase the opportunities for successful participation of underrepresented and barriered individuals and groups by

- Working with employers, training providers and community partners to identify and address barriers to participation and successful completion for underrepresented and barriered individuals or groups.
- Identifying and working with model stakeholders to conduct eight or more Skilled Trade Exploration Programs annually to target underrepresented and barriered individuals or groups, and
- Working with training partners to include diversity and inclusion as a required component of apprenticeship training.

In 2022-23, Apprenticeship and Occupational Certification delivered on the following:

- In partnership with MAP Strategic Workforce Services, nine Skilled Trade Exploration Programs were launched, and class capacity was maximized to a rate of 75% from 57% in 2021-22
- In partnership with the Joint Economic Development Initiative, the training officer dedicated to increasing Indigenous participation in the apprenticeship and the Apprenticeship and Occupational Certification team has been able to reach a milestone of over 100 active Indigenous apprentices and 21 certifications.
- In partnership with the Atlantic Provinces, Apprenticeship and Occupational Certification also supported the distribution of the Federal Government's Canadian Apprenticeship Service financial incentive to Employers to hire apprentices. The financial incentive is doubled if the Employer registers an apprentice from an equity-deserving group.

COMPLIANCE: Increase compliance with legislative and regulatory requirements by

- Educating stakeholders on legislative and regulatory requirements;
- Employing one Education and Compliance Officer; and
- Working with partners to review apprenticeship inclusion in provincial government tender and standing offer policies.

In 2022-23, Apprenticeship and Occupational Certification was able to secure internal funding and a position for an Education and Compliance Officer and consulted with partnering Departments to determine the best solution for re-establishing the program.

TRAINING QUALITY AND STANDARDS: Improve the quality of training and standards to meet the evolving needs of apprentices, journeypersons, and industry.

- Working with training providers to enhance teaching and learning resources and ensure that instruction maintains currency with changing technology;
- Reviewing and revising standards development processes to maintain their currency with industry demands and adaptations;
- Identifying journeypersons' needs and implement post-certification training to enhance their employability and opportunities for advancement; and
- Determining whether there are government certification programs that should be transferred to the Apprenticeship and Occupational Certification Program.

In 2022-23, Apprenticeship and Occupational Certification

- Piloted flexible trades-school training that delivers level training directly onsite with an employer; and
- Commenced efforts to add electric vehicle content to Automotive Service Technician curriculum standards.

MARKETING AND PROMOTIONS: Increase opportunities to promote the trades in New Brunswick by working with partners and stakeholders to develop and implement a marketing and promotion strategy by

- Developing a Kindergarten-to-grade 12 outreach strategy to address opportunities in schools for promoting trades occupations;






- Promoting the benefits of certification to employers;
- Supporting provincial efforts to repatriate New Brunswick tradespeople and to attract newcomers from other parts of the world;
- Promoting apprenticeship employment in the Government of New Brunswick; and
- Promoting the consumer protection and public safety value of certification to the general public, municipalities and government.

In 2022-23, Apprenticeship and Occupational Certification supported Education and Early Childhood Development with:

- The return of the New Brunswick Teen Apprenticeship Program, a pre-apprenticeship program for Grades 10 to 12; and
- The launch of mobile training units for school-aged students; and
- Skills Canada New Brunswick with the “This is Skilled Trades” marketing campaign, the first of its kind in several years, targeted at recruitment into the skilled trades.

NEW BRUNSWICK APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION BOARD

STRATEGIC PLAN 2022-2025 ANNUAL DASHBOARD

OBJECTIVE	MEASURE	BASELINE (2021-22)	TARGET 2022-23	ACTUAL 2022-23	TARGET 2023-24	TARGET 2024-25
 MOBILITY & HARMONIZATION	Increasing in the percentage of harmonized levels implemented according to:					
	- National harmonization - Atlantic harmonization	- 57% - 61%	- 66% - 72%	- 66% - 72%	- 75% - 82%	- 84% - 91%
 DIVERSITY & INCLUSION	Increase the percentage of registered apprentices from underrepresented groups					
	- Women - Indigenous - LGBTQ2+, Persons with Disabilities, Newcomers & Visible minorities	- 6% - 1.9% - N/A	- 7% - 2.0% - N/A	- 6.5% - 2.0% - 1.2%	- 8% - 2.1% - 1.4%	- 9% - 2.2% - 1.6%
	Increase the number of targeted Skilled Trades Exploration Programs offered to underrepresented groups	8	10	9	10	10
 COMPLIANCE	Increase the number of participants in Skilled Trades Exploration Programs	55	90	91	100	100
	Increase the number of documented complaints and infractions investigated	N/A	5	0	40	25
 TRAINING QUALITY & STANDARDS	Increase the number of Certificates Issued (Apprentices) ¹	535	412	572	237	481
	Increase the number of Certificates Issued (Trade qualifiers)	343	420	1001	1800	450
	Maintain Red Seal Pass Rate above National average (Apprentices)	76%	76%	77%	76%	76%
 MARKETING & PROMOTION	Increase in number of registered apprentices	4884	5128	5176	5385	5654
	Increase in number of employers with registered apprentices	1524	1539	1563	1626	1707
	Reduce the average age of apprentices	30	29	30	28	27
	Reduce the average age of apprentices at registration	26	25	26	24	23

1- A goal of the NB Apprenticeship and Occupational Certification Board is to increase tradesperson certification over the next 3 years; NOTE: The targets are lower than baseline due to the lower than normal apprentice registration and delays in progression due to COVID-19.

2- A+A11:G23 goal of the NB Apprenticeship and Occupational Certification Board is to increase Apprentice registration. Increased apprentice registrations is a predictor of an increase in future tradesperson certifications.