



Supporting Immigrant Trades Workers

Lessons from Nova Scotia's Collaborative
Certification Model and Ontario's Centre-
Southwest Experience
Exploring Pathways for Replication

LAND ACKNOWLEDGMENT

ISANS acknowledges that we are in Mi'kma'ki, the ancestral and unceded past and present territory of the Mi'kmaq people. We are all treaty people.

At ISANS, as we help settle newcomers to Nova Scotia, we also teach them about the history and rights of Indigenous Peoples in Mi'kma'ki. We honour the enduring presence and contributions of the Mi'kmaq people, and we are dedicated to fostering meaningful relationships between Indigenous and non-Indigenous communities.

AFRICAN NOVA SCOTIAN AFFIRMATION

We also acknowledge that people of African descent have been in Nova Scotia for over 400 years, and we honour and offer gratitude to those ancestors of African descent who came before us to this land.

Agenda

Supporting Immigrant Trades Workers in Nova Scotia

Nova Scotia Apprenticeship Agency

Ebenezer Annan - Manager, Programs

ISANS: Work-based Trades Practical Assessment Program

Amal Holmes – WTPA Coordinator

Employer & Client Experiences: Dora Construction Ltd

Betsy Sisco - Director of Human Resources

Jackson Cyubahiro - WTPA Client, Carpenter

Supporting Immigrant Trades Workers in Ontario

SÉRINITII PROJECT – Socio-Economic Integration of French-Speaking Immigrants

Mikhaela Sullivan

Agente de projet / Project Officer Niagara/ Durham/Waterloo/Wellington

Reseau EN Immigration Francophone - Ontario

THE CASE FOR AN INCLUSIVE APPRENTICESHIP SYSTEM



Collaborating with community and equity-seeking groups, including ISANS, was the SMART thing to do



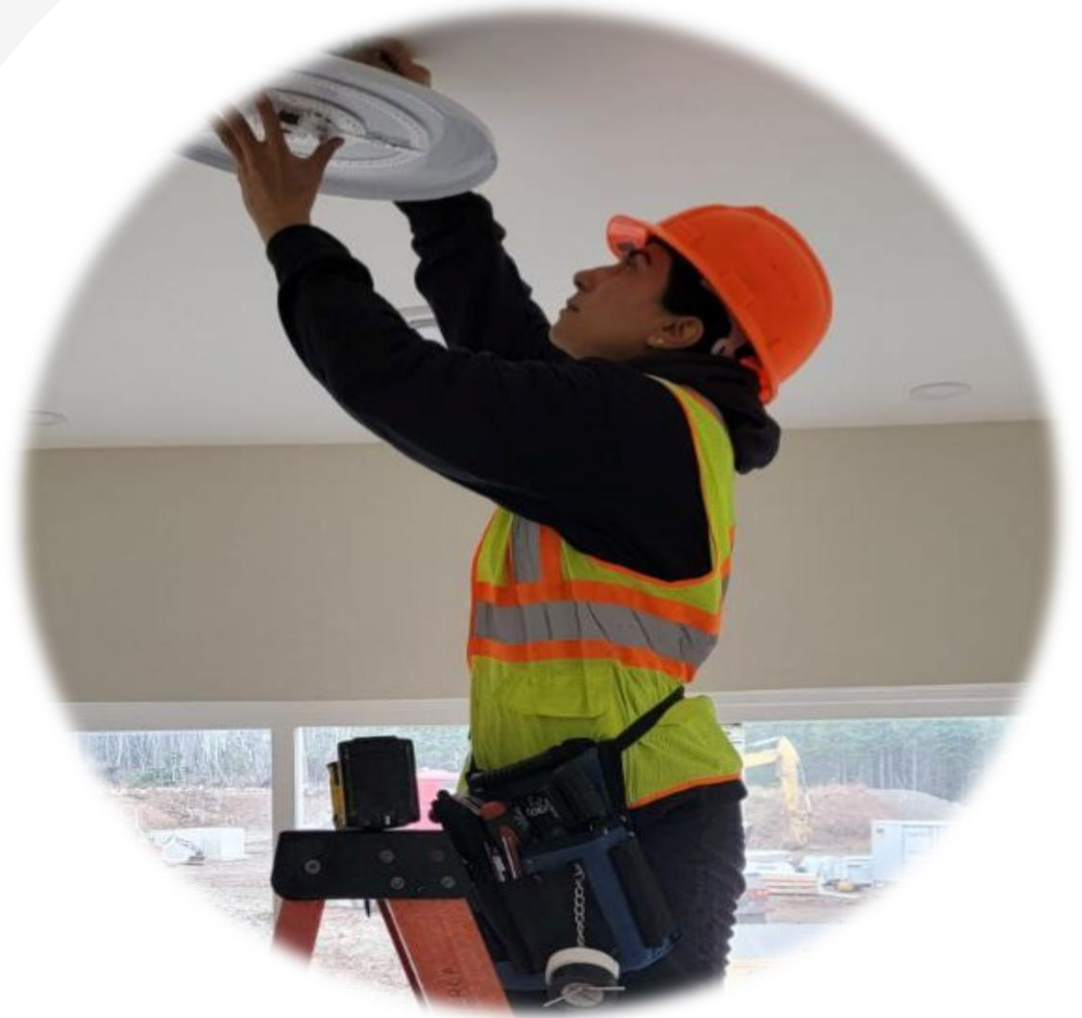
- In 2015, Nova Scotia Apprenticeship Agency started intentional conversations about building an apprenticeship system that includes equity-deserving communities - African Nova Scotians, Mi'kmaq and Indigenous People, Women, Newcomers to Nova Scotia, and Persons with disabilities.
- These steps were in addition to our efforts to harness the reservoir of talent and skills across Nova Scotia.
- The conversations, which included first voices from the various communities, resulted in the development of the "[Building Equitable Pathways II: 2020-2025](#)" and "[Building Equitable Pathways: 2015-2020](#)".



WORK-BASED TRADES PRACTICAL ASSESSMENT PROJECT (WTPA)

- Funded by NSAA and implemented by ISANS.
- Started in 2016 consistent with the Building Equitable Pathways 2015 – 2020 strategy.
- Helps newcomer trades professionals start their apprenticeship journey towards certification in Nova Scotia.
- It is a 12-week (480 hours), full-time, work-based practical assessment with an employer.
- Work hours (480) during the 12-week assessment period count towards apprenticeship hours.

Benefits to Nova Scotia



Program Eligibility

- **Clients:**

- Permanent resident or Canadian citizen born outside Canada.
- Be CUAET visa holder, refugee claimant, Temporary Foreign Worker or an International graduate, with an open work permit.
- Have a minimum language skill of Canadian Language Benchmark (CLB) level 3+
- Commitment to the apprenticeship pathway

- **Employers:**

- must provide a Red Seal Journeyperson to supervise clients and meet NSAA Ratio of Apprentices to Journeypersons (3:1)





Benefits to Employers

Access new skilled trades talent to help build their **future workforce**

Clients are **work-ready**

(safety training, safety gear, basic tools, temp work permit)

No financial burden during the program
(wage subsidy)

Eligible employers can receive up to
\$30,000 through the **NSAA START**
Incentive



Benefits to Clients

Start a **career** in trades and work towards certification

Get **paid while learning** and upgrading current skills

Access to **Tuition FREE** technical training

Improve communication and **English language skills**

Be considered for **hiring** following program completion

Program Supports

Help for Clients

Preparation for level or Red Seal Exams



- Study Group Sessions
- Individual Study Plans
- Access to Trades Exam Bank
- Tutoring

Additional Support



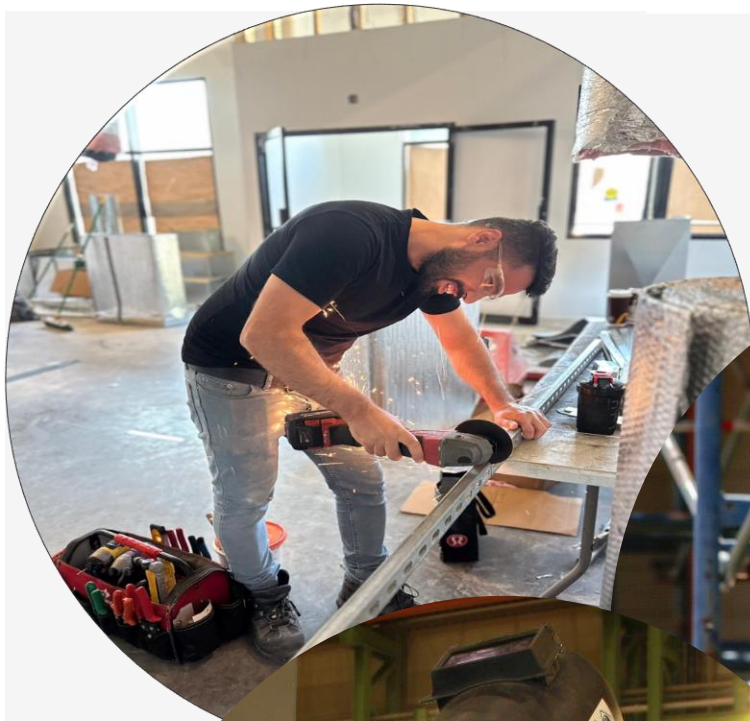
- Registration for apprenticeship, technical training, exam, etc.
- Employer Connections
- Career Development





Challenges

Challenge	Overcoming the challenge
Employers' expectations for English Language proficiency	✓ English in the Workplace course, customized to the needs of employer and client ✓ English Language classes ✓ Interpretation Services
Employers' expectations for technical skills	✓ Conduct thorough assessments for clients and explore past experiences to determine their skills level or identify any transferable skills ✓ Place clients with employers whose technical needs closely match the client's existing strengths.
Transportation	✓ Match clients with employers located close to where they live to reduce transportation barriers
Shortage of immigrant trades people in rural Nova Scotia	✓ Promote rural employment as a viable pathway for skilled immigrants ✓ Conduct outreach to local rural employers ✓ Collaborate with rural partners to identify opportunities closer to clients' communities
Location mismatch in rural Nova Scotia	



Joint Registration Agreement

Joint Registration Agreement signed between NSAA and ISANS in March 2020

Joint Apprenticeship Training Committee (JATC) with members representing employers, subject matter experts, clients, unions, NSAA and ISANS staff:

- Working collaboratively with the Industry Training Consultant and other staff of the Nova Scotia Apprenticeship Agency to develop solutions for current challenges.
- Identifying areas of support clients need to progress in the apprenticeship journey.
- Addressing challenges in the labour market, like shortages in construction trades skilled apprentices and journey persons, immigration policies and their impact on employers and clients, etc.

How are we doing?

Since 2016...

221 Clients
participated in the
program

174 Clients
registered
apprentices

63%
are in
**Construction
Trades**

14
**Red Seal
Clients**

2 Women

isans

Apprentices have immigrated from 38 countries

1. Ukraine
2. Syria
3. Iran
4. India
5. Sudan & South Sudan
6. Iraq
7. Eretria
8. Lebanon
9. Philippine
10. China
11. Congo



Employer's Experience: **Dora Construction**



- Over 24% of Dora Construction's current workforce are newcomers to Canada.
- Since 2021, DORA Construction Ltd. has hired 11 workers including Carpenters, Apprentice Carpenters and Labours through both direct entry from the WTPA or previous participants for the program.

For the first 12 weeks, WTPA provides funding to employers to cover the wages of participants, but the biggest benefit to us, as an employer is the **wrap around supports** offered to the clients:

- the team has answered many questions for us
- assisted with any issues that arise
- continue to guide and encourage our employees every day.

"Having the opportunity to not only hire newcomers like Jackson but provide a career to help them settle in Canada is a privilege. Jackson was hired in July of 2025 and his talents in the industry were apparent immediately. He came to work prepared for his duties, cutting our onboarding and training time by 3 months compared to other newcomers that were not participants of the WTPA. In his short time with us at DORA, Jackson has worked on our Modular school's program, our Affordable housing program in partnership with Tawaak housing, as well as public housing projects in Liverpool and Shelburne. Jackson is a proud example of the benefits of recognizing newcomers experience and allowing them to flourish by providing them the opportunity to give back to the communities that they live in and work in"

Client's Experience: **Jackson Cyubahiro - Carpenter**

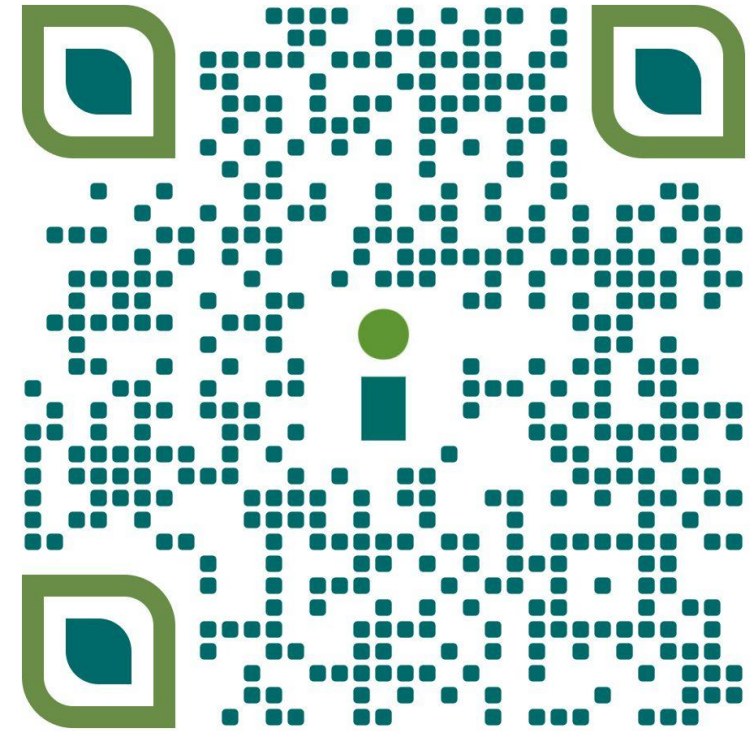
- Background
- Joining WTPA
- Experience working with Dora



The Nova Scotia Apprenticeship Agency and the Immigrant Services Association of Nova Scotia recently celebrated the successful completion of the Work-based Trades Practical Assessment pilot project.



<https://www.youtube.com/watch?v=LJ0tpxNhbWQ>



For more information about ISANS, please scan the QR Code



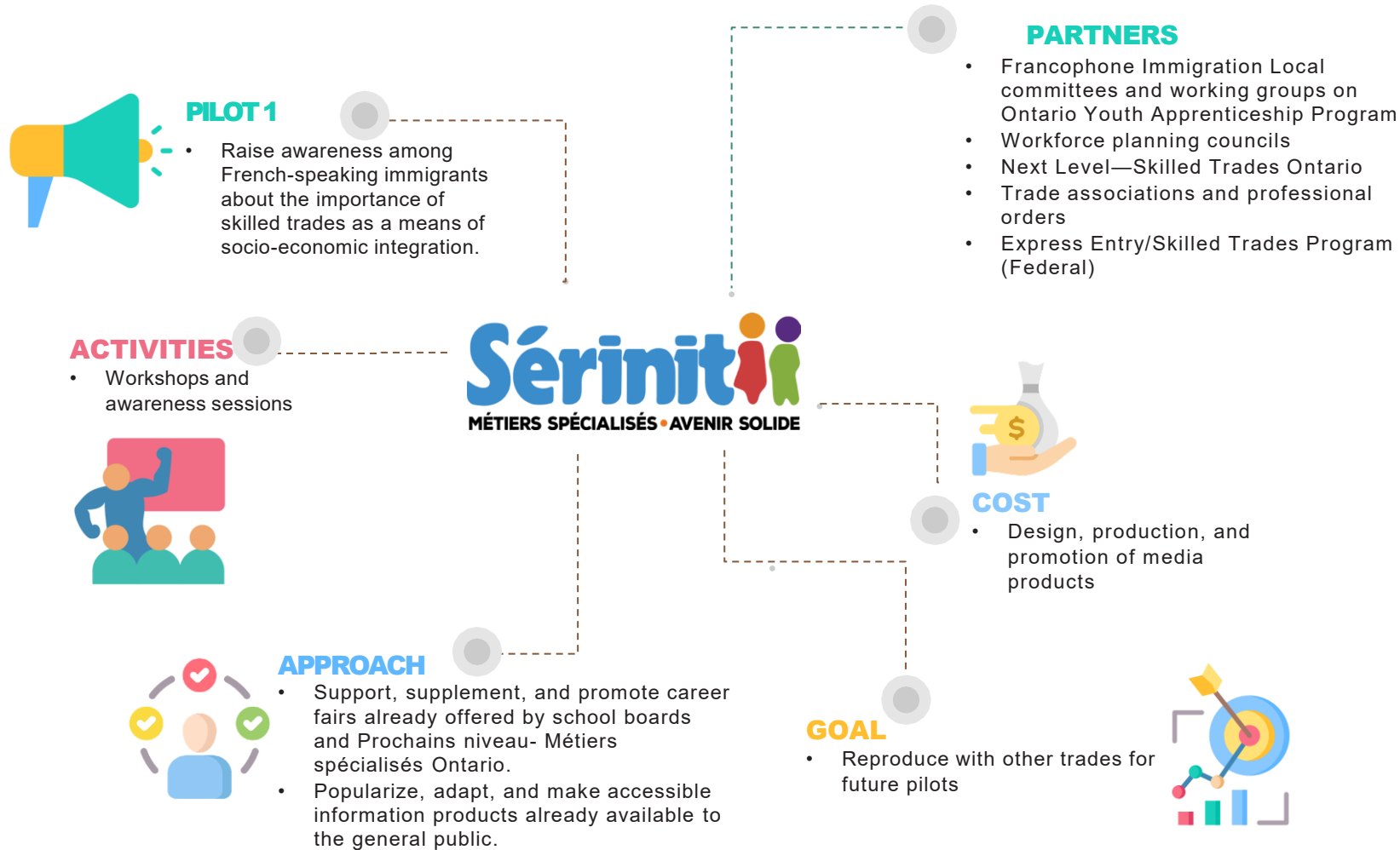
PROJET SÉRINITI

INTÉGRATION SOCIO-ÉCONOMIQUE DES PERSONNES IMMIGRANTES FRANCOPHONES



SÉRINITII PROJECT

SOCIO-ECONOMIC INTEGRATION OF FRENCH-SPEAKING IMMIGRANTS



Sérinité
MÉTIERS SPÉCIALISÉS • AVENIR SOLIDE

CATÉGORIE SERVICES

BOULANGER PÂTISSIER

SALAIRE ANNUEL
31 000 \$ à
43 000 \$
17,20\$ à 22\$ par heure

Prépare et cuit pains, gâteaux, viennoiseries et desserts pour la vente en boutique, restaurant ou commerce.

Code Ontario: **423C** Code CNP: **63202**

CATÉGORIE/CATEGORY SERVICES



CATÉGORIE/CATEGORY INDUSTRIE INDUSTRY

Sérinité
MÉTIERS SPÉCIALISÉS • AVENIR SOLIDE

CATÉGORIE INDUSTRIE

SOUDEUR

SALAIRE ANNUEL
45 000 \$ à
68 000 \$
23\$ à 35\$ par heure

Assemble des pièces métalliques en les chauffant. Il travaille avec précision pour garantir la solidité des structures.

Code Ontario: **456A** Code CNP: **72106**

FORMATION
4 ans : 6500 Heures comme apprenti
720 heures en classe

CONTENU
Atelier de réparations
Concessionnaire auto
Ton entreprise !

ACCREDITATION
Terminale 6^e année
12^e année

Villes et régions favorables à l'emploi

- Nord : 9%
- Centre : 47%
- Ouest : 37%
- Waterloo : 6%
- Peel : 19%
- Simcoe : 7%
- Sudbury : 10%
- York : 9%
- Halton : 6%

Passes à l'action ici et maintenant
SCANNE LE QR

Sérinité
IÉTIERS SPÉCIALISÉS • AVENIR SOLIDE

CATÉGORIE FORCE MOTRICE

SALAIRE ANNUEL
48 000 \$ à 78 000 \$
25\$ à 40\$ par heure

MÉCANICIENNE AUTOMOBILE

Répare et entretient les véhicules. Elle détecte les pannes et remplace les pièces défectueuses.

Code Ontario: 310S Code CNP: 7241

Ontario

CATÉGORIE/CATEGORY FORCE MOTRICE MOTIVE POWER

FORMATION
5 ans : 5 250 Heures comme apprenti
720 heures en classe

CONTENU
Entreprise de construction
Entretien en plomberie
Ta propre Entreprise

ACCREDITATION
2^e année
4^e année
10^e année

Villes et régions favorables à l'emploi

- Est : 16%
- Centre : 50%
- Ouest : 28%
- Autre : 21%
- Waterloo : 7%
- York : 7%
- Ottawa : 10%
- Peel : 12%
- Toronto : 19%
- Hamilton : 7%

Passes à l'action ici et maintenant
SCANNE LE QR

Sérinité
IÉTIERS SPÉCIALISÉS • AVENIR SOLIDE

CATÉGORIE CONSTRUCTION

SALAIRE ANNUEL
66 000 \$ à 102 000 \$
34\$ à 52\$ par heure

PLOMBIÈRE

Répare et entretient les véhicules. Elle détecte les pannes et remplace les pièces défectueuses.

Code Ontario: 306A Code CNP: 7230

Ontario

CATÉGORIE/CATEGORY CONSTRUCTION



Q&A