

New Brunswick Apprenticeship and Occupational Certification Board

STRATEGIC PLAN 2022-2025

VISION

An inclusive Apprenticeship and Occupational Certification Program producing highly skilled, expertly trained tradespeople who meet the needs of industry and New Brunswick communities.



Mobility and Harmonization

Reduce barriers for apprentices and skilled tradespeople to move, stay and work in New Brunswick over the long term



Diversity and Inclusion

Increase the opportunities for successful participation of under-represented and barriered individuals and groups



Compliance

Increase compliance with legislative and regulatory requirements



Training Quality and Standards

Improve the quality of training and standards to meet the evolving needs of apprentices, journeypersons and industry



Marketing and Promotions

Increase opportunities to promote the trades in New Brunswick

ACTIONS

Mobility and Harmonization

- Continue to work with partners on the National and Atlantic harmonization of training requirements for 31 National harmonized occupations and 23 Atlantic harmonized occupations.
- Implement the common Apprenticeship Management System by 2024-25, and
- Work with partners on an assessment system for domestic and foreign qualification recognition.

Diversity and Inclusion

- Work with employers, training providers and community partners to identify and address barriers to participation and successful completion for underrepresented and barriered individuals or groups.
- Identify and work with model stakeholders to conduct ten or more Skilled Trade Exploration Programs annually to target underrepresented and barriered individuals or groups.
- Work with training partners to include diversity and inclusion as a required component of apprenticeship training, and
- Support the aims of New Brunswick's Disability Action Plan for Persons with a Disability: Accountable Path Forward to an Equal Opportunity! by working with employers and community partners to identify and address barriers to persons with disabilities.

Compliance

- Educate stakeholders on legislative and regulatory requirements;
- Employ one Education and Compliance Officer, and
- Work with partners to review apprenticeship inclusion in provincial government tender and standing offer policies.

Training Quality and Standards

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

Marketing and Promotions

The Board will work with partners and stakeholders to develop and implement a marketing and promotion strategy including:

- Develop a Kindergarten-to-grade 12 outreach strategy to address opportunities in schools for promoting trades occupations;
- Promote the benefits of certification to employers;
- Support provincial efforts to repatriate New Brunswick tradespeople and to attract newcomers from other parts of the world;
- Promote apprenticeship employment in the Government of New Brunswick, and
- Promote the consumer protection and public safety value of certification to the general public, municipalities and government.