

# **Provincial Apprenticeship and Certification Board**

**Annual Report 2021-22**

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Hon. Gerry Byrne  
Minister of Immigration, Population Growth and Skills  
PO Box 8700  
St. John's, NL  
A1B 4J6

Dear Minister Byrne:

I am pleased to submit the 2021-22 Annual Report of the Provincial Apprenticeship and Certification Board (the Board).

The Board is a category three Provincial Government entity and is required to prepare a performance-based activity plan. This report covers the period April 1, 2021 to March 31, 2022 and compares actual results to those anticipated in the second year of the Board's 2020-23 Activity Plan. The following three priorities are the focus for the three-year period:

1. Modernizing the apprenticeship program;
2. Maintaining high quality training and certification standards in the apprenticeship system; and
3. Preparing for future demand.

Details on the successful achievement of the associated objectives for 2021-22 are presented in this report. As Chairperson, my signature below is on behalf of the Board and indicative of its accountability for the actual results reported herein.

Respectfully submitted,



Lorna Harnum  
Board Chairperson

## Overview

The Provincial Apprenticeship and Certification Board (the Board) was established under section 5 of the **Apprenticeship and Certification Act**. The overall goal is to support individuals who seek certification in the skilled trades by ensuring that apprenticeship programs and training meet industry standards.

The Board works closely with officials in the Department of Immigration, Population Growth and Skills to implement the Board's mandate on its behalf. The Board also grants approval for any policy changes recommended by departmental officials to strengthen the apprenticeship program. This involves a range of activities such as:

- Developing new, and modifying existing, Plans of Training;
- Designating and de-designating trades;
- Developing and administering level (block) exams;
- Administering National Red Seal exams which include adhering to national protocols with respect to exam security; and
- Acting as regulatory body for apprentices and journeypersons.

Board members are chosen based on a number of factors including experience, skills and regional representation, to ensure the Board best reflects the skilled trades population in the province. The Board is comprised of:

- A chairperson;
- Two or more employer representatives;
- Two or more employee representatives;
- Two or more individuals not included under employers or employees (at-large);
- The Director of the Apprenticeship and Trades Certification Division, or designate; and
- An alternate representative for each group to attend in the absence of regular members.

A list of Board members as of March 31, 2022, outlining their position, occupation and location can be found in Appendix A.

The following applies to Board appointees:

- Appointments are for a three-year term;
- Only one person from each representative group shall have their term expire within each calendar year;
- Appointees cannot serve more than two consecutive terms;
- Alternate representatives can only attend meetings in the absence of regular Board members and have full voting privileges at these meetings; and
- In the absence of the chairperson from a board meeting, board members who are present can appoint another member to act as chairperson.

The Board held two virtual and one in-person meetings during 2021-22. During this time, the chairperson also represented Newfoundland and Labrador on the following committees/boards:

- The Interprovincial Alliance of Apprenticeship Board Chairpersons; and
- The Atlantic Apprenticeship Council (AAC).

All Board members served without remuneration as per section 6 of the **Apprenticeship and Certification Act**. In 2021-22, costs incurred for travel and incidental expenses totaled \$2,071.66, up from zero in 2020-21. This increase was due to the return of in-person meetings.

Further information on the Board can be found at <https://www.gov.nl.ca/atcd/pacb/>.

## Highlights and Partnerships

In 2021-22, the Board held three meetings and made significant progress towards accomplishing stated objectives. Highlights of Board-approved initiatives include:

- Continued collaboration with industry and education partners;
- Approved three new and revised Plans of Training;
- Approved training programs at training institutions across the province (see Appendix B for detailed breakdown):
  - 35 pre-employment re-accreditations;
  - 24 advanced-level re-accreditation;
  - Two advanced-level approvals; and
  - One pre-employment and one advanced-level initial accreditation.
- Appointed 57 trade advisory committee members to assist in the development of new Plans of Training at provincial, Atlantic and national levels;
- Continued to assess applications for consideration of compulsory certification in four trades: Refrigeration and Air Conditioner Mechanic, Sprinkler Fitter, Boilermaker and Sheet Metal Worker;
- Approved the implementation of additional practical training hours;
- Directed the exploration of alternatives to the Post-Secondary Instructors Certificate specifically for trades instructors;
- Continued to plan for the implementation of compulsory trades;
- Continued to provide support to national and Atlantic harmonization initiatives; and
- Continued to plan for the development and implementation of training for the newly designated Aircraft Maintenance Engineer trade.

The AAC includes the Apprenticeship Board Chairs from each of the four Atlantic Provinces. Its goal is to work cooperatively to foster development of a highly-skilled workforce and to work together, from a regional perspective, to facilitate and share best practices in order to streamline mobility of workers. As a member of AAC, the Board has

been involved in ongoing work related to the Atlantic Apprenticeship Harmonization Project under the Atlantic Workforce Partnership.

The Canadian Council of Directors of Apprenticeship (CCDA) is an intergovernmental partnership among provinces and territories and the Federal Government that supports apprenticeship training and trades certification. CCDA provides a forum for inter-jurisdictional collaboration on trades and apprenticeship. The National Harmonization Initiative supports provinces to create a similar approach to apprenticeship training. This is achieved by utilizing common Red Seal Trade names, total training hours required, number of training levels and the sequencing of courses. The Board continues its participation in the ongoing implementation of a national apprenticeship harmonization plan with CCDA.

A brief overview of apprenticeship and trades certification in Newfoundland and Labrador is provided in the table below.

<b>Quick Facts 2021-22</b>	<b>Number</b>
Source: Apprenticeship Trades and Certification Division	
Active apprentices as of March 31, 2022	3,510
Newly registered apprentices	639
Apprentices who received journeyperson certification	331
Trade qualifiers who received journeyperson certification	66
Apprenticeship incentive grant letters issued	576
Apprenticeship completion grant letters issued	325
Apprentices who received in-school training	1,141
Apprentices who received credit through the recognition of prior learning (Prior Learning and Assessment Recognition)	19
Journeypersons who received enhanced training to acquire new skills and respond to industry standards (e.g., heavy form work)	60

## Report on Performance

Over the course of the year, the Board successfully achieved the following objectives set out in the 2020-23 Activity Plan: modernizing the apprenticeship program, maintaining high quality training and certification standards in the apprenticeship system, and preparing for future demand. This was accomplished through engaging stakeholders, reviewing best practices in other jurisdictions, and utilizing industry expertise through trade advisory committees.

### **Issue 1: Modernizing the Apprenticeship Program**

Technology is advancing and tradespeople are required to adapt or risk having their skills become obsolete. New training methods are continually being developed that are faster, safer, and more efficient. As tradespeople are required to adapt to new technology, the Board must consider how new technology may impact or shape future apprenticeship training programs, approaches, and policies. To modernize, apprenticeship programs must adapt to reflect available technology and the expectations of tomorrow's apprentices and employers.

The following objective is the focus of each of the fiscal years ending March 31 in 2022 and 2023. The objective will be reported in each of the respective annual reports.

**Objective: By March 31, 2022, the Provincial Apprenticeship and Certification Board will have reviewed initiatives that build innovation and flexibility in the province's apprenticeship system through better access to online training and services.**

**Indicator 1: Continued assessing recommendations for enhanced online training methods.**



**Results:**

Online training was identified as an initiative to modernize and strengthen apprenticeship by maximizing access and reducing barriers to training.

Over the last number of years, under the direction of the Board, the Department has contracted College of the North Atlantic (CNA) to transfer traditional in-class curriculum to an online format to reduce barriers for apprentices. In 2021-22, the Board:

- Assessed recommendations related to the completion of the transfer of the Welder and Carpenter curriculums;
- Continued transfer of Construction and Industrial Electrician, Plumber, and Sheet Metal Worker curriculums; and
- Commenced the transfer of Metal Fabricator, Heavy Duty Equipment Technician/Truck and Transport Mechanic, Industrial Mechanic (Millwright), Sheet Metal Worker, Cook, and Refrigeration and Air Conditioning Mechanic curriculums.

As a result, the transfer to the online format is complete for two of the 13 trades, with nine trades in progress.

**Indicator 2: Continued assessing modern educational tools and processes to enhance learning and meet the needs of the labour market.****Results:**

In 2021-22, under the direction of the Board, the Department of Immigration, Population Growth and Skills worked with Government of New Brunswick and CNA to advance modern educational tools to assist apprentices and journeypersons in acquiring the skills needed to complete training and to meet current and future labour market needs; initiatives are outlined below.

- Virtual Learning Strategist (VLS) program
  - VLS is a program that provides accommodations and support services, including tailored, targeted interventions, to apprentices at risk for training non-completion.

- In 2021-22, the Board assessed the use of the VLS program resulting in 50 Newfoundland and Labrador apprentices enrolling in the VLS program and working with Learning Strategists, through virtual means, to develop customized learning plans to address identified needs.
- Electric Vehicle Training Program
  - Electric Vehicle training was identified by the Board as a growing field that required training and supports.
  - In 2021-22, under direction of the Board, the Department provided \$974,003 in funding for CNA to support the development of electric vehicle specialized training for journeypersons and first responders.
- E-Learning Modules
  - In 2021-22, the Board identified skill acquisition and exposure to the full scope of the trade as a challenge for some apprentices.
  - This issue is most prevalent for apprentices enrolled in low volume trades, and for apprentices whose employer is not able to expose the apprentice to the wide range of skills in the trade.
  - In addition to the development of the online curriculum noted above, the Board requested the development of individualized online learning tools that could be used to supplement level training.
  - To assist apprentices in closing skill gaps, under the direction of the Board, the Department collaborated with CNA to develop learning modules that will focus on raising awareness and reinforcing tasks that are difficult to gain exposure to in Newfoundland and Labrador, and that are core to the trade.

**Indicator 3: Continued policy and procedural changes related to implementation of the new Apprenticeship Management System**

**Results:**

In 2021-22, under the direction of the Board, the Department reviewed business processes and identified policy and procedural changes to support implementation of the new Apprenticeship Management System (AMS). This is a new online

apprenticeship system being developed by the Atlantic Provinces. AMS is part of a major initiative to maximize similarities among apprenticeship authorities and modernize apprenticeship management services. AMS will allow all apprenticeship stakeholders 24/7 self-service access to their information and represents a fundamental shift in how the Department will interact with its clients.

## **2022-23 Looking Forward**

**Objective: By March 31, 2023, the Provincial Apprenticeship and Certification Board will have reviewed initiatives that build innovation and flexibility in the province's apprenticeship system through better access to online training and services.**

Indicator 1: Assessed recommendations for enhanced online training methods.

Indicator 2: Assessed modern educational tools and processes to enhance learning and meet the needs of the labour market.

Indicator 3: Continued policy and procedural changes related to implementation of the new Apprenticeship Management System.

## **Issue 2: Maintaining High Quality Training and Certification Standards in the Apprenticeship System**

The Board is responsible for maintaining high quality training and certification standards for the apprenticeship training system. This is accomplished through the valuable input provided by the Board's Provincial Trade Advisory Committees (PTACs). PTACs are comprised of certified journeypersons from industry (employers and employees), and provincial training institution instructors for a specific skilled trade. PTAC members develop, review and validate curriculum standards and exams, develop logbooks and participate in webinars and Atlantic harmonization sessions.

This input guides the Board's policies on harmonizing trades and processes and ensures apprentices in Newfoundland and Labrador can seek opportunities across Canada to gain new skills and experiences without interrupting their apprenticeship training program. Creating new opportunities for apprentices in Newfoundland and Labrador will ensure that the province maintains a highly skilled labour force that is ready to take advantage of current and future industrial projects in the province.

The following objective is the focus of each of the fiscal years ending March 31 in 2022 and 2023. The objective will be reported on in each of the respective annual reports.

**Objective: By March 31, 2022, the Provincial Apprenticeship and Certification Board will have enhanced program standards and curriculum to reflect the needs of industry.**

**Indicator 1: Continued supporting harmonization activities.**

### **Results:**

The Government of Newfoundland and Labrador is committed to enhancing the mobility of apprentices. During the last year, under the direction of the Board, the Department supported the continuation of Atlantic Trade Advisory Committees' (ATAC) work on six of the seven trades identified for harmonization in Phase III of the Atlantic

Apprenticeship Harmonization Project: Sheet Metal Worker, Insulator (Heat and Frost), Refrigeration and Air Conditioning Mechanic, Powerline Technician, Auto Body and Collision Technician, and Machinist.

Industry representatives participated in 10 virtual ATAC meetings to develop standard curriculum documents, logbooks and exams for each training level as per the newly developed curriculum standards. ATAC meetings brought together 75 tradespeople and training providers to develop common standards for Atlantic Canada.

Similarly under the direction of the Board, National Harmonization work also continued towards finalizing trades and processes to prepare for the September 2022 implementation of harmonized curricula. This included updating provincial curriculum and supporting documents for Cabinetmaker and Mobile Crane Operator, as part of the Phase VII trades, to align to the new Red Seal Occupational Standard (RSOS). Work also took place in 2021-22 on the development and review of new Red Seal examinations for those two trades, in addition to other Phase VII trades including Lather, Recreation Vehicle Service Technician, Construction Electrician, Industrial Electrician, Metal Fabricator (Fitter), Carpenter, and Agriculture Equipment Technician.

Under the direction of the Board, efforts in 2021-22 also focused on harmonizing Phase VIII trades including Painter and Decorator, and Transport Trailer Technician. Reaching consensus on the harmonization elements coincided with RSOS workshops, RSOS jurisdictional review/validation/weighting, and RSOS ratification. Several other trades were identified as part of Phase VIII for post-harmonization implementation review, including Heavy Duty Equipment Technician, Plumber, Steamfitter/Pipefitter and Truck and Transport Mechanic. This post-implementation work included the identification of critical red flag issues with harmonized sequencing of training, and review/validation/weighting of the updated RSOS.

Harmonization activities also began on Phase IX trades, including Baker and Floorcovering Installer, to reach consensus on the first three elements (trade name,

number of levels and total number of hours). Post-implementation surveys were also issued for Welder and Automotive Service Technician, which are trades previously harmonized but determined to be due as part of Phase IX for post-implementation reviews and updates to the RSOS were critical.

Other Red Seal activities undertaken during 2021-22 included updating the examination banks for Welder and Gasfitter A and B to create new Red Seal examinations.

**Indicator 2: Continued supporting industry representatives' participation on advisory committees.**

**Results:**

The mandate of the Board is broad and addresses a wide and diverse number of skilled trades occupations. To fulfill its obligations under the **Apprenticeship and Certification Act**, the Board seeks input from groups and individuals associated with each occupation who have the required expertise. Newfoundland and Labrador's PTACs are engaged to provide input into the development and revision of a Plan of Training, accreditation and certification standards, validation of examinations, and matters pertaining to the improvement and promotion of apprenticeship training and certification.

In 2021-22, the Board supported opportunities for industry representatives to participate in these committees through the delivery of 52 PTAC meetings for 21 trades. These advisory committee meetings helped inform Atlantic and National Harmonization efforts, development, and maintenance of level (block) and Red Seal examinations, Plans of Training, and Red Seal Occupational Standards.

All travel or incidental expenses were covered by the Department of Immigration, Population Growth and Skills in accordance with Provincial Government policy. Travel or incidental expenses incurred by PTACs in 2021-22 were \$4,526 compared to \$1,462 in 2020-21. Most meetings continued to be held virtually due to COVID-19 guidelines; however, some in-person meetings occurred.

**Indicator 3: Continued processing applications for compulsory certification designation.**

**Results:**

Apprenticeship trades are either voluntary or compulsory. A voluntary trade is one in which a person can train for, and work in the field without being certified or a registered apprentice, or can choose whether to become certified. A compulsory trade is one in which only certified journeypersons or registered apprentices working under a certified journeyperson may legally work in a trade.

Designation of a trade as compulsory is usually initiated by a request from industry stakeholders. Industry stakeholders must indicate why the identified trade requires additional regulations in the areas of: worker safety, public safety, environmental safety and consumer protection.

To date, the Apprenticeship and Trades Certification Division has received four applications for compulsory certification: Refrigeration and Air Conditioning Mechanic, Sprinkler Fitter, Boilermaker and Sheet Metal Worker.

In 2021-22, the Board passed a motion not to proceed with the application to transition the Sprinkler Fitter trade from voluntary to compulsory. Upon advice from the provincial Fire Commissioner, it was determined that current regulations and oversight processes within the Department of Digital Government and Service NL are adequate in meeting the requirements to support worker, public and environmental safety.

The Board continues to assess applications and monitor progress.

**Indicator 4: Assessed policies and processes regarding the designation of trades for compulsory certification.**

**Results:**

The goal of compulsory certification is to increase the education and skill level of all uncertified individuals working within the trade's scope resulting in registration and

certification of all workers. Increasing education and skill level results in increased safety in the trade for employees and the public. As new enforcement measures are introduced, pathways to compliance for impacted individuals are required.

For all trades, there are two options to become certified in Newfoundland and Labrador: register as an apprentice and complete training and skills acquisition, or challenge the Red Seal/Provincial exam as a Trade Qualifier. In 2021-22, the Board formally approved two policies to assist in the transition of trades from voluntary to compulsory certification. The Designated Trainer Permit will allow experienced, but uncertified, individuals working in a skilled trades occupation, with temporary, employer specific authority to supervise apprentices during the transition period following the designation of a previously voluntary trade. The Compulsory Certification Work Permit will allow individuals currently working in the trade the ability to continue working without further education and skill development.

### **2022-23 Looking Forward**

**Objective: By March 31, 2023, the Provincial Apprenticeship and Certification Board will have enhanced program standards and curriculum to reflect the needs of industry.**

Indicator 1: Continued supporting harmonization activities.

Indicator 2: Continued supporting industry representatives' participation on advisory committees.

Indicator 3: Continued processing applications for compulsory certification designation.

Indicator 4: Assessed policies and processes regarding the designation of trades for compulsory certification.



### **Issue 3: Preparing for Future Demand**

The demand for highly skilled tradespeople in Newfoundland and Labrador mirrors the cyclical nature of economic activity in the province. It is important for the Board to ensure that an adequate supply of apprentices and journeypersons are trained during times of both economic expansion and contraction.

The following objective is the focus of each of the fiscal years ending March 31 in 2022 and 2023. The objective will be reported on in each of the respective annual reports.

**Objective: By March 31, 2022, the Provincial Apprenticeship and Certification Board will have collaborated with provincial officials on the future needs of the apprenticeship program.**

**Indicator 1: Met with provincial officials to review and discuss labour market forecasts.**

#### **Results:**

The Workforce Development Secretariat of the Department of Immigration, Population Growth and Skills is responsible for supplying labour market information and trend analysis on the province's labour market opportunities. Staff from the Workforce Development Secretariat held regular meetings with the Apprenticeship and Trades Certification Division, on behalf of the Board, to develop occupational profiles on individual trades as well as overall forecasts, as requested by the Board.

#### **2022-23 Looking Forward**

**Objective: By March 31, 2023, the Provincial Apprenticeship and Certification Board will have collaborated with provincial officials on the future needs of the apprenticeship program.**

Indicator 1: Met with provincial officials to review and discuss labour market forecasts.

## Opportunities and Challenges

The Board is committed to reaching the highest standards in training for skilled tradespeople in Newfoundland and Labrador. The Board will continue to modernize the apprenticeship program by introducing innovative approaches to training, harmonize new trades and processes to maintain high quality training and certification standards, and assess labour market forecasts to prepare for the future demand of skilled tradespeople. Advancing these initiatives will ensure tradespeople completing Newfoundland and Labrador's apprenticeship program are highly trained and ready to take advantage of opportunities both at home and across the country.

In 2021-22, Newfoundland and Labrador continued to experience a decline in demand within the apprenticeship system which was anticipated with the completion of large-scale development projects. This issue was further magnified by the COVID-19 pandemic, with mandated shutdowns and social distancing measures creating obstacles for gaining work experience, completing in-school training and challenging Level and Red Seal exams.

However, apprentices and employers continue to be engaged and are positive about the quality and integrity of the province's apprenticeship system. Through increased contact with employers, the availability of more flexible delivery models such as online training, enhanced mobility through harmonization efforts and a continued commitment to collecting and using labour market information, the Board has reduced barriers to training and ensured apprentice mobility to support large and small projects in Newfoundland and Labrador and throughout the country.

## Appendix A

Provincial Apprenticeship and Certification Board Membership as of March 31, 2022

<b>Position</b>	<b>Name</b>	<b>Occupation</b>	<b>Location</b>
Chair	Lorna Harnum	International Representative – International Union of Operating Engineers	Green's Harbour
Departmental Representative	Sandra Bishop	Director – Apprenticeship and Trades Certification Division, Department of Immigration, Population Growth and Skills	St. John's
Employer Representative	Joann Greeley	Owner CECON Ltd Joann Greeley Electric	Green's Harbour
Employer Representative	Jennifer Hillier	Owner – AirCo Sheetmetal Inc.	Green's Harbour
Employer Representative (Alternate)	Scott Randell	Owner – Shed City and Outdoor Living Ltd.	Paradise
Employee Representative	Bobby Meade	Electrical Maintenance – Newfoundland Power	St. John's
Employee Representative	Tyson Stanley Hedge	Instrumentation/Electrician – Iron Ore Company of Canada	Labrador City
Employee Representative	Marion Isaacs	Plumber – Government of Newfoundland and Labrador	St. John's
Employee Representative (Alternate)	Krista Piercey	Welder (Journeyperson)	Norman's Cove-Long Cove
At-Large Representative	Krista Cox	Director – Bricklayers and Allied Craftworkers (BAC) Local 1, NL/BAC Masonry College	Harbour Grace
At-Large Representative	Steve Downer	Automotive Service Technician Instructor – College of the North Atlantic	Grand Falls-Windsor
At-Large Representative	Barry Roberts	President – BA Roberts and Associates, Research and Consulting Services	St. John's
At-Large Representative (Alternate)	Chris Hewitt	Owner/Operator – Classic Woodwork Ltd.	Mount Pearl

## Appendix B

List of Accreditations/Re-accreditations approved by the Board for  
Fiscal Year April 1, 2021 to March 31, 2022

<b>April 27, 2021 Approvals</b>				
<b>Training Institution</b>	<b>Program PE: Pre-Employment AL: Advanced Level</b>	<b>Initial Accreditation</b>	<b>Re- accreditation</b>	<b>AL Approval</b>
Academy Canada Harding Road	Cook (PE)		X	
	Steamfitter/Pipefitter (PE + AL)		X	
College of the North Atlantic Bay St. George	Heavy Equipment Operator (PE + AL)		X	
College of the North Atlantic Bonavista	Plumber (PE + AL)		X	
College of the North Atlantic Burin	Construction/Industrial Electrician (PE)		X	
College of the North Atlantic Clareville	Carpenter (PE + AL)		X	
	Steamfitter/Pipefitter (PE + AL)		X	
College of the North Atlantic Port aux Basques	Metal Fabricator (PE)		X	

<b>Nov 16, 2021 Approvals</b>				
<b>Training Institution</b>	<b>Program PE: Pre-Employment AL: Advanced Level</b>	<b>Initial Accreditation</b>	<b>Re- accreditation</b>	<b>AL Approval</b>
Academy Canada Harding Road	Carpenter (PE)		X	
College of the North Atlantic Bay St. George	Automotive Service Technician (PE + AL)		X	
	Cook (PE)		X	
	Cook (AL)			X

<b>Nov 16, 2021 Approvals</b>				
<b>Training Institution</b>	<b>Program PE: Pre-Employment AL: Advanced Level</b>	<b>Initial Accreditation</b>	<b>Re- accreditation</b>	<b>AL Approval</b>
	Hairstylist (PE + AL)		X	
	Mobile Crane Operator (PE + AL)		X	
College of the North Atlantic Burin	Cook (PE)		X	
	Metal Fabricator (AL)			X
	Welder (PE)		X	
College of the North Atlantic Gander	Automotive Service Technician (PE + AL)		X	
	Hairstylist (PE + AL)		X	
	Instrumentation and Control Technician (PE)		X	
College of the North Atlantic Placentia	Machinist (PE + AL)		X	
College of the North Atlantic Port aux Basques	Cabinetmaker (PE + AL)		X	
	Welder (PE + AL)		X	
College of the North Atlantic Ridge Road	Refrigeration and Air Conditioning Mechanic (PE + AL)		X	
College of the North Atlantic Seal Cove	Construction/Industrial Electrician (PE + AL)		X	
	Instrumentation and Control Technician (PE + AL)		X	
	Powerline Technician (PE + AL)	X		
Operating Engineers College	Heavy Equipment Operator (PE + AL)		X	
	Mobile Crane Operator (PE + AL)		X	

<b>Dec 17, 2021 Approvals</b>				
<b>Training Institution</b>	<b>Program PE: Pre-Employment AL: Advanced Level</b>	<b>Initial Accreditation</b>	<b>Re- accreditation</b>	<b>AL Approval</b>
Academy Canada Harding Road	Construction Electrician (PE + AL)		X	
	Industrial Electrician (PE)		X	
	Welder (PE)		X	
BAC Masonry College	Bricklayer (PE + AL)		X	
Carpenter Millwright College	Industrial Mechanic (PE + AL)		X	
College of the North Atlantic Bay St. George	Heavy Duty Equipment Technician (PE + AL)		X	
	Truck Transport Mechanic (PE + AL)		X	
College of the North Atlantic Grand Falls- Windsor	Carpenter (PE)		X	
College of the North Atlantic Prince Philip Drive	Welder (PE + AL)		X	