

# **Provincial Apprenticeship and Certification Board**

**Annual Report 2022-23**

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

Dear Minister Byrne:

I am pleased to submit the 2022-23 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 of April 1, 2022 to March 31, 2023 and compares actual results to those anticipated in the third and final year of the Board's 2020-23 Activity Plan. The report also contains a summary of results achieved over the 2020-23 period. The following three priorities have been 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 2022-23 are presented in this report. The current report was prepared in accordance with the **Transparency and Accountability Act**. 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

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## Overview

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

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 Newfoundland and Labrador. The Board is composed 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 (ATCD), or designate; and
- An alternate representative for each group to attend in the absence of regular members.

As of March 31, 2023, the Board consisted of 13 members. A full list of members, including their position, occupation and location can be found in Appendix A.

The following applies to Board appointees:

- Appointments are for a three-year term;
- 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 meeting, Board members who are present can appoint another member to act as chairperson.

The Board held four virtual and two in-person meetings during 2022-23. During this time, the chairperson also represented Newfoundland and Labrador on the following committees/boards:

- The Interprovincial Alliance of Apprenticeship Board Chairpersons;
- The Canadian Council of Directors of Apprenticeship; and
- The Atlantic Apprenticeship Council.

All Board members served without remuneration as per Section 6 of the **Apprenticeship and Certification Act**. In 2022-23, costs incurred for travel and incidental expenses totaled \$1,995.32. This is consistent with the total costs from 2021-22 (\$2,071.66).

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

## **Mandate**

The mandate of the Board is established under Sections 8 and 9 of the **Apprenticeship and Certification Act**. To review the act, please visit:

<https://www.assembly.nl.ca/legislation/sr/statutes/a12-1.htm>.

## **Lines of Business**

Newfoundland and Labrador's apprenticeship and training system is industry-driven. The primary functions of the Board support the steady supply of skilled tradespersons for the Newfoundland and Labrador economy and are reflected in the Board's mandate pursuant to the **Apprenticeship and Certification Act**. The Board works closely with officials in ATCD, within the Department of Immigration, Population Growth and Skills (IPGS), to implement the Board's mandate on its behalf.

The Board monitors training programs and ensures that standards and requirements are maintained, and approves any policy changes to strengthen the apprenticeship system.

This involves a range of activities such as:

- Developing new and modifying existing Plans of Training;

- Designating and de-designating trades;
- Developing block exams;
- Administering National Red Seal exams which include adhering to national protocols with respect to exam security; and
- Regulating apprentices and journeypersons.

## Highlights and Partnerships

In 2022-23, the Board held six meetings and made significant progress towards accomplishing stated objectives. Highlights of Board-approved initiatives include:

- Approved eight new and revised Plans of Training (Power Systems Operator, Cabinetmaker, Auto Body and Collision Technician, Mobile Crane Operator, Boom Truck Operator, Refrigeration and Air Conditioning Mechanic, Powerline Technician and Machinist);
- Appointed 33 trade advisory committee members to assist in the development of new Plans of Training at provincial, Atlantic and national levels;
- Approved training programs at training institutions across the province (see Appendix B for a detailed breakdown), including:
  - Nineteen pre-employment re-accreditations;
  - Eight advanced-level re-accreditations; and
  - Three pre-employment initial accreditations.
- Approved the implementation of a new exam misconduct policy which is found online at: <https://www.gov.nl.ca/atcd/apprentices-youth/certification-exams/rules/exam-misconduct-policy/>;
- Approved an eight per cent increase in rates for advanced-level training at public and private training institutions to reflect the overall increased cost of training;
- Supported the development of an additional pathway for advanced-level trades instructors to obtain a Post-Secondary Instructors Certificate;
- Approved the de-designation of the Electric Motor System Technician trade; and
- Supported the launch of the ongoing independent review of the provincial apprenticeship system.

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

<b>Quick Facts 2022-23</b>	<b>Number</b>
Source: Apprenticeship Trades and Certification Division	
Active apprentices as of March 31, 2023	3,385
Newly registered apprentices	772
Newly registered trade qualifiers	125
Apprentices who received journeyperson certification	298
Trade qualifiers who received journeyperson certification	88
Apprenticeship incentive grant letters issued	650
Apprenticeship completion grant letters issued	297
Apprentices who received in-school training	1,206
Apprentices who received credit through the recognition of prior learning (Prior Learning and Assessment Recognition)	22
Journeypersons who received enhanced training to acquire new skills and respond to industry standards (e.g., heavy form work)	37



## 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 progress was accomplished through engaging stakeholders, collaborating with 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 was the focus of each of the fiscal years ending March 31 in 2021, 2022 and 2023, and has been reported on in each of the respective annual reports. A summary of 2020-23 results is provided at the conclusion of this section.

**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.**

### **Results:**

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

Under the direction of the Board, ATCD contracted College of the North Atlantic (CNA) to transfer traditional in-class curriculum to an online format to reduce barriers for apprentices. In 2022-23, the Board:

- Assessed recommendations related to the completion of the transfer of the Construction/Industrial Electrician curriculum to an online format;
- Assessed recommendations related to the continued transfer of Industrial Electrician, Plumber, Sheet Metal Worker, Metal Fabricator, Heavy Duty Equipment Technician/Truck and Transport Mechanic, Industrial Mechanic (Millwright), Cook, and Refrigeration and Air Conditioning Mechanic curricula to an online format.

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

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

### **Results:**

In 2022-23, under the direction of the Board, ATCD worked with Government of New Brunswick, CNA and an external consultant to advance a variety of 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. Specific details on the 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 of training non-completion.
- In 2022-23, the Board assessed Newfoundland and Labrador's participation in VLS and supported the proposal from ATCD to expand the number of apprentices receiving supports under the VLS program by 50 per cent. This resulted in an additional 25 apprentices enrolling in the VLS program and working with Learning Strategists, through virtual means, to develop customized learning plans to address identified needs.
- E-Learning Modules:
  - In 2022-23, the Board continued to identify 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 employers are not able to expose them to the wide range of skills in the trade.
    - To assist apprentices in closing skill gaps, under the direction of the Board, ATCD continued to collaborate 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.
- E-toolkit:
  - In 2022-23, the Board identified increasing awareness of apprenticeship stakeholders' roles and responsibilities as a solution to support increased Red Seal exam pass rates. To assist all stakeholders in understanding their roles and responsibilities, the Board supported ATCD's engagement with an external consultant to develop videos targeted to apprentices, journeypersons/employers and advanced-level training instructors. These videos are available on the ATCD website at <https://www.gov.nl.ca/atcd/>.

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

#### **Results:**

In 2022-23, under the direction of the Board, IPGS completed a review of 46 ATCD policies and 54 procedures with consideration given to implementation of a new administrative system for the apprenticeship program. As a result of the review, 29 policies and 27 procedures were updated as required to complement the implementation of a new system.

#### **Discussion of 2020-23 Results:**

Between 2020 and 2023, the Board supported initiatives that contribute to the continued modernization of Newfoundland and Labrador's apprenticeship system. Over the three-year period, the Board:

- Assessed recommendations for enhanced online training and services, which resulted in the Board's support for the transfer of traditional in-class apprenticeship curriculum to an online format for 13 trades, assistance to eight private training institutions for the implementation of Brightspace online delivery software, and the development of electric vehicle specialized training for journeypersons and first responders;
- Assessed recommendations for educational tools and processes to enhance learning and meet the needs of the labour market, which resulted in the Board's support for the participation of 75 apprentices in the VLS program to provide tailored accommodations and supports, the development of learning modules to assist apprentices in low-volume trades with skill acquisition and task exposure, and the development of five targeted informational videos to assist stakeholders in understanding their role in the apprenticeship system; and
- Supported policy and procedural changes related to the implementation of a new administrative system, which resulted in a review by ATCD of 46 policies and 54 procedures with updates completed as required.

## **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 responsibility is accomplished through the valuable input provided by the Board's Provincial Trade Advisory Committees (PTACs) and Atlantic Trade Advisory Committees (ATACs). PTACs and ATACs are comprised of certified journeypersons from industry (employers and employees), and provincial training institution instructors for a specific skilled trade. PTAC and ATAC 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 was the focus of each of the fiscal years ending March 31 in 2021, 2022 and 2023, and has been reported on in each of the respective annual reports. A summary of 2020-23 results is provided at the conclusion of this section.

**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.**

### **Results:**

Since 2013, Newfoundland and Labrador has participated in two initiatives resulting in significant changes to apprenticeship standards and curricula: National Harmonization

and the Atlantic Apprenticeship Harmonization Project. Both initiatives seek to substantively align apprenticeship systems across jurisdictions and originated from a call from industry to address a mismatch in skills, improve consistency in training requirements and support mobility of apprentices.

During the last year, under the direction of the Board, ATCD supported the continuation of 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 14 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 80 tradespeople and training providers to develop common standards for the Atlantic Provinces.

Similarly under the direction of the Board, national harmonization work continued towards finalizing the six Phase VIII trades for the September 2023 implementation of harmonized curricula. Newfoundland and Labrador's implementation will be delayed because the trades are Atlantic harmonized and updates to the Atlantic Apprenticeship Curriculum Standards are planned over the course of the 2023-24 and 2024-25 fiscal years. In 2022-23, work occurred on the development and review of new Red Seal examinations for four of the six Phase VIII trades (Painter and Decorator; Transport Trailer Technician; Truck and Transport Mechanic; and Steamfitter/Pipefitter). Reviews also took place for exams for two of the six Phase VI and five of the nine Phase VII trades where progress became stalled during the pandemic (Phase VI – Instrumentation and Control Technician; and Bricklayer; Phase VII – Carpenter; Construction Electrician; Industrial Electrician; Cabinetmaker; and Mobile Crane Operator).

Under the direction of the Board, efforts in 2022-23 also focused on harmonizing four of the six Phase IX trades (Baker; Floorcovering Installer; Tower Crane Operator; and

Tilesetter). Reaching consensus on the harmonization elements coincided with Red Seal Occupational Standard (RSOS) workshops, RSOS jurisdictional review/validation/weighting, and RSOS ratification. The two remaining Phase IX trades (Welder and Automotive Service Technician) were identified for post-harmonization implementation review. 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.

**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 Plans of Training, accreditation and certification standards, validation of examinations, and matters pertaining to the improvement and promotion of apprenticeship training and certification.

In 2022-23, the Board supported opportunities for industry representatives to participate in these committees through the delivery of 44 PTAC meetings for 19 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 ATCD in accordance with Provincial Government policy. Travel or incidental expenses incurred by PTACs in 2022-23 were \$46,726 compared to \$4,526 in 2021-22. The increased cost for 2022-23 is reflective of the transition back to in-person meetings and is comparable to pre-pandemic costs. In-person meetings are a best practice to allow for the free flow of information and exchange of ideas for the development of highly confidential Level and Red Seal examinations.

### **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.

No new applications have been received for compulsory certification in 2022-23, but the Board continued to monitor the progression of three active applications (Refrigeration and Air Conditioning Mechanic, Boilermaker and Sheet Metal Worker) through the assessment process.

### **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 2022-23, under the direction of the



Board, IPGS reassessed the use of two policies (Designated Trainer and Compulsory Certification Work Permits) to assist in the transition of trades upon the change in designation from voluntary to compulsory. The Designated Trainer Permit allows 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 allows individuals currently working in the trade the ability to continue working without further education and skill development.

### **Discussion of 2020-23 Results:**

Between 2020 and 2023, the Board supported the maintenance of high-quality training and certification standards in the provincial apprenticeship system. Over the three-year period the Board:

- Directed and supported the continued harmonization of apprenticeship standards and curriculum to improve consistency of programming and mobility of apprentices, with harmonization work continuing by ATCD on a total of six trades as part of Atlantic harmonization and a total of 25 trades as part of national harmonization;
- Supported opportunities for industry representatives to participate as subject matter experts on advisory committees, culminating in approximately 45-50 PTAC meetings annually as required for Newfoundland and Labrador's designated trades;
- Considered and assessed applications for compulsory certification designation for four trades, resulting in denial of the application for one trade and continued progression of applications for the remaining three trades; and
- Assessed and approved the development of two policies and processes to assist stakeholders with the transition of trades from voluntary to compulsory.

### **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 was the focus of each of the fiscal years ending March 31 in 2021, 2022 and 2023 and has been reported on in each of the respective annual reports. A summary of 2020-23 results is provided at the conclusion of this section.

**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.**

**Results:**

Within IPGS, the Workforce Development Secretariat (WDS) is responsible for supplying labour market information and trend analysis on the province's labour market opportunities, while the Office of Immigration and Multiculturalism (OIM) is responsible for the strategies, policies, programs, services and initiatives related to the attraction, recruitment and retention of newcomers to the province. In 2022-23, staff from WDS and OIM held consultations with the Board to explore potential improvements to Foreign Qualification Recognition policies and procedures and to discuss the **Fair Registration Practices Act**. In addition, staff from WDS held regular meetings with ATCD, on behalf of the Board, to develop occupational profiles on individual trades as well as overall forecasts, as requested by the Board.

**Discussion of 2020-23 Results:**

Between 2020 and 2023, the Board prepared for future demand by collaborating with provincial officials on the future needs of the apprenticeship program. Over the three-year period, the Board met with WDS annually to receive updates on the Department of Finance's labour market forecast and needs and directed ATCD to develop occupational profiles on individual trades. The Board also participated in a focus group session to

explore potential improvements to Foreign Qualification Recognition policies and procedures.

## Opportunities and Challenges

The Board is committed to reaching the highest standards in training for skilled tradespeople in Newfoundland and Labrador. In 2022-23, Newfoundland and Labrador continued to experience a decline in demand for training overall as well as a decline in the number of registered apprentices within the apprenticeship system, which was anticipated with the completion of large-scale development projects. However, efforts to further engage and support apprentices, instructors and employers as well as continually improve the quality and integrity of the province's apprenticeship system are ongoing. The various activities and initiatives identified in this report that have been supported by the Board have increased engagement with employers; created innovative approaches to training; harmonized new trades and processes to maintain high quality training and certification standards; and prepared for the future demand of skilled tradespeople through assessment of labour market forecasts. The Board's commitment to the continuous improvement of the provincial apprenticeship system is evidenced through the performance of apprentices. In the 2022 calendar year, the overall Red Seal pass rate for Newfoundland and Labrador was 60 per cent, higher than the national average, and third highest among all provinces and territories. The **Fair Registration Practices Act** will assist highly-skilled newcomers to be able to meet their full potential and fill positions in fields that are experiencing labour shortages.

Continued success requires further innovation and improvement. To this end, the Board has supported the independent review of the provincial apprenticeship system to help ensure best outcomes for apprentices trained in Newfoundland and Labrador. Given the current economic outlook, this review is timely and demonstrates a serious commitment to creating the best possible outcomes for apprentices. The Board anticipates reviewing the detailed recommendations from the review to enhance and strengthen the provincial apprenticeship system and will work with IPGS to create an implementation plan that leads to a more sustainable, efficient, modernized system.

## Appendix A

Provincial Apprenticeship and Certification Board Membership as of March 31, 2023

<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	Jennifer Hillier	Owner, AirCo Sheetmetal Inc.	Green's Harbour
Employer Representative	Joann Greeley	Owner, Joann Greeley Electric	Green's Harbour
Employer Representative (Alternate)	Scott Randell	Owner, Shed City and Outdoor Living Ltd	Paradise
Employee Representative	Bobby Meade	Electrical Maintenance, NL Power	St. John's
Employee Representative	Tyson Hedge	Instrumentation/Electrical Iron Ore Company of Canada	Labrador City
Employee Representative	Marion Isaacs	Plumber, NL Housing	St. John's
Employee Representative (Alternate)	Krista Piercey	Welder, CPSI	Norman's Cove-Long Cove
At-Large Representative	Barry Roberts	President, B A Roberts and Associates Research and Consulting Services	St. John's
At-Large Representative	Krista Cox	Director, BAC Masonry College	Harbour Grace
At-Large Representative	Steven Downer	Automotive Service Technician Instructor, College of the North Atlantic	Grand Falls-Windsor
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, 2022 to March 31, 2023

<b>April 5, 2022 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 Corner Brook	Carpentry (PE + AL)		X	
College of the North Atlantic Happy Valley- Goose Bay	Construction/Industrial Electrician (PE)		X	

<b>June 29, 2022 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>
College of the North Atlantic Corner Brook	Construction Electrician (PE + AL)		X	
	Industrial Electrician (PE)		X	
College of the North Atlantic Happy Valley- Goose Bay	Construction/Industrial Electrician (PE)		X	

<b>October 20, 2022 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 Corner Brook	Welder (PE)		X	
College of the North Atlantic Burin	Welder (PE)		X	

<b>December 13, 2022 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 Corner Brook	Auto Body and Collision Technician (PE)	X		
Academy Canada Harding Road	Automotive Service Technician (PE + AL)		X	
	Refrigeration and Air Conditioning Mechanic (PE)	X		
College of the North Atlantic Bay St. George	Small Equipment Service Technician (PE)	X		
College of the North Atlantic Corner Brook	Sheet Metal Worker (PE)		X	
College of the North Atlantic Happy Valley- Goose Bay	Heavy Duty Equipment Technician (PE)		X	
	Powerline Technician (PE)		X	
	Truck and Transport Mechanic (PE)		X	
College of the North Atlantic Labrador West	Construction Electrician (PE + AL)		X	
	Industrial Electrician (PE + AL)		X	
	Industrial Mechanic (Millwright) (PE + AL)		X	
	Welder (PE)		X	
College of the North Atlantic Prince Philip Drive	Auto Body and Collision Technician (PE + AL)		X	
Ironworkers Education and Training Centre	Ironworker (Generalist) (PE + AL)		X	

<b>March 14, 2023 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>
College of the North Atlantic Seal Cove	Powerline Technician (PE)		X	