

Career Success in Nova Scotia:

Training and Education



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Labour market and employment requirements are subject to change, and it is recommended that the reader verify the information before making any career decisions.

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The Success Process

Your training and education decisions can expand your career options. In many cases, more training and education leads to higher pay and job satisfaction. You usually need to put money, time, and energy into training and education before you start to see those positive results.

Deciding where to invest your money, time, and energy is a big decision for many people throughout their career journey. There are steps you can take that will help you make decisions about training and education opportunities that are right for you.

The steps to success include:

Step 1: Get direction	2
Step 2: Get clear on options	5
Step 3: Get labour market information	8
Step 4: Get choosing	15
Step 5: Get goals	17
Step 6: Get learning and living	19
• APPENDIX A: Training and education resources	20
• APPENDIX B: More on apprenticeship	23

Step 1: Get direction

Deciding on a direction for your education after high school is part of your career development journey. There are so many options out there and there will be jobs in the future that do not even exist today! How do you plan for that?

There is a lasting myth that the journey from high school to career to retirement should be a straight line.

Few people ever follow that path – they take twists and turns depending on their needs, wants, and information they discover along the way.

Career development is not a one-time decision, it is more of a journey. People are constantly moving through the phases of knowing themselves, exploring options, choosing a direction, and making it happen.

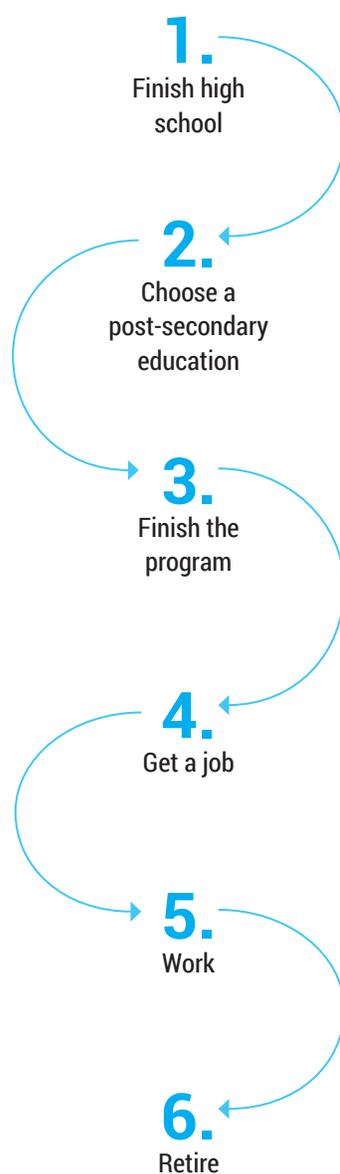
Now that you understand a bit about career development it's time to use your network!

Talk to as many people as you can about career and education path options.

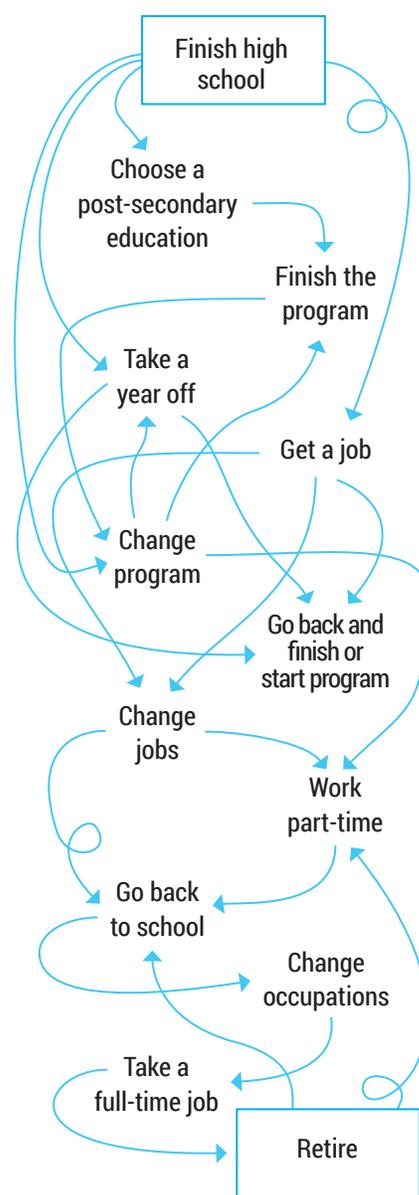
Talk to your teachers, school counsellor, or other career advisor about your options.

myBlueprint.ca is available to all Nova Scotia students in grades 4-12. You can access assessments that help identify your interests, guide your planning, track your learning and achievement, and explore careers and post-secondary options.

This is what many people still think a career path should look like¹:



Most career paths look more like this¹:



¹Campbell, C. and Dutton, P. (2015). *Career Crafting in the Decade After High School: A Professional's Guide*: Canadian Education and Research Institute, p. 7.

Will it be easy?
Nope. Worth it?
Absolutely.



Visit a Nova Scotia Works centre

(novascotia.ca/works) for expert advice on career development, using labour market information, taking advantage of government training and education programs, and identifying what type of jobs are often available in your area.

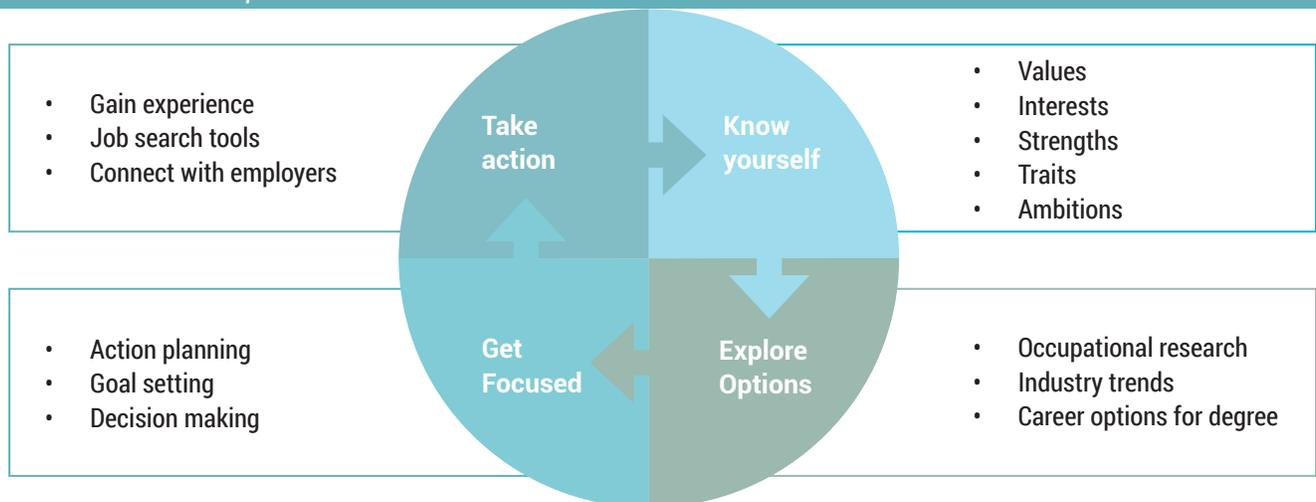
Visit potential training or education providers

to get a feel for the environment and how you might fit within it. Many will provide options like an open house, tours or a "Test Drive" program to let you experience as much as possible before deciding based on reputation alone.

Talk to people who have done what you want to do*

Whether you find people who already have your dream job, employers and business owners, or people who have attended the training or education programs you are interested in, they will be able to provide useful first-hand information and advice if you ask for it.

Career Development



*Note: LinkedIn and Google may be useful in finding these contacts within your community.

Job shadowing or informational interviews

can help to increase your level of comfort with a training or education plan. And don't forget about the professional or trade associations. Sector councils often hold events that feature information about jobs in their fields.

Run your ideas by your mentor or other people you trust. They may have great advice about alternate paths to get you where you are going, that you hadn't considered.

If you are thinking about starting a business, **join Entrepreneurship groups or networks and visit local Entrepreneurship resources** for information, training, support, funding options and other resources to get going.

Check out the concept of social enterprise, which may be right

for entrepreneurs who are also determined to have a positive influence in their communities and the world.

If non-traditional learning like on-the-job, travel and study abroad, community involvement or online learning appeal more to you, trust your instincts.

Talk to people who have done it. While the career path to success in your area of interest may not look as clear as those heading into apprenticeship, college or university, it is no less worthy of consideration.

Learning happens in all types of environments and creating your own path may be just as beneficial and even more satisfying than following a traditional one. You can always complete formal education later if it is necessary, when your needs or goals have become clearer.

Think of skills and the future world of work.

While no one can predict the future, the skills that are thought to be prominent in the future world of work include:

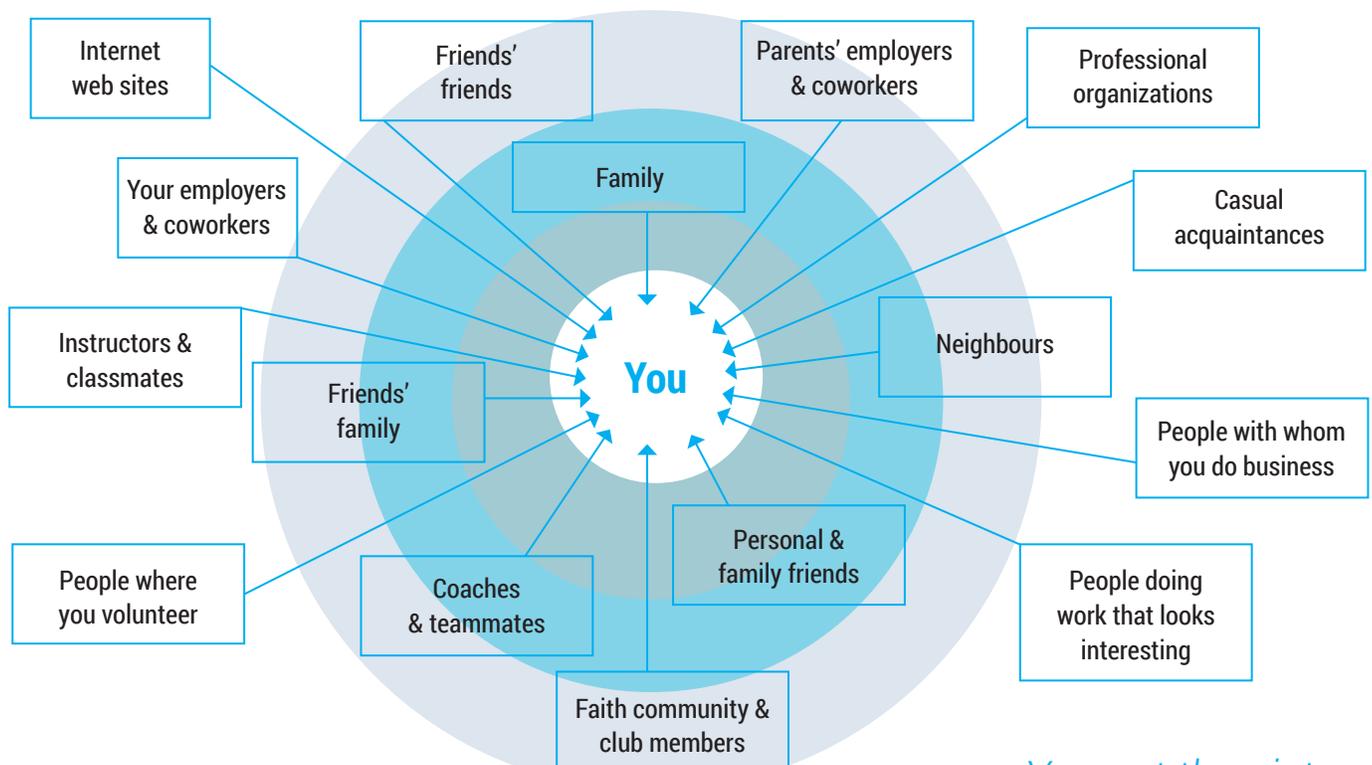
- creativity
- curiosity
- critical thinking
- communication
- and collaboration.

Essential skills that are needed for work, learning, and life are:

- reading
- document use
- using numbers
- writing
- oral communication
- working with others
- thinking
- computer use
- and continuous learning.

Whatever path you decide to follow, consider whether it supports your development of these skills.

Who is in your network?



You get the picture!

Step 2: Get clear on your options

So many choices! Nova Scotia is known for having many high-quality colleges and universities.

While people with diplomas and degrees do, on average, have higher pay and employment rates, this type of training and education is not the best fit for everyone. Before deciding on your training or education path, be sure to consider all the options!

Get clear on the options for learning, training and education in Nova Scotia:

Many people consider college or university first because that is all they know. While university is often seen as the highest form of education and earning potential, graduates can sometimes lack the practical skills and link to real-world work that are available through other programs.

Consider education or training with an on-the-job learning option

Co-op education (or work experience) programs often produce more experienced, prepared and employable graduates. Consider whether your potential program includes work experience when making a choice because it could increase your connection to employers and your likelihood of being hired.

Consider the trades and technologies

An apprentice is training to be a tradesperson from someone who is already certified in that trade – a journeyman. If that journeyman or employer is willing to sign an apprenticeship agreement with you, you can then register as an apprentice.

Nova Scotia is making it easier and more appealing to get into the trades and technologies. Tuition for apprenticeship courses is now paid by the Province and there are grants that support people in completing their apprenticeship.



Check out these resources

to explore your potential in the trades and technologies:

- Nova Scotia Apprenticeship Agency:
nsapprenticeship.ca
- High School Skilled Trades Courses:
www.ednet.ns.ca/cbl/skilled-trades
- Skills Canada Nova Scotia:
www.skillsns.ca

Another great opportunity in trades education is that you can get started early! As a high school student, you may register as a youth apprentice if you work under the mentorship of a journeyperson in one of Nova Scotia's designated trades. You can earn while you learn and get a head start on a career in the trades while you complete high school!

Appendix B has more information on apprenticeship in Nova Scotia.

Military

The Canadian Armed Forces has more than 105 types of jobs from Cook to Marine Engineer to Doctors. The number and complexity of jobs in the military require a wide variety of education and training.

The Forces provides training and education for each job through courses at military training schools as well as through education at Canadian Universities and Colleges. The skills and training gained through military service transfer into the private sector and provide valuable skills you cannot get anywhere else.

If you qualify and are selected, you can receive subsidized college or university education. Once you successfully complete your education program, the Forces will offer you a first employment opportunity which will see you working in your chosen field after graduation. For more information on the Canadian Armed Forces, visit www.forces.ca or call 1-800-856-8488.

**Rampton, John. (2014, April 14). 5 Personality Traits of an Entrepreneur. <https://www.forbes.com/sites/johnrampton/2014/04/14/5-personality-traits-of-an-entrepreneur/#5212a053bf48>*

Consider entrepreneurship

An entrepreneur is someone who takes the risk of starting their own business and enjoys most of the rewards of their business. Nova Scotia wants and needs more entrepreneurs to support its economy. With genuine passion, hard work, a great idea, and a knack for learning, anyone can build a business and become a success.

What does it take to become an entrepreneur?

It's not easy! If possible, starting early by taking part in school or community based entrepreneurial programs like **Junior Achievement** and **Katimavik** will help you build the skills you need to become a successful entrepreneur.

5 Traits of an Entrepreneur*

- Passion
- Resilience
- Strong sense of self
- Flexibility
- Vision

Check out these resources

to explore your potential in entrepreneurship:

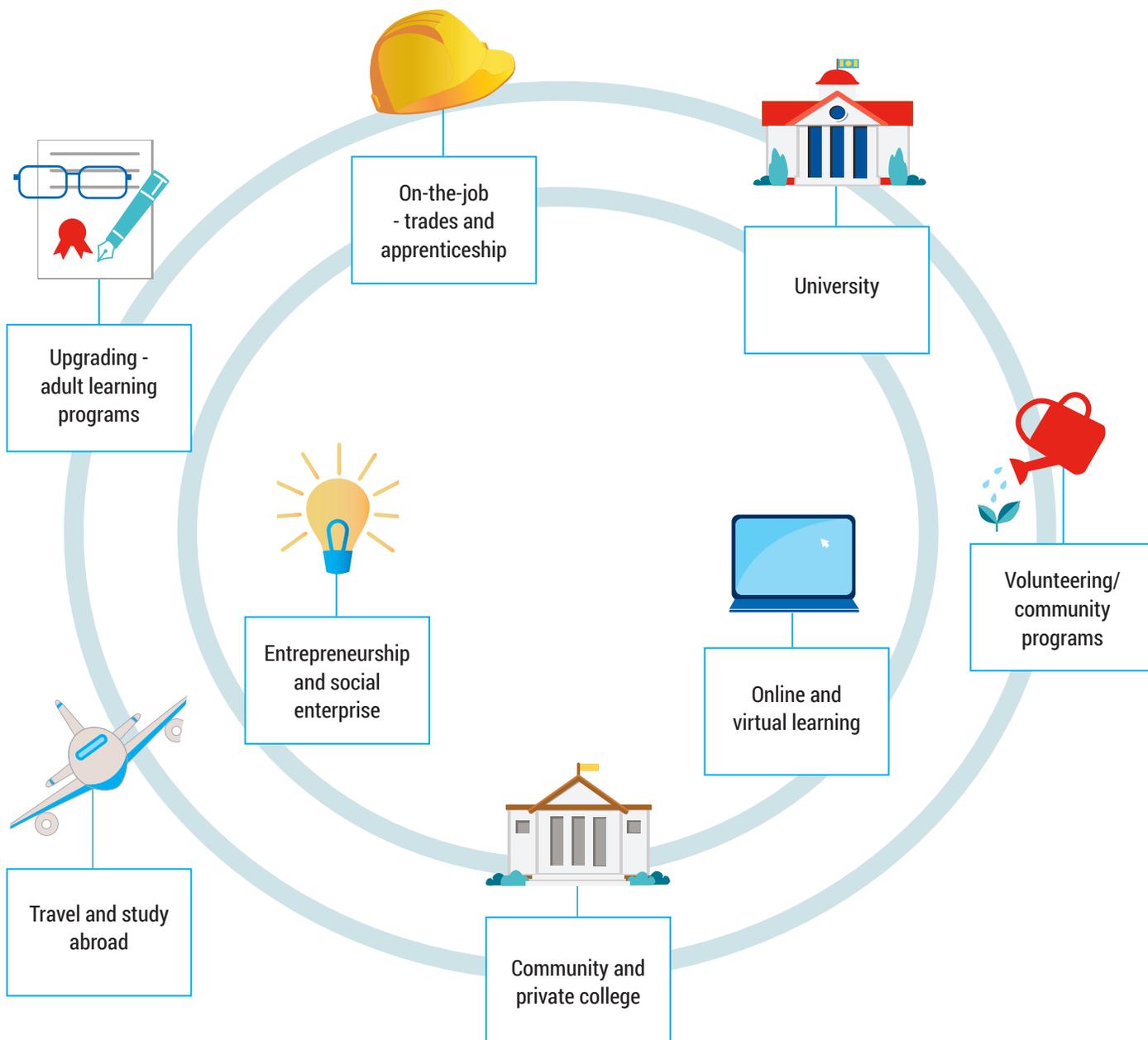
- Centre for Entrepreneurship Education and Development: <https://www.ceed.ca/youth-programming/>
- Is entrepreneurship for you? canadabusiness.ca/starting/before-starting-your-business/is-entrepreneurship-for-you
- CBDCs: www.cbdc.ca/en/find-my-cbdc/ns



Next, ask yourself some important questions to start the process of evaluating the options.

- What do I want to get from training and education?
- What problems do I want to solve?
- What activities in my life do I find satisfying?
- What activities do I strongly dislike?
- What kind of learner am I?
- What type of training or education is the best fit for me?
- What can I afford?
- What types jobs do I find interesting?

To continuing exploring your training options check out the full list of resources in Appendix A.



“On-the-job learning, such as co-ops, work terms, clinical placements, applied research, and apprenticeship, enables students to apply their learning in a workplace setting with an industry or community partner. Students grow from these experiences. They learn technical skills, but, perhaps more importantly, they develop confidence, critical thinking, team working, and communication skills. Each student grows as a professional and as a person.”

– Don Bureaux, President, NSCC

Step 3: Get labour market information

Researching Labour Market Information (LMI) is the best way to gather details about jobs and the people who do them in Nova Scotia.

LMI can tell you what jobs are available now, and what is expected in the future. It can clarify what skills, education or training is needed to be successful, and include information about wages, job duties and work environments.

Staff at a Nova Scotia Works centre can help you find and use the information available to guide your decisions.

- Nova Scotia's largest industry is sales and services. Most of the growth in this industry was in sales and account representatives in wholesale and retail trade, and service supervisors in areas like food service and accommodations as well as specialized service jobs like hairstylists, barbers, and funeral directors.
- Business, finance and administration is Nova Scotia's second largest industry. Most growth in this industry happened in administrative and financial positions, general office support, finance and insurance officers, and library workers. There was also growth in accounting, insurance adjusters, and insurance underwriters.

Some labour market insights about Nova Scotia:

- Nova Scotia had one of Canada's fastest growing Art, culture, recreation and sport sectors from 2016 to 2018; however, this is the province's smallest industry as measured by number of jobs.
- Most of the job growth was in jobs like managers in publishing, broadcasting and performing arts.



Education pays

The level of education you have can impact career options. It can affect:

- Whether you can find a job
- The types of jobs available to you
- The chances of finding a job you enjoy
- How much money you earn

Getting a diploma, degree, or trade certification will lead to a higher income. **In Nova Scotia, individuals who take training beyond their high school diploma earn more.**

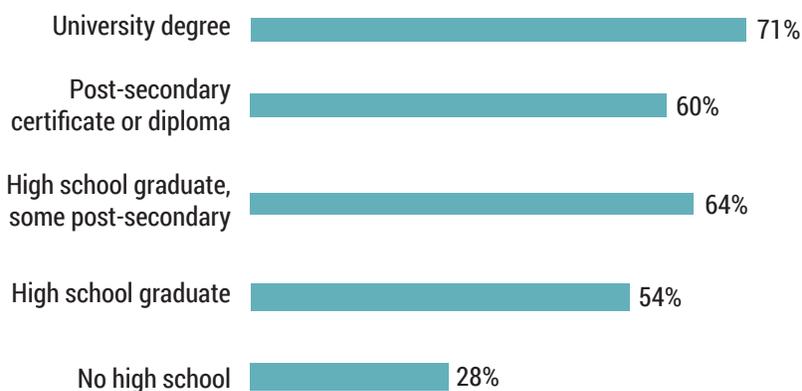
People with a higher level of education are more likely to be employed in Nova Scotia.

Use LMI to answer questions like:

- Do I need to upgrade my skills?
- What training do I need to do this job?
- Where is this training offered?
- Where can I work once I finish this training program?



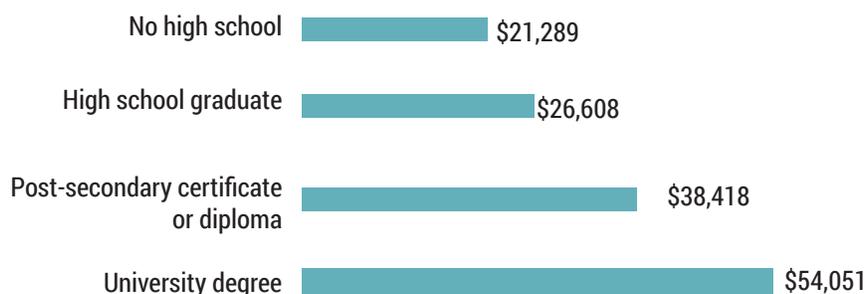
Employment rate by level of education attained, 2019, Nova Scotia, 25 years and over



Source: Statistics Canada. Table 14-10-0118-01 Labour force characteristics by educational degree, annual

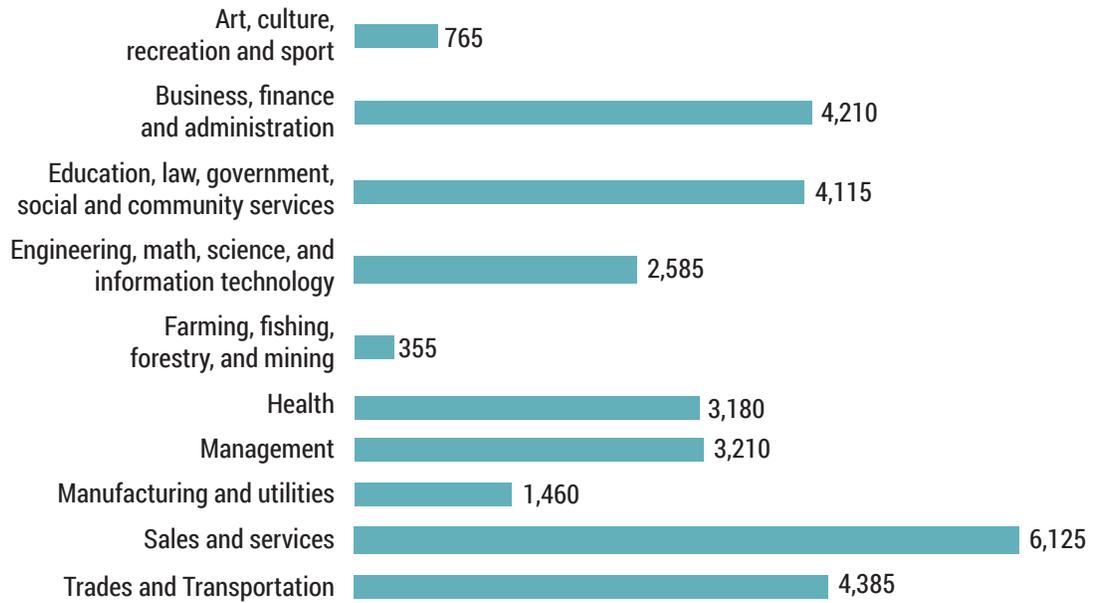
Getting education after high school will help you find a career you enjoy.

Median annual income by education level, 2016, Nova Scotia



Source: Statistics Canada, 2016 Census, Custom Data

What kind of work are people getting hired to do?
Estimated total job opportunities, 2019-2021, Nova Scotia



Source: Service Canada, 2019

Where can you find this information?

The [Explorecareers.novascotia.ca](https://explorecareers.novascotia.ca) website should be your first stop for Nova Scotia LMI.

- In the “Discover a job you’ll love” section you can explore jobs you find interesting and learn about the work, wages, employment potential, related jobs, and what level of education is needed and where you can study.
- Under the “Education & Training” section you can search or browse for Nova Scotia College and University programs. Find where they are offered in Nova Scotia, explore related programs, and get an idea of the types of jobs related to that training.
- Explore the Labour Market Information section for more detailed statistics on work in Nova Scotia.

The [Jobbank.gc.ca](https://jobbank.gc.ca) website also has extensive Canada-wide LMI resources.

- The “Explore the Market” feature is useful to explore occupations in your region by their employment potential.
- In the **Career Planning** section, you can search by field of study and have a look whether people with that area of study find jobs, what graduates earn, the types of jobs they have, and whether they would take that program again.



Top 10 in demand jobs

in Nova Scotia (2019-2021)

1. Retail Sales Supervisors
2. Continuing Care Assistants, Nurses Aides, Orderlies and Patient Service Associates
3. Registered Nurses and Registered Psychiatric Nurses
4. Light Duty Cleaners
5. Transport Truck Drivers
6. Information Systems Analysts and Consultants
7. Other Financial Officers
8. Cooks
9. Advertising, Marketing, and Public Relations Professionals
10. Early Childhood Educators and Assistants

Service Canada

Top 5 trades

employed in Nova Scotia

- | | | |
|----|--------------------------------|-------|
| 1. | Carpenters | 5,220 |
| 2. | Automotive Service Technicians | 4,175 |
| 3. | Heavy Equipment Operators | 2,345 |
| 4. | Electricians | 2,170 |
| 5. | Welders | 1,685 |

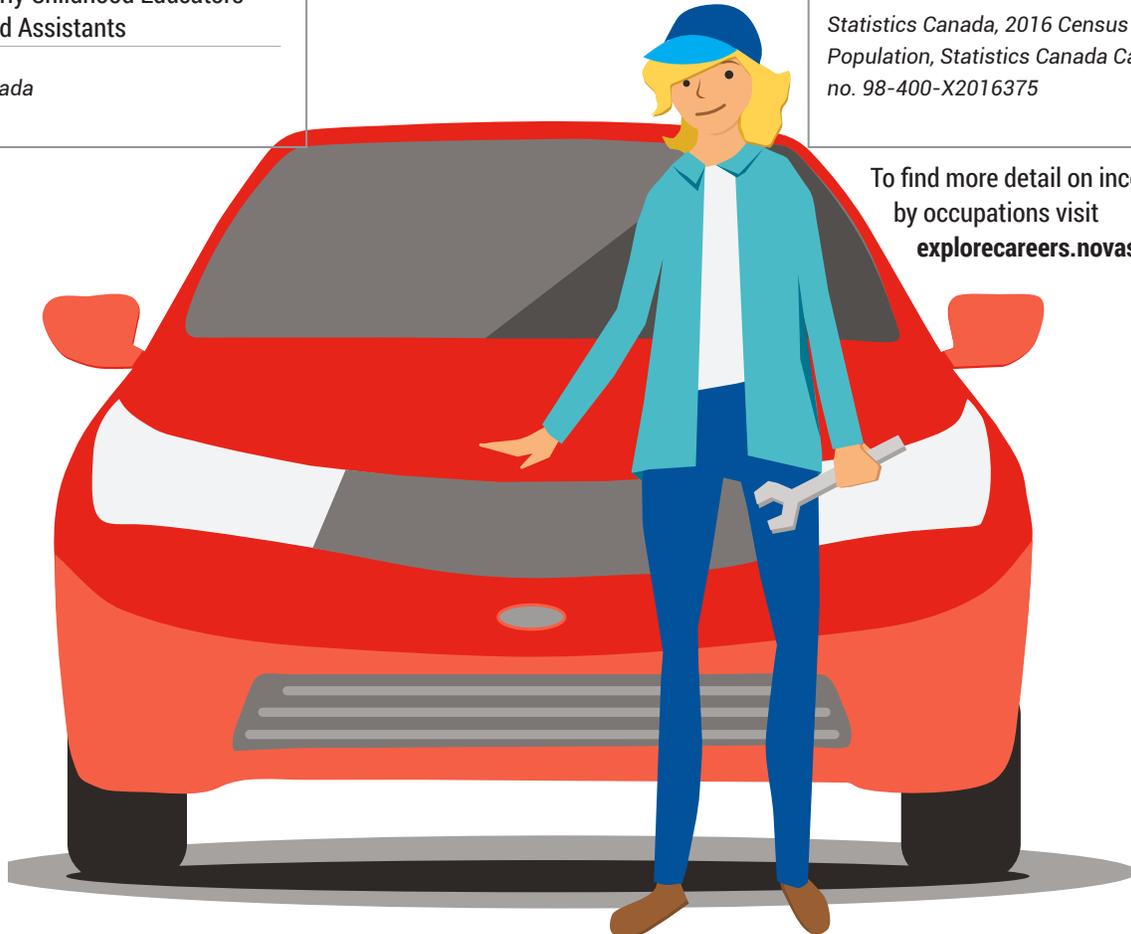
Census 2016

What about pay?

Top 5 highest median income in Nova Scotia by occupation.

- | | | |
|----|---|-----------|
| 1. | Judges | \$305,550 |
| 2. | Petroleum Engineers | \$149,522 |
| 3. | Financial, Communications and Other Business Services, Senior Managers | \$117,377 |
| 4. | Air Pilots, Flight Engineers and Flying Instructors | \$113,705 |
| 5. | Construction, Transportation, Production and Utilities, Senior Managers | \$103,232 |

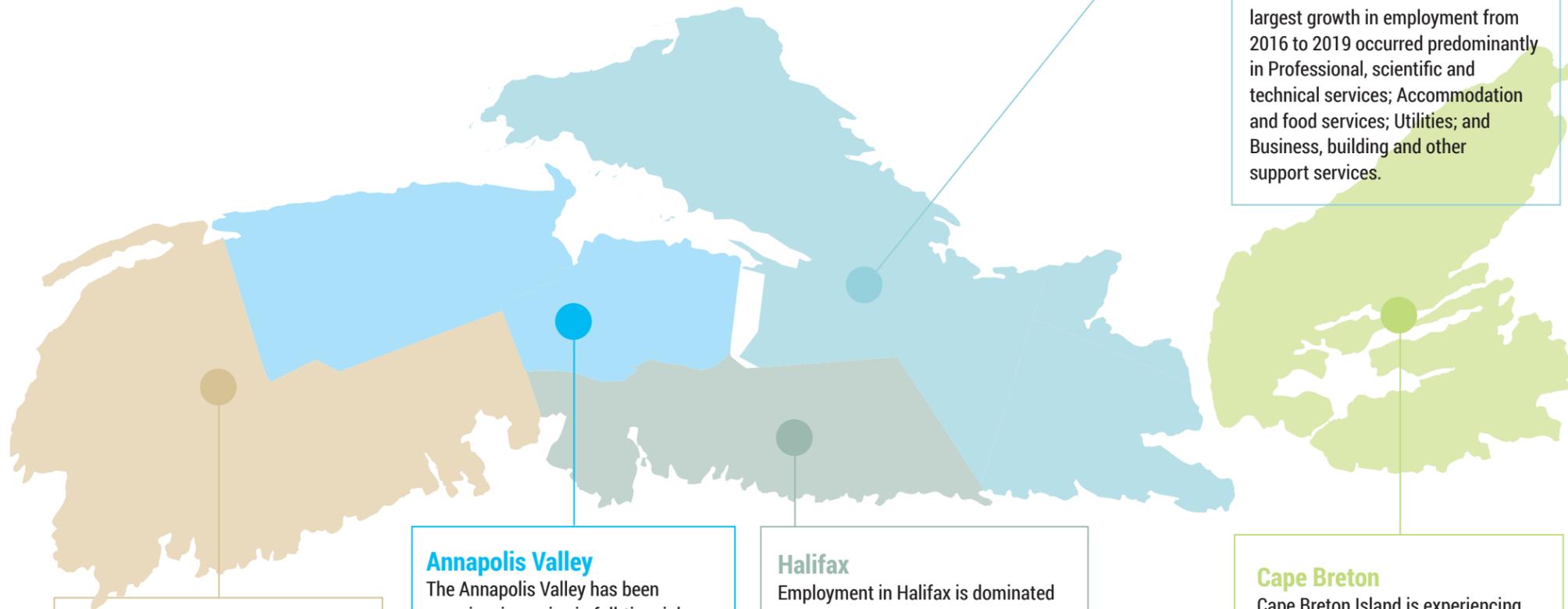
Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016375



To find more detail on income by occupations visit explorecareers.novascotia.ca.

What does employment look like in each of these regions?

Here's a snapshot.²



Southern

Strong sectors of this region, such as the goods sector, are experiencing employment increases. According to Statistics Canada the three largest industries in the region (by number of employees) are wholesale and retail trade; health care and social assistance; and manufacturing. Three industries in the Southern region experienced job growth of over 500 people between 2016 to 2019 in both the goods and services sectors: Manufacturing; Educational services; and Accommodation and food services.

Annapolis Valley

The Annapolis Valley has been experiencing a rise in full-time job opportunities – a positive indicator of growth in the area. Employment in this region is dominated by services producing sector. According to Statistics Canada the largest industries in Annapolis Valley (as measured by employment) are wholesale and retail trade; health care and social assistance; manufacturing; and construction. The industries with the largest growth in employment from 2016 to 2019 occurred in construction; public administration; and finance, insurance, real estate, rental and leasing services.

Halifax

Employment in Halifax is dominated by services producing sector according to Statistics Canada (as measured by employment). Statistics Canada data shows that in Halifax, from 2016 to 2019, there was strong growth in Forestry, fishing, mining, quarrying, oil and gas; wholesale and retail trade; accommodation and food services; and information, culture and recreation.

²Statistics Canada: Table 14-10-0092-01 Employment by industry, annual, provinces and economic regions (x1,000)

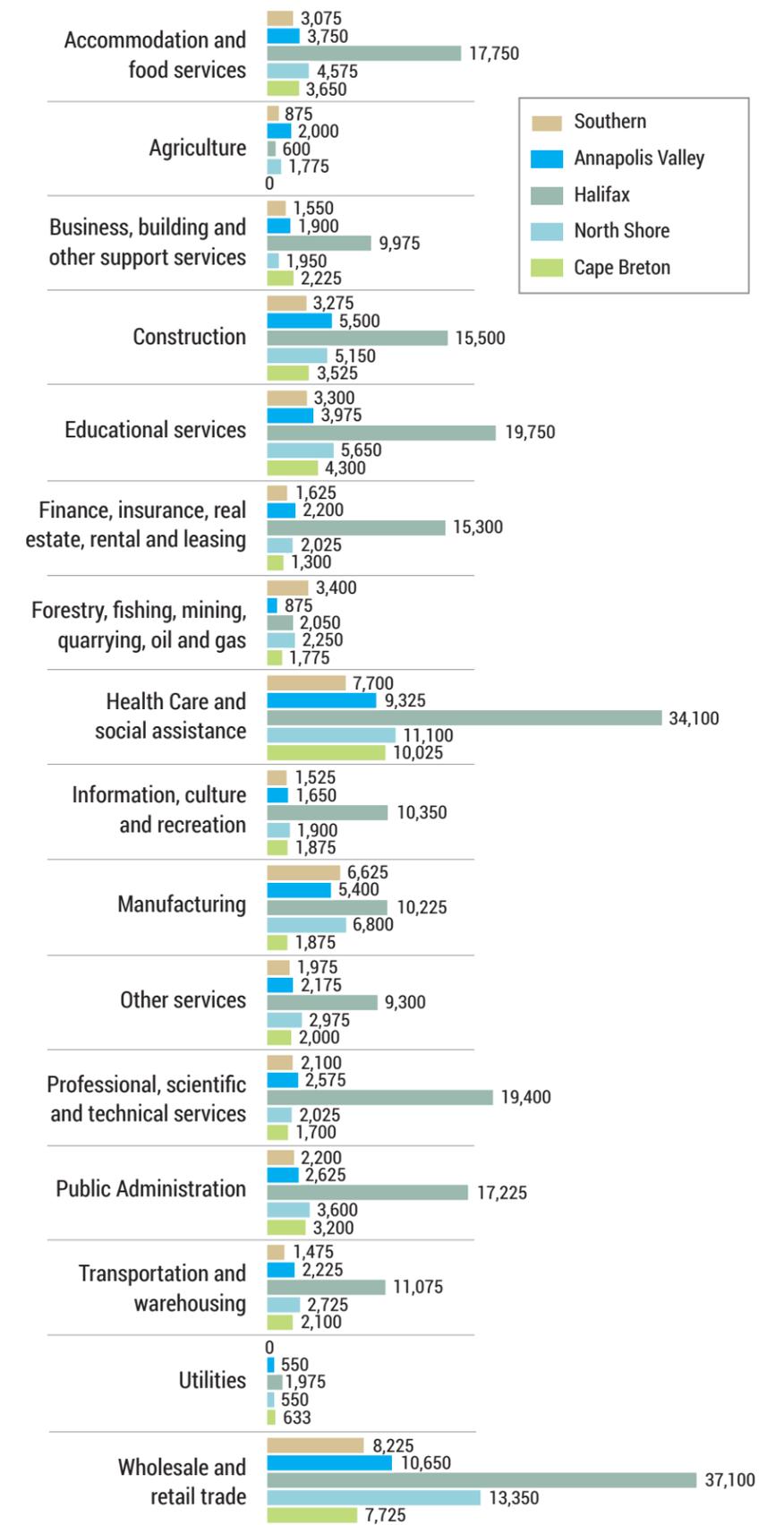
North Shore

The North Shore of Nova Scotia is another region where most employment is in the service-producing industries. The goods industry accounts for about one quarter of employment. According to Statistics Canada the largest industries in the region (by number of employees) are wholesale and retail trade; health care and social assistance; manufacturing; educational services; and construction. The industries with the largest growth in employment from 2016 to 2019 occurred predominantly in Professional, scientific and technical services; Accommodation and food services; Utilities; and Business, building and other support services.

Cape Breton

Cape Breton Island is experiencing gains in both full and part-time employment. The largest industries (by employee size) in the region are: Health care and social assistance; wholesale and retail trade; and manufacturing. According to Statistics Canada data on employment by occupation and industry, the trends in employment for Cape Breton from 2016 to 2019 were showed the highest growth in Forestry, fishing, mining, quarrying, oil and gas; Professional, scientific and technical services; and in Business, building, real estate, rental and leasing.

Average number of employees by industry, 2016-2019³



³Statistics Canada, Table 14-0312-01 Employment by economic regions and occupation

Consider potential employers

Who do you want to work for or with?

It's never too early to start thinking about which employers you would love to work with. Researching employers before making training decision can help you understand the credentials, skills, and training they look for in an employee.

Consider asking for a meeting with your target employer (recruiter/human resources) to get advice on training decisions if you intend to apply for a role in their organization.

With many retirements on the horizon, employers are starting to plan for future employment needs. You just might be the person they need!

Top employers

in Nova Scotia (2020) – Canada's Top 100 Employers Competition

- Admiral Insurance Services
- CBCL Limited
- Clearwater Seafoods LP
- Crombie REIT
- Dalhousie University
- East Coast Credit Union
- Emera Inc.
- Health Association Nova Scotia
- Innovacorp
- Jazz Aviation LP
- Killam Apartment REIT
- MetOcean Telematics Limited
- Northwood
- NTT DATA Canada, Inc.
- ResMed Halifax ULC
- SigMast Communications Inc.
- Ultra Electronics Maritime Systems Inc.
- VERB Interactive Inc.
- Web.com Canada
- Workers Compensation Board of Nova Scotia

Employers are evaluated on:

- physical workplace
- work atmosphere
- health, financial and family benefits
- vacation and time off
- employee communications
- performance management
- training and skills development
- community involvement

Step 4: Get choosing

Making decisions about which learning path to follow to reach your goals is not an easy one.

Remember to consider each of the following factors.

Cost

Your training and education budget is an important consideration. Start saving early if you are looking at more expensive or lengthy programs at college or university. If lack of funds is an issue, don't forget to check out Nova Scotia's Student Assistance program at novascotia.ca/studentassistance.

Also look for government funded training programs, scholarships, grants, bank loans and bursaries. If you receive Income Assistance or Employment Insurance your case manager can recommend additional program related supports.

Remember that starting a career with a lot of student debt can be stressful, so planning, working part-time while in school and following a strict budget may be necessary for successful transition.

Location

Staying in your home community, or moving elsewhere, is a big decision related to training and education. Distance or online programs may provide flexibility to get you the skills you need, without the added costs of travel or moving.

Class size

Are you comfortable in an environment with a lot of other learners like college or university, or do you prefer something smaller and more personal like an employers' business or a community setting? While stepping out of your comfort zone can be useful during the learning process, if you don't feel like you fit within a certain type of environment, there may be better options.



Learning style

Understanding whether you are an auditory, visual, or kinesthetic learner, or whether you have learning challenges, is important. University and some college programs often focus on auditory and visual learning techniques but may also have more resources and aids for those with learning challenges. If you are a more tactile learner look for programs that offer co-op terms, practicums, internships, clinical work, trades, or other hands-on experiences.

Timing and commitment

Consider the program length and the time and cost commitment associated with the training and education options you are looking into.

Program

There may be pre-requisite requirements for the program you choose. Make sure you have what you need to be admitted into the program or consider upgrading through adult learning, if you aren't quite there yet.

Employment opportunities

Back to the LMI. Make sure you know the approximate salaries you can expect after training and whether employment prospects are good, average or limited in your chosen area of interest. This isn't to say that if wages are lower or the prospects are limited for a certain profession that you shouldn't train for it. You can prepare for the challenge you may have in finding satisfying employment by perfecting the skills employers are looking for and finding ways to set yourself apart from your peers through experience or personal qualities.

What's your learning style?

- **Visual:** Seeing and reading
- **Auditory:** Listening and speaking
- **Kinesthetic:** Touching and doing

Considerations for training and education decisions:

- Cost
- Location
- Class Size
- Learning Style
- Time Commitment
- Programs
- Employment Opportunities

Timing and commitment



Ask yourself:

- Do you want to start earning an income within the next month, the year or five years?
- Is this the right time to start multiple years in school?
- Will you be ready to jump into a job as soon as your program has completed?
- Is the economy and job market strong or weak?
- Should you consider part-time study while working?

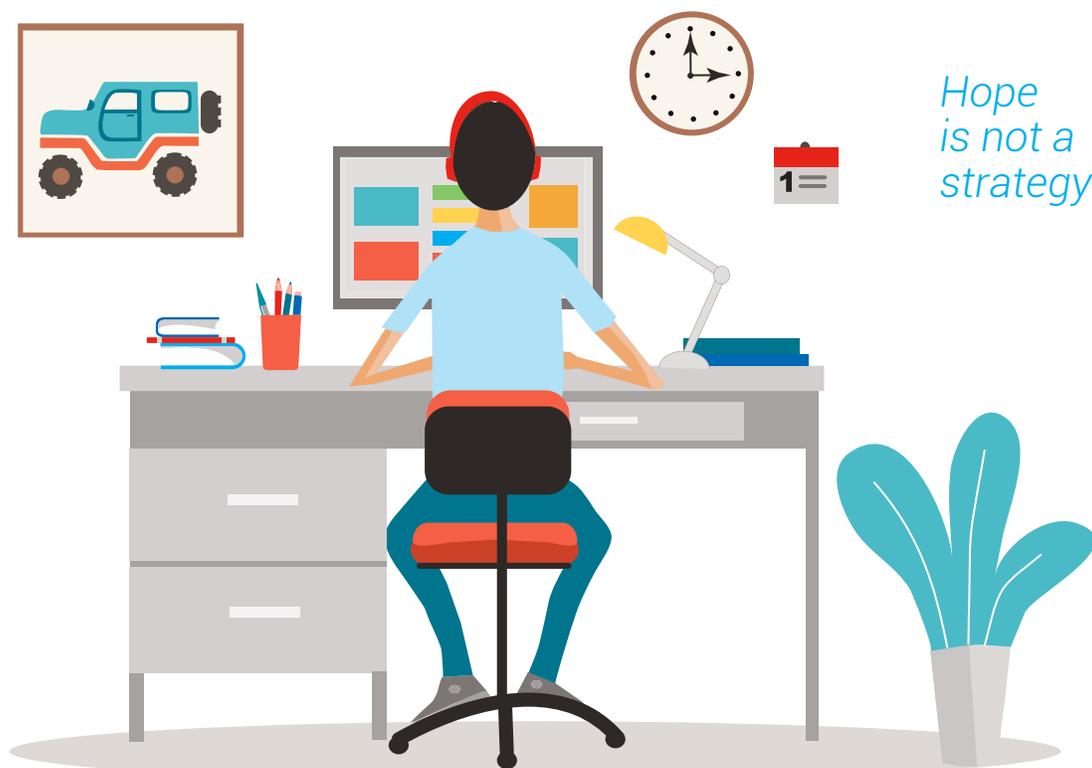
Step 5: Get goals

This may require some deep thought and ideally should not be rushed.

Understanding what you want education and training to help you achieve will help you identify the educational path to take.

Here are a few questions you can ask yourself, to get your head in the right space to set helpful and motivating goals around your career and related training or education.

- What would you want to do today if all bills were paid and you had relatively unlimited cash reserves?
- If absolutely no obstacles stood in the way of your achieving it, what would you most like to attain in your career?
- Who are the people you most admire? What is it about them or their careers that attract you to them? Is there something about what they have or do that you want for your career vision?
- Imagine yourself in the future at a point in which you have achieved great career success.
- What is it that you have accomplished? What does your life look like?
- Do you feel as though you have a gift or calling? How can you share this gift or best answer the call in a way that will fulfill you?
- What's the one activity you most love? Is it part of your career? If not, how can you make it part of your career?
- Where would you like to be in your career in 5 years? In 10 years? In 15 years?



Tips to help you write SMART goals in a way that is most likely to lead you to success:

- Be **Specific**. Write them down in a clear and detailed format.
- Make them **Measurable**. Use dates and quantities to make your goals measurable.
- Make them **Achievable**. Put your goals in order of most to least important and focus on one at a time to avoid feeling overwhelmed.
- Be **Relevant**. Break your goals into small, manageable tasks that are within your control, that you can more easily complete and use as motivation to keep moving forward.
- **Timely Goals** are tied to a time period and evaluated regularly for progress and necessary changes.

Why take training or further your education...

- Higher job satisfaction?
- Better pay?
- More job/career options?
- Build skills and confidence?

Step 6: Get learning and living

Think about the big picture and focus on the journey rather than the destination, because destinations often change.

Think about the big picture and **focus on the journey** rather than the destination, because destinations often change. Your journey may take many twists and turns and may at times be uncomfortable. Make sure you plan with a pencil - focus on your goals while being open-minded about information that comes your way. Plans tend to evolve as you gain more experience, or your circumstances change.

The point is to keep doing. Take a step, learn from it, take another step.

Lifelong learning is a term used by people who describe themselves as always curious and always trying to improve their skills and abilities. In the changing world of work, this attitude is important because technology is changing at a rapid pace and the skills you have or learn today may not be the ones that make you successful tomorrow. Understanding that you are constantly learning can help you to reflect on and identify the things you have learned and identify ways of developing your skills.

Portfolio development is one way of keeping tabs on all the courses, programs and informal learning and achievements you have completed and collected over the years. A portfolio can include things like certificates, letters of reference, performance reviews, work samples, writing samples, business cards, photos and more. The most useful part of the portfolio is the self-reflection required to create it. Identifying and showcasing

your transferrable skills helps you to write resumes, interview, and generally promote yourself with confidence.

Change is coming

The best way to deal with change is to expect it and plan for it by being resilient and adaptable. Have a back-up plan, use the information above to make informed decisions and make work and life rewarding and enjoyable.

A Nova Scotia Works career practitioner can help guide you in this process.



Appendix A: Training and education resources

Resource	Description
Step 1: Get direction	
Understanding Yourself	<p>myblueprint.ca – access assessments that help identify your interests and guide your planning.</p> <p>careeringear.nsc.ca – explore options with creative career games and resources.</p> <p>careercruising.com – explore your career options. Visit your local Nova Scotia Works Employment Services Centre for user access.</p>
Visit Nova Scotia Works Employment Services Centres	novascotia.ca/works – find a centre near you.
Skills	www.canada.ca/en/employment-social-development/programs/essential-skills/tools/what-aresential-skills.htm
Step 2: Get clear on your options	
Adult Learning Programs	novascotia.ca/adult-learning – programs help increase your reading, computer, or math skills. You can also take classes to get your Nova Scotia High School Graduation Diploma for Adults or prepare for your General Educational Development (GED) tests.
Community and Private College	<p>nsc.ca – Nova Scotia Community College offers programs at campuses across Nova Scotia.</p> <p>pcc.ednet.ns.ca/ - find private career colleges throughout Nova Scotia.</p>
University	<p>www.acadiau.ca – Acadia University</p> <p>www.astheology.ns.ca – Atlantic School of Theology</p> <p>www.cbu.ca – Cape Breton University</p> <p>www.dal.ca – Dalhousie University</p> <p>www.msvu.ca – Mount Saint Vincent University</p> <p>www.nscad.ca – NSCAD University</p> <p>www.smu.ca – Saint Mary's University</p> <p>www.stfx.ca – St. Francis Xavier University</p> <p>www.usainteanne.ca – Université Sainte-Anne</p> <p>www.ukings.ca – University of King's College</p>

Resource	Description
Entrepreneurship	<p>www.jacanada.org – Junior Achievement Canada</p> <p>www.ceed.ca/youth-programming - learn about entrepreneurship</p> <p>www.bdc.ca/en/articles-tools/entrepreneur-toolkit/business-assessments/pages/self-assessment-test-your-entrepreneurial-potential.aspx - is entrepreneurship right for you?</p> <p>www.futurpreneur.ca – supports aspiring business owners aged 18-39.</p> <p>www.ventureforcanada.ca - gives keen students and recent grads immersive entrepreneurship training and real-world job experience at start-ups and small businesses.</p> <p>www.katimavik.org/en/ - Katimavik</p>
Travel and Study Abroad	<p>www.international.gc.ca/world-monde/study_work_travel-etude_travail_voyage/index.aspx?lang=eng – Study, Work and travel worldwide</p> <p>www.scotia-personnel-ltd.com – provides a spectrum of personnel services, educational opportunities, job opportunities and cultural exchange opportunities, nationally and/or internationally.</p> <p>www.jetprogramme.ca – JET Programme – teach English in Japan.</p>
Online and Virtual Learning	<p>www.coursepark.com/ns - access free online courses on important workplace topics to improve your skills.</p> <p>Virtual Campuses – NSCC and Nova Scotia universities offer online programs, both complete programs and individual courses. Visit their websites for more information.</p> <p>www.algonquincollege.com – offers online full-time and part-time programs as well as individual courses.</p>
Volunteering/Community Programs	<p>www.volunteerns.ca – search for volunteer opportunities across Nova Scotia.</p> <p>volunteerhalifax.ca – find volunteer opportunities in the Halifax area.</p> <p>ns.211.ca – search for volunteer opportunities in your area.</p>
Military	<p>www.forces.ca – explore options with the Canadian Armed Forces.</p>

Resource	Description
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Step 3: Get LMI

Occupational Information	<p>Explorecareers.novascotia.ca – your first online stop for local LMI. Learn about the work, wages, employment potential, related jobs, education required, and where to study.</p> <p>Jobbank.gc.ca – has extensive Canada-wide LMI resources. If you are looking at opportunities across Canada this is the place to start.</p>
Education Information	<p>Explorecareers.novascotia.ca/educationandtraining – learn about education programs and where to study in Nova Scotia.</p> <p>Jobbank.gc.ca “Career Planning” section search by field of study.</p> <p>www.mphec.ca/research” www.mphec.ca/research - the Maritime Provinces Higher Education Commission collects data on post-secondary education. Research includes graduate outcomes and trends in higher education.</p>
Trends and Projections	<p>www.rbcupskills.ca – provides insight into the most important skills employers are likely to be looking for in the future.</p>

Step 4: Get Choosing

Student Assistance	<p>novascotia.ca/studentassistance</p>
Post-Secondary Accessibility Services	<p>novascotia.ca/post-secondary-accessibility-services/ - discover what supports are available.</p>

Appendix B: More about apprenticeship

Direct entry into apprenticeship

You can start an apprenticeship with little or no trade experience!

If you can find an employer who is willing to hire and train you as an apprentice, you can start to earn money and learn the skills of your chosen career right away. You do not need to take a college or other

trades-training program before registering as an apprentice.

Example: Jane finishes high school and immediately finds an employer who agrees to register her as an Automotive Service Technician (AST) apprentice. The employer will ensure that Jane works under the supervision of a certified journeyman who will teach her

the skills of her trade. Typically, Jane will work and train on-the-job for about one year before going to school to attend apprenticeship technical training (about 6 to 8 weeks per year). As AST is a four-year trade, Jane will repeat this cycle of workplace and in-school training for four levels.

Direct entry into apprenticeship



You may have gained relevant work experience and/or training prior to registering as an apprentice. Based on this prior learning, you may request potential credit towards an apprenticeship program. It is your responsibility to provide documentation to support the credit you're requesting.

Pre-employment training programs

Many employers want to hire people who already have some basic knowledge and skills in a trade.

Pre-employment training programs are geared to provide their students with entry-level, job-ready skills to help them find a job in their chosen trade. These programs are typically taught in both a classroom and in-school shop setting (e.g., full-

time college program). You do NOT need an employer to attend this type of training.

Completing a pre-employment program may make it easier for you to find an employer who will hire and register you as an apprentice. Many pre-employment programs are approved by the Nova Scotia Apprenticeship Agency, which gives graduates credit towards completion of an apprenticeship program.

Example: John attends an approved pre-employment Automotive Service Technician (AST) program. Upon graduation he finds an employer who is willing to hire and register him as an AST apprentice. John will have to complete the same requirements as Jane in the Direct-entry example above; however, he may be eligible to receive an initial credit of hours and possible exemption from the first level of technical training (or approval to challenge the level exam).

Pre-apprenticeship entry into apprenticeship

