

PROVINCIAL APPRENTICESHIP AND CERTIFICATION BOARD

Annual Report 2025-26

Hon. Paul Dinn
Minister of Education and Early Childhood Development
P.O. Box 8700
St. John's, NL
A1B 4J6

Dear Minister Dinn:

I am pleased to submit the 2025-26 Annual Report of the Provincial Apprenticeship and Certification Board (the Board).

The Board is a category three government entity and is required to prepare a performance-based activity plan. Each year, an annual report is required to present information on the activities of the Board carried out during the previous fiscal year in compliance with its mandate. This report covers the period of April 1, 2025 to March 31, 2026 and compares actual results to those anticipated in the final year of the Board's 2023-26 Activity Plan. The Board's priority for this three-year period is its delivery of oversight functions for the provincial apprenticeship system to maintain high-quality training and certification standards that reflect the needs of industry.

Details on the successful achievement of the associated objective for 2025-26 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,

A handwritten signature in dark ink, appearing to read 'Lorna Harnum', written in a cursive style.

Lorna Harnum
Board Chairperson

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Overview

The Provincial Apprenticeship and Certification Board supports individuals who seek certification in the skilled trades by ensuring that apprenticeship programs and training meet industry standards. The Board was established under Section 5 of the **Apprenticeship and Certification Act**. Further information 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>.

Vision

The Board is committed to ensuring the highest quality of training and certification standards for skilled tradespeople in Newfoundland and Labrador, so they are ready and able to take advantage of economic opportunities both at home and across the country.

Lines of Business

Newfoundland and Labrador's apprenticeship and training system is industry driven. The primary function of the Board is to support the steady supply of skilled tradespersons for the Newfoundland and Labrador economy as reflected in the Board's mandate. The Board works closely with officials in the Apprenticeship and Trades Branch within the Department of Education and Early Childhood Development (EECD),¹ who implement the Board's mandate on its behalf.

The Board monitors training programs to ensure that standards and requirements are maintained and approves any policy changes to strengthen the apprenticeship system. This involves a range of activities such as:

¹ Note, prior to October 29, 2025 Apprenticeship and Trades was part of the Department of Jobs, Growth and Regional Development.

- Developing new and modified Plans of Training;
- Designating and de-designating trades;
- Developing Level exams;
- Administering National Red Seal exams, which includes adhering to national protocols with respect to exam security; and
- Registering, training and certifying apprentices and journeypersons.

Membership and Location

As of March 31, 2026, Board membership consisted of a chairperson, two employer representatives, two employee representatives, two at-large representatives, an alternate employer representative and an alternate at-large representative (alternates attend in the absence of regular members). Two positions (the Director of Apprenticeship and Trades Certification and the employee alternate representative) were vacant. A full list of members, including their position, occupation and location can be found in Appendix A. The Board does not have a physical presence. In 2025-26, meetings occurred through a combination of in-person meetings at Confederation Building and virtual meetings.

Expenditures

All Board members served without remuneration as per Section 6 of the **Apprenticeship and Certification Act**. The Board does not have a stand-alone budget and as a result, audited financial statements are not required. Board member expenses are funded by EECD. In 2025-26, there were no costs incurred for travel and incidental expenses as members based outside of the St. John's metro area attended meetings virtually. This a decrease over the total costs reported for 2024-25 (\$479.93).

Highlights and Partnerships

Oversight of the Provincial Apprenticeship System

The following table provides a summary of key operational data for the apprenticeship system in 2025-26.

Registered apprentices	3,567*
Registered trade qualifiers	211*
Employers (approximate)	1,200*
Newly registered apprentices	852
Newly registered trade qualifiers	138
Training sessions completed	90
Apprentices who attended in-school training sessions	685
Memoranda of understanding	3,194*
Letters of understanding (for out-of-province clients)	136*
Certificates of qualification issued	382
Level and Red Seal exams administered	2,291
Provincial/Atlantic Trade Advisory Committee members appointed	24
Provincial/Atlantic Trade Advisory Committee meetings held	40

*Status as of March 31, 2026. Other data points are cumulative over the fiscal year.

Supporting Atlantic and National Trade Harmonization

Since 2013, the Board has supported participation in Atlantic and national harmonization efforts to substantively align apprenticeship systems across jurisdictions and address a mismatch in skills, improve consistency in training requirements, and support mobility of apprentices. In 2025-26, the Board supported EECD in the continued maintenance of harmonized apprenticeship standards and curriculum.

Supporting the Implementation of the Apprenticeship System Review

In 2023, the Board sanctioned a comprehensive independent review of the province's apprenticeship system. The final report, released in 2024-25, generated 31 recommendations aimed at enhancing long-term innovation and flexibility. The

recommendations translated into 38 initiatives, with implementation commencing in 2024-25. In 2025-26, the Board supported EECD in implementing these initiatives, which are expected to modernize the apprenticeship system, increase apprenticeship uptake, reduce barriers to progression and grow the number of certified journeypersons.

Supporting Work to Optimize Apprenticeship Participation, Progression and Journeyperson Certification

In 2025-26, the Board supported ongoing work to strengthen and diversify the provincial apprenticeship system by optimizing participation in and progression through apprenticeship to achieve journeyperson certification and attach to the labour market, including:

- Continued funding for Skills Canada-NL (under the federal Workforce Development Agreement) to deliver the Youth Apprenticeship Summer Program (YASP). This seven-week program provides grade 10 and 11 students with exposure to careers in the skilled trades and provides employers with a wage subsidy. Skills Canada-NL received 336 applications for YASP in 2025, resulting in 67 youth–employer matches and 63 completions. Twelve employers extended their youth apprentice placements into the school year past the reporting period.
- Continued funding (through the Labour Market Development Agreement) for the Office to Advance Women Apprentices and the Indigenous Skilled Trades Office to assist female and Indigenous apprentices, respectively, in finding employment opportunities in the skilled trades and achieving journeyperson certification.
- Continued participation in the federally funded Virtual Learning Strategist (VLS) program, which provides accommodations and support services, including tailored, targeted interventions, to apprentices at risk of not passing their exams and continuing their apprenticeship pathway (75 spaces available). As of March 31, 2026, 210 apprentices have been referred to the program.
- Phased-in implementation of essential skills testing for all current apprentices at the application phase, allowing for proactive identification of learning challenges and the provision of supports (which could include VLS). It is anticipated that approximately one third of current apprentices (1,100 individuals) and 800 new apprentices will take

the assessment over the next two-year period. As of March 31, 2026, 41 requests for the assessment have been received, 11 apprentices have completed the assessment, and nine of these apprentices had skill gaps identified.

Report on Performance

In its 2023-26 Activity Plan, the Board identified the delivery of oversight functions for the apprenticeship system as its primary issue and objective. This focus is specific to the Board's mandate as well as its primary functions as outlined in the **Apprenticeship and Certification Act** and allows the Board to maintain high-quality training and certification standards that reflect the needs of industry. The following section provides a summary of the Board's actions in achieving this objective.

Issue 1: Oversight of the Apprenticeship Program

The Board is responsible for maintaining high-quality training and certification standards for the apprenticeship system that align with industry needs, supporting an adequate supply of apprentices and journeypersons for the Newfoundland and Labrador economy.

2025-26 Objective: By March 31, 2026, the Provincial Apprenticeship and Certification Board will have delivered oversight functions for the apprenticeship system, maintaining high-quality training and certification standards that reflect the needs of industry.

Indicator: The Board will meet four times a year as required under the **Apprenticeship and Certification Act** to review matters such as Plans of Training and accreditation.

Results:

In 2025-26, the Board held three meetings to review and make decisions on matters related to its powers and duties as outlined under Sections 8 and 9 of the **Apprenticeship and Certification Act**. A fourth meeting was scheduled for March 24, 2026; however, it

was postponed due to weather-related closures and could not be rescheduled before the end of the fiscal year.

In 2025-26, the Board approved eight new and revised Plans of Training, and two Tool and Equipment lists for six trades, as well as accredited/re-accredited 24 trades programs at training institutions across the province. In addition, the Board also passed additional motions at its meetings on other matters that fall under its purview pursuant to the Act. See Appendix B for an overview of motions approved by the board at each of its meetings. A full listing of accreditations and re-accreditations approved by the board for April 1, 2025 to March 31, 2026 is provided in Appendix C.

Opportunities and Challenges

The Board remains dedicated to achieving excellence in skilled trades training in Newfoundland and Labrador. Through a range of initiatives and activities, the Board fosters ongoing collaboration with stakeholders, supports the maintenance of harmonized trades, and ensures robust oversight processes that uphold high standards for training and certification. This commitment to the continuous improvement of the provincial apprenticeship system is reflected in performance outcomes. In the 2025 calendar year, Newfoundland and Labrador achieved a Red Seal pass rate of 51 per cent, six percentage points above the national average, and a level exam pass rate of 78 per cent.

In 2025-26, Newfoundland and Labrador finalized an agreement to advance the Bay du Nord project, anticipated to create thousands of jobs. The agreement includes apprenticeship employment targets of 10 per cent for construction activities and 15 per cent for onshore operations. In addition, Government committed to reducing barriers for apprentices by improving access to on-the-job training, facilitating completion of in-class modules, and supporting successful certification outcomes. These public commitments require coordinated efforts to expand participation and increase opportunities for both apprentices and journeypersons across the province.

Over the past year, the Board has actively supported EECD in implementing recommendations from the comprehensive independent review of the apprenticeship system. These initiatives focus on modernizing the apprenticeship system, increasing apprenticeship uptake, reducing barriers to progression, and increasing the number of certified journeypersons. Collectively, these actions will enhance the quality and accessibility of training and support services, promote mobility and progression within the apprenticeship system, and strengthen pathways to journeyperson certification, allowing Government to honour its commitments and contribute to long-term labour force opportunities for apprentices and journeypersons in Newfoundland and Labrador.

Appendix A
Provincial Apprenticeship and Certification Board Membership
as of March 31, 2026

Position	Name	Occupation	Location
Chairperson	Lorna Harnum	International Representative, International Union of Operating Engineers	Green's Harbour
Departmental Representative	Vacant	Director, Apprenticeship and Trades Certification	St. John's
Employer Representative	Cyril Hayden	Retired Manager, Air Liquide	Portugal Cove- St. Philips
Employer Representative	John McLellan	General Foreman, ER Heating and Refrigeration Ltd.	Clareville
Employer Representative (Alternate)	Mark Lush	Maintenance Superintendent, Iron Ore Company of Canada	Wabush
Employee Representative	Bobby Meade	Electrical Maintenance, Newfoundland Power	St. John's
Employee Representative	Marion Isaacs	Building Manager Confederation Complex, Government of Newfoundland and Labrador	St. John's
Employee Representative (Alternate)	Vacant	Vacant	Vacant
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 (Alternate)	Steven Downer	Automotive Service Technician Instructor, College of the North Atlantic	Grand Falls- Windsor

Appendix B
Motions Approved by the Board
for Fiscal Year April 1, 2025 to March 31, 2026

Date of Meeting	Motions Approved by the Board
June 10, 2025	• 2 Plans of Training • 1 Tool and Equipment list • 13 re-accreditations (9 pre-employment and 4 apprenticeship) • 1 initial accreditation (pre-employment) • Credit for a maximum of 10 hours of simulator time on the CM Labs Vortex Edge Max simulator and the CM Labs Vortex Advantage simulator towards practical training hours for the Heavy Equipment Operator Trade, with a maximum of five hours for any one piece of equipment • Credit for a maximum of 20 hours of simulator time on the CM Labs Vortex Edge Max simulator towards practical training purposes for the Mobile Crane Operator Trade
September 26, 2025	• 1 Tool and Equipment list • Updates to AACCS Powerline Technician Level II curriculum adding one extra week of training • 5 re-accreditations (3 pre-employment and 2 apprenticeship) • Extension of the accreditation expiry date for the Construction/Industrial Electrician (Pre-Employment) program at Academy Canada, Corner Brook to March 31, 2026 • Re-designation of the Ironworker (Reinforcing) and Ironworker (Structural/Ornamental) trades from 'Certification Only' to 'Certification and Training' and apprenticeship

	training periods to align with CCDA National Harmonization Standards: ▪ Ironworker (Reinforcing) – 2 Level Term – 3,600 hours ▪ Ironworker (Structural/Ornamental) – 3 Level Term – 5,400 hours
December 15, 2025	• 6 Plans of Training • 4 re-accreditations (3 pre-employment and 1 apprenticeship) • Conditional re-accreditation for the Automotive Service Technician (Pre-Employment and Apprenticeship) programs at College of the North Atlantic, Gander, dependent on the receipt of additional information showing that all safety issues have been addressed (conditions since met) • 60-day re-accreditation deferral for the Refrigeration and Air Conditioning Mechanic (Pre-Employment and Apprenticeship) programs at College of the North Atlantic, Ridge Road • Extension of the accreditation expiry date for the Power Sport Technician (Pre-Employment) program at College of the North Atlantic, Bay St. George to June 30, 2026

Appendix C
Accreditations/Re-accreditations Approved by the Board
for Fiscal Year April 1, 2025 to March 31, 2026

June 10, 2025 Approvals					
Training Institution	Trade Name	Training Type	Initial Accreditation	Re-accreditation	Facility Check Approval
College of the North Atlantic Clarendville	Carpenter	Pre-Employment		X	
		Apprenticeship		X	
	Steamfitter/ Pipefitter	Pre-Employment		X	
		Apprenticeship		X	
College of the North Atlantic Corner Brook	Industrial Mechanic (Millwright)	Pre-Employment		X	
	Welder	Pre-Employment		X	
College of the North Atlantic Placentia	Heavy Duty Equipment Mechanic/ Truck and Transport Mechanic	Pre-Employment	X		
College of the North Atlantic Prince Philip Drive	Automotive Service Technician	Pre-Employment		X	
		Apprenticeship		X	
Dietrac Technical Institute	Carpenter	Pre-Employment		X	
	Construction Electrician	Pre-Employment		X	
		Apprenticeship		X	
	Industrial Electrician	Pre-Employment		X	
UA Local 740 Training Centre	Plumber	Pre-Employment		X	

September 26, 2025 Approvals					
Training Institution	Trade Name	Training Type	Initial Accreditation	Re-accreditation	Facility Check Approval
College of the North Atlantic Bay St. George	Mobile Crane Operator	Apprenticeship		X	
Operating Engineers College	Heavy Equipment Operator	Apprenticeship		X	
UA Local 740 Training Centre	Steamfitter/ Pipefitter	Pre-Employment		X	
		Apprenticeship		X	

December 10, 2025 Approvals					
Training Institution	Trade Name	Training Type	Initial Accreditation	Re-accreditation	Facility Check Approval
College of the North Atlantic Burin	Construction/ Industrial Electrician	Pre-Employment		X	
College of the North Atlantic Gander	Automotive Service Technician	Pre-Employment		X (conditional – conditions since met)	
		Apprenticeship		X (conditional – conditions since met)	
College of the North Atlantic Seal Cove	Instrumentation and Control Technician	Pre-Employment		X	
		Apprenticeship		X	
Operating Engineers College	Mobile Crane Operator	Pre-Employment		X	