

Supporting Mainland Building Trades

Training Tools & Resources
for Apprenticeship Success

Presented by Kyle Downie, CEO





SkillPlan is a nationally recognized leader in workforce development programming. A non-profit organization, with over 30 years of experience, SkillPlan designs customized workforce development solutions, including products, tools and services for unions, contractors, trainers and workers to help organizations and workers reach their goals, with a focus on pinpointing foundational skills challenges and designing curricula and industry-specific training programs to help workers succeed in technical training and on the job.

SkillPlan serves 14 international building trades unions and their affiliated contractors and training providers, numerous private and public technical training institutions.

Every year, SkillPlan supports tens of thousands of apprentices in succeeding in their trade certification and Red Seal programs.



Supporting Apprenticeship Success

Outreach & Recruitment

Pre-Apprenticeship Training

Apprenticeship Training

On-the-Job Training

Sustained Employment: Red Seal & Beyond

Recruitment Resources

- Websites with regional trade information
- Authentic videos and photos
- Marketing assets (postcards, trade cards, posters, etc.)
- Social media assets for various platforms

Pre-Apprentice Resources

- Trade specific assessments (intake)
- Learning plans & LD supports
- Prep guides
- Online learning courses tied to skills gaps (math, science, reading/document use)
- Learning videos and animations

Apprentice Resources

- Online tutorials: technical concepts
- Videos, animations, quizzes, interactive online lessons
- Online courses: red seal prep, financial literacy, test anxiety

Mentorship

- Training for Mentors and Apprentices & On-the-Job Tools
- Competency App

Climate Literacy

- Online foundations course & trades specific modules

Recruitment Outcomes & Highlights:

- Participation: All Provincial Building Trades Councils
- Increased recruitment of underrepresented groups across 14 building trades

Pre-Apprentice & Apprentice Outcomes & Highlights:

- 30,000+ users
- Increase in traditionally underrepresented groups
- 600+ participating unions and affiliated training schools, community, secondary and Indigenous training providers
- Pre- & post-assessment results increase an average of 23%
- Positive feedback by instructors and students

On-the-Job Outcomes & Highlights:

- ROI study impact on mentorship: minimum 5% increase in productivity, safety and quality of work
- Over 20,000 participants
- Upcoming large-scale projects
- Great success with Indigenous Awareness training across Canada

LABOUR MARKET NEEDS

Workforce pool, Underrepresented groups, Inclusivity, System alignment & Marketing



Supporting Apprenticeship
Across Canada

Construction Trades Hub & Build Your Skills Learning Hub



This project is funded in part by the Government of Canada.
Ce projet est financé en partie par le gouvernement du Canada.



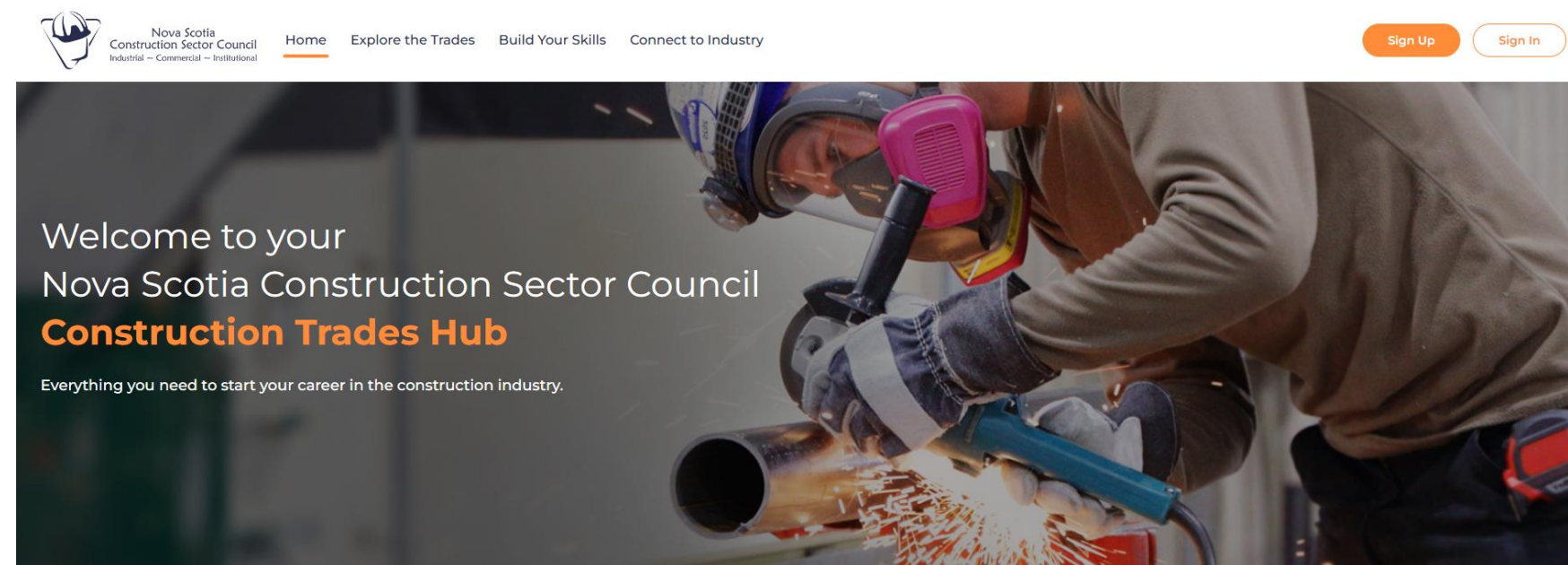
The Virtual Recruitment & Assessment for the Unionized Construction Industry project is funded by the Government of Canada's Future Skills Centre.
Le projet Centre virtuel de recrutement et d'évaluation pour les travailleurs syndiqués de la construction est financé par le Centre des Compétences futures du gouvernement du Canada.

Nova Scotia Construction Trades Hub

novascotia.constructiontradeshub.com



- Tools to explore the trades including videos, testimonials, regional information
- Learn about and connect to unions
- Sign-up for a Build Your Skills account (assessments and pre-apprentice resources)



Start Planning Your Construction Career

Earn while you learn. Attractive salaries. Growth Opportunities.



Explore the Trades

Explore the many skilled trades careers in Nova Scotia.



Build Your Skills

Sign up for FREE trade-specific learning resources, videos, tutorials and more!



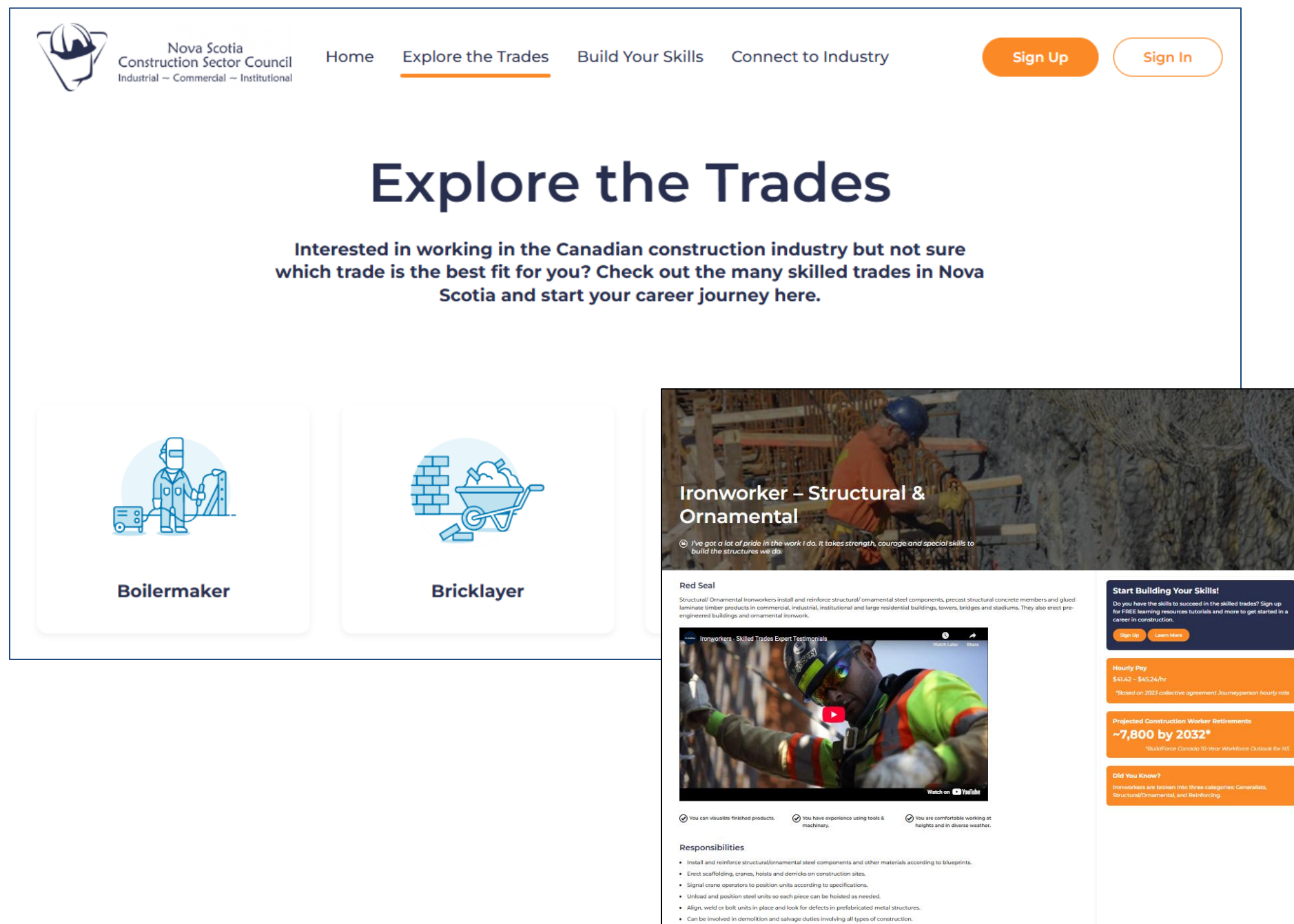
Connect to Industry

Get more information about the Nova Scotia construction industry.



Nova Scotia Construction Trades Hub

novascotia.constructiontradeshub.com



The screenshot shows the website's 'Explore the Trades' section. At the top is a navigation bar with the council's logo, 'Home', 'Explore the Trades' (underlined), 'Build Your Skills', and 'Connect to Industry'. There are 'Sign Up' and 'Sign In' buttons. The main heading is 'Explore the Trades', followed by a paragraph: 'Interested in working in the Canadian construction industry but not sure which trade is the best fit for you? Check out the many skilled trades in Nova Scotia and start your career journey here.' Below this are two trade cards: 'Boilermaker' with an icon of a welder and 'Bricklayer' with an icon of a brick wall and wheelbarrow. A large video player for 'Ironworker - Structural & Ornamental' is featured, with a quote: 'I've got a lot of pride in the work I do. It takes strength, courage and special skills to build the structures we do.' Below the video are three checkboxes for eligibility: 'You can visualize finished products', 'You have experience using tools & machinery', and 'You are comfortable working at heights and in diverse weather'. To the right of the video is a sidebar with 'Start Building Your Skills!' (with 'Sign Up' and 'Learn More' buttons), 'Hourly Pay' (\$41.42 - \$45.24/hr), 'Projected Construction Worker Retirements ~7,800 by 2032*', and 'Did You Know?' (listing three categories: Generalists, Structural/Ornamental, and Reinforcing). At the bottom, 'Responsibilities' are listed, including installing/reinforcing steel, erecting scaffolding, signaling crane operators, unloading steel units, and aligning/bolting units.

As of June 2025, Nova Scotia's Construction Trades Hub has had:

- **16K+ (16,158) new users** (visiting first time)
- **15K+ (15,240) views** explore the trades
- **400+** Build Your Skills sign-ups



Build Your Skills

The Build Your Skills Online Learning Hub offers a variety of tools and resources including formative assessments, step-by-step explanations, videos, animations, tips and strategies, practice exercises and a variety of interactions to keep learners engaged – and everything is trade contextualized.



Learning Hub My Courses Data Hub Insights Portal Course Admin

Hey Lovey! Welcome to Build Your Skills! English

Choose your path

I'm an explorer

I'm a pre-apprentice

I'm an apprentice

What's in the Learning Hub?

My Courses

Need Help?

Access to tutoring

Technical support

Help choosing a course

Chat with us!

Apprentice Hub

Heavy Equipment Operator

Access trade specific units and professional development topics designed to help you succeed in technical training and enhance your career in the skilled construction trades.

Core Skills

Math for Heavy Equipment Operators

Technical Training Tutorials

Math Applications

Trade Science

Build Your Skills

Apprentice Hub

Click your trade to access targeted learning resources!

Asphalt Technician

Boilermaker

Bricklayer

Carpenter

Managing Test Anxiety

Learn how to recognize and manage feelings of test anxiety, so they don't get in the way of your success.

Start →

Red Seal Test Prep

Build strategies to prepare, write and improve your chances of passing the Red Seal Exam.

Start →

Managing Your Money

Learn strategies to spend wisely, grow your money, build your credit score and plan for your financial future.

Start →

Indigenous Awareness

Gain the knowledge and skills to work in reconciliation and contribute to positive environments for Indigenous peoples.

Start →

Respectful and Inclusive Workplaces

Get the tools you need to work well with others and contribute to a positive workplace culture.

Start →

Mental Health and Wellness

Build mental health awareness, so you can maintain and improve your mental health and access support when you need it.

Start →

Introduction to Mentorship

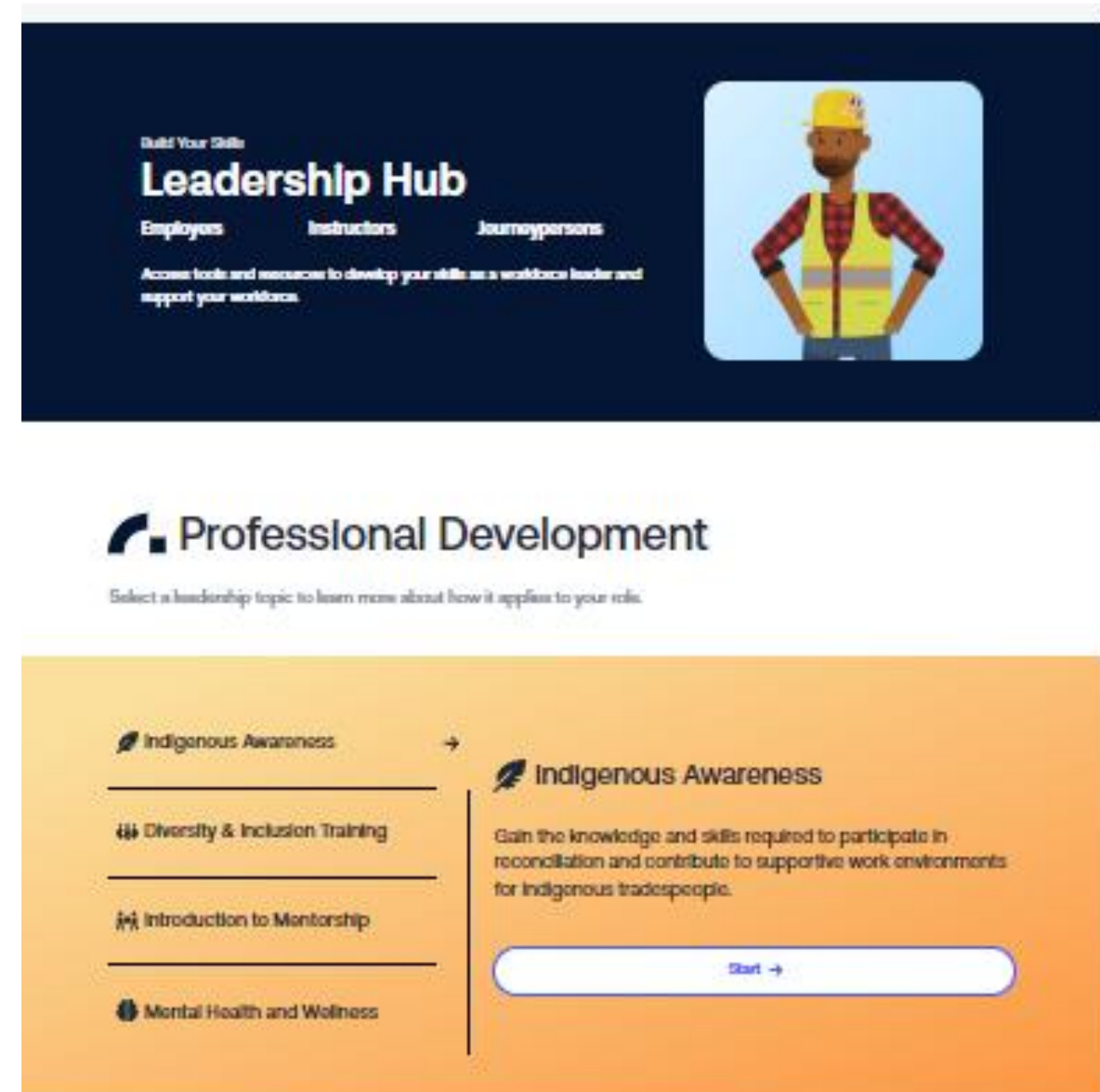
Introduction to Mentorship is part of an innovative, industry-aligned and endorsed training model that improves... [Show more](#)



Build Your Skills Learning Hub


Leadership

- Diversity & Inclusion Training
- Health & Well-Being
- Indigenous Awareness Training
- Climate Literacy – Building it Green
- Supporting Apprentices with Learning Disabilities
- Mentorship



The screenshot shows the 'Build Your Skills Leadership Hub' website. The top section has a dark blue background with the title 'Leadership Hub' and sub-headers for 'Employees', 'Instructors', and 'Journeypersons'. A cartoon illustration of a construction worker in a yellow vest and hard hat is on the right. Below this is a white section titled 'Professional Development' with a sub-header 'Select a leadership topic to learn more about how it applies to your role.' The bottom section is orange and features a list of topics on the left: 'Indigenous Awareness', 'Diversity & Inclusion Training', 'Introduction to Mentorship', and 'Mental Health and Wellness'. The 'Indigenous Awareness' topic is selected, and its details are shown on the right, including a description and a 'Start' button with a right arrow.

Build Your Skills
Leadership Hub
Employees Instructors Journeypersons
Access tools and resources to develop your skills as a workplace leader and support your workforce.

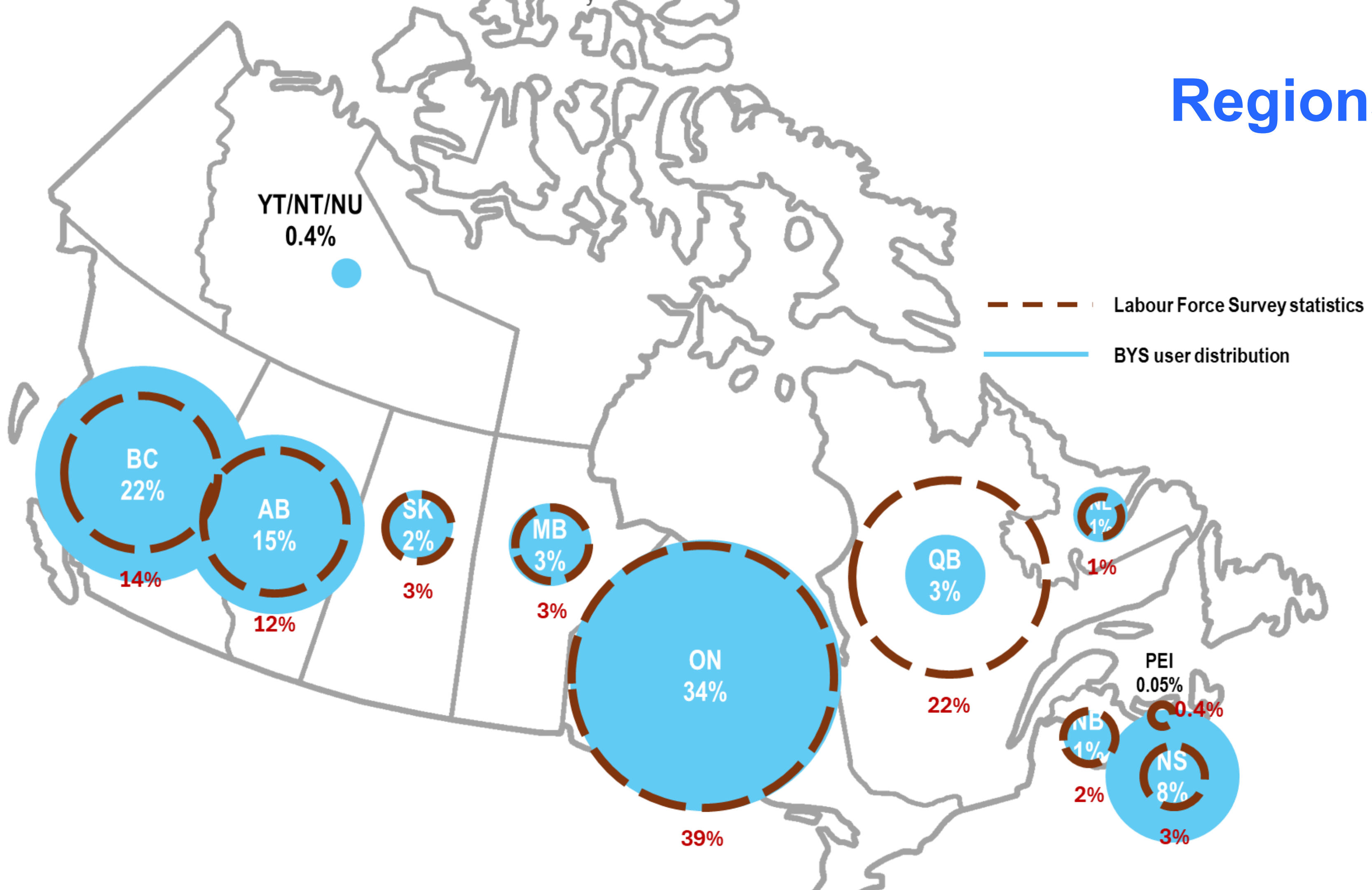
 **Professional Development**
Select a leadership topic to learn more about how it applies to your role.

Indigenous Awareness →

Indigenous Awareness
Gain the knowledge and skills required to participate in reconciliation and contribute to supportive work environments for Indigenous tradespeople.

Start →

Regions



Build Your Skills Learning Tools & Resources

Nova Scotia Highlights

2500+ Learning Hub Users

- NSCSC pre-apprenticeship programs
- 1-1 tutoring
- Nova Scotia Apprenticeship Agency:
Journey person Grant and Assessments &
Tutoring

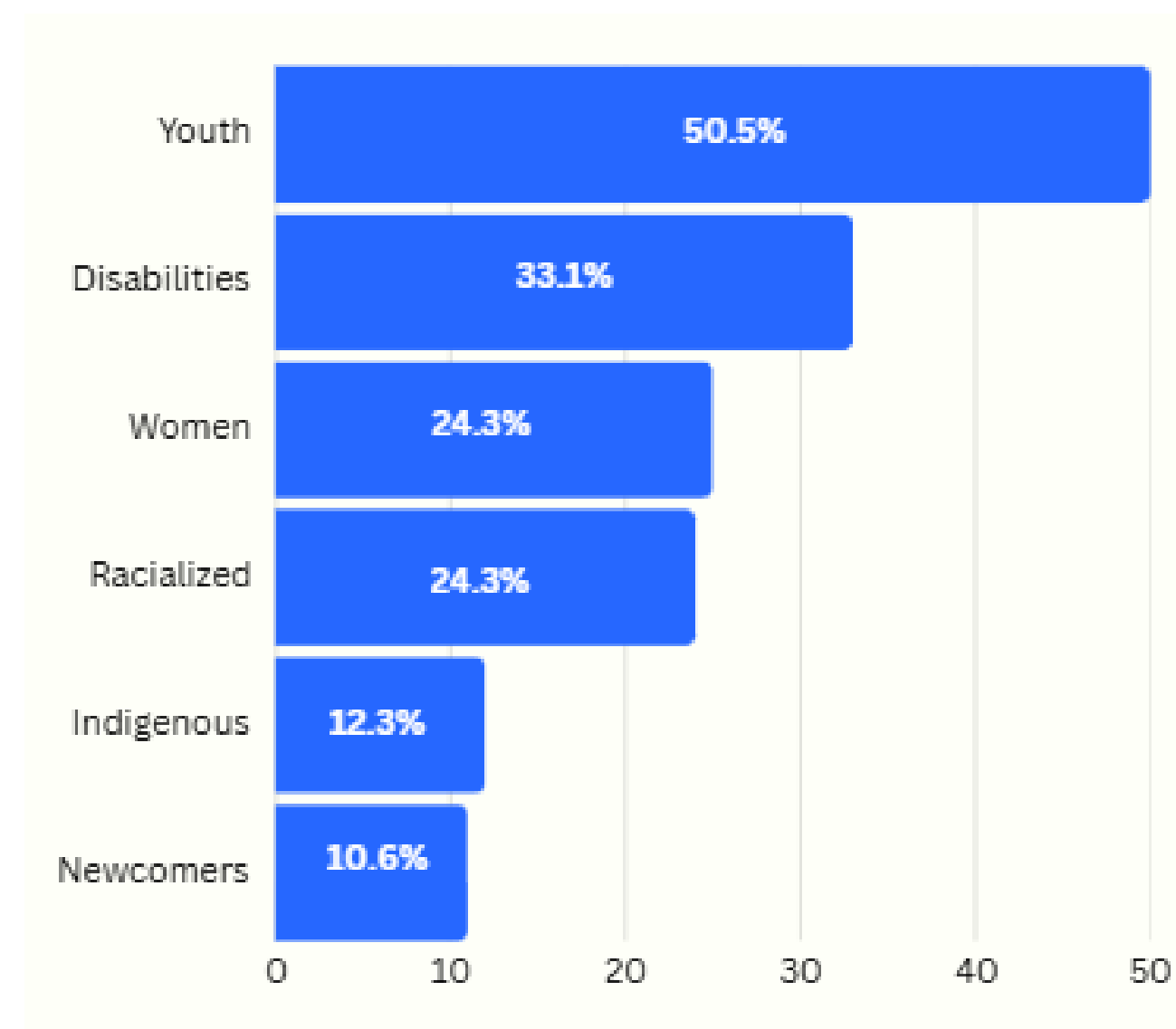
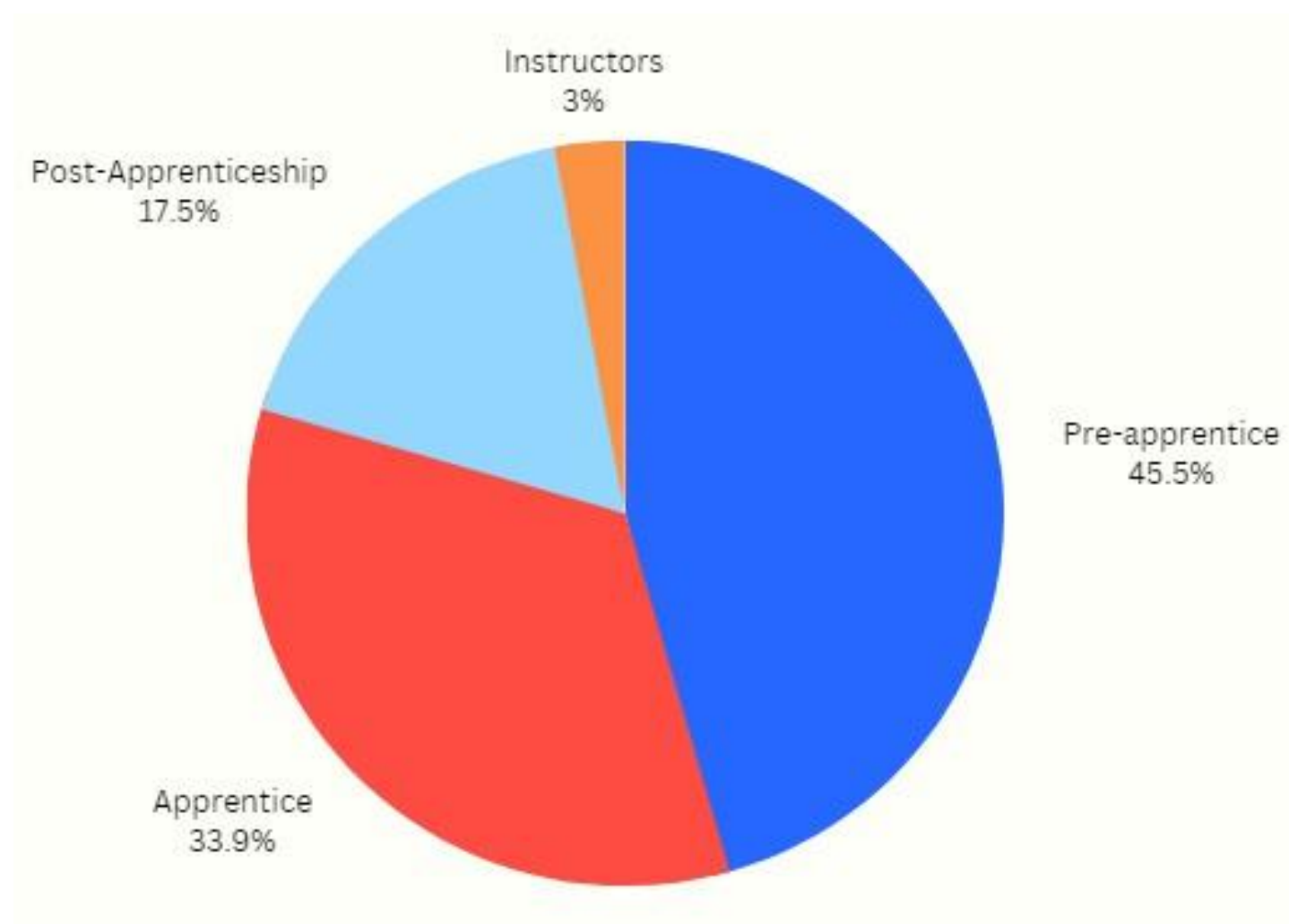


"Just wanted to say thank you for this great tool. We have some pre-apprentices that have already signed in and got started on the math section. They have all told me just how helpful it is. We are going to send out an email to all of our apprentices to tell them about this."



LEARNING HUB USERS

Survey Results 2025



Usefulness of the BYS Learning Hub Materials



■ Agree or Strongly Agree ■ Neutral ■ Strongly Disagree or Disagree

Usefulness of the BYS Learning Hub Materials

After using the course materials, I feel better prepared to proceed to the next level of apprenticeship training.

78%

20%

After using the course materials, I feel better prepared to answer quiz and test questions on these topics.

78%

19%

I found the course materials useful in preparing for my apprenticeship training.

78%

18%

After using BYS, I am more confident in reading and interpreting trade-related documents.

74%

21%

■ Agree or Strongly Agree ■ Neutral ■ Strongly Disagree or Disagree

Testimonials

Build Your Skills

Explorer

The SkillPlan Learning Hub is a great resource especially for beginners (like me) in the trades. It does well in breaking concepts down. I have had to unlearn and relearn. Thank you for providing us with such a useful platform!

Pre-apprentice

I am thankful for these courses. I learn so many things [...] These courses can help my near future. Thank you again. These are huge instrumental tools in terms of construction careers.

Apprentice

I loved that I was able to rely on the Learning Hub when I wanted to have an insight on the knowledge I would need for my Level 1 electrical course.





What's Next

- **More trades including** transport trades
- More content to support challenging **technical training topics**
- **More content tailored to journeypersons:** to enhance leadership skills, business management skills, etc.
- Integration of **technology** such as **AI**



Union Advantage

Workforce Development

- Direct relationships with contractors
- Supply workforce-ready labour
- Demand drives supply
- Monitor and support skill acquisition through mentorship

**Union apprenticeship success rates
double the national average**



Thank You

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