



2022 Skills Canada National Competition

COMPETITION RULES

Revised: February 2022

Table of Contents

SECTION A - Organization	3
1 Introduction	3
1.1 What and When?	3
2 Abbreviations and Definitions	3
3 National Secretariat Committees	3
3.1 National Technical Committees	4
3.2 The SCNC Host Member of the NTC	5
3.3 Safety Committee	5
3.4 IT Committee	6
3.5 CIS Support	7
3.6 Assessment Advisors	7
3.7 Volunteer Coordinator	7
3.8 Expenses for Members of the NSEC Committees	8
4 Disciplinary Committee of the National Secretariat Committees	8
4.1 Composition of the Disciplinary Committee	8
4.2 Frequency of Meetings	8
4.3 How and Who Can File a Breach of the Code of Ethics Notice	9
4.4 Decisions of the Disciplinary Committee	9
SECTION B-Skill Competitions	10
5 The Competition	10
5.1 List of Contests	10
5.2 Contest Duration	12
5.3 Eligibility	12
5.4 Proof of Eligibility	13
5.5 Number of Competitors in Each Contest Area	14
5.6 Clothing	14
6 Organization of Contests	14
6.1 Contest Description	14
6.2 Projects	14
6.3 Other Competition Documents	14
6.4 Translation of documents used by the Competitors	15
6.5 Posting on the SCC Website	15
6.6 Mandatory Change in Project for the post-secondary and/or team Canada selection categories	15
6.7 Judges	15
6.8 Competitor Communication and Contact	15
6.9 Bring Your Own Device (BYOD)	16
6.10 Organization of Workstations	16
6.11 Secondary category proctor	16
6.12 Orientation	16
6.13 Contest Administration	18
6.14 Safety Program	18
7 Registration	19
7.1 Who Must Register?	19
7.2 Required Information for Registration	19
7.3 Assessment Procedures	19
7.4 Medals and Certificates of Participation	21
7.5 Candidates Not Reaching a Minimum Standard of Performance	21
7.6 Results	21
7.7 Process to be Respected	21
8 Media	21
Appendix A - Conflict Resolution – Post-Secondary & Team Canada Selection categories	22
Appendix A(b) - Conflict Resolution – Secondary category	31
Appendix B - Breach of Code of Conduct Notice of a NSEC committee member	40
Appendix C – Code of Conduct of a NSEC committee member	41
Appendix D – Commercial Marks Policy	42

SECTION A - Organization

1 Introduction

1.1 What and When?

The Skills Canada National Competition (SCNC) is held annually, between the 21st and 23rd week of the year (approximately between May 15 and June 7).

Started in 1994, the SCNC remains the only event of its kind in Canada. It is the only national, multi-trade and technology competition for young students and apprentices in the country.

Every year, the event brings together over 500 competitors from all province and territory, along with parents and advisors, to compete in over 40 skilled trade and technology areas. The competition provides an opportunity for Canadians studying a skilled trade or technology to be tested against exacting standards and against their peers from across the nation. Students and apprentices vie compete for the honour of medal recognition in their chosen skill area.

The main goals of this event are to provide competitors with hands-on work experience and to raise awareness for the general population of the value and challenge in skilled trades and technology careers. The SCNC showcases the talent and the expertise of competitors from across Canada.

To qualify for the SCNC, students compete at local, regional and provincial/territorial events to earn a place representing their province/territory at the national level.

Achieving gold medal status at SCNC and meeting the WorldSkills criteria gives competitors in approximately 30 trade and technology areas the opportunity to move on to the Canadian Trials. Those who successfully complete their four-day trial become members of WorldSkills Team Canada. They can compete at the WorldSkills Competition, which is hosted every second year by a WorldSkills member country.

The continued success of the SCNC is due to the dedication and commitment of volunteers, educators, staff, stakeholders, sponsors, in-kind suppliers, and the Canadian government. Without their support, Skills/Compétences Canada (SCC) would be unable to offer such a wide range of trade and technology categories.

2 Abbreviations and Definitions

- CEO: Chief Executive Officer
- CRC: Conflict Resolution Committee
- MO: A member organization of Skills/Compétences Canada
- NTC: National Technical Committee
- NSEC: Skills/Compétences Canada National Secretariat
- CIS: Competition Information System
- IL: Infrastructure List
- MOCD: Member Organization Competitor Designate: The individual identified by a Member Organization to act as a guide and/or advocate for competitors or delegates from that MO throughout the conflict resolution process.
- SCC: Skills/Compétences Canada
- TAT: Try-a-Trade® and Technology activity
- BYOD: Bring your own device

3 National Secretariat Committees

For the SCNC, the National Secretariat manages committees to help with competition development. NSEC committees consist of the following committees/position:

1. National Technical Committee
2. Safety Committee
3. CIS Support
4. IT Committee
5. Assessment Advisors
6. Volunteer Coordinator

3.1 National Technical Committees

3.1.1 General Description

The NTC serves as operational and advisory committee to the NSEC. There is one committee per skill area. The purpose of the committees is to formalize the development process, which will ensure a positive experience for competitors, instructors and judges. The committees provide each MO with a voice in the development of the SCNC criteria. This allows for the standardization of the SCNC contest descriptions, projects and judging criteria.

3.1.2 Committee Composition

- The committee may consist of up to thirteen (13) members, one from each province/territory who has a competitor in the respective skill area
- The NTC member position is a volunteer position.
- Each NTC member must have formal and/or recognized qualification with proven industrial and/or practical experience in the trade or technology they are accredited.
- It is the MOs responsibility to ensure that the NTC member they submit to the NSEC has the required qualifications and experience.
- It is recommended that the NTC member should be part of its provincial/territorial technical committee.
- The NSEC retains the right to add a representative(s) to the committee if it is determined that it would assist in the delivery of the SCNC (NSEC representative).
- A MO's final NTC member list must be submitted to NSEC by the 31st of January (year of the SCNC). After this deadline, NTC members may not be added.
- A MO may change a NTC member up to two months prior to the SCNC. After this deadline, it will be dealt with on a case-by-case basis and SCC cannot guarantee a switch is possible.
- If a MO has an existing member and an incoming member at the SCNC, SCC is only responsible for the expenses for one member. The MO is responsible for all expenses for the second member to attend the SCNC.

3.1.3 Duration of Tenure

The respective MO will review the duration of tenure. The NSEC will annually identify to the MO any individuals that the NSEC would not recommend for continued tenure on the committee.

3.1.4 Responsibility Timeline

- Debrief and next SCNC planning meeting (at the end of the SCNC)
 - Answer the debrief questions provided in order to improve on the SCNC
 - Select the members with special responsibilities within each committee (Chair, Co-Chair, etc.)
 - Develop and if possible, finalize the contest description
 - Suggest innovative ways of better promoting/marketing the contest during the Competition.
 - Identify skills and techniques that should be tested and evaluated in each trade and technology.
 - Develop contest documents that reduce opportunities for grievances
 - Start the project development
 - Start the judging criteria development
 - Review and sign the Code of Ethics (Appendix B)
 - If not already completed, provide NSEC with volunteer requirements for set up and take down to post on SCC website
- Chair and Co-Chair Meeting (held the fall prior to the SCNC)
 - Finalize the project
 - If not already completed, finalize the judging criteria
 - Finalize the IL
 - Meet with SCNC sponsors to determine materials and equipment for the upcoming project
 - Finalize the working documents
 - Finalize the contest timetable
 - Approve or make changes to the site plan
 - Provide documentation to the NSEC for formatting, translation and copying

- If necessary, develop a TAT activity
- Complete the IL for the TAT activity
- If not already completed, provide NSEC with volunteer requirements for set up and take down to post on SCC website
- Ongoing
 - NTC to communicate to their respective MO any competition information as required
 - Abide by the competition rules
 - Communicate using the NTC forum
 - Participate in conference calls as requested by SCC
- May/June: Skills Canada National Competition
 - Set-up and take-down of skill area
 - Judge and/or assist in judging
 - Assist in solving any problems encountered at the skill area
 - Enter the marks into CIS
 - Perform daily toolbox checks
 - Ensure that safety procedures are followed
 - Maintain order and tidiness in the skill area

3.1.5 Frequency of Meetings

The full committee will travel once annually and meet post competition (May/June of each year). An additional meeting will be held for the Chair, Co-Chair and the host NTC member of each committee. This meeting will be held annually in the fall prior to the SCNC.

3.2 The SCNC Host Member of the NTC

3.2.1 General Description

The host member will be responsible for all duties stated above and also the below additional duties. These additional duties will only apply for the SCNC in their own province/territory. It is the responsibility of the host MO to secure one (1) local NTC member regardless if they have a competitor competing in a skill area. Every skill area must be represented by the host province or territory.

3.2.2 Responsibility Timeline

- Ongoing
 - Assist the NSEC in securing equipment and material for the SCNC.
 - With the Chair and Co-chair, review and adjust the IL as needed and make sure it is accurate and includes the skill area requirements (contest and TAT).
 - Advise SCC if any equipment or material is secured directly with a sponsor/supplier in order to ensure there are no conflicts with pre-existing sponsors or suppliers, which ensures that sponsor/supplier receives proper recognition for their contribution.
- May/June: Skills Canada National Competition
 - Ensure that the skill installations (equipment, material, electrical and water connections, etc.) are secured and on-site.
 - Ensure every item on the IL is on-site.
 - Ensure that the equipment which is onsite is labeled for the return shipping.
 - If needed, assist the NSEC in securing local volunteers to help with set-up and teardown.

3.3 Safety Committee

3.3.1 General Description

The Safety Committee member is a volunteer position that is appointed by the NSEC. The Safety Committee members report to the NSEC. Each Safety Committee member must have formal and/or recognized qualifications with proven industrial and/or practical experience in safety. It is the NSEC's responsibility to ensure that the member has the required qualifications and experience. There is a minimum of three (3) members and a maximum of five (5) members on the Safety Committee. There is no tenure for this position. The NSEC will annually review the position and make any necessary changes.

3.3.2 Responsibility Timeline

- Ongoing
 - Review and make any necessary changes to the Safety Manual.
 - Review and make any necessary changes to the Personal Protective Equipment (PPE) signs.
 - Review and make any necessary changes to any safety documentation.
 - When necessary, conduct a conference call with the Safety staff of the SCNC venue.
 - Identify safety items needed for purchase and/or sponsorship for the SCNC.
 - Implement and maintain the competition safety program.
 - Identify which skill area and TAT activity requires a safety table.
 - Participate in conference calls with SCC.
- May/June: Skills Canada National Competition
 - Lead the NTC committees on safety at the SCNC
 - Identify the Safety Award recipient for the closing ceremony.
 - Distribute the necessary PPE to skill areas and TAT activities.
 - Conduct a safety meeting with the NTC safety representatives and SCC staff.
 - Distribute the proper safety equipment to each safety table. Ensure the equipment is in good working order.
 - Work with the venue safety team and address any safety issues that may arise.
 - If necessary, post the PPE signs at each skill area and TAT activities.
 - Manage on-site radios.
 - Perform daily safety audits of each contest area and TAT activity. If changes are necessary, request those changes to the venue staff or NSEC, depending on who is responsible for the required change.

3.4 IT Committee

3.4.1 General Description

The IT Committee member is a volunteer position that is appointed by the NSEC. The IT committee members report to the NSEC. Each member must have formal and/or recognized qualifications with proven industrial and/or practical experience in computer hardware, software, networking, and any other aspect of technology relevant to the SCNC. It is the NSEC's responsibility to make sure that the member has the required qualifications and experience. There is a minimum of three (3) members and a maximum of five (5) members on the committee. There is no tenure for this position. The NSEC will annually review the position and make any necessary changes.

3.4.2 Responsibility Timeline

- Ongoing
 - Assist the NSEC in the acquisition of networking equipment and material
 - Participate in conference calls with the SCNC venue and/or the NSEC
 - If required, meet with the SCNC venue to convey networking and internet needs.
 - Assess what computer and networking equipment and material are needed and communicate with NSEC so it can be determined if it is a sponsorship, rental or a purchase.
 - If required, meet with the NSEC IT sponsor(s) to discuss event set-up.
 - Develop a set-up plan for committee and volunteers.
 - Assist SCC with the BYOD process.
- May/June - Skills Canada National Competition
 - Set-up of computers, networking, printers, and internet
 - Set-up the CIS network
 - Manage computer set-up volunteers onsite
 - Oversee the BYOD with each Skill area
 - Dismantle computers, networking, and internet at the end of the competition, properly pack and label for shipping

3.5 CIS Support

3.5.1 General description

The CIS support member is a volunteer position that is appointed by the NSEC and report to the NSEC. There is a maximum of two (2) members with no tenure and one member chosen from the host location with a one (1) competition tenure. The NSEC will annually review the position and make any necessary changes.

3.5.2 Responsibility Timeline

- Ongoing
 - Participate in conference calls with the NSEC to discuss and develop the CIS process
- May/June: Skills Canada National Competition
 - Set-up the CIS office
 - If required, perform a CIS training session for the NTC
 - If applicable, manage the CIS support volunteers onsite
 - Support the NTC with printing necessary forms
 - Manage the CIS software
 - Support the NTC in entering the marks

3.6 Assessment Advisors

3.6.1 General Description

The Assessment Advisor member is a volunteer position that is appointed by the NSEC and report to the NSEC. There is a maximum of three (3) members. There is no tenure for this position. The NSEC will annually review the position and make any necessary changes.

3.6.2 Responsibility Timeline

- NTC Assessment and CIS workshop (during the NTC Chair and Co-Chair meeting or online video meeting)
 - Work with the NTC with the special responsibility of CIS to develop and finalize the CIS judging criteria
 - Perform an assessment training session for the NTC
- Ongoing
 - Assist the NSEC to have a final copy of the marking scheme ready for the SCNC
 - Participate in conference calls with the NSEC and/or NTC to discuss and develop the assessment process
 - Work closely with the CIS support committee
- May/June: Skills Canada National Competition
 - Support the NTC so the final marking form is completed and signed-off
 - Assist the CIS Support committee as needed

3.7 Volunteer Coordinator

3.7.1 General Description

The volunteer coordinator is a volunteer position that is appointed by the NSEC and report to the NSEC. There is a maximum of one (1) member. There is no tenure for this position. The NSEC will annually review the position and make any necessary changes.

3.7.2 Responsibility Timeline

- Set-up Volunteer Coordinator's desk area
- Verify daily Volunteer work schedules
- Greet Volunteers as they arrive
- Check Volunteers in at Volunteer Coordinator's desk daily
- Provide Registration badges to each Volunteer
- Provide each Volunteer with their Volunteer packages (T-shirt, bags, map of venue, etc)

- Provide directions to Volunteers on where they are volunteering
- Circulate to Volunteer areas to check their progress and answer questions they may have (as needed)
- Hold meetings with Volunteers as required
- Log total number of hours each Volunteer worked daily
- Other duties as required

3.8 Expenses for Members of the NSEC Committees

The NSEC is responsible for the costs of committee members attending meetings required by the NSEC. The NSEC will reimburse members for expenses as deemed appropriate and consistent with the existing SCC expense guidelines. Please refer to this document for a detailed list of expense guidelines.

3.8.1 Example of Qualifying Expenses

- Travel to/from meetings and/or event(s)
- Accommodation during meetings and/or event(s)
- Meals during meetings and/or event(s)

3.8.2 Example of Non-Qualifying Expenses

- Re-imbursement of lost wages or substitution costs
- Car rental
- Limousine

4 Disciplinary Committee of the National Secretariat Committees

4.1 Composition of the Disciplinary Committee

The Disciplinary Committee (DC) shall be composed of the Director of Competition of the NSEC who will chair the meetings and four (4) Executive Directors from SCC Member Organizations. The Executive Director from the same province/territory as the NTC member involved in the alleged breach of the Code of Ethics (Appendix B) will be invited to the meeting but will not have a vote on the decision. If the Executive Director from the same province/territory as the NTC member involved is a member of the DC, this committee member will not have a vote. All other DC members, including the Director of Competition, will be a voting member. If at any time a quorum is not met or if a tie-breaking vote is needed, the CEO of SCC will be invited to the meeting and will have a vote in the decision.

MO committee members will be self-nominated with membership confirmed by the NSEC. Committee members will serve for one year from July 1 to June 30 with the option to renew their participation annually. It is the responsibility of the NSEC to ensure the committee has full membership.

A quorum of the DC consists of three members.

4.2 Frequency of Meetings

The committee will meet when there is an allegation of a breach of the Code of Ethics (Appendix B). These meetings may be in person or by conference call.

- A first meeting of the DC will be held to discuss the allegation.
- Subsequent meetings to discuss the allegation will be held with the DC, the NTC member who allegedly breached the Code of Ethics (Appendix B), and any other party who may have relevant information.
- A final meeting of the DC will be held to determine consequences for the NTC member, if any.

4.3 How and Who Can File a Breach of the Code of Ethics Notice

A breach of the Code of Ethics (Appendix B) allegation may be submitted by any MO, NSEC, NTC members, judges, Competitors, and any registered delegate of the SCNC. To submit an allegation, the notice form (Appendix A) must be completed and delivered to the NSEC Director of Competition by email or in person (if at the SCNC).

4.4 Decisions of the Disciplinary Committee

The decisions of the DC are final and binding. Any written decisions rendered by the DC, and filed with the NSEC, may be forwarded upon request to the NTC member who allegedly breached the Code of Ethics (Appendix B) and the Executive Director of the NTC member's MO.

SECTION B-Skill Competitions

5 The Competition

5.1 List of Contests

The SCNC is a collection of contests in areas of skilled trades and technology organized by SCC. The hosting of these contests will be based firstly on the recommendation of the SCC Contest Review Committee and secondly on the criteria indicated below.

The list of contests held is drawn up in the following way:

- The “intent to participate” list is provided by the MO; applications for demonstration contests that have passed the first step of the contest application process will be included on the list but are not confirmed until the contest application process has been completed and the demonstration contest has been approved by the Contest Review Committee for delivery at the next SCNC.
- MOs are required to submit a preliminary “intent to participate” list to the NSEC prior to June 1st.
- This preliminary list will assist SCC in the organizing of contests on the SCNC core list of contests established by SCC; it will also be used to determine whether potential demonstration contests will proceed to the second step of the contest application process.
- During the Operations Committee meeting (held the fall prior to the SCNC), the participant list will be reviewed and approved by the MOs.
- After the fall Operations Committee meeting, participation fees, or obligation for participation fees will not be returned or the obligation reduced, if participation is withdrawn.
- The NSEC has the right to add a contest as presentation without submitting a contest application.

5.1.1 Official Contest

- Only MOs may submit a competitor for participation.
- A contest in the secondary and post-secondary categories are considered official if there are a minimum of five (5) competitors/teams at the SCNC and has received official status after being delivered successfully as a demonstration contest as outlined in 5.1.2. It is at the discretion of the NSEC to decide to host a skill if it is under the minimum number of competitors/teams needed to be hosted.
- There are no minimum competitors/teams needed to host the Team Canada Selection category at the SCNC. It is at the discretion of the NSEC to decide if a skill in this category will not be hosted.

5.1.2 Demonstration Contest

- A demonstration contest is a new or reinstated contest being offered at the SCNC. In order to add a demonstration contest, a MO must submit an application to the NSEC using the Demonstration contest application process. If the Contest Review Committee approves the application, the contest will be held at the next possible SCNC as a demonstration.
- Only MOs may submit a competitor for participation.
- SCC will organize demonstration contests only if there are six (6) or more MOs who have declared an intent to participate in the contest area. If the contest does not have enough competitors/teams (less than six (6)), it cannot be offered as a demonstration. SCC may choose to host the contest as a Presentation Contest.
- A demonstration contest must meet the contest application evaluation criteria.
- A new contest will have demonstration status for two (2) years; the 3rd year it becomes an official contest provided that the minimum requirement of six (6) competitors/teams is met each year.
- If, on the “intent to participate” list, there are less than six (6) registered competitors/teams, then it will be immediately removed from the list.
- If there are less than six (6) participants at the SCNC, the demonstration contest will not be offered the following year.

- After one (1) year of suspension, the contest may be reinstated as a demonstration; a new application does not need to be submitted unless there are significant changes to the original demonstration contest application for that contest area and/or more than two (2) years have passed since the original demonstration contest application was submitted. However, if a new application is not required, a MO must request that the contest be included in the “intent to participate” list.
- The NSEC has the right to veto the addition of a demonstration contest regardless of the result of the contest application process.

5.1.3 Presentation Contests

- SCC may introduce new contests known as presentation contests in order to promote trades or technologies that are not represented as an official or demonstration contest. These contests may be requested by a MO or by an industry sponsor.
- Requests to add a presentation contest to the SCNC must be received from the MO or sponsor by September 1st in the year before the SCNC.
- In order to hold a presentation contest the MO or sponsor will be responsible for a fee according to these four levels. This fee will cover basic infrastructure and space. Any infrastructure needs above what is included is the responsibility of the MO or sponsor/supplier.

LEVEL	SQ. FT.	COST	INCLUSIONS
1 inside the venue	0 - 400	\$7,500.00	<ul style="list-style-type: none"> • 2 110V duplex outlet • 1 chair per competitor • 1 chair per NTC member • 1 2x6 table (plastic tablecloth) per competitor • 2 2x6 table (plastic tablecloth) for NTC members
2 inside the venue	400-800	\$15,000.00	<ul style="list-style-type: none"> • 4 110V duplex outlet • 1 chair per competitor • 1 chair per NTC member • 1 2x6 table (plastic tablecloth) per competitor • 2 2x6 table (plastic tablecloth) per NTC member
3 inside the venue	+ 800	\$20,000.00	<ul style="list-style-type: none"> • 5 110V duplex outlet • 1 chair per competitor • 1 chair per NTC member • 1 2x6 table (plastic tablecloth) per competitor • 3 2x6 table (plastic tablecloth) per NTC member
4 outside the venue	+ 800	\$15,000.00	<ul style="list-style-type: none"> • 5 110V duplex outlet • 1 chair per competitor • 1 chair per NTC member • 1 2x6 table (plastic tablecloth) per competitor • 3 2x6 table (plastic tablecloth) per NTC member • Note: if needed, tent and lighting is not included and will be the responsibility of the MO or sponsor

- The MO or sponsor is responsible for completing the competition documents. SCC templates will be distributed to the MO or sponsor, and they will also be responsible for securing the necessary infrastructure.
- These contests are not subject to the competition rules and will not be officially assessed.
- Medals or certificates of participation may be awarded at the discretion of SCC but will not be included in the official results.
- The MO or sponsor must identify a minimum of three (3) individuals to form the NTC for the contest; this NTC will develop and deliver the contest at the SCNC. The MO or sponsor is responsible for any related cost to attend the SCNC.

- If the NTC committee for a presentation contest would like to attend any NTC meetings, the MO or sponsor is responsible for any related cost to attend these meetings. It is not mandatory for a NTC committee of a Presentation Contest to attend the NTC meetings.
- A minimum of three (3) participants/teams is needed to hold a presentation contest.
- Only the MO or sponsor may register a competitor in a presentation contest using the SCC registration process.
- More than one competitor from the same province/territory may participate.
- The NSEC will have the final decision whether or not the proposed presentation contest will be offered at the SCNC.
- The NSEC has the right to add a contest as presentation without submitting a contest application.

5.2 Contest Duration

For the secondary and post-secondary level, the contest at the SCNC has a maximum duration of twelve hours over two days. Contest hours may not be before 8am or finish after 5pm.

For the Team Canada selection category, the contest has a maximum duration of 18 hours over three days. Contest hours may not be before 8am or finish after 8pm.

For all categories, these times include a one-hour lunch break. Once the contest schedule is posted on our website, it cannot be modified before or onsite without the approval of the Director, Competition of the NSEC.

5.3 Eligibility

To take part at the SCNC, competitors must be registered by a MO. It is the responsibility of the MOs to ensure that registered competitors meet the following eligibility criteria.

5.3.1 Categories

5.3.1.1 Secondary Competition Category

Competitors must:

Attend a secondary-level school at any time between July 1st of the year of the last SCNC, and the start date of the SCNC for which the competitor is registered;

AND

Be less than 22 years old on December 31st of the year of the SCNC.

5.3.1.2 Post-secondary Competition Category

5.3.1.2.1 A-Non-apprenticeable skills

A competitor must be registered student with a training institution in a related program in the skill in which they wish to compete at any time between July 1st of the previous year of the SCNC and the start of the SCNC.

AND

Must NOT be less than 18 years old when participating at the SCNC.

5.3.1.2.2 Apprenticeable skills

A competitor must be registered in a related program, pre-apprenticeship program or be a registered apprentice in the trade (skill) in which they wish to compete at any time between July 1st of the previous year of the SCNC and the start date of the SCNC. Please refer to the Red Seal list of trades for the designation within your province or territory.

<http://www.red-seal.ca/trades/tr.1d.2s.1.3st-eng.html>.

Competitors must not be a certified journey person prior to May 1st of the SCNC year, in the skill area in which they wish to compete. SCC's definition of a certified journey person is someone who has received one or more of the following from their Provincial/Territorial Issuing Authority.

- • Journeyman Certificate
- • Certificate of Qualification
- • Confirmation of Apprentice Completion Letter
- • Completion Letter
- • Or any other documentation confirming completion of an apprenticeable skill area

AND

Must NOT be less than 18 years old when participating at the SCNC.

5.3.1.3 Team Canada Selection Category

A competitor must meet the WorldSkills (WS) eligibility requirements that includes the following.

Competitors must not be older than 23 in the year of the WorldSkills Competition (WSC) 2022.

Exceptions exist in Mechatronics, Aircraft Maintenance, and Cloud Computing where competitors must not be older than 26 in the year of the WSC 2022.

AND

Must NOT be less than 18 years old when participating at the SCNC.

5.3.2 Competitor Residence

A competitor attending school or working as a registered apprentice in a province or territory other than their primary place of residence can choose to represent either province or territory, on condition that the MO accepts to be represented by that competitor and they meet the eligibility requirements within that province or territory.

5.3.3 Competitor Citizenship

Only Canadian citizens and permanent residents (landed immigrants) have the right to compete at the SCNC. MOs registering competitors are responsible for verifying this information.

5.4 Proof of Eligibility

If the CRC receives an appeal in a grievance process in which the eligibility of a competitor is questioned, the MOs for the competitor(s) must provide their competitor(s) proof of eligibility in order for the CRC to review the appeal.

Requested proof can include:

- Proof of apprenticeship
- Proof of school attendance
- Proof of age: original government issued identification that includes the date of birth and photo
- Proof of citizenship or permanent resident card

If it is impossible for the CRC to verify proof of eligibility, the competitor(s) named in the grievance and for whom the proof is missing may be disqualified.

5.5 Number of Competitors in Each Contest Area

Each MO can enter one (1) competitor/team per secondary contest offered.

Each MO can enter one (1) competitor/team per post-secondary/team Canada selection contest offered.

After January 1st in the year of the SCNC, the addition of a competitor will be on a waitlist. Only if the NSEC receives a cancellation in the same contest and level will the competitor on a waitlist be added. Depending on the skill, the category would be considered in order to accept a new competitor who was on a waitlist.

5.6 Clothing

5.6.1 During the Contests

Competitors may wear the colours of the province or territory they represent during the competition. Each MO must respect the Commercial Marks Policy (Appendix C). Safety requirements within the skill which is indicated in the contest description will override the province or territory uniform.

5.6.2 During Official Ceremonies

Each year, MOs will decide what uniforms will be deemed appropriate. The objective of the MO will be to ensure uniformity. All competitors are required to wear their non-competition wear (team uniform) for the official ceremonies.

6 Organization of Contests

6.1 Contest Description

Contest description documents are brief descriptions of each contest. It is the responsibility of SCC to coordinate the preparation, translation, and distribution of contest descriptions. It is the responsibility of SCC to ensure that contest descriptions are available in both official languages. Each contest description will be reviewed and revised by the NTC for that skill area.

Contest descriptions are approved by the NSEC on recommendation of the NTC members.

Contest descriptions must be finalized, translated, approved and added to the SCC website by December 31st, the year prior to the SCNC.

6.2 Projects

SCC is responsible for coordinating the project preparation and translation. It is the responsibility of SCC to ensure that projects are available in both official languages. Each project is prepared by the NTC by taking into account the identified points in the contest description. The project shall be designed and must be able to be completed using the materials and equipment listed in the infrastructure list and/or brought by Competitors.

The content of a project must be different every year.

Projects must allow competitors to demonstrate their ability to accomplish tasks. As a guideline, a minimum of 85% of the points should come from a practical project and a maximum of 15% of the points should come from a theoretical project. It is not necessary to include a theoretical project.

The project shall be designed to take between 10-12 hours working time, within the period and not exceeding two days. If an extension of time is required, the Chair of the NTC committee must first obtain the approval of the NSEC.

6.3 Other Competition Documents

In some skills, the project requires supporting documents. SCC is responsible for coordinating the preparation and translation of all supporting documents. It is the responsibility of SCC to ensure that supporting documents are available in both official languages. If a skill does have supporting documents, it will be indicated in the contest description.

6.4 Translation of documents used by the Competitors

All documents used by Competitors must be translated in both official languages. It is the responsibility of the Chair and Co-Chair to make sure all competitors receive all documents in the language of their choice. Documents must be received at the NSEC 2 months prior to the SCNC in order to facilitate translation. Any documents provided after the 2 months deadline will not be accepted and will not be used at the competition. Onsite translation is prohibited. If a document is presented onsite and is unilingual, it will be removed from the contest. This rule excludes the 30% onsite change to the project. SCC will provide translation support to NTC for the translation of the 30% change.

6.5 Posting on the SCC Website

Each contest description, project, and supporting documents will be posted on the SCC website on specific dates. Each document with its respective posting date will be included in the contest description.

All competition documents are kept confidential until they are posted on the SCC website. Any violation of this rule will be cause for dismissal of the NTC member.

Once a document is posted online, no changes are accepted. Additional information will be posted as separate document(s).

If a MO is using the same SCNC document, in part or in full, for their provincial/territorial competition, they cannot share their document unless the same document is posted on the SCC website.

6.6 Mandatory Change in Project for the post-secondary and/or team Canada selection categories

Where the Project has been posted on the SCC website, once onsite at the SCNC, the NTC shall change a maximum of 30% of the work content within the limitations of the equipment and materials provided by SCC. This 30% change is decided by vote of the NTC on or before two (2) days prior to orientation day. Evidence of the changes in the work content must be documented and approved by each NTC member. Competitors will be informed of the 30% change during orientation.

6.7 Judges

SCC is responsible for coordinating contest evaluation. Working with the NTC, SCC will ensure there is a sufficient number of judges for each skill. Judges will consist of committee members and only if there are not enough members will the NSEC source external judges. External judges will be selected with the help of the MOs and the NSEC sponsors/suppliers and partners.

6.8 Competitor Communication and Contact

NTC members, Advisors or anyone from the same province/territory may communicate at any time with their compatriot competitor(s) when the contest is not underway. Not underway would mean, prior to the official start time, lunch period, after the official end time on each competition days. Once a competitor is inside the contest site, no communication is allowed with spectators outside the contest site. They may communicate when the competition is officially underway but only with the approval of the Chair and in the presence of another NTC member from another province/territory.

If a spectator is found to be communicating to a competitor during the official contest times, the competitor may be disqualified if proof of the infraction is submitted to SCC.

Unless prior approval is given by the NTC or SCC, the use of mobile phones or electronic devices is prohibited when the contest is officially underway. At other times the use of mobile phones, or electronic devices is allowed. If a mobile phone or electronic device is brought in the skill area and is confiscated by an NTC member, SCC is not responsible for lost or stolen property. It is strongly recommended that mobile phones or electronic devices not be brought in the skill area. The only exception to this rule is if the NTC clearly states that a music device is allowed. This exception must be included in the contest description and must have clear guidelines and restrictions to make sure no illegal recordings are brought in the Skill area.

6.9 Bring Your Own Device (BYOD)

The SCNC is a BYOD event. As stated in the contest description, competitors will need to bring/use their own computer in order to compete in certain skill areas. Specification on the type of computer to bring will be stated in the contest description.

SCC is not responsible for any stolen or damaged computer.

For the post-secondary and team Canada categories, competitors must bring their computer at orientation and leave it onsite until the end of Competition Day 2.

For the secondary category, competitors must provide their own computer and the proctor is responsible to make sure the computer stays on the competition site during the competition.

Competitors are responsible for the cost and management if they decide to ship their computer to the SCNC.

SCC will provide extra security overnight.

All software must already be installed on the computer. SCC will not supply any software for the contest.

If a competitor computer malfunction (hardware or software), the SCC IT committee will do everything possible to fix the problem. It will be the competitor's responsibility to bring a back-up device if he/she wishes to. If a computer malfunction and time is lost, the NTC will allow extra time at the end of the competition to a maximum of 1 hour. To facilitate the repair for the IT committee, the computer should be unlocked or have administrative rights. SCC is not responsible if access to the computer is not granted.

It is the responsibility of the Proctor to make troubleshoot and potential malfunction with their competitor's computer.

6.10 Organization of Workstations

For the post-secondary and team Canada categories, the coordination of workstation set-up is the responsibility of the NSEC and the NTC. The NTC do their best to ensure that workstations are similar so that competitors can demonstrate their skills under equitable conditions.

For the secondary category, the coordination of workstation set-up is the responsibility of the Proctor and host facility.

6.11 Secondary category proctor

A proctor is required for competitors in the secondary category to be able to compete. A Proctor is used to guarantee the safety of competitors, assist the NTC in assessment and many more responsibilities. To guarantee the safety of competitors and/or for assessment purposes, SCC has determined that some skill areas require a mandatory Proctor. If a competitor/MO is unable to confirm a proctor in the recommended category, arrangements may be made upon written approval by SCC.

6.12 Orientation

6.12.1 Competitor Orientation

The orientation held prior to day 1 of the competition is mandatory. The purpose of this meeting is to prepare competitors for the contest.

Secondary competitors will receive a pre-recorded video for their orientation session. This video will be viewed by the Competitor and their Proctor the day prior to day 1 of the competition.

Post-secondary and Team Canada competitors will attend a in-person 1h-1h30 hour orientation session scheduled the day prior to day 1 of the competition.

With the approval of the NSEC, if a competitor is not present at the orientation, the NTC must conduct orientation for this competitor at the start of competition day 1. The competition time for this competitor will not be extended.

During the orientation, the NTC will allocate workstations randomly where applicable.

The NTC or designate will review the following:

- Verify attendance and that competitor first, last name and province/territory is accurate
- Competition rules
- Skill specific rules established by the NTC
- Schedule of events, especially start and finish times and lunch break
- Conflict resolution procedure
- Evaluation criteria
- Safety rules-signature required
- Sustainability
- Competitor communication and contact (refer to section 6.8)
- Verify list of tools and materials that competitors must supply
- Validate the use of other tools, materials, books or notes that competitors can bring for use
- Train on using equipment unfamiliar to competitors as well as all aspects related to safety. When possible, competitors may familiarize themselves with equipment through hands-on use.
- Special announcements, transportation, meals, etc.
- Answer competitors' questions
- Confirm that ALL contest documents were provided to the competitors in their language of choice (English or French).
- Explain the Team Canada selection process (during selection years)
- Interpreter guidelines

Once the orientation is concluded, the NTC must use the sign-off form to check off each item for discussion. Each competitor must sign the form to acknowledge that they are aware of the information provided during the orientation.

6.12.2 Secondary Proctor orientation

Secondary proctors will be required to attend a online live orientation which will be held prior to competition day 1. The exact date and time of this orientation will be included in the contest schedule which will be posted on our website.

The following topics, but not limited to, will be discussed

- Competitor orientation
- Competition Schedule
- Proctor role and expectations
- Skill specific discussions
- Q&A

6.12.3 Judges Orientation Meeting and CIS workshop

6.12.3.1 Judges Orientation

Prior to the start of the competition, the NTC chair must hold a judges orientation meeting. All judges must be present.

Each NTC Chair must discuss the following points:

- Project(s)
- Competition rules
- Skill specific rules established by the NTC
- Material, equipment, and facilities
- Safety rules
- Conflict Resolution procedure
- Evaluation criteria/CIS
- Marking forms
- Schedule of events, particularly start and finish times and lunch break
- Clarification on all points allowing an equitable and a transparent contest

For external judges, it is recommended, on competition days, that they arrive on site one (1) hour before the contest starts (where applicable).

6.12.3.2 CIS Workshop

The NTC with the CIS responsibility, with the assistance of the Chair and Co-Chair, must conduct a CIS workshop with all the NTC and outside judges. The process for measurement and judgment must be clearly explained verbally and with scenario-based training. For the secondary competitions, CIS will be used remotely. For the post-secondary and Team Canada categories, CIS will be used onsite.

6.13 Contest Administration

SCC and the NTC will organize skill areas and will provide instructions to judges and competitors. Each NTC Member is responsible for ensuring the smooth running of his/her skill area. Competitors must be punctual, those arriving late will be admitted but their allotted time will not be extended.

Competitors who require clarification on instructions during the contest must address their questions to a Proctor/NTC member. Competitors are allowed to go to the restrooms. Escorts may be provided to restrooms at the discretion of the NTC Chair or designate. Interpreters will be allowed to access the skill area. Access to a Skill is allowed only to NTC members, judges, competitors, approved interpreters, NSEC staff and other persons authorized by the NSEC.

If a competitor is inadequately prepared to complete a task or section of a project and assistance can be provided without affecting other competitors, with the approval of the NSEC. Judges and/or NTC members may help the competitor complete the task or section as a learning opportunity, however no marks will be awarded for that task or section of a project. Each member of the NTC for that contest must be aware of and support this course of action before assistance is given.

6.13.1 Competition Documentation and Process

- Once documents are posted on the SCC website, no changes are permitted.
- If a document is not posted online that document may be modified once onsite at the SCNC with the approval of all NTC members.
- NTC members are not permitted to convey any information about the competition documents until they are posted on the SCC website or once they are distributed to the competitor onsite. All documents not shared to competitors are confidential.

6.14 Safety Program

SCC has implemented a comprehensive safety program as health and safety is an integral part of our competitions. Our safety program includes guidelines and procedures to make the work environment in each skill area safer. During the SCNC, the NTC members must follow a safety manual and submit safety forms to the safety committee as required.

6.14.1 Safety Excellence Award

The safety program includes auditing and safety performance observations during set-up, competition, and tear-down operations. Skill areas with the highest overall score are presented with medals at the NTC planning meeting after the competition is closed. The audits are performed by Health and Safety professionals and include:

- Review of the contest description to recognize the safety measures planned for the skill area including engineered controls such as machine guarding; administrative controls such as Safety Data Sheets, safety signage and floor markings; and Personal Protective Equipment (PPE) standards.
- Set-up observations include site conditions such as housekeeping and adherence to PPE and safe work procedures.
- Competition days include audits of the skill area as well as NTC and Competitor adherence to the safety section of the contest description document
- Tear-down observations include site observations of PPE and safe work procedures.
- Safety Excellence Award auditing forms are shared with NTC Event Safety Reps prior to skill area set-up.

7 Registration

SCC manages registration activities. SCC establishes the deadline for registration and applicable fees. Registration fees must be paid to SCC thirty (30) days after receipt of the invoice.

The actual participant list during the SCNC will be used to invoice MO registration fees.

There is no registration fee for the participation in secondary category participation.

A registration fee will be invoiced for the post-secondary and team Canada categories

7.1 Who Must Register?

All persons needing access to activities that require accreditation must register with SCC through their respective MO.

7.2 Required Information for Registration

All registered participants, delegates, judges, volunteers must fill out and sign the SCC activity consent form in order to participate at the SCNC activities. Upon arrival, registered competitors, delegates, judges, volunteers will receive accreditation. This accreditation must be worn to gain access to the skill areas, provided transportation and all scheduled activities.

7.3 Assessment Procedures

7.3.1 Assessment Methods

There are two assessment methods: *measurement* and *judgement*. Each has distinct purposes and procedures.

Measurement is used to assess accuracy, precision, and other performance, which can and should be measured in a strong way. It is used where there should be no ambiguity.

Judgement is used to assess the quality of performance, about which there may be small differences of view when applying the external benchmarks.

Both measurement and judgement are required to reference their assessment and marking to explicit external benchmarks drawn from best practice in industry and business. The baseline for the award of any marks is the attainment of an acceptable industry standard.

7.3.2 Assessment and Marking Procedures

7.3.2.1 Competition Commencement

Before the contest begins, each NTC member must approve and sign the marking scheme acceptance form. This signed form must be submitted to the NSEC. Only until this is received may the contest begin.

7.3.2.2 Assessment and Marking Teams

Marking teams are created of three NTC members. Each NTC members judge each aspect. Marking teams are chosen by the Chair and Co-Chair prior to the contest start. A NTC member must also be chosen to oversee the marking in both measurement and judgement.

7.3.2.3 Marking by Measurement

The assessment decisions available to a marking team for measurement are either 'yes' or 'no' or against a pre-determined scale of conformity to a given benchmark. The design and use of either of these methods must relate to best practice in industry and business. All three (3) NTC members must discuss and agree on a mark for that aspect. This mark will be tabulated on the marking forms.

A master handwritten mark sheet shall be created to record the agreed scores. This shall be used for data entry into the CIS and kept to provide an audit trail.

If a Competitor has not attempted a particular aspect the score awarded by each NTC members shall be zero.

7.3.2.4 Marking by Judgement

Each of the three NTC in the marking team shall assess each aspect. Using flash cards, each NTC member shall award a score between zero (0) and three (3) based on the given benchmarks. To do this correctly, NTC members shall first select their own score privately by comparing the competitor's performance with these benchmarks. They then display their scores at the same time as directed by the NTC member coordinating the recording of scores.

The scores from zero (0) to three (3) shall relate to industry and business benchmark:

- 0: performance below industry standard to any extent, including a non-attempt;
- 1: performance meets industry standard;
- 2: performance meets industry standard and surpasses that standard to some extent;
- 3: excellent or outstanding performance relative to industry's expectations.

The benchmarks shall be agreed upon when finalizing the marking scheme and shall not be changed during assessment and scoring.

A master handwritten mark sheet shall be created to record the agreed scores. This shall be used for data entry into the CIS and kept to provide an audit trail.

Where the range of scores for an aspect is greater than one (1) NTC members must remark that aspect. A brief discussion with reference to the benchmarks is permitted in order to reduce the range to one (1) or less.

If a competitor has not attempted a particular aspect the score awarded by each NTC member shall be zero (0).

7.3.2.5 Order of Assessment and Marking

Since assessment and marking is referenced to external benchmarks, the order of assessment and marking should not be a matter for concern. However, in instances of a disagreement or unfair marking practices, the Assessment Advisor may make the decision for the measurement marking to be completed before the judgement marking.

7.3.2.6 Competitor Presence

Assessment and marking shall not be done in the presence of the competitor unless otherwise specified in the contest description.

7.3.3 Finalization of Marks

Marks are transferred from the handwritten marking forms into the CIS as assessment progresses. Once the marks for all marking forms for a specified marking day have been entered, CIS will be locked for those Criteria. The judges are given the opportunity to review the marks entered in CIS to confirm its accuracy. If any discrepancies are found, they must be reported immediately to an Assessment Advisor. Signatures of all NTC and outside judges are required to change a mark already in the CIS.

Assessment and entry of marks into the CIS must be completed by 23:00 on day 2.

NTC and outside judges shall not be released from their competition duties until all the necessary paperwork has been handed in which includes all required signatures.

7.3.4 Cheating

If any person (NTC Member(s), judge(s), trainer(s), supplier(s), sponsor(s) or observer(s)) is found to have fully or partially aided a competitor or team in the completion of a specified contest task which is deemed to be contrary to the rules of the contest as specified by SCC, the competitor or team who received this assistance may face disciplinary measures as determined by the CRC which may result in an immediate disqualification. The involved person(s), who aided a competitor or team, may be removed from SCNC participation automatically as determined by the NSEC

There is zero tolerance for cheating.

7.4 Medals and Certificates of Participation

SCC will distribute one (1) gold medal, one (1) silver medal, and one (1) bronze medal for the secondary and post-secondary skill areas. In the case of team events, each team member will receive a medal if they are a winning team. The person or team achieving the highest score is awarded the gold medal. The person or team achieving the second highest score is awarded the silver and the third highest scoring person or team is awarded the bronze.

SCC will distribute a Team Canada Selection medal for the 1st place winner in this category

All competitors will receive a certificate of participation from SCC.

7.5 Candidates Not Reaching a Minimum Standard of Performance

If it is the opinion of the NTC for a contest that a competitor or team has not performed at the minimum acceptable standard for the SCNC, then the NTC, through the Chair, can recommend that the medal(s) be withheld. In these circumstances, the NTC Chair shall report the potential withholding of medal(s) to the Chief Executive Officer (CEO) or his/her appointee(s) of the NSEC no later than 23:59 on competition day two. The CEO or his/her appointee(s) will investigate with the NTC and judges to ensure integrity and consistency of the contest. If the medal(s) is/are withheld, the NSEC will advise the affected MO prior to the closing ceremony and will convene a meeting with the affected parties (NTC, competitor(s), MO) if necessary. The withholding of the medals will be recorded by the NSEC on a Mark Summary Form and signed, as is normal practice.

If there is a dispute between the NTC and the NSEC as to the awarding of medals, a minimum score of 60% must be achieved by the competitor or team in question.

7.6 Results

During the closing ceremony, SCC announces the name, the category, the province/territory and the medal awarded.

Within one week after SCNC, the NSEC will send each MO the standings, marks and group average for all competitors. The name of the individual, province/territory and standings for the top three competitors for each contest will be compiled by the NSEC and be verified by an independent body and be made available for public distribution. The complete list of ranking, scores, averages, etc. is for MOs' internal use only.

7.7 Process to be Respected

- NTC members shall not make any changes to the competition registration – for example, name, category, etc. – without approval from the NSEC.
- All donated equipment, material and purchases are the property of SCC.
- Observe safe work practices that avoid unnecessary risks and report any hazard or hazardous practice to the Safety Committee.
- Upon arrival at the competition, no changes to the site plan are permitted and no additional material and equipment may be requested.

8 Media

With the exception of the SCC official media, photography and videography is permitted only during the 2 days of competition from 8:00 to 17:00.

Filming, photographs and/or interviews inside a contest area is subject to the approval of the NSEC. The NTC with media responsibility must contact the media center for these requests.

Appendix A - Conflict Resolution – Post-Secondary & Team Canada Selection categories

1. Intent The process of a grievance or appeal is intended to cause minimal disruption to the competition and participants.

2. Time lost **If** the process affects a contest's timelines or duration, **then** the Chair of the NTC and/or the CRC may recommend to the NSEC to make appropriate allowances for time lost.

3. Conflict Resolution Committee (CRC)

3.1. Composition The CRC shall be composed of:

Title	Description
Representative	One representative appointed by each MO.
Chair	A chair is appointed by SCC. If the appointed Chair is unable to attend, then CRC members present respecting the quorum will appoint a Chair during the first onsite meeting that is scheduled to occur during competitor orientation.
SCC interpreter	A SCC interpreter must be available if required.

3.2. CRC Responsibilities

Here are the responsibilities associated with the CRC.

Quorum

A quorum of the Conflict Resolution Committee consists of fifty percent (50%) plus one (1) of the MOs.

CRC into groups

The CRC Chair may, at his/her discretion, divide the committee members into groups as needed to expedite the appeal process in a timely manner.

3.3. Member organization (MO)

3.3.1. MO responsibility

Each MO must advise the CEO or appointed SCC designate, in writing, the name of its CRC representative and MOCD (no less than ten (10) days before the start of the competition).

3.4. Member organization competitor designate (MOCD)

3.4.1. MOCD responsibilities

The MOCD must sign any written grievance and/or Appeal filed by a competitor from its province/territory before it will be considered by the NTC and/or the CRC.

MOCD may provide guidance to their competitor at any time during the conflict resolution process.

3.5. Conflict Resolution Process

3.5.1. Reasons for grievance and/or appeal

A grievance and/or appeal may be filed when a competitor believes that one of the following occurred within his/her contest:

- A competition rule was violated.
 - A competitor was given an unfair advantage/disadvantage compared to other competitors in the same contest.
 - The NTC code of conduct was breached.
-

3.5.2. Languages

A grievance may be filed in French or English.

3.5.3. Submission means

Verbal

As described in the process below, a grievance and/or appeal is first submitted verbally to the Chair of the NTC

In writing

As described in the process below, once submitted verbally, a grievance and/or appeal must be submitted to the Chair of the NTC and using the Conflict Resolution Submission form only.

Where to find the form

The Conflict Resolution Submission form may be obtained from:

- the NTC office at each SCNC site;
 - the NSEC on-site event office, or
 - a competitor's MOCD.
-

3.5.4. Timelines

Grievances and/or appeals must be filed according to the timelines indicated in the process below.

3.5.5. Parties notification

All parties involved in the grievance are required to be notified of the grievance and must remain at the contest site until the conflict resolution process has been completed.

Authorization to leave the contest site

A party to the grievance may only leave the contest site if authorized or directed to do so by the NSEC or CRC; no other group or individual has the authority to release any party.

3.5.6. Parties availability and guidance

All parties directly affected by the outcome of a grievance as well as those who witnessed the circumstances of the grievance:

- must be available for questioning during the consideration of that grievance; and
 - as soon as a verbal grievance is submitted, the individual must be given an opportunity to contact their MOCD so they are available to offer guidance if needed.
-

3.5.7. Conflict resolution management

With the assistance of the NSEC, the Chair of the NTC shall manage the conflict resolution process. If the Chair is the subject of the grievance, he/she will declare a conflict and remove him/herself from the process. The Co-Chair will then manage the process. If the Co-Chair is also subject of the grievance, he/she will declare a conflict and remove him/herself from the process. The NTC committee will then vote on a NTC member to manage the process and who is not subject of the grievance.

3.6. Phase I - Grievance Process**3.6.1. Grievance process**

The table below describes the grievance process.

Stage	Description	Timeline
1 Verbal	A grievance is first submitted verbally to the Chair of the NTC.	Within twenty (20) minutes after the alleged infraction or violation occurred.
2 Contact	The NTC must advise the NSEC once a verbal Grievance is received.	Immediately
3 Contact	The NSEC must advise the MOCD once a verbal Grievance is received.	Immediately
4 Written	The Competitor and MOCD must fill out and sign the Conflict Resolution Submission form and submit to the Chair of the NTC.	Within forty-five (45) minutes after the verbal grievance was submitted identifying the alleged infraction or violation.

3.6.2. NTC decision process

The table below describes the NTC decision process.

Stage	Description	Delivery
1	Once the written grievance is received, the Chair must conduct a meeting with its NTC members in order to consider the grievance and submit a response to the Competitor and the MOCD	Immediately once the written grievance is received
2	The Chair of the NTC must advise the NSEC of the decision	Immediately once the decision has been made
3	This decision shall be delivered verbally to the competitor and the MOCD at the conclusion of the consideration of a grievance.	Within thirty (30) minutes of the written submission of the grievance.
4	A written confirmation of the decision, no longer than 1 page, shall be filed, by the Chair of the NTC, at the NSEC on-site event office	Within thirty (30) minutes of the verbal decision submitted
5	A copy of the NTC written decision and the Conflict Resolution Submission form shall be forwarded to the Chair of the CRC for information purposes.	In writing

3.6.3. Corrective actions by NTC

In making a decision after consideration of a grievance, the NTC members may take whatever corrective action they consider appropriate, up to and including the disqualification of any competitor who has breached

3.6.4. Obtaining a copy

The competitor and/or the MOCD involved in the grievance may obtain a copy of the decision from the NSEC on-site event office as well as any person directly affected by the decision.

3.7. Phase II - Appeal Process

3.7.1. Reason for appeal

The involved competitor may file an appeal because he/she does not agree with the grievance decision of the NTC.

3.7.2. Appropriate meeting space

Consideration of an appeal shall take place in an appropriate meeting space as determined by the CRC.

3.7.3. Appeal process

The table below describes the appeal process.

Stage	Description	Timeline
1 Verbal	The competitor involved in the grievance makes a verbal appeal to the NTC Chair.	Within fifteen (15) minutes of the competitor receiving the verbal decision of the grievance.
2	The Competitor and MOCD must sign the Conflict Resolution Submission form and indicate they want to appeal	Immediately after the verbal appeal
3	The NTC Chair will inform the NSEC.	Immediately after the verbal appeal
4	As soon as the NSEC becomes aware that an appeal will be filed, it will contact the members of the CRC so they can prepare to hear the appeal.	Immediately once the NTC Chair informs the NSEC of an appeal
5	The signed Conflict Resolution Submission Form must be submitted to the NSEC.	Immediately after the Competitor and MOCD sign the Conflict Resolution Submission Form

3.8. Decisions of the Conflict Resolution Committee**3.8.1. Decision Process**

The decision of the CRC shall be:

Stage	Description	Timeline
1 Verbal	All parties directly affected by the appeal, may be asked to present their facts to the CRC. The MOCD may only attend as an observer when the competitor(s) meets with the CRC.	At the start of the consideration of an appeal
2 Verbal	Deliver the CRC decision verbally to the Competitor and MOCD	At the conclusion of the consideration of an appeal
3 Written	A written confirmation of the CRC decision, no longer than 1 page, shall be filed, by the Chair of the CRC, at the NSEC on-site event office	Within 60 minutes of the verbal delivery of a decision of the CRC

3.8.2. Corrective Actions by CRC

In making a decision after consideration of an Appeal, the CRC may take whatever corrective action it considers appropriate.

3.8.3.	Obtaining a Copy	The competitor and/or the MOCD may obtain a copy of the CRC decision from the NSEC on-site event office.
<hr/>		
3.8.4.	Majority Vote Decision	Any decision of the CRC shall be made by a majority vote. That decision shall be deemed final and binding.
<hr/>		
3.8.5.	Final and Binding Decisions	The decisions of the CRC are final and binding, and are not subject to further appeal. Any written decisions rendered by the CRC, and filed with the NSEC, may be forwarded to any MO involved in the dispute upon request of the Executive Director of that MO or the MOCD.
<hr/>		
3.8.6.	Recommendations	Recommendations made by the CRC further to an appeal will be forwarded to the NSEC and the CEO of SCC may consider further action and/or implementation of the recommendations.
<hr/>		

POST SECONDARY & TEAM CANADA CATEGORIES

Conflict Resolution Submission Form

Note: Please refer to the Conflict Resolution section of the Competition rules for more details on the process and timelines to be followed for a grievance and/or appeal. The competition rules are available at each skill area. It is the competitor's responsibility to abide by these rules and regulations.

A grievance can only be submitted by a competitor

PHASE 1 - GRIEVANCE INFORMATION

Please print the following information

Last Name: _____

First Name: _____

Date: _____

Province/Territory: _____

Skill Area Name and Number: _____

Verbal grievance given at: _____ (time)

Please complete each of the following three sections:

Facts - clearly describe the facts about which you are making this Grievance. Also make reference to any informal contacts you have had with judges or the National Technical Committee members during the competition relating to this grievance.

Breach - indicate the specific instruction(s), procedure(s), contest description, competition rules, skills specific rule that you believe has been breached. If possible, attach a written copy of that instruction, procedure, contest description, etc.

Request - state the specific corrective action you are requesting with respect to this matter.

Results of the Grievance

Accepted ☐

Denied ☐

Signature of the Chair of the NTC: _____ Time: _____

Competitor signature: _____ Time: _____

MOCD signature: _____ Time: _____

Received at the NSEC by: _____ Time: _____

Time deliberation started by the CRC: _____

Time deliberation ended by the CRC: _____

PHASE 2 - APPEAL

☐ **Appeal**-can be made only by a competitor from the indicated skill area who is directly affected by the decision made after consideration of the above grievance.

Competitor Signature: _____

Time: _____

MOCD Signature: _____

Time: _____

For Conflict Resolution Committee Use Only

Appeal decision rendered by the Conflict Resolution Committee

Approved: _____ Denied _____

Signature: _____ Date: _____

Comments:

Copies of the completed form may be obtained from the National Secretariat.

Appendix A(b) - Conflict Resolution – Secondary category

1. Intent

The process of a grievance or appeal is intended to cause minimal disruption to the competition and participants.

2. Time lost

If the process affects a contest's timelines or duration,

then the Chair of the National Technical Committee (NTC) and/or the Conflict Resolution Committee (CRC) may recommend to the National Secretariat (NSEC) to make appropriate allowances for time lost. The final decision will be made by the NSEC.

3. Conflict Resolution Committee (CRC)

3.1. Composition

The CRC shall be composed of:

Title	Description
Representative	One representative appointed by each Member Organization (MO).
Chair	A chair is appointed by SCC. If the appointed Chair is unable to attend or declares a conflict of interest then CRC members present respecting the quorum will appoint a Chair.
SCC interpreter	A SCC interpreter must be available if required.

3.2. CRC Responsibilities

Here are the responsibilities associated with the CRC.

Quorum

A quorum of the Conflict Resolution Committee consists of fifty percent (50%) plus one (1) CRC members present.

CRC into groups

The CRC Chair may, at his/her discretion, divide the committee members into groups (with quorum) as needed to expedite the appeal process in a timely manner.

3.3. Member organization (MO)

3.3.7. MO responsibility

Each MO must advise the CEO or appointed SCC designate, in writing, the name of its CRC representative and MOCD (no less than ten (10) days before the start of the competition).

3.4. Member organization competitor designate (MOCD)

3.4.1. MOCD responsibilities

The MOCD may provide guidance to their competitor at any time during the conflict resolution process.

3.5. Conflict Resolution Process

3.5.2. Reasons for grievance and/or appeal

A grievance and/or appeal may be filed when a competitor believes that one of the following occurred within his/her contest:

- A competition rule was violated.
- A competitor was given an unfair advantage/disadvantage compared to other competitors in the same contest.
- The NTC code of conduct was breached.

For any of the above reasons it is incumbent on the NSEC and the NTC to attempt to resolve these matters on a timely basis.

In a virtual format, the following reasons may not be grieved

- Safety concerns
 - COVID protocol
 - Equipment and material used by a competitor
 - Equipment malfunction
 - Unstable internet
 - Competitor space location and set-up
 - In consultation with the CRC Chair, any other problem that the NSEC decides will not be resolved by a grievance or appeal
-

3.5.3. Languages

A grievance may be filed in French or English.

3.5.4. Submission means

Verbal

As described in the process below, a grievance and/or appeal is first submitted verbally to the Chair of the NTC

In writing

As described in the process below, once submitted verbally, a grievance and/or appeal must be submitted to the Chair of the NTC and using the Conflict Resolution Submission form only.

Where to find the form

The preferred way of submitting the Conflict Resolution Submission form will be electronically using JotForm. The JotForm link may be obtained from the SCC website, Google Classroom (secondary) and Competitor One Drive folder (post-secondary). In case of any technical difficulties, the form will also be available in PDF in those save sharing platforms. As a reminder, our preference is to receive the form electronically using JotForm.

3.5.5. Timelines

Grievances and/or appeals must be filed according to the timelines indicated in the process below.

A Grievance and Appeal must be discussed and closed during the same competition day.

Exception: Due to the nature of a virtual competition, we understand that timelines in this document could vary due to technical or other difficulties.

3.5.6. Parties notification

All parties involved in the grievance are required to be notified of the grievance and must remain accessible by telephone until the conflict resolution process has been completed.

A party to the grievance must remain accessible until directed the NSEC or the CRC; no other group or individual has the authority to release any party.

3.5.7. Parties availability and guidance

All parties directly affected by the outcome of a grievance as well as those who witnessed the circumstances of the grievance:

- must be available for questioning during the consideration of that grievance; and
 - as soon as a verbal grievance is submitted, the individual must be given an opportunity to contact their MOCD so they are available to offer guidance if needed.
-

3.5.8. Conflict resolution management

With the assistance of the NSEC, the Chair of the NTC shall manage the conflict resolution process. If the NTC Chair is the subject of the grievance, they will declare a conflict and remove themselves from the process. The Co-Chair will then manage the process. If the Co-Chair is also subject of the grievance, they will declare a conflict and remove themselves from the process. The NTC committee will then vote on a NTC member to manage the process and who is not subject of the grievance.

The NSEC will assist the NTC and the CRC committee in organizing Zoom meetings as required.

3.6. Phase I - Grievance Process

3.6.9. Grievance process

The table below describes the grievance process.

Stage	Description	Timeline
1 Verbal	A grievance is first submitted verbally to the Chair of the NTC.	Within thirty (30) minutes after the alleged infraction or violation occurred.
2 Contact	The NTC must advise the NSEC once a verbal Grievance is received.	Immediately
3 Contact	The NSEC must advise the MOCD once a verbal Grievance is received.	Immediately
4 Written	The Competitor and MOCD must fill out and sign the Conflict Resolution Submission form on JotForm	Within one hour (1h) after the verbal grievance was submitted identifying the alleged infraction or violation.

3.6.10. NTC decision process

The table below describes the NTC decision process.

Stage	Description	Delivery
1	Once the written grievance is received, the Chair must conduct a meeting with its NTC members in order to consider the grievance and submit a response to the Competitor and the MOCD. A copy of the grievance form will be sent to the Chair of the CRC.	Immediately once the written grievance is received
2	The Chair of the NTC must advise the NSEC of the decision	Immediately once the decision has been made
3	This decision shall be delivered verbally to the competitor and the MOCD at the conclusion of the consideration of a grievance.	Within two hours (2h) of the written submission of the grievance.
4	A written confirmation of the decision, no longer than 1 page, shall be filed, by the Chair of the NTC to the NSEC	Within forty-five (45) minutes of the verbal decision submitted
5	A copy of the NTC written decision and the Conflict Resolution Submission form shall be forwarded to the Chair of the CRC for information purposes.	In writing

3.6.11. Corrective actions by NTC

In making a decision after consideration of a grievance, the NTC members may take whatever corrective action they consider appropriate, up to and including disqualification .

3.6.12. Obtaining a copy

The competitor and/or the MOCD involved in the grievance may obtain a copy of the decision from the NSEC as well as any person directly affected by the decision.

3.7. Phase II - Appeal Process**3.7.13. Reason for appeal**

The involved competitor may file an appeal because they do not agree with the grievance decision of the NTC.

3.7.14. Appropriate meeting space

Consideration of an appeal shall take place in an appropriate meeting space as determined by the CRC with the support of the NSEC.

3.7.15. Appeal process

The table below describes the appeal process.

Stage	Description	Timeline
1 Verbal	The competitor involved in the grievance makes a verbal appeal to the NTC Chair.	Within thirty (30) minutes of the competitor receiving the verbal decision of the grievance from the NTC.
2	The Competitor and MOCD must sign the Conflict Resolution Submission form and indicate they want to appeal	Immediately after the competitor has given their verbal appeal to the NTC.
3	The NTC Chair will inform the NSEC.	Immediately after the verbal appeal
4	As soon as the NSEC becomes aware that an appeal will be filed, it will contact the members of the CRC so they can prepare to hear the appeal.	Immediately once the NTC Chair informs the NSEC of an appeal
5	The signed Conflict Resolution Submission Form	Immediately after the Competitor and MOCD sign the Conflict Resolution Submission Form. A copy of the signed Conflict Resolution Submissions Form will be forwarded to each member of the CRC by NSEC.

3.8. Decisions of the Conflict Resolution Committee**3.8.16. Decision Process**

The decision of the CRC shall be:

Stage	Description	Timeline
1 Verbal	All parties directly affected by the appeal, may be asked to present their facts to the CRC. The MOCD may only attend as an observer if the competitor is asked to meet with the CRC.	At the start of the consideration of an appeal
2 Verbal	Deliver the CRC decision verbally to the Competitor and MOCD	At the conclusion of the consideration of an appeal
3 Written	A written confirmation of the CRC decision, no longer than 1 page, shall be filed, by the Chair of the CRC, to the NSEC	Within 60 minutes of the verbal delivery of a decision of the CRC

3.8.17. Corrective Actions by CRC

In making a decision after consideration of an Appeal, the CRC may take whatever corrective action it considers appropriate.

3.8.18. Obtaining a Copy

The competitor and/or the MOCD may obtain a copy of the CRC decision from the NSEC.

3.8.19. Majority Vote Decision

Any decision of the CRC shall be made by a majority vote.
That decision shall be deemed final and binding.

3.8.20. Final and Binding Decisions

The decisions of the CRC are final and binding and are not subject to further appeal. Any written decisions rendered by the CRC, and filed with the NSEC, may be forwarded to any MO involved in the dispute upon request of the Executive Director of that MO.

3.8.21. Recommendations

Recommendations made by the CRC further to an appeal will be forwarded to the NSEC and the CEO of SCC may consider further action and/or implementation of the recommendations.

SECONDARY CATEGORY

Virtual Conflict Resolution Submission Form

These forms must be filled out on JotForm, you can find the JotForm link in your Google Classroom for your skill.

Note: Please refer to the Virtual Conflict Resolution document for more details on the process and timelines to be followed for a grievance and/or appeal. This section is included in the competition rules, Appendix A(b).

A grievance can only be submitted by a competitor.

A grievance must be submitted on JotForm.

PHASE 1- GRIEVANCE

Please print the following information

Last Name: _____ First Name: _____

Phone number to be reached at all time: _____

Date: _____ Province/Territory: _____

Skill Area Name and Number: _____

Verbal grievance given at: _____(time)

Please complete each of the following three sections:

Facts - clearly describe the facts about which you are making this Grievance. Also make reference to any informal contacts you have had with Proctors or the National Technical Committee members during the competition relating to this grievance.

Breach - indicate the specific instruction(s), procedure(s), contest description, competition rules, skills specific rule that you believe has been breached. If possible, attach a written copy of that instruction, procedure, contest description, etc.

Request - state the specific corrective action you are requesting with respect to this matter.

Results of the Grievance

Accepted ☐

Denied ☐

Signature of the Chair of the NTC: _____ Time: _____

Competitor signature: _____ Time: _____

MOCD signature: _____ Time: _____

Received at the NSEC by: _____ Time: _____

Time the verbal NTC decision was given to the competitor: _____

PHASE 2 – APPEAL-

The involved competitor in phase 1 of this grievance may file an appeal because they do not agree with the grievance decision of the NTC.

Reminder: These forms must be filled out on JotForm, you can find the JotForm link in your Google Classroom for your skill.

I, _____ (print name _____) would like to appeal the decision of the NTC for my grievance submitted in _____ Phase 1.

Competitor Signature: _____ Time: _____

MOCD Signature: _____ Time: _____

For Conflict Resolution Committee Use Only

Appeal decision rendered by the Conflict Resolution Committee

Approved: _____ Denied _____

Signature: _____ Date: _____

Time deliberation started by the CRC: _____

Time deliberation ended by the CRC: _____

Comments:

Copies of the completed form may be obtained from the National Secretariat.

Appendix B - Breach of Code of Conduct Notice of a NSEC committee member

Name of person submitting the notice

Last Name: _____ First Name: _____

Position: _____ Date: _____

Name of the individual who breached the Code of Conduct

Last Name: _____ First Name: _____

Trade/Committee Name: _____

Which Code of Conduct has this individual breached?

Please give reasons, examples and as many details as possible.

Send this notice to the SCC Director, Competition

Appendix C – Code of Conduct of a NSEC committee member

1. The members of the NSEC committees must conduct themselves in a professional manner with fellow NSEC members, trainers, competitors, Skills/Compétences Canada (SCC) partners/sponsors and the general public.
2. Any and all disagreements between members of the committees, judges, trainers, competitors or the public will be treated with the utmost respect and should be discussed in complete confidentiality. These discussions will not take place in public or in the presence of anyone who is not involved in the dispute resolution or directly affected by the dispute. Any serious matters must be discussed in private in the NTC room in each skills area. These discussions should take place during, before or after the competition and should involve the NSEC.
3. The members of the NSEC committees will perform their duties without bias or prejudice and with the highest standards of integrity.
4. The members of the NSEC committees will not knowingly create an advantage for competitors.
5. The presence of illegal substances during SCC events will not be tolerated.
6. SCC does not tolerate harassment or sexual harassment in any of our activities.
7. Excessive use of alcohol during SCC events will not be tolerated. This includes from the day the NSEC member leaves his/her home to the day the NSEC returns. It does not limit during the event but also includes off times.
8. The members of the NSEC committees shall act with honesty, integrity and openness in all of their dealings as representatives of SCC. SCC promotes a working environment that values respect, fairness and integrity.
9. The members of the NSEC committees shall not act in any way that knowingly endangers the physical, mental, or emotional health of any competitors or delegates. Fair and unbiased evaluation of projects is not considered to be an endangerment to the physical, mental, or emotional health of a competitor regardless of how the competitor may respond to the evaluation.

I, _____, understand that if the above Code of Conduct is not followed, I may be subject to dismissal as a National Secretariat committee member.

Signature: _____

Appendix D – Commercial Marks Policy

1. Introduction

This appendix provides details of the SCNC Commercial Marks Policy framework and specifies the rules and guidelines for promotion and exposure of sponsors and supporters of provincial and territorial team members at SCNC including; marketing, promotional and commercial displays at the Skills Canada National Competition.

2. Definitions

- Formal non-competition wear: Clothing worn during Opening/Closing Ceremonies
- Casual non-competition wear: Clothing worn during travel, accommodations or team activities
- Competition wear: Clothing/work wear worn during hours of competition
- Equipment: Tools and toolboxes brought into the contest areas at the competition

3. General Rules

Display of sponsors shall consist of a name or logo only. Text such as “Competitor A sponsored by Company B” is prohibited.

Competitors are not permitted to bring equipment into the skill area that is to be provided by SCC. A complete list of tooling that is to be provided for competition use will be available within the contest description. External equipment that does not comply is prohibited.

4. Commercial Marking Rules

This section of the policy provides rules specific to the use of commercial and non-commercial identification permissible on the Teams’ non-competition wear (formal), non-competition wear (casual), competition wear and equipment. Accredited persons, (Experts, Team Leaders and others) fall under these rules.

5. Commercial Marking on Equipment, Clothing and Toolboxes

5.1. Clothing

Teams are allowed to place non-commercial marks on competition wear for SCNC, in addition to manufacturer marks as follows:

5.1.1. Non-Commercial Marks

Non-commercial marks include text or logos for MOs province/territory name and/or MO name and/or team name that is non-commercial in nature (example: i) Alberta ii) Skills Canada Alberta iii) Team Alberta). There is no limit to the size or number of times this may appear on the clothing.

5.1.2. Commercial Marks

Commercial marks include the names and/or logos of individual educational institutions and sponsors. These may be displayed once on each garment.

5.2. Toolboxes/Bags

5.2.1. Non-Commercial Marks

Toolboxes and bags must not contain any inappropriate or vulgar material. If this rule is not followed SCC has the right to cover or black out any inappropriate markings.

6. Flags

The display of any flags on equipment, clothing, toolboxes, bags or workstations must be the approved flag of the province or territory being represented.

7. Other Advertising

All other advertising at SCNC by teams or individuals is prohibited. This includes but is not limited to signs, brochures, leaflets, banners, audio/visual advertising and any other forms of advertising.

8. SCNC Guidelines

Item	SCC and/or SCNC logo	Member Organizations' name and/or logo	Team name and/or logo	Sponsor Logos - Member Organizations'/ Competitors' Sponsor
Competition Wear	Yes	Yes	Yes	Yes. Each logo not to exceed 40cm ² with a maximum height of 5cm
Workstations	Yes	Yes	Yes	Yes. Each logo not to exceed 40cm ² with a maximum height of 5cm
Toolbox	Yes	Yes	Yes	Yes. Each display is not to exceed 630cm ² with a maximum height of 21cm..
Tools	Yes but only in the 'as purchased' form and only if it is equipment not provided by SCC.	Yes but only in the 'as purchased' form and only if it is equipment not provided by SCC.	Yes but only in the 'as purchased' form and only if it is equipment not provided by SCC.	Yes but only in the 'as purchased' form and only if it is equipment not provided by SCC.
Supplies/products/ consumables	n/a	Yes but only in the 'as purchased' form and only if it is equipment not provided by SCC.	n/a	Yes but only in the 'as purchased' form and only if it is equipment not provided by SCC.