

APPRENTICESHIP

For WIL partners

Apprenticeship is an agreement between a person (an apprentice) who wants to learn a skill and an employer who needs a skilled worker and who is willing to sponsor the apprentice and provide paid related practical experience under the direction of a certified journeyman in a work environment conducive to learning the tasks, activities and functions of a skilled worker.

Apprenticeship combines about 80% at-the-workplace experience with 20% technical classroom training, and depending on the trade, takes about 2-5 years to complete. Both the workplace experience and the technical training are essential components of the learning experience.

PATHWAYS



HIRE AN APPRENTICE

Hire an Apprentice and then connect with an institution for the formal training portion.



HIRE A RECENT GRAD

Hire a recent grad from a certificate program related to a skilled trade.



ENGAGE HIGH SCHOOL STUDENTS

Engage students wanting to start their apprenticeship journey through provincial youth programs.

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SUPPORTING BUSINESS OBJECTIVES WITH APPRENTICESHIP

Top 3 ways Apprenticeship can support your business objectives

1. Tried and true method of recruiting and maintaining talent
2. Apprentices that graduate into journeymen have better health and safety performance, greater overall productivity
3. Higher sales and profit



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BENEFITS OF HIRING AN APPRENTICE

There are many benefits for employers who hire and train apprentices including an impressive return on investment for their efforts. Employers get employees who are willing to learn and work hard and take part in developing and strengthening Canada's workforce with needed skills in trades.

- Impressive return on investment (training, wages, time, materials)
- Easier time recruiting because you hire the apprentice
- Better health and safety records because they know the business and the associated risks
- Better retention of tradespeople because apprentices understand your organizational culture, they've lived it. Journeypersons acting as mentors aid in career fulfillment
- Job specific training
- Demonstrates you're investing in your employees
- Lower staff turnover
- Revitalize your business

Explore the links on this page to learn more about hiring an apprentice, including things to consider, provincial guides and support, info about the Red Seal Program and Transfer Guide as well as different funding and grant opportunities available for helping to strengthen the skilled trade pipeline in Canada.

APPRENTICESHIP RESOURCES

Federal

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[Canadian Apprenticeship Forum](#)

[Government of Canada - Why Hire an Apprentice](#)

[Red Seal](#)

[Provincial-Territorial Transfer Mobility](#)

Provincial

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Ontario

<https://www.ontario.ca/page/hire-apprentice>

Manitoba

<https://www.manitoba.ca/wd/apprenticeship/employers/index.html>

British Columbia

<https://www.itabc.ca/overview/info-employers>

Alberta

<https://tradesecrets.alberta.ca/technical-training-centre/technical-training-class-schedules/>

<https://www.alberta.ca/employer-guide-apprenticeship.aspx#jumplinks-1>

https://tradesecrets.alberta.ca/sources/pdfs/notices/employer_fyi.pdf

Saskatchewan

<https://saskapprenticeship.ca/employers/>

Designated Trades | SATCC
saskapprenticeship.ca



APPRENTICESHIP

Northwest Territories

<https://www.ece.gov.nt.ca/en/services/metiers-et-programmes-dapprentissage/employer-information>

<https://www.ece.gov.nt.ca/en/services/metiers-et-programmes-dapprentissage/faqs-employers>

New Brunswick

https://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour/Skills/content/ApprenticeshipAndTrades/Employers.html

Nova Scotia

<https://nsapprenticeship.ca/employers-industry>

Newfoundland

<https://www.gov.nl.ca/isl/files/app-publications-emp-brochure.pdf>

Quebec

<https://www.emploi.quebec.gouv.qc.ca/entreprises/investir-en-formation/>

<https://www.emploi.quebec.gouv.qc.ca/entreprises/investir-en-formation/qualification-obligatoire/>

Nunavut

<https://www.gov.nu.ca/family-services/information/apprenticeship-trade-and-occupations-certification>

Prince Edward Island

<https://bit.ly/3g04jZn>

Yukon

<https://bit.ly/3yR4BKo>

Youth Programs

Alberta

<https://tradesecrets.alberta.ca/learn-on-the-job/who-can-learn-a-trade/registered-apprenticeship-program/>

Ontario

<https://oyap.com/>

British Columbia

<https://youth.itabc.ca/>

Saskatchewan

<https://saskapprenticeship.ca/sask-youth-apprenticeship/>

Manitoba

<https://www.gov.mb.ca/wd/apprenticeship/discover/youth/index.html>

New Brunswick

<https://www.nbtap.ca/about>

Northwest Territories

<https://bit.ly/3yOyJX6>

Nova Scotia

<https://www.nsapprenticeship.ca/>

Prince Edward Island

<https://bit.ly/2RNTGRI>

Quebec

<https://bit.ly/2Tp7fH7>

Yukon

<https://bit.ly/3fw6J2C>