



# Apprentice

Hanover's Innovative People Program

Is offering an apprenticeship program right for your business?



ARE YOU THINKING ABOUT HIRING AN APPRENTICE? NOT ONLY WOULD YOU BE GIVING SOMEONE THE OPPORTUNITY TO BEGIN A CAREER IN THE TRADES; BUT YOUR BUSINESS WILL ALSO EXPERIENCE MANY BENEFITS.



CURRENTLY, MOST YOUNG PEOPLE HAVE TO LEAVE THE AREA TO CONTINUE THEIR POST-SECONDARY EDUCATION. BY OFFERING AN APPRENTICESHIP POSITION WITHIN YOUR BUSINESS, YOU ARE HELPING TO RETAIN THE YOUNG LABOUR FORCE IN HANOVER AND THE SURROUNDING AREA.

Here are some reasons why investing in apprenticeship training has a positive return on your business:

- For every \$1 spent on apprenticeship training, your business will receive on average a benefit of \$1.47 or a net return of \$0.47.
- Over the course of the apprenticeship period, the net benefit of apprenticeship training increases each year; with an overall net benefit ranging from \$39,524 (Cook) to \$245,264 (Heavy Duty Equipment Mechanic).
- The majority of employers believe a “homegrown” journeyman who they’ve trained as an apprentice is about 29% more productive.<sup>1</sup>
- In the list of Top 10 Hard-To-Fill Jobs includes chefs/cooks, drivers (including AZ), and welders. By offering local training opportunities, we can help employers fill these positions.<sup>2</sup>

By hiring an apprentice, businesses see additional benefits of employees being a better fit within the organization, as well as reducing the current risk of skills shortages. Data has identified that there is a greater need to replace skilled trades workers than any other occupation, as approximately one in three journeymen were aged 55 years or older in 2016.<sup>3</sup>

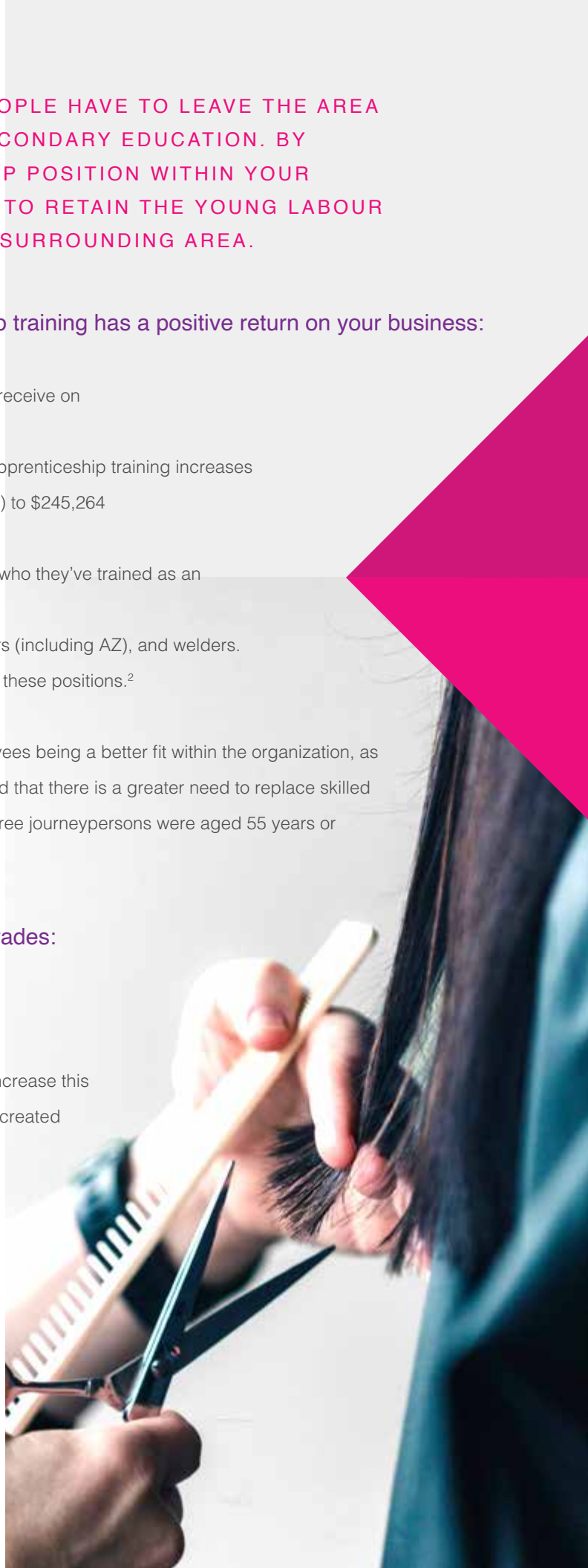
There is a great opportunity for women joining skilled trades:

- Women are just as capable as men to work in skill trades, but only make up 13.7% of apprentices.
- Women representation in skilled trades is less than 5%. To help increase this number, an Apprenticeship Incentive Grant for Women has been created to help pay for training expenses and to entice more women into apprenticeships.<sup>4</sup>

By encouraging women to pursue skilled trades, this will increase the number of available skilled trade workers.

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1 It pays to hire an apprentice  
2 Four County Labour Market Planning Board – EmployerOne 2020 Findings  
3 Ontario to Modernize and Streamline Apprenticeship Training  
4 Supporting Women in the Trades Roadmap Report



## Attract youth by making them aware of skilled trades benefits:

Most youth have the perception that university is the “first choice” when it comes to post-secondary education. However, this is typically because very little awareness has been given about skilled trades careers and the benefits:

- Income is provided throughout the apprenticeship training, minimizing student debt.
- Incentive grants are available to offset training costs after completing each of the first two levels of training.
- Individuals will be well-paid upon completion of their apprenticeship training.
- Demand for skilled trades workers is high.
- Apprenticeship training and work is hands on, and in a team setting.
- New challenges and skills are learned throughout one’s career.<sup>5</sup>
- Marketing directed to the younger generation is critical in getting more students interested in skilled trades.<sup>6</sup>

## Why should your business be part of this initiative?

In partnership with Launch Pad Youth Skills Centre, the Town of Hanover through the HIPP program is working to change the perception, create awareness and excitement among local youth about careers in skilled trades and local apprenticeships opportunities. The goal is to become the Apprenticeship Capital of Canada and keep our young people in the area, while building the labour market to prevent skills shortages. This will be accomplished by getting as many businesses involved through providing local training and apprenticeship programs.

## What it will mean to be the Apprenticeship Capital?

- Find all apprenticeship resources in one hub.
- Build a network between employers and training.
- Build connections and relationships with local youth.
- Leverage local training opportunities with Launch Pad and other local programs.

5 Youth Skilled Trades Employment Strategy  
6 Four County Labour Market Planning Board  
Local Labour Market Plan 2021







## Ready to provide someone an apprenticeship opportunity? Here are some resources to get you started:

### TRAINING:

#### Launch Pad

[yatc.ca](http://yatc.ca)

#### Georgian College

[georgiancollege.ca/academics/apprenticeships/](http://georgiancollege.ca/academics/apprenticeships/)

#### Fanshawe College

[fanshawec.ca/huronbruce](http://fanshawec.ca/huronbruce)

### GRANTS:

#### Canada-Ontario Job Grant (COJG)

[tcu.gov.on.ca/eng/eopg/cojg/](http://tcu.gov.on.ca/eng/eopg/cojg/)

#### Apprenticeship Incentive Grant

[canada.ca/en/employment-social-development/services/funding/apprenticeship-incentive-overview.html](http://canada.ca/en/employment-social-development/services/funding/apprenticeship-incentive-overview.html)

### RESOURCES:

#### YMCA

[ymcaowensound.on.ca/employment/apprenticeship/](http://ymcaowensound.on.ca/employment/apprenticeship/)

#### Ontario Ministry of Labour Skills and Training (Grey Bruce)

[brucegrey.cioc.ca/record/CWD0685](http://brucegrey.cioc.ca/record/CWD0685)

#### Ontario Youth Apprenticeship Program

[oyap.com](http://oyap.com)

#### Connect2SKILLS

[planningboard.ca/connect2skills](http://planningboard.ca/connect2skills)

## Already offering apprenticeship opportunities?

REGISTER YOUR APPRENTICE OR  
OPPORTUNITY WITH US TO HELP BUILD AN  
INVENTORY, PROMOTE OPPORTUNITIES  
AND PROVIDE A NETWORK OF RESOURCES,  
AS WELL AS TRAINING OPPORTUNITIES TO  
YOU, OUR EMPLOYERS.

## Register



Contact



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