

Apprenticeship – What is it and how does it work?

Apprenticeship training is delivered in partnership by the Ministry of Training, Colleges and Universities (MTCU) and the College. Apprenticeship is a hands-on training program for people who want to work in the skilled trades. About 90% of apprenticeship training takes place in the workplace and is provided by sponsors. The remainder consists of theoretical instruction, usually obtained at a college of applied arts and technology or other approved training delivery agency.

Training agreements between apprentices and sponsors are registered by MTCU in accordance with legislation. Each individualized training agreement represents workplace training that the sponsor agrees to provide to someone who wants to learn a skilled trade.

Ontario College of Trades – Who are they and what do they do?

The Ontario College of Trades (the College) is an independent, industry-driven body with a mandate and powers to regulate all prescribed trades under the *Ontario College of Trades and Apprenticeship Act, 2009*. Individuals with Registered Training Agreements must also become active members of the College's Apprentices Class and must remain members with the College in order to complete the apprenticeship program. To learn more about the College, visit www.collegeoftrades.ca or call 1-855-299-0028 toll-free or in Toronto, call 647-847-3000.

How long does an apprenticeship last?

Most apprenticeships take two to five years to complete, depending on the trade. Prior education and related work experience are considered when determining the length of the program at registration. Flexible classroom training options are generally available to meet the specific needs of apprentices and their sponsors.

How does someone become an apprentice?

The person seeking an apprenticeship finds a sponsor willing to ensure that the person is provided with training according to the program established by the College. The person and the sponsor submit a completed application for apprenticeship to the local MTCU apprenticeship office. MTCU staff will arrange a discussion to assess the person's eligibility for the program and the sponsor's ability to provide the required apprenticeship training. Staff will explain the roles and responsibilities to all parties involved in the training, including the College's, and will register the training agreement. MTCU staff will also explain the classroom training options and, together with the sponsor, monitor the apprentice's progress during the program.

Are there other pathways to apprenticeship training?

The Co-Op Diploma Apprenticeship (CODA) program allows students attending college to receive apprenticeship training while earning a diploma. The Pre-Apprenticeship Training program helps unemployed individuals strengthen their skills and increase their eligibility for apprenticeship training in a specific skilled trade.

Can a student start an apprenticeship while attending high school?

The Ontario Youth Apprenticeship Program (OYAP) allows high school students to participate in apprenticeship training while earning their high school diploma. Interested students should contact their guidance counsellor or technical teacher for more information.

Does the government encourage sponsors to hire apprentices?

The Ontario government provides the Apprenticeship Training Tax Credit to corporations and unincorporated businesses that hire apprentices in certain skilled trades, an Employer Signing Bonus to sponsors who register new apprentices in sectors in which skilled workers are in high demand, and an Employer Completion Bonus to sponsors whose apprentices complete their programs.

Does the government provide financial support to apprentices?

Apprentices can benefit from the Ontario government's Apprenticeship Scholarship and Loans for Tools programs. Both the Ontario and the federal government offer grants during and at the completion of the apprenticeship program.

How can I learn more about apprenticeship training?

To discover the exciting ways you can earn while you learn in an apprenticeship, visit: <http://www.earnwhileyoulearn.ca>

Visit the MTCU apprenticeship page at www.tcu.gov.on.ca/eng/employmentontario/training/, to get started.