

APPRENTICESHIP IT WORKS!



INSPIRE TO HIRE: CAF-FCA EMPLOYER ENGAGEMENT

Hiring apprentices is an important foundation for business growth. Training apprentices results in:

- reduced risk of skill shortages,
- better relationships with customers,
- fewer mistakes,
- improved health and safety performance, and
- greater overall productivity.

Now that's success you can build on.

Over the past year, we have collaborated with industry and government partners to share good news about the value of apprenticeship training with employers.

The Business Case for Apprenticeship

CAF-FCA shared these key messages with employers from across the country:

It pays:

- **Return on Training Investment:** For every dollar they invest, employers, on average, receive a return of a \$1.47. This benefit is in addition to any tax credits available.
- **Tax credits:** The federal government has the Apprenticeship Job Creation Tax Credit. This credit is worth a maximum of \$2,000 per qualified apprentice. Some individual provinces and territories also have additional financial incentives for employers.

It's easier than you think:

- **Creating one-stop shop information: Apprenticeship Pays Just Ask Us:** CAF-FCA created an interactive web-based Employer Toolkit aimed at employers who are interested in learning more about apprenticeship training. It contains:
 - The reasons why it pays to hire an apprentice and employers sharing why apprenticeship works for their business.
 - **An on-line forum** where employers can chat with one another and get answers to their questions.
 - **Apprenticeship Works: Build on it database** includes:
 - ▶ information on the value of apprenticeship training
 - ▶ recruiting tips and interview guides
 - ▶ handbooks for implementing mentoring programs,
 - ▶ ready to use tools for identifying potential skill gaps, and
 - ▶ worksheets that track apprentices' progress and development.
 - **Provincial/territorial apprenticeship authority contacts.**

WWW.CAF-FCA.ORG



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Canada

Funded by the
Government of Canada's
Sector Council Program

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Connected:

CAF-FCA leveraged key partnerships when doing outreach to employers. Many thanks to our partners, including:

- Ontario Ministry of Revenue
- Canada Business Ontario, Industry Canada
- Canada Revenue Agency
- Ontario Ministry of Training, Colleges, and Universities
- Niagara Workforce Planning Board
- The Hamilton Training Advisory Board
- Nova Scotia Apprenticeship Board
- Construction Owners Association of Alberta
- Skilled Trades Employment Program (STEP), BC Construction Association

Spreading the News:

To share information about the business case and the practical tools available, CAF-FCA participated in or hosted the following events:

In partnership with the Ontario Ministry of Revenue, CAF-FCA attended a series of Tax Information Forums in Sudbury, Mississauga, Peterborough, Richmond Hill, London, Ottawa, Kitchener-Waterloo, and Hamilton. Over 1,000 employers attended these events and received information about the business case for apprenticeship.

Canada Business Ontario, Industry Canada held events with employers in Cornwall and Ottawa. CAF-FCA shared information with over 150 employers at these events.

CAF-FCA talked to employers at a meeting of the Construction Owners Association of Alberta.

With representatives from CAF-FCA, Canada Revenue Agency, the Ministry of Training, Colleges, and Universities, the local Niagara Workforce Planning Board, and the Hamilton Training Advisory Board, CAF-FCA participated in events in the Niagara region and in Hamilton.

In Sydney, Nova Scotia, CAF-FCA participated in an Employer Breakfast event hosted by the Nova Scotia Apprenticeship Board.

CAF-FCA also spoke to employers in Vancouver and Victoria, BC at Employer Engagement Forums held in partnership with STEP, BC Construction Association, and Canada Revenue Agency. CAF-FCA spoke at the ACCESS Employer Recognition and Engagement Event in Vancouver, BC. Both local employers and members of the Aboriginal community attended.

CAF-FCA is interested in engaging the public sector and also talked to public sector employers who work for the Department of National Defence.

Apprenticeship is one way we can produce the highly skilled and productive workforce we need to be competitive in the global economy. Moving forward, CAF-FCA will continue to work with partners to share the good news with employers about the benefits of apprenticeship training

WANT TO KNOW MORE?

www.caf-fca.org

613-235-4004

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