



CONESTOGA
College. Life and Learning.



Greg White

Chair - Trades and Apprenticeship Conestoga College



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Agenda

- Conestoga's - growth
- Trades and apprenticeship updates
- The advantages of apprenticeship training
- Programs and courses for the Construction Industry
- Questions



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Why we exist

Ontario Colleges - Mandate

To offer a comprehensive program of career-oriented, post-secondary education and training to assist individuals in finding and keeping employment, to meet the needs of employers and the changing work environment and to support the economic and social development of their local and diverse communities.



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Doon – School of Health and Life Sciences Addition





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Guelph Campus – 460 Speedvale Ave. W





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The Ingersoll Power Centre





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Construction Centre of Excellence Waterloo - Campus

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Masonry Centre –Award winning



Classes started in January 2009, and officially opened in the Spring of 2009



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Roofing Centre – completed March
2010 and opened in the Spring of
2010





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HRAC Training Centre – just completed with an opening planned for the Spring of 2011





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CertainTeed's Kitchen and Bath Renovations Centre





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Programs – Construction (post secondary)

- Electrician – Co-op Diploma Apprenticeship
- Renovation Technician
- HRAC Technician
- Masonry Fundamentals
- Roofing Fundamentals
- Welding Techniques
- Mechanical Techniques - Plumbing
- Construction Techniques – Carpentry
- Construction Techniques – various



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Programs – Construction (apprenticeship)

- Electrician – Construction and Mtce – Doon (800+)
- Brick and Stone Mason – 5 sections/year
- Plumbers – 11 sections/year
- General Carpenters – 11 sections/year
- Roofer – 2 sections/year
- Construction craft workers – to start fall 2011 (Waterloo)
- Cabinetmakers – Wood Working Centre of Ontario (4)
- Heavy Equipment Operator (Dozer, Excavator) Guelph



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Why become involved in Apprenticeship Training?

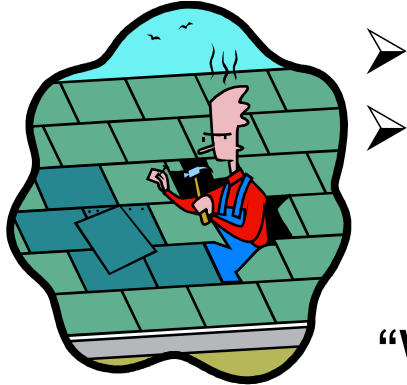




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well trained professional workforce
safer workers
\$\$\$tax credits, efficient workers
retention
quality
raise industry profile –
raise the bar



“We want people to aspire to be involved in the construction industry and not end up in the construction industry”



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- *Effective recruitment strategy - Leads to higher retention rates and lower turn over.*
- *Apprenticeship training and standards gives a competitive advantage over nonparticipating organizations.*



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- *Two way skills development - Mentoring apprentices renews and revitalizes journeypersons' (existing skilled employees) skills leading to greater productivity.*





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- *Higher quality work - Helps to maintain high standards and quality on the job.*



- *Develops skills and competencies that meet industry standards and build quality products.*



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- *Increased productivity - Trains apprentices in the company's systems and work processes.*



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- *Improved safety - Makes journeypersons more aware of safe work practices as they teach apprentices.*



- *Leads to reduced insurance costs for some employers because insurance companies recognize the lower risk of a skilled workforce.*



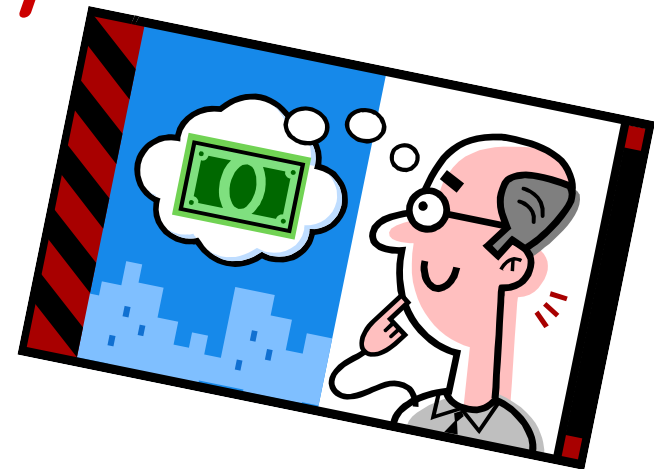


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- *Makes employees more familiar with the organization's safety practices leading to fewer accidents which results in reduced compensation costs.*





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- *Improved company reputation -
Delivers high quality products through
highly trained and skilled workers.
The public recognizes that
journeypersons ensure a level of
training to produce safe products*



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If those are the soft advantages, to keep your shareholders, accountants lets look at some of the significant dollar reasons why to get involved

In

Hiring College Grads

Taking on a Co-op student

Getting involved in the apprenticeship system



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Hiring an apprentice – A smart business strategy

- **Apprentices want to learn and are eager to work. They learn on the job from the best in the business – your skilled employees.**
- **Apprentices:**
- **Receive classroom training at no cost to you**
- **Bringing knowledge of the most current practices in the trade back to the workplace.**
- **Are reliable and effective and are committed to the success of your business.**
- **Learning in the “off season”, staying connected to the industry**



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The Growing Shortage We are all in it Together

- “Workers in the skilled trades will be retiring in droves over the next several years. Colleges, government, communities and employers are all mindful of this reality and recognize the importance of apprenticeship in responding.”

Statistics shine a spotlight on the need. The [Conference Board of Canada](#) has estimated that Ontario will face a shortage of 190,000 skilled workers by 2020, projected to rise to 560,000 by 2030. Reversing this tide is necessary for industries that need qualified people to grow their businesses and for the province to compete in a global economy.

The result? A concentrated effort to attract more people to skilled trades. And a focus on raising the profile of apprenticeship.

Certainly, there's a lot to promote. Apprentices earn as they learn. They build a network of industry contacts. They learn skills that are in high demand in the marketplace. As qualified tradespeople, they will typically earn an above-average wage.



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It Pays To Hire An Apprentice

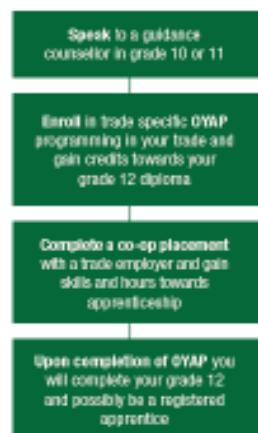
- A 2009 study shows that employers receive, on average, a benefit of \$1.47 for every \$1.00 invested in apprenticeship training, up 9 cents since the 2006 pilot study.
- The net benefit of apprenticeship training increases in each year over the course of the apprenticeship period.

Pathways to Apprenticeship.

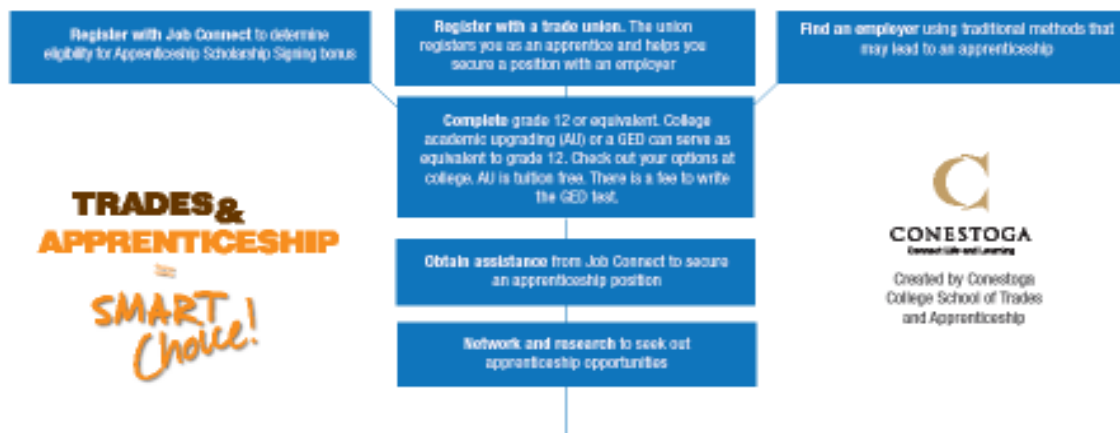
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OYAP



Traditional Route



www.conestogac.on.ca/trades

trades@conestogac.on.ca



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Helping your bottom line

Incentive / Tax Credits

The Ontario Apprenticeship Training Tax Credit (ATTC)

[The Ontario Apprenticeship Training Tax Credit \(ATTC\)](#) encourages employers to hire and train apprentices in certain skilled trades. Employers are eligible for up to 35%-45% refundable tax credit on eligible expenditures incurred with respect to qualifying apprentices. An employer is eligible for a tax credit of up to \$10,000 per year per eligible apprentice to a maximum of \$40,000 over the first 48 months period

Federal Apprenticeship Job Creation Tax Credit

[The AJCTC](#) is a non-refundable tax credit equal to 10% of the eligible salaries and wages to eligible apprentices. The maximum credit is \$2,000 per year for each eligible apprentice.



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Apprenticeship Scholarship/Employer Signing Bonus

[A \\$1,000 scholarship](#) is available for a young person (16-24) who returns to and completes upgrading to qualify and registers as an apprentice.

[A \\$2,000 scholarship](#) is available per apprentice as a signing bonus for the employer who supports the scholarship candidate's apprenticeship registration and continues to provide apprenticeship training for a minimum of 6 months.

<http://www.conestogac.on.ca/fulltime/ta/empincentive.jsp?SchoolID=5>



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Incentives / Grants

Apprenticeship Scholarship/Employer Signing Bonus

A \$1,000 scholarship is available for a young person (16-24) who returns to and completes upgrading to qualify and registers as an apprentice.



Apprenticeship Incentive Grant

The AIG is a taxable cash grant of \$1000 per year. It is available to registered apprentices once they have successfully completed their first or second year or level of an apprenticeship program in one of the Red Seal trades. You can apply for the grant if you have completed your in-school technical and on-the-job training for the first or second year (level) of your apprenticeship program on or after January 1, 2007. To apply for the first level grant, you must have been registered as an apprentice for at least 12 months and for the second level grant you must have been registered as an apprentice for at least 24 months.



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Apprenticeship Completion Grant (ACG)

[The Apprenticeship Completion Grant \(ACG\)](#) is a \$2,000 taxable cash grant designed to encourage apprentices registered in a designated Red Seal trade to complete their apprenticeship program and receive their certification. Apprentices will be able to apply for the ACG in July 2009 with eligibility made retroactive to January 1, 2009.

The completion grant will be offered to apprentices who complete their training, become certified journey persons in a designated Red Seal trade and who obtain either the Red Seal endorsement or a provincial or territorial Certificate of Qualification.



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Conestoga College Awards, Bursaries and Scholarships

Awards are offered through the [Financial Aid and Student Awards Office](#). There are also many program-specific awards administered by individual programs. Students should talk to their faculty or program co-ordinators about additional awards co-ordinated by their programs.

Loans for Tools

[The Loans for Tools](#) program offers new apprentices a loan to help them buy the tools and equipment (books) they need to perform the trade in which they are registered. The loan, which is interest-free for the duration of an apprentice's training, allows participants to invest in their own skills training – giving them a stake in making it work. The loans vary depending on each sector.



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Tradesperson Tool Deduction

The new [tradesperson's tools](#) deduction provides employed tradespersons with an annual deduction of up to \$500 to help cover the cost of new tools necessary to their trade. The deduction applies to the total cost of eligible tools.

- We are here to help, for registering existing employees and developing new employees



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Some useful links and resources

- <http://www.red-seal.ca/c.4nt.2nt@-eng.jsp?cid=24>
- Return on Apprenticeship from the Employer's Perspective: A Comparative Study by Robert Malatest, Dr. Heather MacDonald and Lili Gong
- <http://www.localboard.on.ca/localboard/english/newsPubs/apprenticeship/CAF-FCA%20ROTI%20ENGLISH%20Report%20Executive%20Summary.pdf>



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How to find new employees

- ✓ When people coming knocking on your door looking for a job with no experience.
- ✓ When friends and relatives want you to hire their sons and daughters.
- ✓ When secondary schools and organizations are looking to “place” hard to place students.
- ✓ When you want to help raise the profile of the industry and hire “ready to work” employees

Refer them to Conestoga



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Some of the Challenges we face

- Ontario is not producing the certified skilled tradespersons it needs for sustained recovery and longer term growth.
- Ontario is producing 46% fewer tradespersons (relative to the population than is the rest of Canada.
- Employer participation is now down to 17% of those who employ tradespersons
- The average starting age of an apprentice is 27
- Less than 50% of those who start an apprenticeship complete



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Why colleges?

Ontario's public colleges have proven experience and capabilities to meet the growing demand for certified tradespersons.

- Colleges deliver over 80% of the in-school apprentice training – over 30,000 new apprentices annually in almost 150 trades.
- Colleges have an unparalleled relationship with employers, 40,000 of whom hire college graduates and students for co-op and field positions annually. Of these, close to 10,000 participate on college program advisory committees.



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- Colleges have a strong track record in serving disadvantaged students with extensive, proven support services. Low- and middle-income students, aboriginal students, immigrants, students with disabilities, and Ontarians living in rural or remote areas all attend college in numbers commensurate with their share of the population.
- Colleges have exceptional experience in serving adult students: those with low literacy skills; another 200,000 students enrolled in continuing education for work-related reasons, and in implementing the government's new Second Career program.



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Creating the vision for the best trades program in Canada

- The skilled trades must be regarded widely throughout society as a highly valued and accessible career option, with certification considered the equal of diplomas and degrees.
- Ontario's apprenticeship system must play an expanded role in addressing skills shortages and contributing to innovative, high performance workplaces which enhance Ontario's competitiveness.
- Apprenticeship programs must attract and retain individuals from all sectors of society, including under-represented groups and women.
- Students must be fully supported and encouraged to complete their programs through modern educational facilities, techniques and learning materials which support individual learning styles.



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How can you help

- Support Conestoga
- Use Conestoga
- Become involved in Conestoga
- Promote Conestoga
- Support quality Training and Skilled Trades



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Thank you
for

Exploring Conestoga!

Greg White – Chair Trades and Apprenticeship

gwhite@conestogac.on.ca

519. 748.5220 ext 3831

519. 885.0300 ext 5234