

# **Skilled Help Available: Programs to Help Employers Access the Apprenticeship System**

## **A Roundtable on Apprenticeship for People Working with Employers**

Monday, January 9, 2006, 1:00 p.m. – 3:00 p.m.  
Metro Hall, 55 John Street (at King), 3rd Floor, Room 308/309

## **Summary of Evaluation Responses**

**SPEAKERS:** (1=Strongly Disagree ---5=Strongly Agree)

	<b>Response Average</b>	<b>Total Number of Responses</b>
<b>Diane Wise – <i>The Apprenticeship System in Ontario: What’s New for Employers</i></b>		
The speaker provided us with new or important information.	<b>4.3</b>	<b>36</b>
<b>Del Bruce – <i>The Benefits of Hiring Apprentices: An Employer’s Perspective</i></b>		
The speaker provided us with new or important information.	<b>4.3</b>	<b>36</b>
<b>David Lindsay – <i>The College Connection: Partners in Skills Development</i></b>		
The speaker provided us with new or important information.	<b>4.0</b>	<b>36</b>
<b>Judy Noel – <i>Successful Employer Outreach Strategies: Evolving Best Practices</i></b>		
The speaker provided us with new or important information.	<b>3.7</b>	<b>36</b>
<b>Karen Lior – <i>Successful Employer Outreach Strategies: Toronto Partnerships</i></b>		
The speaker provided us with new or important information.	<b>3.9</b>	<b>36</b>

**GENERAL: (1=Strongly Disagree ---5=Strongly Agree)**

	<b>Response Average</b>	<b>Total Number of Responses</b>
Overall, the roundtable was useful to the work that I do.	<b>4.1</b>	<b>36</b>
The roundtable stimulated my interest in finding new ways to interest employers in hiring apprentices.	<b>4.2</b>	<b>35</b>
The roundtable provided a good networking opportunity.	<b>4.1</b>	<b>36</b>
The roundtable was well organized overall.	<b>4.4</b>	<b>36</b>
The meeting facilities were comfortable and conducive to learning.	<b>4.5</b>	<b>36</b>

**Selected comments and suggestions on the speakers:**

- Happy to share the apprenticesearch.com model – thank you for including us.
- Well done.
- This area of apprenticeship is so necessary to our youth who would benefit greatly from the opportunities available through apprenticeship training.
- Let's revisit this area on an ongoing basis.
- A lot of great information was shared today. It's nice to have the opportunity to come together as employers, organizations, and different levels of government to discuss the issues surrounding apprenticeships.
- Judy presented fabulous materials as handouts.
- Excellent presenters – should plan for more time.
- Del Bruce perspective was particularly impactful.
- Excellent opportunity to network and discuss issues relating to the apprenticeship program.
- Well chosen and guided by organizers – pertinent and coordinated, covered the territory/multiple perspectives related to apprenticeship training.
- Would be nice to have discussions at the tables.
- The speakers were great. It was nice to get the various perspectives represented.
- Good start – more focus on what people were looking for.
- Del Bruce most focused and informative.
- Timely information.
- Thanks for keeping the presentations short.
- Make the MTCU website easier to access – it is geared towards apprentices not employers.
- Thank you for organizing this session. I found the information from all levels to be very informative.
- Good speakers, informative.
- Would like to be able to profile some of existing best practices like [www.apprenticesearch.com](http://www.apprenticesearch.com) to this group. It was developed to help connect and improve this fragmented apprenticeship system to the user – employer or potential apprentice.
- I found the speakers “representing” an employer perspective to be the most informative and enlightening.
- It would be useful to bring in different levels of government to address different initiatives on programs and services for internationally trained professionals.

## **Selected general comments and suggestions:**

- Longer workshop – speakers very rushed.
- Good hand-outs, valuable information.
- Excellent materials – organization, etc.
- I expected to hear more about how specifically to get employers involved.
- Hopefully the Toronto Training Board will be supported to bring T.A.P. to fruition.
- Excellent roundtable!
- Very useful session.
- Where do we go from here with the excellent info presented?
- The networking room is an excellent process.
- The information was very relevant and timely.
- Good job.
- The session was very informative but given the complexities and nuances involved in the system, two hours was not enough time.
- Might be a good idea to also have a moderated panel discussion vs. talking heads. We had very few questions because of the format. Otherwise, a very informative session.
- Have colleges speak about what is working.
- Have employers talk about their needs.
- Well done.
- Enjoyed Del Bruce's presentation.
- One way to "convince" employers to hire apprentices is to streamline and make the process easier – one way to do that is to share best practices in the industries for establishing apprenticeship programs.
- The tax credit has to be more than \$5,000/year per apprentice for my company. This works out to be approx. 6% savings over a typical 4 year apprenticeship. Therefore we will probably continue not to hire apprentices as the cost borne by employers is very high; in our case about \$250,000 over the 4 year program. The program is good but the tax credits should not be capped at \$5,000.
- Good presentation.
- Very informative.
- What role do any of the Toronto school boards play in addressing skills shortages?
- Great opportunity to bring a number of individuals together.
- Great exchange info.
- Judy very upbeat!
- Thank you for organizing. These presentations are very informative and useful.
- More interactive. It would have been great to hear from an apprentice – perhaps a panel of apprentices/employers or an apprentice/the training arm/an employer.

## **Suggestions of topics and/or speakers for future roundtables:**

- Employer was a great idea. Good info regarding bottom-line savings.
- How to assist young people into apprenticeship programs, i.e. marketing new apprentices to employers.
- Could do something similar with universities. Also, would be interested to have more info from the business community.
- Best practices in employer apprenticeship programs; where to access information/assistance to establish apprenticeship program.
- More employer perspectives on how they are addressing skill shortages.
- Sector Councils.