

Ministry of Labour, Training and Skills Development

Ontario's Skilled Trades Strategy

ICE Committee Presentation

March 11, 2022

Apprenticeship in Ontario

- Apprenticeship is one of many pathways to training and working in the skilled trades.
 - Most of the training (85-90%) is done at the workplace, where the apprentice is paid and works under the direction of experienced workers.
 - Classroom training (10%-15%) is done mainly at approved Training Delivery Agents in Ontario and provides the theory to support the practical workplace-based training.
- Apprenticeship involves an apprentice, an employer/sponsor, the Ministry of Labour, Training and Skills Development (MLTSD) and Skilled Trades Ontario (STO).
- Under legislation, ‘apprenticeable’ trades in Ontario are prescribed as either:
 - **Compulsory** - An individual must have certification or must be an apprentice in the trade working pursuant to a registered training agreement, or be otherwise exempt; or
 - **Non-compulsory** - Certification is not required to practice.
 - Of the 144 ‘apprenticeable’ trades, 23 are compulsory and 121 are non-compulsory.

78,722*

Active apprentices
in 2020-21

16,705**

Annual Apprenticeship
registrations in 2020-21

52 of Ontario’s 144
trades are Red Seal



198,260***

Holders of Active
C of Qs

5,880**

Certificates of
Apprenticeship issued

Ontario's Skilled Trades Strategy

- Nearly 1 in 3 journeypersons are aged 55 or older and the average age of an apprentice is 30.
- In construction alone, the province needs 100,000 more skilled workers over the decade.
- The province is investing \$144B+ in infrastructure, including broadband, natural gas expansion, two-way GO train service, subway expansion, and the Hamilton LRT.
- Ontario is facing a projected shortage of skilled workers.
- To support building the pipeline of skilled workers in Ontario, in 2020, MLTSD announced the Skilled Trades Strategy focused on:

Breaking the Stigma and attracting more young people to the skilled trades

Simplifying the system by cutting red tape and making it easier for people to enter the skilled trades.

Encouraging employer participation in apprenticeships

- To support and inform the key pillars of the strategy, MLTSD appointed two advisory panels: the Apprenticeship Youth Advisors and the Skilled Trades Panel.

Apprenticeship Youth Advisors

- In August 2020, Ministers Monte McNaughton, Stephen Lecce and Jill Dunlop announced the appointment of three apprenticeship Youth Advisors (YAs) whose mandate focused on four key priorities:
 1. Breaking the stigma associated with pursuing a career in the skilled trades;
 2. Identifying barriers preventing youth and underrepresented groups from entering the trades and exploring strategies to encourage their participation;
 3. Improving access into apprenticeships by establishing clear, streamlined pathways and identifying opportunities to develop new and enhance existing pathways and programs; and
 4. Supporting retention and successful completion of an apprenticeship program, including improved transitions to careers in the skilled trades.
- From October 2020 to March 2021, the YAs undertook extensive consultations, with a range of stakeholders, including youth (in care and with disabilities), parents, employers, unions, industry associations, Training Delivery Agents, educators, Indigenous tribal councils, support organizations and service providers, apprentices and journey persons.



Key Findings & Action Plan

1. **LACK OF INFORMATION** AND ONGOING STIGMA OF CAREERS IN THE SKILLED TRADES.

2. **UNCLEAR PATHWAYS AND DIFFICULT TO NAVIGATE.**

3. **LACK OF COORDINATION** BETWEEN SCHOOL BOARDS, GOVERNMENT, EMPLOYERS AND LOCAL INDUSTRY ASSOCIATIONS.

4. **EMPLOYER APPREHENSION** IN HIRING INEXPERIENCED APPRENTICES AND YOUTH.

5. **MANY BARRIERS TO ENTRY** FOR YOUTH, ESPECIALLY THOSE FROM UNDERREPRESENTED GROUPS.

- Based on the identified key findings, the Youth Advisors presented **24 recommendations**.
- To support implementation of the Youth Advisor recommendations, MLTSD established a **multi-ministry working group with partner ministries** to work collaboratively to develop a provincial response to the Youth Advisors recommendations.
- MLTSD has publicly posted its action plan in response to the recommendations at <https://www.ontario.ca/page/action-plan-response-apprenticeship-youth-advisors-final-report>

A Summary of Skilled Trades Strategy Initiatives



BREAKING THE STIGMA

Expanding Pathways

- Advertising and marketing campaigns
- Ontario Youth Apprenticeship Program (OYAP) enhancements
- Launching an annual Skilled Trades Career Fair
- Pre-apprenticeship Training Program investments

Technology, Skilled Trades and Apprenticeship Plan

- Professional learning for educators and guidance counsellors
- Industry donations of supplies and equipment to schools



SIMPLIFYING THE SYSTEM

Seamless Customer Service

- Skilled Trades Ontario
- Apprenticeship Development Benefit
- One-window digital portal
- Tools Grant
- Increasing awareness of available early years and child care supports.

Training Delivery Agents

- In-class Enhancement Fund
- Apprenticeship Capital Grant



ENCOURAGING EMPLOYER PARTICIPATION

Connecting Businesses with Talent:

- Achievement Incentive program enhancements
- Post-apprenticeship and journey person training
- Infrastructure Talent Accelerator
- Group Sponsorship Grant
- Skills Development Fund

Building Opportunities in the Skilled Trades Act, 2021

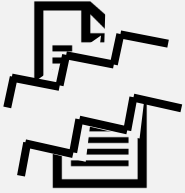
In June 2021, the government passed the *Building Opportunities in the Skilled Trades Act, 2021* (BOSTA).

BOSTA was proclaimed into force effective January 1, 2022 and is *intended to support the transformation of Ontario's apprenticeship system, making it more efficient and easier to access and navigate.*

The new legislation enables the creation of a Crown agency, Skilled Trades Ontario, that will, at maturity, allow tradespeople and apprentices to get all services in one place, including registration, issuance and renewal of certificates, and trade equivalency assessments with more services offered digitally.

At maturity, **Skilled Trades Ontario** will enable an integrated client service point of access for apprenticeship registration and training in addition to certification and renewals.

Skilled Trades and Apprenticeship Digital Portal



The current service delivery model for the skilled trades is **fragmented, outdated** and **paper-based**, with limited options for self-service.

Vision

- A **client-focused** digital delivery channel that gives skilled trades and apprenticeship clients **secure and convenient access** to online information and services.
- Will support clients in **starting, progressing through and completing** an apprenticeship program and **maintain certification** once qualified.
- Business and employers will have **more visibility** over their apprentices' progress and be **better equipped** to support them in becoming a qualified tradesperson.
- **Be flexible and adaptable to future changes.**

Initiatives to Support Youth, Newcomers and Women

 Pre-Apprentices	Pre-Apprenticeship Training Program Introduces people to skilled trades careers with technical training for an apprenticeship, academic upgrading, work placement and other supports so that they can start a career in the skilled trades
	Ontario Youth Apprenticeship Program The Ontario Youth Apprenticeship Program (OYAP) offers high school students the opportunity to explore and work in apprenticeship trades while completing their Ontario Secondary School Diploma (OSSD).
 Apprentices	Apprenticeship Development Benefit Provides financial assistance to eligible apprentices attending full time in-class training to support basic living costs, travel and overnight accommodation, commuting, dependent care and special assistance for disability needs.
	Tools Grant Provides a non-repayable grant to support apprentices with the cost of tools and equipment for their trade.
 Employers	Achievement Incentive Program Encourages skilled trades employers to train apprentices toward trade program progression, completion and certification through milestone payments. Beginning in 2022-23 the Achievement Incentive will provide enhanced financial incentives for employers to hire and train apprentices under the age of 25 and from underrepresented groups.

Contact Information

For follow-up questions please contact Rachel Ross, Manager of
Apprenticeship Policy Unit at Rachel.Ross@ontario.ca