

# Future of Apprenticeship Employer Engagement

February 22, 2017

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# The Future of Apprenticeship in Canada

- 300 stakeholders from across the country discussed common challenges in apprenticeship training at the CAF-FCA conference in June 2016
- Best practices and ideas for future action were proposed by participants

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# Key Themes

Eight themes important to apprenticeship were discussed:

- Employer Engagement
- On-the-Job Training and Mentoring
- Harmonization
- Completion
- Welcoming Workplaces
- Career Awareness
- Technology
- Technical Training

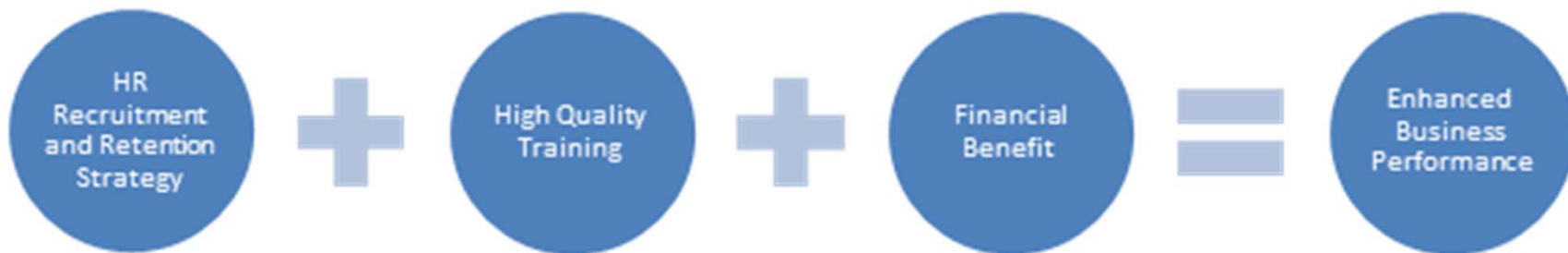
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# Reasons Why Employers Train Apprentices



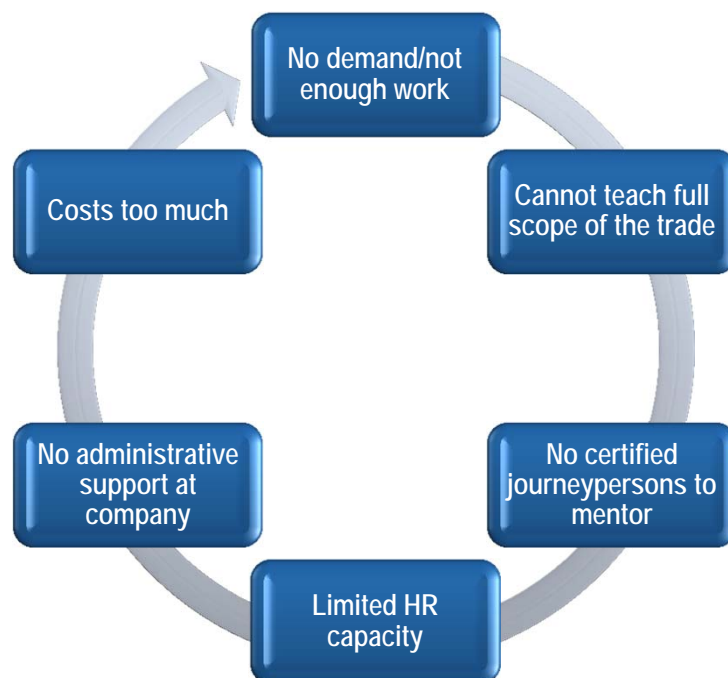
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# Reasons For Non-Participation



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# Factors Influencing Employer Engagement



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# Employer Engagement Stakeholder Insights

- Establish a vision for employer engagement
- Build a training culture and a sense of community among employers
- Develop appropriate resources, information and supports
- Support partnerships and employer champions

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# Employer Engagement Stakeholder Insights

- Encourage proactive engagement of government
- Streamline processes
- Emphasize quality training
- Create a national fund for employers who want to support high-quality training for apprentices
- Support collaboration
- Establish loyalty programs

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# Employer Champion ArcelorMittal Dofasco

- Apprenticeship Culture
- The Business Case: Key Benefits
- Key Challenges
- Engaging Employers

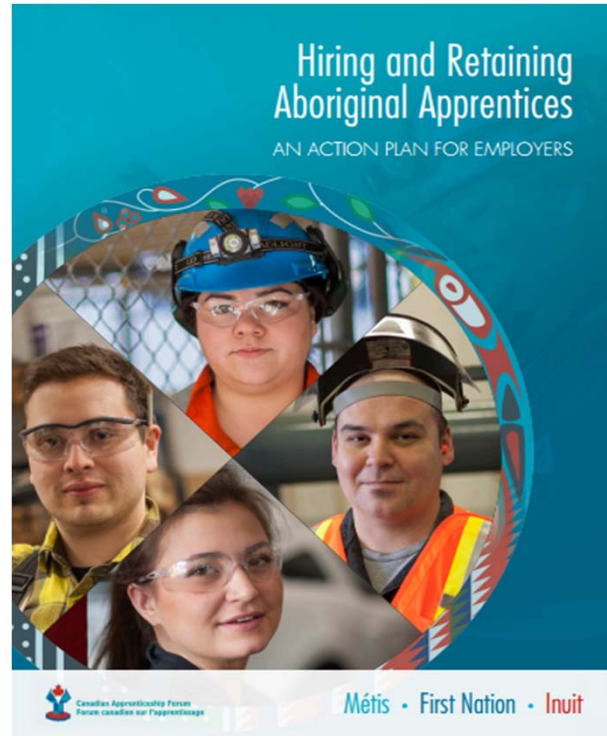
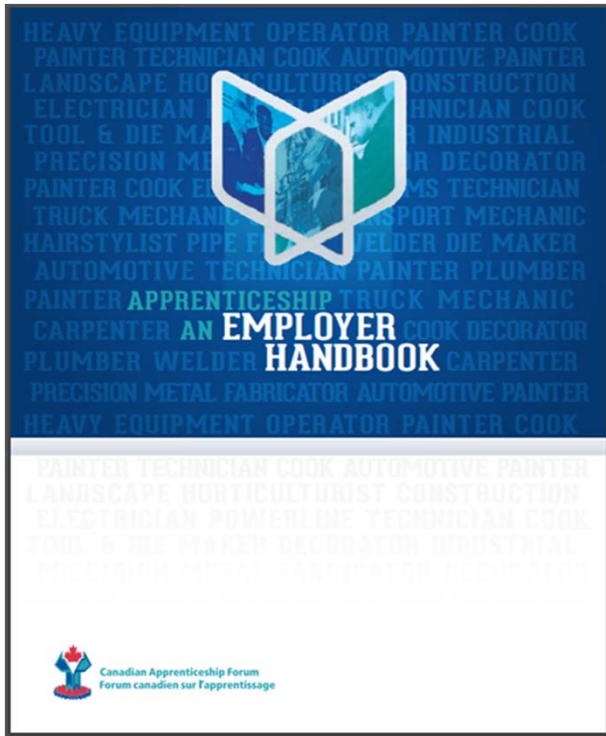
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# CAF-FCA Tools and Resources



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# CAF-FCA Tools and Resources

CAF-FCA has tools and resources to help employers at every stage. For those unfamiliar with apprenticeship, CAF-FCA offers:

- An Introduction to Apprenticeship
- Return on Training Investment: \$1.47
- The Business Case for Hiring and Retaining Women

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# CAF-FCA Tools and Resources

For employers ready to hire their first apprentice, CAF-FCA offers “how to” guides with practical tips and strategies:

- Employer Handbook
- Skilled Trades Network
- Aboriginal Action Plan
- Tax Credits Summary

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# Bringing Industry Together

For those training apprentices, CAF-FCA offers opportunities to network and learn with other employers and apprenticeship stakeholders :

- Webinars
- Regional Forums
- National Conferences

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# Call to Action

- What are our Employer Engagement goals and targets for creating the change we want to see?
- What is working well and how can we replicate our success across trades and jurisdictions?
- Are there areas where we can work together and maximize resources and impact?

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