

High Quality Training Employer Best Practices



Employers from different sectors, trades and geographic regions agree **maximizing the benefits** from apprenticeship training programs **requires high-quality workplace training**. Employer apprenticeship champions shared their best practices.

Provide an Orientation

Clear communication with apprentices from the beginning is essential. An effective orientation provides information about how the apprenticeship system works, the company's culture and business goals.

Illustrate a Career Path

Emphasize the opportunities that come with a Red Seal designation to your apprentices, promoting certification as a goal. Show your apprentices a map of their apprenticeship, earnings and potential career pathways so apprentices can envision a future at your company.

Support Apprentices

Help apprentices navigate the apprenticeship process, the paperwork and the financial challenges. Meet with and communicate regularly with apprentices. Ensure each apprentice has a training plan.

Offer Loyalty Incentives

Offer incentives to your apprentices. Incentives might include free tools or interesting training opportunities. Champions often find high-quality on-the-job training can outweigh the promise of higher wages from another employer.

Identify the Best Mentors

Formalize the mentoring component of their training putting first-year apprentices with the best mentors and teachers. Ensure the mentor identifies and addresses any issues with the apprentice. Some employer champions give the mentor a bonus to reward good mentoring in the workplace.

Create a Positive Workplace Culture

Recognize apprentices when they do quality work and provide opportunities for professional career development.

According to an **Apprentices in Canada ePanel survey** with apprentices from across sectors and regions, features that attract and retain apprentices to an employer are:

- a **journey person willing to teach**
- a **wide variety of work experiences**
- **opportunities for career advancement**
- a **positive work environment**

LEARN MORE

Become a member of CAF-FCA to gain more great insights from the Apprentices in Canada ePanel and to discuss training issues with other employers. Encourage your apprentices to become members of the ePanel.

Apprentices may join the ePanel by going to [apprenticesincanada.com](https://www.apprenticesincanada.com) and clicking the **Join Now** button.

