

Grow Your Own Talent



Hiring apprentices helps you grow your own talent. Apprentices gain skills and knowledge helping you meet your business requirements. **The apprentices you train today will become your core workforce and your company's future managers and leaders.** While economic cycles are a reality, so is Canada's need for people who can build, install, maintain and service.

Transfer Knowledge

Skills shortages and the retirement of experienced tradespeople create an urgent need to transfer knowledge from one generation to the next. Apprenticeship provides an opportunity to grow the future workforce, sustain the supply of highly skilled workers and pass along critical know-how.

Develop Future Leaders

Apprenticeship is a proven method of developing future workers, managers and mentors. As they develop their skills, apprentices become the core workforce. By getting to know your customers, equipment and procedures, apprentices are positioned to be future leaders and managers.

Reduce Turnover

Employers who hire apprentices say a commitment to employee learning and career progression makes them an "employer of choice," facilitating recruitment and retention at their companies. Investing in apprentices can ensure you have loyal employees who are committed to the organization.

Train to Your Needs

Employers want highly skilled workers committed to the company's success. Who better than a journeyperson trained right in the company? In fact, employers cite "a better fit with the organization" as the most significant benefit of employing a journeyperson they trained as an apprentice.



BEST PRACTICES IN MENTORING

- Select the right mentor
- Offer mentorship training
- Create a training plan
- Ensure a variety of training experiences
- Provide tools to evaluate performance

LEARN MORE

The **Skilled Trades Network** is a national hub for employers and apprentices in the skilled trades. Access information about training programs and financial supports. Obtain practical tips and strategies at caf-fca.org/skilled-trades-network. Stay connected to the latest news in the apprenticeship community and find out when CAF-FCA is holding an event in your area by subscribing to **Apprenticeship News**

