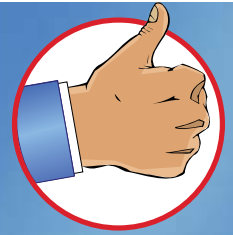


APPRENTICESHIP: IT WORKS!



Connecting with the future labour force: what apprentices look for in an employer-sponsor.

Apprenticeship works for apprentices and it can work for you!

As a part of a recent research study conducted by the Canadian Apprenticeship Forum-Forum canadien sur l'apprentissage (CAF-FCA) apprentices were asked about their experiences when trying to find employer sponsors.

The future labour force is out there looking for opportunity.

Here's what apprentices said:

- It is easy to find an employer to hire you, but finding a supportive employer-sponsor can be tough.
- You have to be determined to pursue an apprenticeship, and you may have to go through several employers before you find the right one.

Want to attract top talent and gain a competitive edge? Be an employer of choice for apprentices!

According to apprentices, apprenticeship works when employers:

- Support the apprentice by staying on top of administrative requirements.
- Ensure the apprentice completes his or her technical training.
- Make sure a journey person is on hand to mentor the apprentice.
- Envision a career path for the apprentice, not just a job.
- Offer diverse training experiences rather than repetitive work.
- Set Goals. Encourage the apprentice to progress through the program and to get certification.

Apprenticeship can help employers attract and retain valuable employees.

- Apprentices said they felt more loyalty to employers who supported them and recommended that employers continue to inform themselves about the benefits of apprenticeship training.

There may be opportunities to increase employer participation in apprenticeship, according to additional research CAF-FCA has done with employers.

Among surveyed employers who hired journey persons, but not apprentices:

14% said they would hire an apprentice, but few or no apprentices applied to their organizations.

When asked if anything would motivate them to hire apprentices, about half of the employers surveyed said "yes." Thirty per cent of these employers said they would hire apprentices if they could find them.

These findings suggest that more employers need to find out how to connect with apprentices.

Services such as Ontario's www.apprenticesearch.com successfully connect employers and potential apprentices.

Check out your province's or territory's apprenticeship website to find out more about what is available to help employers.

The report, *The challenge of finding an employer-sponsor*, provides National Apprenticeship Survey data on finding an employer-sponsor and summarizes the comments of apprentices who participated in focus groups.

To see the full report go to www.caf-fca.org

WWW.CAF-FCA.ORG



Canadian Apprenticeship Forum
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