

APPRENTICESHIP. IT WORKS!



Advice from apprentices to individuals looking for an employer-sponsor

Apprentices told us what works for them. It can work for you too!

As a part of a recent research study conducted by the Canadian Apprenticeship Forum-Forum canadien sur l'apprentissage (CAF-FCA) apprentices were asked what advice they would give to individuals trying to find an employer sponsor.

Here's what apprentices say

Find out what you like to do.

- Finding something you enjoy doing is an essential first step.
 - Do you have a hobby that you would like to pursue further?
 - Do you like to work in a variety of different sites or do you like the shop or plant atmosphere?
- Do not pursue something that doesn't interest you.

Participate in a high school or college career exploration program

- Think ahead and do your research. Start exploring what you like to do early on. High schools and colleges offer many different career programs.
- When trying to find the right trade and sponsor, says one apprentice, "Check out future employment in that trade to see if it is needed, what your wages might look like, and what are the trends in the location you want to work in."
- Some college programs will let you explore multiple trades.
- Career fairs are also a useful way to explore the trades.
- Even some preliminary knowledge or experience in a trade can show an employer that you are committed and serious about pursuing training. This can help when trying to find a sponsor.

*Positive. Proactive. Persistent.
The three keys to success!*

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Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

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Make sure you finish high school. High school is a requirement for most pre-apprenticeship programs and certainly for employers.

Participate in a Youth Apprenticeship Program or work term placement at high school—you can explore the trades, connect with an employer, and even earn hours towards your apprenticeship

- If you know you're interested in a trade, connect with an employer through a Youth Apprenticeship Program and start earning hours towards your apprenticeship right away.

Complete a pre-apprenticeship program with a work term. You'll be exposed to the trade and get on-the-job work experience.

- There are many ways to enter an apprenticeship, but many apprentices say that completing a pre-apprenticeship program helped them find an employer-sponsor. There is an initial financial investment, but apprentices say it's worth it.
- As one apprentice says, "Take a pre-app—you get the knowledge and you get hands-on experience. Safety issues are dealt with, and employers like that."
- Instructors can often provide contacts for work terms.

Search the Job Bank. Send out your resumes. Look at company websites online.

- Sending out your resume can help you find employers who are interested in hiring apprentices.

Go to the yellow pages and cold call employers

- Some apprentices say that talking to an employer over the phone is more successful than sending out resumes.
- "Do not give up if you get refused by different employers, someone will take you in eventually....if you stick it out, it will be worth it in the end."

"Do not give up if you get refused.... stick it out, it will be worth it in the end."

Apprentices say Get your Red Seal!

Go to the union hall

- Union halls can provide opportunities if you're interested in an apprenticeship.

Take a job as a labourer. Be willing to work part time when you start out. Collect reference letters if possible.

- "Get a job as a labourer to show them that you are willing to work, then build off of it."
- Collecting positive letters of references was important.

Network—ask your teachers, family, friends and acquaintances for contacts.

- Your networks can be a good way to connect with potential employers.
- One apprentice commented, "It would be nice if there were networking events with employers like they have for IT professionals and accountants and such."

It works for us and it can work for you too! That is message we heard from apprentices about getting their Red Seal endorsement.

Many apprentices told us that achieving this endorsement was important to them. They advised looking for sponsors that want apprentices to achieve this endorsement. Here's why the Red Seal endorsement works for apprentices:

- Personal sense of achievement
- Recognized endorsement by employers
- Enhances your ability to apply for better positions within your company advancing your career
- Provincial/territorial certification with the Red Seal endorsement can lead to better wages
- Gives you an edge in a competitive market place

The Red Seal website www.redseal.org is a good source for information.

Why Red Seal?

"It is a lot of hard work, but you look more reliable to the employer, more confident."

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Where to go when looking for an employer-sponsor

WWW.CAF-FCA.ORG

Apprentices say the following sources of information can be helpful when you're looking for an employer-sponsor:

- Networks such as college instructors, family, friends, acquaintances
- Yellow Pages
- If in Ontario, check out <http://www.apprenticesearch.com/halton.asp>. Apprentices can post resumes and review employers' job postings
- Job Bank
- Union Hall
- Company Websites
- Sector Councils www.councils.org/sector-councils/list-of-canadas-sector-councils/. Individual councils have information on careers in specific sectors including CAF-FCA's website www.careerintrades.ca.
- Service Canada www.servicecanada.gc.ca/eng/goc/apprenticeship.shtml
www.servicecanada.gc.ca/eng/work_sharing/index.shtml

The Canadian Apprenticeship Forum's research report, *The challenge of finding an employer-sponsor*, provides National Apprenticeship Survey data on the issue of finding an employer-sponsor and summarizes apprentices' comments from the focus groups.

To download the report or for more information go to www.caf-fca.org