

Skills for Success Curriculum Resource Cover Page

Organization

CESBA

Curriculum Resource

Pathways to Apprenticeship

OALCF Alignment

Competency	Task Group	Level
Competency A -Find and Use Information	A1. Read continuous text	2
Competency A -Find and Use Information	A2. Interpret documents	2
Competency A -Find and Use Information	A3. Extract information from films, broadcasts and presentations	2
Competency B - Communicate Ideas and Information	B2. Write continuous text	2
Competency B - Communicate Ideas and Information	B4. Express oneself creatively	2
Competency D - Use Digital Technology	N/A	2
Competency E - Manage Learning	N/A	2

Competency F – Engage with Others	N/A	2
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Goal Paths (check all that apply)

- Employment
- Postsecondary
- Apprenticeship
- Independence
- Secondary School Credit

Embedded Skills for Success (check all that apply)

- Adaptability
- Numeracy
- Collaboration
- Problem Solving
- Communication
- Reading
- Creativity and innovation
- Writing
- Digital

Notes: Recommended Milestones 57, 58 and 28



Pathways to Apprenticeship

Includes Answer Guide

Pathway Pillar – Integration of LBS Services to Support Apprenticeship

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What is an Apprenticeship?

An apprenticeship is a post-secondary education pathway that combines on the job training and classroom learning. It is a formal contract between a person wanting to learn a trade (the apprentice) and a company needing a skilled trades worker (the employer or sponsor). As an apprentice you spend 80% of your time getting on-the-job training and 20% in class receiving technical training. Becoming an apprentice means you will get paid while gaining valuable skills and experiences on the job.

For most trades you will work for a year and then study in class for 8 to 12 weeks. It takes between 2 to 5 years to complete an apprenticeship.

There is a lot to know and learn about apprenticeship and skilled trades. Firstly, finding out if a skilled trade and apprenticeship training program is right for you.

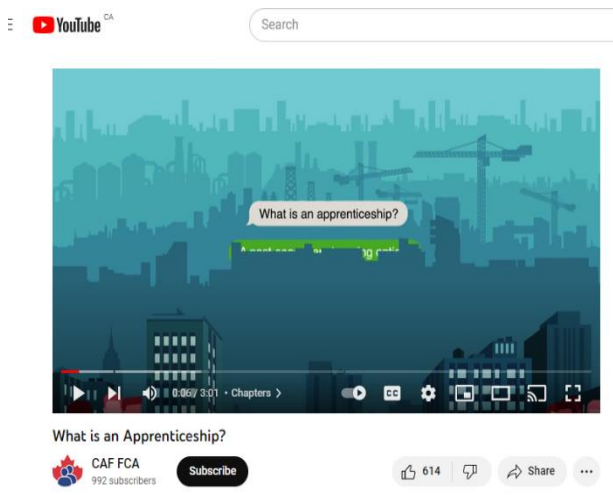


Activity 1: Is an Apprenticeship right for you?

Open your web browser and type in the following web addresses to learn more about apprenticeships and skilled trades.

<https://www.youtube.com/watch?v=okIB65YlwaM> (or search YouTube “What is an Apprenticeship CAF FCA”)

<https://www.youtube.com/watch?v=EXGrVRSg6Dk> (or search YouTube “Why Apprenticeship CAF FCA”)



1. List four examples of apprenticeship jobs from the video or any example you would be interested in.

1. _____
2. _____
3. _____
4. _____

2. In the video, how long did they say it would take for the average apprenticeship to be completed? _____

3. What five pieces of advice did employers give to people that are interested in completing an apprenticeship?

1. _____

2. _____

3. _____

4. _____

5. _____

4. What is the average apprenticeship salary range?

5. List three of the top five reasons that the video gives as great reasons to become an apprentice.

6. List any drawbacks that you can think of to becoming an apprentice.

Pathways to Apprenticeship

There are many different pathways to becoming an apprentice. This resource will outline the different choices and provide information on each pathway to help you decide what will work best for you to start your apprenticeship.

Pathways to Apprenticeship

Traditional Apprenticeship Route (Direct)
Specialist High Skills Major Program (SHSM)
Ontario Youth Apprenticeship Program (OYAP)
Dual Credit Programs
College Full-time Certificate Programs
Pre-Apprenticeship Programs
Union or Industry Approved Training

No matter the route or pathway you choose, as an Apprentice you will have responsibilities.

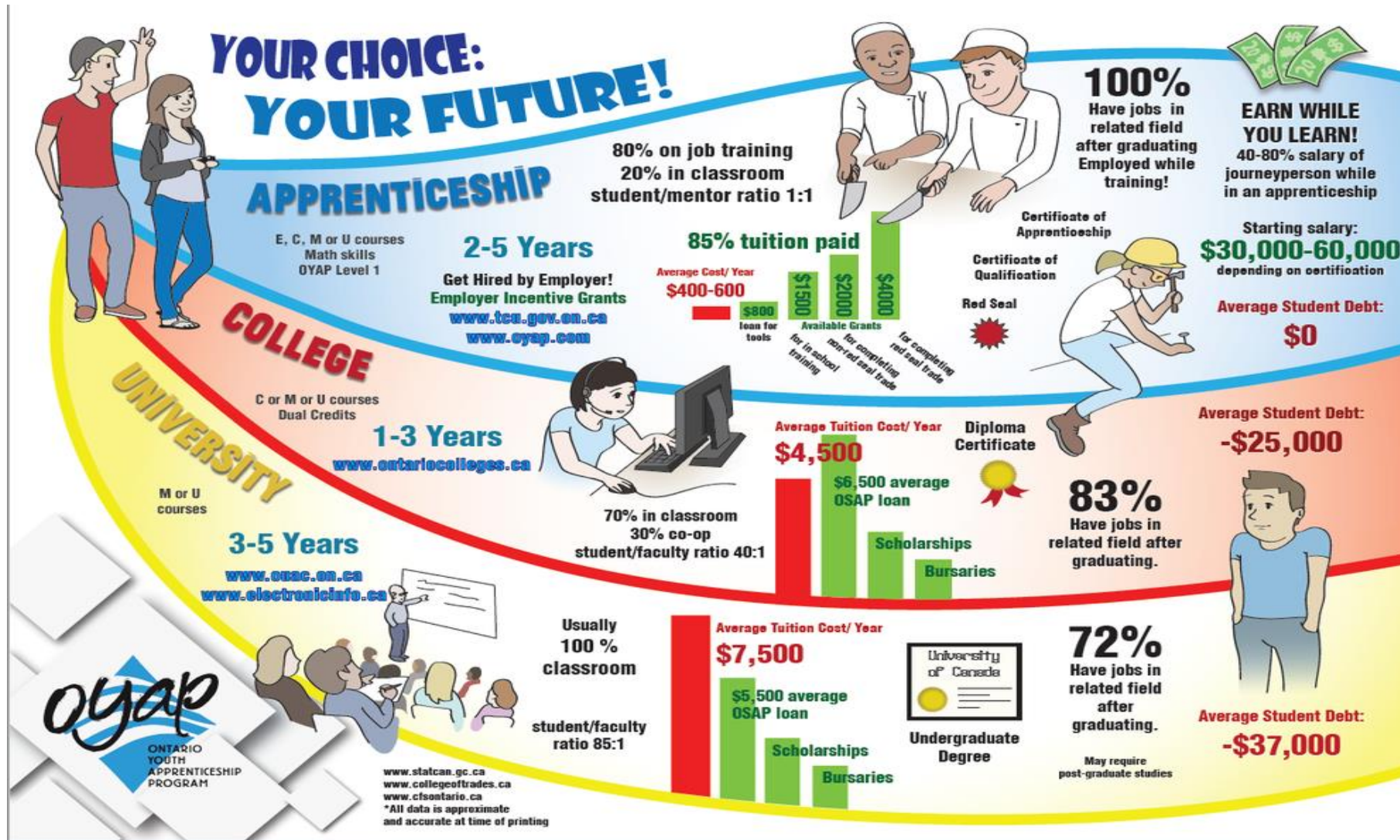
Some of these responsibilities include:

- ✓ Working safely and following regulations and policies of both your employer (sponsor) and the school (high school and/or college).
- ✓ Following company health and safety rules.
- ✓ To work responsibly in a professional manner.
- ✓ Attending school and work on time ready to learn.
- ✓ Notifying your employer and your teacher if you are unable to attend that day.
- ✓ Completing daily logs and all assignments on time.
- ✓ Keeping a record of your apprenticeship hours and demonstrated skills in your Apprenticeship Training Booklet.



Activity 2: Gathering Information from a Poster

Have a look at the poster provided by OYAP. This poster is comparing 3 ways you can reach your career goals.



You can also view this poster on the OYAP website or by searching OYAP apprenticeship poster. After reading this poster, what are 3 benefits of using the apprenticeship pathway to reach your career goals?

1. _____

2. _____

3. _____

Traditional Apprenticeship Route

Anyone looking to be an apprentice is responsible for finding their own employer (sponsor). The employer and the apprentice then register with the Employment Ontario Apprenticeship Office. When the registration is done the training period then officially starts.

Specialist High Skills Major (SHSM)

This specialized program allows students to focus on their skills and interests while getting credits towards their Ontario Secondary School Diploma (OSSD). This program is approved by the Ministry of Education and is available in all publicly funded school boards in the province.



<https://www.ugdsb.ca/shsm/>

Who is Eligible for SHSM?

This pathway is for students in grade 11 or 12 who are:

- Heading for apprenticeship training, college or university or the workplace
- Wanting to explore their career goals and make a choice about their next steps

Students can focus their learning on a specific career sector and receive the SHSM seal on their OSSD Diploma.

To receive the SHSM seal on their OSSD students need to:

- ✓ Complete bundle of 8-10 courses in their chosen field
- ✓ Complete some industry certifications including First Aid and CPR
- ✓ Increase their skills and gain experience on the job through co-op education placements



<https://www.ontario.ca/document/specialist-high-skills-major-policy-and-implementation-guide>

Benefits of the SHSM Pathway

This specialized program gives students to opportunity to:

- Gain relative and important skills while on the job, at training centres and at school.
- Earn industry certifications (First Aid, CPR and others).
- Develop specialized knowledge that meet their interests.
- Earn high school credits that both postsecondary schools and employers will recognize.
- Explore their career goals and make knowledgeable decisions about their future goals.
- Have a smooth transition after graduation to either apprenticeship training, college, university or the workplace.
- Keep their options open to shift between pathways if their plans change.

Completion of the SHSM

Students who successfully complete will:

- Receive an Ontario Secondary Diploma with a SHSM Seal
- Have a formal recognition on their Ontario Student Transcript
- Receive a SHSM document recording their achievements

Specialist High Skills Majors are available in 19 sectors, leading to careers in skilled trades.



Sectors Available

Agriculture
Arts and Culture
Aviation and Aerospace
Business
Construction
Energy
Environment
Food Processing
Forestry
Health and Wellness
Horticulture and Landscape
Hospitality and Tourism
Information and Communications Technology
Justice, Community Safety and Emergency
Services
Manufacturing
Mining
Non-Profit
Sports
Transportation

To find the SHSM programs that are available in your school visit your guidance officer or do a search on this website to see what programs are available in the high schools in your area.

[Specialist High Skills Major | ontario.ca](https://www.ontario.ca/page/specialist-high-skills-major)

<https://www.ontario.ca/page/specialist-high-skills-major#section-3>

Scroll down until you see this page and enter your school board in the search bar.

Find an SHSM program

SHSM programs are available in all publicly funded school boards with high schools in the province.

Find SHSM programs by sector offered in Ontario publicly-funded English-language and French-language schools for the current school year.

Grid
Graph
Map

2521 records

«

–

»

Filters

_id	Board N...	Language	Sector	School ...	MIDENT #	City	Age of P...
1	Algoma ...	English	Construc...	Elliot Lak...	908010	Elliot Lake	14
2	Algoma ...	English	Environ...	Elliot Lak...	908010	Elliot Lake	2
3	Algoma ...	English	Hospitali...	Elliot Lak...	908010	Elliot Lake	12
4	Algoma ...	English	Aviation ...	Korah C ...	920533	Sault Ste...	6
5	Algoma ...	English	Business	Korah C ...	920533	Sault Ste...	8
6	Algoma ...	English	Energy	Korah C ...	920533	Sault Ste...	13
7	Algoma ...	English	Health a...	Korah C ...	920533	Sault Ste...	11
8	Algoma ...	English	Manufac...	Korah C ...	920533	Sault Ste...	17
9	Algoma ...	English	Non-profit	Korah C ...	920533	Sault Ste...	5
10	Algoma ...	English	Sports	Korah C ...	920533	Sault Ste...	11
11	Algoma ...	English	Transpor...	Korah C ...	920533	Sault Ste...	2

Information on Each High Skills Major Sector

You can also use this webpage to learn more about the details and requirements for each sector that is offered. Scroll down the webpage until you see these choices.

SHSMs are available in the following 19 sectors, many of which lead to well-paying skilled trades careers:

- [agriculture](#)
- [arts and culture](#)
- [aviation/aerospace](#)
- [business](#)
- [construction](#)
- [energy](#)
- [environment](#)
- [food processing](#)
- [forestry](#)
- [health and wellness](#)
- [horticulture and landscaping](#)
- [hospitality and tourism](#)
- [information and communications technology](#)
- [justice, community safety, and emergency services](#)
- [manufacturing](#)
- [mining](#)
- [non-profit](#)
- [sports](#)
- [transportation](#)

Click on each sector to read information on the required components including what high school and co-op courses are needed, and certifications and training that is recommended.

Ontario Youth Apprenticeship Program (OYAP)

OYAP is a school to work program that has been specifically developed to help high school students transition easily into their post-secondary apprenticeship programs. This program is available to students in grade 11 and 12 to allow them to explore the different apprenticeship jobs through co-operative education.

Students can become registered apprentices and start working towards their certification in a skilled trade of their choice.



<https://oyap.com/oyap/>

Who is eligible for OYAP?

This pathway is for students who:

- Are 15 years old or older (16 years old to go on a construction site)
- Enrolled full-time or part-time in a secondary school (including students who have their OSSD but have returned for additional credits)
- Have completed 14 high school credits
- Have co-op on their timetables
- Adult students (over 21 years) that have completed a minimum of 14 credits and enrolled in a continuing education program

Benefits of the OYAP Pathway

- Provides students with a head start on their apprenticeship while completing their OSSD.
- Students can become registered apprentices and work towards becoming certified.
- Students receive credit for the skills they are learning with their employer (sponsor).

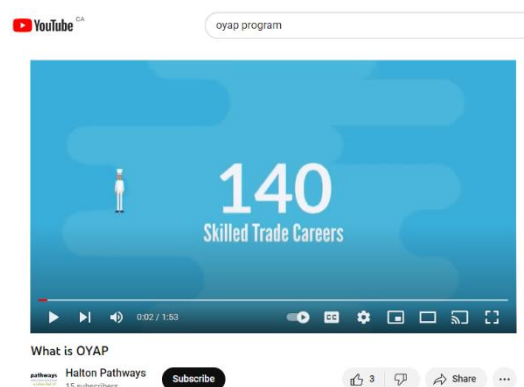
- Students will be gaining hours towards their apprenticeship and have a chance to complete competencies in their Training Standards Apprenticeship Booklet (this helps reduce the time it takes to complete their full apprenticeship)
- Gives students an increased safety awareness
- Successful OYAP Placements can lead to paid employment and completion of their apprenticeship after high school graduation.
- Once graduated, students can start full time employment without any interruption in their apprenticeship training, allowing them to finish at an earlier age.
- Possibility to complete a Level 1 apprenticeship training

Watch this video to learn more about OYAP and the benefits of the program.

[What is OYAP - YouTube](#)

<https://www.youtube.com/watch?v=jSj1Tg4r0pA>

or type What is OYAP Halton Pathways in the YouTube search bar.



Completion of OYAP

- Students must complete the related technology and co-op courses
- Complete a co-op placement
- Complete a second placement with a Registered Trade Agreement from your employer (sponsor).
- Students will attend college or other training providers to finish the in-school part of the apprenticeship training. Their Ministry of Labour, Immigration, Training and Skills Development Training Consultant will help them schedule the completion of their in-school training.

At the end of the Ontario Youth Apprenticeship Program, students earn a high school diploma and have a great head start toward a career in a skilled trade. Students may choose to stay with the co-op company, open a business or use the experience as a jump start to further education in technology or engineering at a college or university.

Credit: <https://oyap.ca/>

Activity 3: Myths and Facts about Apprenticeship

Open your web browser and type in the following website or use the link provided.

[Myths/FAQ - OYAP](#)

<https://oyap.com/myths-faq/>

The OYAP website has provided a fun way to learn some details about apprenticeships. Read through the Myths vs. Truth questions clicking on the green plus signs on the far right of each question to get the answers.

Français [Contact Us](#)


 **OYAP**
ONTARIO YOUTH APPRENTICESHIP PROGRAM

[WHY APPRENTICESHIP?](#) [WHAT'S OYAP?](#) [MYTHS](#) [FAQ](#) [EMPLOYERS](#)

MYTHS vs. TRUTH

What are you hearing about test driving a career in the skilled trades? There are a lot of myths about the apprenticeship pathway but you need to know the truth.

1. Share two Myths or Truths that you were surprised to learn.



Dual Credit Programs

The dual credit program gives eligible high school students a chance to take college or apprenticeship courses that will count towards their Ontario Secondary School Diploma and a postsecondary certificate, diploma, degree or apprenticeship certification.

Students taking dual credit courses receive support from their dual credit teacher as well as their college instructor. They can also access supports and services provided by the college.

The dual credit program is approved by the Ministry of Education.

Who is Eligible?

The school principal or guidance counselor manages which students can take the dual credit program in their schools.

Students might be eligible if:

- They are at risk of not graduating high school
- They are doing a Specialist High Skills Major (SHSM)
- They are doing the Ontario Youth Apprenticeship Program (OYAP)
- They are returning to high school to finish their diploma
- They are interested in learning about different career paths and apprenticeships
- They are needing help transitioning to a college or apprenticeship program

Two Types of Dual Credit

There are two types of dual credits:

- College delivered
- Team taught

College Delivered Dual Credit Courses

These courses are college or level 1 apprenticeship courses provided by participating colleges. Students can earn up to four high school credits by finishing the college delivered courses. For students doing apprenticeship courses they travel to the college two or more days a week for the semester to finish their in-class level 1 apprenticeship.

Team Taught Dual Credit Courses

The team taught courses are given together by college instructors and high school teachers. These courses combine lessons from the secondary school curriculum and college or apprenticeship curriculum. These courses are usually taught in a two-period block at the high school. There is no limit on the number of credits that a student can receive through this program.



https://schools.wrdsb.ca/pathways/dual_credit/

Benefits of Dual Credit Programs

Students participating in dual credit programs can:

- Earn high school and college credits while studying at a college or apprenticeship training centre.
- Gain experience that will help support their post-secondary education or apprenticeship.
- Have a smoother transition to their postsecondary pathway.
- Get a good start on their future career, having the opportunity to explore a potential career path.

Some colleges also offer students recognition and completion of Level 1 in-school training.

To find out more about dual credit program talk to your school guidance counsellor or OYAP Coordinator.

Full Time College Certificate Programs

Most Ontario College's offer Certificate and Diploma programs related to skilled trades.

Who is Eligible?

These programs require you to have completed your Ontario Secondary School Diploma (OSSD) or equivalent. Students apply to a college and program of their choice.

Most skilled trades college programs include practical hands-on training and a work placement in an area of the student's choice.

Completion of the College Certificate in a skilled trade can then help the student to find an employer willing to register them as an apprentice.

For students unable to attend college full-time, many colleges offer part-time courses in the skilled trades as well.



Pre-apprenticeship Programs

Pre-apprenticeship programs offer training in a specific trade. These programs are usually 52 weeks or shorter.

Who is Eligible?

- Adults or youths that have graduated from high school.
- Adults or youths that left before finishing high school.
- Adults or youths that are unemployed or underemployed (do not yet have the skills or experience to get a job as an apprentice).

Pre-apprenticeship training programs are offered by different organizations, schools, colleges and community agencies. These programs are offered free of charge.

Benefits of the Pre-Apprenticeship Pathway

The pre-apprenticeship pathway offers:

- Academic upgrading for students that do not have their OSSD or equivalent.
- Introductory courses and practical training.
- Safety training for skilled trades.
- Level 1 apprentice in-school training.
- Work placement to gain hands-on experience.

Most pre-apprenticeship programs help with job placement of 8 to 12 weeks. Hours spent on the job placement can be used towards your overall apprenticeship training if you decide to register as an apprentice.

You can find organizations offering pre-apprenticeship training by searching online to find programs offered near you. You can also contact Employment Ontario for help finding these programs.

[Request a Service Provider Appointment \(gov.on.ca\)](https://www.eoss.tcu.gov.on.ca/CitizenPortal/infoAboutYou.do?programCode=ESI&lang=en)

<https://www.eoss.tcu.gov.on.ca/CitizenPortal/infoAboutYou.do?programCode=ESI&lang=en>



Union or Industry Approved Training

Some unions and trade associations have their own training centres and can hold contracts of apprenticeship with an apprentice instead of with an employer.

You can do a search of unions and trade associations on this website.

[ApprenticeSearch.com](https://www.apprenticesearch.com) | [Connecting Employers and Apprentices Across Canada](https://www.apprenticesearch.com)

<https://www.apprenticesearch.com/>

<p>1 in 5 job openings are projected to be in the skilled trades by 2026</p>	<p>85 to 90% of an apprenticeship is paid, on-the-job training</p>	<p>24,600 employers offer paid apprenticeships</p>
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<https://www.ontario.ca/page/skilled-trades>

Registered Training Agreement

Regardless of the pathway that you choose, as an apprentice you will sign a Registered Training Agreement with your employer (sponsor).

A Registered Training Agreement is between the apprentice and the employer (sponsor) and the Ministry of Labour, Immigration, Training and Skills Development.

Signing this agreement means that you are agreeing to the following:

- ✓ To maintain your membership with Skill Trades Ontario
- ✓ To complete all required schooling
- ✓ To complete the number of hours listed in your Apprenticeship Training Standard Logbook.
- ✓ To complete the required skills listed in your Apprenticeship Training Standard Logbook.
- ✓ Once you have completed these requirements you will be ready to write your exam.

Final Task

1. Choose the apprenticeship pathway that works best for you. Use the space below to describe how you will make this happen.

Include in your plan,

- what steps you will need to take
- the challenges you may need to overcome
- what you need to do to prepare (remembering to check the eligibility requirements for the pathway that you chose)

My apprenticeship pathway choice is _____

2. List four responsibilities you will have as an apprentice.

1. _____

2. _____

3. _____

4. _____

3. In your own words, explain what a Registered Training Agreement is.

Congratulations! You have finished this course.



Answer Guide

Activity 1

- 1. Four examples of apprenticeships from the video could include: electricians, plumbers, carpenters, cooks, and mechanics.*
- 2. It takes an average of 2-4 years to complete an apprenticeship.*
- 3. The 5 pieces of advice from employers if you are interested in an apprenticeship are:*
 - 1. Take math and science courses (take grade 11 and 12 math, science, shop and trades and technology courses), get your grade 12 diploma.*
 - 2. Get your driver's license*
 - 3. Take safety courses*
 - 4. Prove you can work well in a team (join clubs, sports teams, participate in group projects)*
 - 5. Demonstrate you can be responsible (show up to work on time, volunteer, be the person your boss can count on, get your work done on time).*
- 4. The average apprenticeship salary is \$25,000 - \$50,000 once certified the salary is \$60,000 - \$100,000.*
- 5. Top reasons to become an apprentice, answer could include:*
 - apprentices are active in their job, learn right on the job and work with the latest advanced technology*
 - apprentices are innovative problem solvers, they like to solve problems*
 - apprentices are curious about how things work*
 - apprentices earn good pay while learning on the job with little or no debt*
 - apprentices contribute to communities*
 - apprentices can advance in their careers with further education or training.*
- 6. Answers will vary, could include: low pay at the beginning but still have lots of responsibility, limited choices of careers, don't get to experience 'full time college/university life'.*

Activity 2: Gathering Information from a Poster

Answers will vary, learner should share 3 benefits of an apprenticeship pathway. Answers could include: no or low student debt, earn money

while you are learning, 100% of students have jobs in their field, 85% of tuition is paid for you.

Activity 3: Myths and Facts about Apprenticeship

1. Answers will vary, learner should share two myths or facts that found surprising.

Final Task

1. Answers will vary depending on the learner's goals and pathway. Learner should have shared the pathway they have decided on, what they need to do to prepare themselves, what challenges they might need to overcome, what their plan is to start this goal and pathway.

2. Answers will vary, learner should have included 4 of these responsibilities.

- ✓ Working safely and following regulations and policies of both your employer (sponsor) and the school (high school and/or college).*
- ✓ Following company health and safety rules.*
- ✓ To work responsibly in a professional manner.*
- ✓ Attending school and work on time ready to learn.*
- ✓ Notifying your employer and your teacher if you are unable to attend that day.*
- ✓ Completing daily logs and all assignments on time.*
- ✓ Keeping a record of your apprenticeship hours and demonstrated skills in your Apprenticeship Training Booklet.*