



EMBRACING TRANSFORMATION

CESBA Conference 2023
December 6-7

ACCUEILLIR LE CHANGEMENT

Conférence de CESBA 2023
6-7 décembre

**Empowering Student Success:
Navigating Pathways to Skilled Trades with
ApprenticeSearch.com**

with

Deborah De Melo and Becky Van Mil

Presentation Agenda



Today's Presenters:

- **Deborah De Melo** – Employment Specialist
- **Becky Van Mil** – Job Coach

Today's Agenda:

- Understand apprentice pathways and opportunities in the skilled trades
- How to use ApprenticeSearch.com and Gateway to the Trades for student support
- How we are identifying and addressing common barriers to skilled trades
- Gain insights to labour market needs to inform your students' career goals

Pathways & Opportunities



Let's explore the Trades!

What are the skilled trades?

What is an apprenticeship?

What resources are available?





Did you know?

There are over **130** skilled trades in Ontario!





Four Sectors of Skilled Trades



Industrial
Service



Motive
Construction



What is a skilled trade?



A skilled trade is a career path that requires **hands-on work** and **specialty knowledge**.

Skilled trades workers build and maintain infrastructure like our homes, schools, hospitals, roads, farms and parks.

They keep industries running and perform many services we rely on every day, like hairstyling, food preparation and social services.



Benefits of a career in the skilled trades

- In-demand jobs and great earning potential
- Cutting-edge technology
- Being paid while you learn on-the-job
- Many paths to advance
- Transferable skills



Apprenticeship combines...



1.

On-the-job
Training



3.

Technical
Training



2.

Work
Experience



Student Support: ApprenticeSearch.com



Connecting Employers and Apprentices across Canada

Job title, keywords or company name



City



Register as a Job Seeker

Looking for a job in the skilled trades?
Post a profile with your résumé and start searching!

REGISTER →



Register as an Employer

Growing your business? Register as an employer to post jobs, and access programs, services and grants.

REGISTER →



- Free online job search and matching platform for apprenticeship trade positions across Canada.
- We offer support and guidance to both employers and apprentices.



ApprenticeSearch.com Services



Supporting Job Seekers

- Create an applicant profile, search for and apply to jobs, and connect with employers who are hiring.
- Sign-up for one-on-one job coaching and access other career and financial supports.
- Register for skilled trades exploration and employment programs for sustained support.
- Join skilled trades events for career advice, networking and mentorship.

Supporting Employers

- Create an employer profile, post jobs, and connect with skilled trades job seekers.
- Connect with our team for support in finding and shortlisting qualified candidates.
- Hire with ApprenticeSearch.com to access relevant wage subsidies and other supports.
- Participate in skilled trades programs and events for young people in the trades.

ApprenticeSearch.com Services



Employability Mentorship Groups

- Cover letter and resume writing
- Soft skills development
- Practical skills development
- Communication/team work
- Job search techniques
- Networking strategies

Every Thursday 12-1pm



Job Search Mentorship Group

- Available positions listing
- How to apply to positions
- Research skills for job searching
- Goal setting
- Building confidence

Every Tuesday 2-4pm



Why Should **YOU** Register on ApprenticeSearch.com?

- It's free!
- Skilled trades specific job site with over 5,000 employers who are looking to hire
- We review every application to make sure their resume is employer-ready before they are approved to start applying for jobs
- They can book 1:1 time with ApprenticeSearch.com staff to discuss their skilled trades job search
- We often share job postings with applicants when we think they would be a good fit
- They will be the first to hear about ApprenticeSearch.com programs and events
- We offer employers wage subsidies that incentivize employers to hire from our site

Benefits of registering with ApprenticeSearch.com

- Resource hub for individuals looking to get into the skilled trades
- Apprenticeship readiness programing including Gateway to the Trades
- Access to mentorship opportunities, including Women in Skilled Trades Peer Mentorship Group
- Access to industry networking sessions and experiential learning opportunities
- Hands on coaching and job search support
- Access to wrap-around supports
- Connections to employers hiring skilled trades talent



What are employers looking for?



- Previous related experience – and it's not necessarily just work experience
- Certifications – both skilled trades related (ex., forklift operator license) and health and safety (ex., WHMIS, Working at Heights)
- Availability that fits with their work schedule (ex., can you work on weekends, rotating shifts?)
- Individuals with a driver's license and/or access to reliable transportation
- Strong employability skills (ex., punctuality and strong communication skills)
- Strong resumes that reflect what they are looking for!



How We Can Help: Addressing common barriers in pursuing skilled trades careers

- Lack of opportunities to network with industry professionals
- Lack of knowledge in industry training and requirements
- Insufficient personal funding for program participation and equipment
- Lack of opportunities for inexperienced youth, especially underrepresented groups

Women in Skilled Trades Peer Mentorship Group

HIEC-ApprenticeSearch.com hosts monthly peer mentorship groups for women in the skilled trades.

During the sessions we highlight speakers, facilitate panels, and offer breakout rooms for one-on-one connection and mentorship.

This group is for anyone who identifies as a woman who is learning/working in the skilled trade sector or thinking about starting a career in the skilled trades.



Apprentice search.com | In Partnership with: **BUSINESS + HIGHER EDUCATION ROUNDTABLE**

PEER MENTORSHIP GROUP

**WOMEN IN
SKILLED TRADES**

Join us for a monthly networking event tailored to women in the skilled trades.

- Connect with industry leaders
- Join a network of supportive peers
- Gain input and feedback on your workplace questions
- Share your experiences with fellow women in the trades.

Event Dates: Second Thursday of Every Month

Register Here:



ApprenticeSearch.com's Industry Networking and Women in Skilled Trades groups are hosted in partnership with the Business + Higher Education Roundtable, and with support from the Government of Canada



Industry Networking Series



Program overview

- Virtual 3-part series highlighting speakers from specific trades and industries.

Why join?

- Explore industries and trades of interest
- Meet industry professionals
- Grow your network

Previous Events Included:

Residential Construction Trades, Automotive Trades, Landscape Trades, Welding & Millwright Trades

Gateway to the Trades



Program overview

Gateway to the Trades is a part-time, facilitated skilled trades exploration and employment-readiness program.

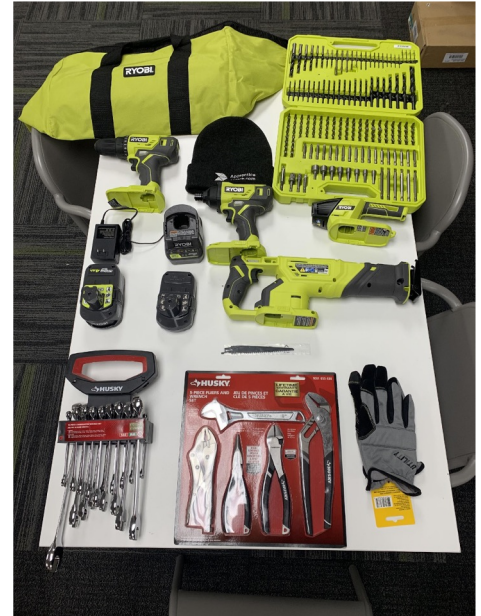
Eligibility:

Gateway to the Trades is a part-time, facilitated skilled trades exploration and employment-readiness program.

Eligibility:

- Aged 17-30
- Living in Southwestern Ontario
- Able to commit 1-3 hours per week
- Finished high school - either graduated, graduating soon, or out of high school and requiring assistance completing their final credits
- Committed to participating in an in-person employer visit/ networking event
- *Cohort ending, register to be on waiting list (Facilitator will connect back in April)*

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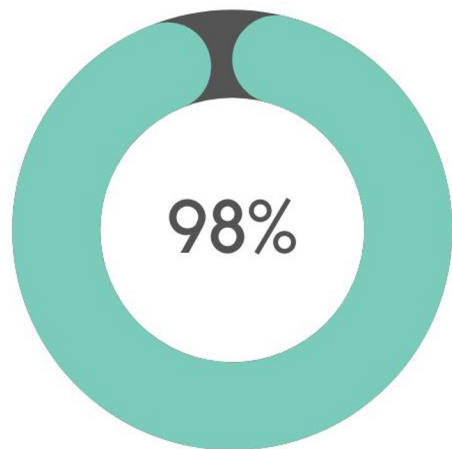


Helping to get hired: Gateway to the Trades Wage Subsidy

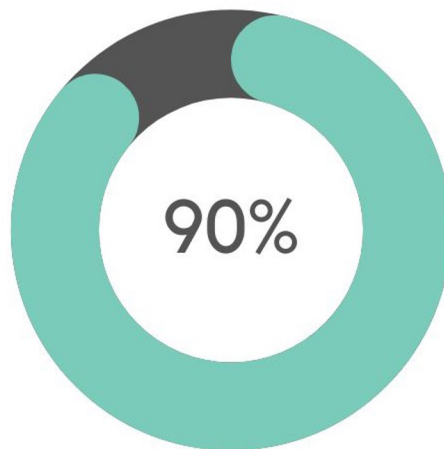


- When a GTTT grad is successfully hired in a skilled-trades related position, the employer is eligible for a wage subsidy that will cover **50% of wages up to \$5,000**

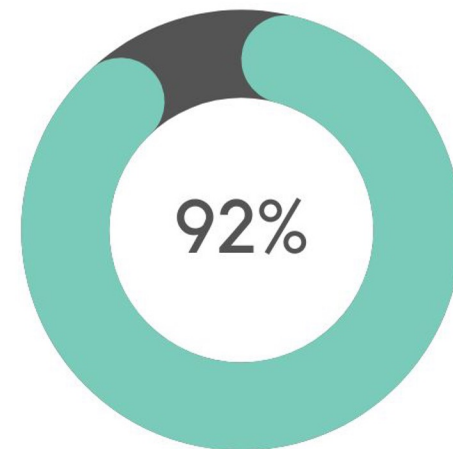
Gateway to the Trades Program Feedback



Helped participants
build awareness of
careers in the trades



Prepared participants
to find employment in
the trades



Provided necessary
health and safety
training to succeed in
the trades



**Gain insights into the labour market
needs to inform your students'
career goals**

ApprenticeSearch.com can help



“

We know that **one out of every five** jobs in the next five years is going to be in the **skilled trades**.

We also know that **one in three journeypersons** today are over the age of 55, so we're reaching a crisis point in the shortage of skilled trades in Ontario. ”

Minister Monte McNaughton, Ministry of Labour, Immigration, Training and Skills Development of Ontario



Top 10 In-Demand Trades, Employer

These are the trades employers are looking for

*According to ApprenticeSearch.com
2020*

1. Electrician (Construction & Maintenance) (309A)
2. Automotive Service Technician (310S)
3. Carpenter (general) (403A)
4. Plumber (306A)
5. Industrial Mechanic Millwright (433A)
6. Gas Technician (636G)
7. Tool & Die Maker (430A)
8. Sheet Metal Worker (308A)
9. Horticultural Technician (441C)
10. Truck and Coach Technician (310T)

Top 10 In-Demand Trades, Applicants

These are the trades
apprentices are looking for

*According to ApprenticeSearch.com
2020*

1. Electrician (Construction & Maintenance) (309A)
2. Plumber (306A)
3. Electrician (Domestic & Rural) (309C)
4. Carpenter (general) (403A)
5. Industrial Electrician (442A)
6. Automotive Service Technician (310S)
7. Industrial Mechanic Millwright (433A)
8. Welder (456A)
9. Refrigeration and AC Mechanic (313A)
10. Elevating Devices Mechanic (636E)

HIEC (Halton Industry Education Council)



MENTORSHIP



**CAREER AWARENESS
PROGRAMMING**



WORKFORCE DEVELOPMENT



CAF and Partners' Canadian Apprenticeship Service Overview

From 2022 to 2024, CAF-FCA (Canadian Apprenticeship Forum) in partnership with the Aboriginal Apprenticeship Board (AAB), the Canadian Construction Association (CCA), BuildForce Canada, SkillPlan and ApprenticeSearch.com will provide employers with a *financial incentive* and *free training* for first-year apprentices.



Canadian Apprenticeship Service



Program overview

- Employers with less than 500 paid employees are eligible for \$5,000 or \$10,000 grants to offset the costs of hiring and training first year apprentices in 39 Red Seal Trades
- Small and medium-sized enterprises as defined by Employment and Social Development Canada, are eligible to participate:
 - micro 1-4 employees
 - small 5-99
 - medium 100-499
- 2 new Level 1 hires max per fiscal year per SME
- \$5,000 per apprentice
- \$10,000 for an apprentice who is from an equity-deserving group
- Employers have an incentive to hire and train young people as an apprentice - make sure they know about it!

Participant Support



Program Supports

- 5 Module Curriculum, Apprenticeship Pathway 101, Resume Building, Interview Skills, Tools, PPE, Developing Numeracy and Financial Literacy Skills, Certification Training, Google Classroom as a resource repository

Employability Supports

- ApprenticeSearch.com, Extensive National Employer Base, Job Coaching Sessions, Job Matching Supports and Services, Wage Subsidies / CAS Grant

Social Supports

- Case by Case Management Approach
- Mental Health Supports

Personal Protective Equipment



Health & Safety Awareness Training Courses



- Delivered through a third party provider
- Online / one hour in length
- Approximately 25 courses available
- Courses Include:
 - Fall Protection Awareness
 - Lockout and Tagout Awareness
 - Workplace Violence and Harassment
 - Excellence in Customer Service



**Apprentice
search.com**

Contact Us!

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PHONE: 1 905 634 2575

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Provide your feedback with the
QR codes or visit
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Donnez vos commentaires avec
les codes QR ou visitez
cesba.com/2023surveys



Coming up next À suivre	
9:30 a.m. – 9:50 a.m.	Break Pause
9:50 a.m. – 11:00 a.m.	Workshops Block A Atelier bloc A
11:00 a.m. – 11:20 a.m.	Coffee break Pause-café
11:20 a.m. – 12:30 p.m.	Workshops Block B Atelier bloc B
12:30 p.m. – 1:30 p.m.	Lunch break Pause déjeuner
1:30 p.m. – 2:40 p.m.	Workshops Block C Atelier bloc C
2:40 p.m. – 3:00 p.m.	Coffee break Pause-café
2:40 p.m. – 3:00 p.m.	Final plenary Plénière finale
3:00 p.m.	Adjourn Ajourner

Workshops Block B | Atelier bloc B

B1 - Central PLAR Programming for Secondary Students: One School Board's Model	Mountbatten A
B2 - Continuing Education Funding: Tips of the Trade	Mountbatten B
B3 - Building Partnerships for Strong Programs and Supported Communities	Seymour
B4 - Resolved Trauma vs. Unresolved Trauma: A Story of One Indigenous Family	Gerrard
B5 - Pathways to Employment: The Gold Standard for Inclusion	Stevenson
B6 - Heading Out From High School	Baker
B7 - Selecting Teaching Resources with an Equity Lens	Windsor



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