

**January, 2008**

## **APPRENTICESHIP PAYS OFF**

A study by the Canadian Apprenticeship Forum shows that for every \$1 an employer spends on apprenticeship training, his firm can expect a return of \$1.38. According to CAF, this increases to \$1.44 on average when tax credits are factored into the calculation.

There are government incentives available both to our apprentices and to their employers which some, but nowhere near all, of our contractors and apprentices are taking advantage of.

- **Apprentice Incentive Grant:** Apprentices who complete their first or second year of training (both in-school and on-the-job) can receive \$1000.00. Those who completed Basic in-school in 2007 and worked fairly steadily for one year should be eligible for this amount next year. Apprentices who complete Advanced, most of whom have been working steadily, can also expect to receive the money.
- **Apprenticeship Training Tax Credit:** Employers are eligible for tax credits for all apprentices employed, based on the number of days each apprentice works during the year. This can amount to over \$2,000.00 per apprentice.

The main reason for hiring and training apprentices, however, is the additional skills the individual brings to the job and the resulting increased productivity of the trained worker. A number of our contractors are now expressing a preference for apprentices when they need additional workers. They know they can depend on apprentices to be able to do the work. (With some limitations for those who have completed only Basic.)

On occasion, members of Local 506 who have been working in one of the sectors of construction have signed up for apprenticeship training. It may mean sacrificing eight weeks of income (although in most cases the individuals qualify for EI for the time in class), but they have the satisfaction of getting more formal training in a broader range of skills than they may have acquired simply through work experience and occasional Saturday morning classes. With the training, they can place their names on more lists for dispatch.

And also, when the Interprovincial Construction Craft Worker (or Construction Craft Labourer) trade exam becomes available, the training from both Basic and Advanced CCW will make it possible to pass the test and get the Red Seal Certificate of Qualification.