

Guidance Counsellor – Apprenticeship and OYAP resource

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Apprenticeship – What is it?

An apprenticeship is **post-secondary education**, like college and university, and a pathway to a rewarding career in the trades. As an apprentice, you take classes and learn your trade by working under the direction of experienced workers – and get paid while you do it.

Watch this video from the Canadian Apprenticeship Forum to learn what an apprenticeship is and how to set yourself up in high school to succeed.

<https://youtu.be/oklB65YlwaM>

How do I start?

When asked, most people do not know how to start an apprenticeship. See *4 Pathways to Apprenticeship* on page 3.

How to prepare for success in an apprenticeship?

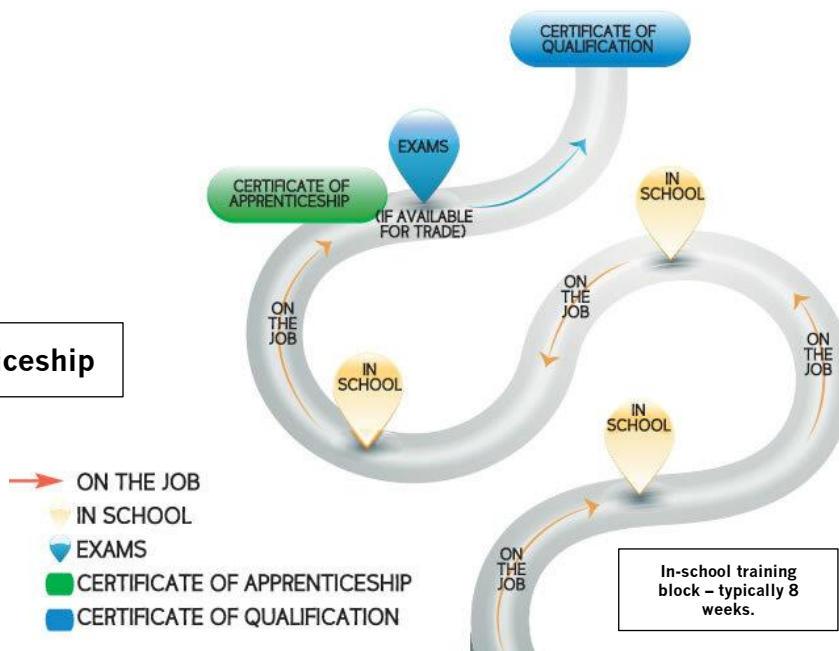
- Take math each year (see www.ontariocolleges.ca for math requirements)
- You are encouraged to take sciences throughout high school. Physics is required for Electrician apprentices who want to join an Electrical Union.
- Get your driver's license
- Take safety courses, such as first aid. Safety training courses are offered through Concentrated OYAP programs.
- Prove you can work on a team by playing sports, having a part-time job, etc.
- Demonstrate responsibility – attend school regularly, be on time, volunteer

Follow the Path

Once you get on the apprenticeship pathway it's easy to follow. During your apprenticeship, you'll spend about 85% of the time learning by working on the job and the rest of time is in a classroom at an approved community college or training delivery agent.


Apprenticeship training costs a fraction of a traditional college program. It's an amazing way to get an education without going into debt.

Example of a typical apprenticeship



There are 144 trades in Ontario over 4 different sectors

Of those trades 23 are compulsory – meaning you must be a journeyperson or an apprentice to perform work in that profession. There are 57 Red Seal Trades – meaning you can work in any province in Canada if you have your Red Seal.


OYAP
 ONTARIO YOUTH
 APPRENTICESHIP PROGRAM

APPRENTICESHIP IN ONTARIO

MOTIVE POWER	SERVICE	CONSTRUCTION	INDUSTRIAL
<ul style="list-style-type: none"> ➤ Agricultural Equipment Technician ➤ Alignment and Brakes Technician ➤ Auto Body and Collision Damage Repairer ➤ Auto Body Repairer ➤ Automotive Electronic Accessory Technician ➤ Automotive Glass Technician ➤ Automotive Painter ➤ Automotive Service Technician ➤ Heavy Duty Equipment Technician ➤ Marine Engine Technician ➤ Motive Power Machinist ➤ Motorcycle Technician ➤ Powered Lift Truck Technician ➤ Recreation Vehicle Technician ➤ Small Engine Technician ➤ Transmission Technician ➤ Truck and Coach Technician ➤ Truck-Trailer Service Technician ➤ Turf Equipment Technician 	<ul style="list-style-type: none"> ➤ Aboriginal Child Development Practitioner ➤ Agricultural – Dairy Herdsperson ➤ Agricultural – Fruit Grower ➤ Agricultural – Swine Herdsperson ➤ Appliance Service Technician ➤ Arborist ➤ Assistant Cook ➤ Baker ➤ Baker-Patisserie ➤ Chef ➤ Child and Youth Worker ➤ Child Development Practitioner ➤ Cook ➤ Developmental Services Worker ➤ Educational Assistant ➤ Electronic Service Technician ➤ Gemsetter/Goldsmith ➤ Hairstylist ➤ Horse Groom ➤ Horse Harness Maker ➤ Horticultural Technician ➤ Information Technology – Contact Centre Customer Service Agent ➤ Information Technology – Contact Centre Sales Agent ➤ Information Technology – Contact Centre Technical Support Agent ➤ Information Technology – Hardware Technician ➤ Information Technology – Network Technician ➤ Institutional Cook ➤ Micro Electronics Manufacturer ➤ Native Clothing and Crafts Artisan ➤ Network Cabling Specialist ➤ Parts Technician ➤ Retail Meat Cutter ➤ Saddlery ➤ Special Events Coordinator ➤ Utility Arborist 	<ul style="list-style-type: none"> ➤ Architectural Glass and Metal Technician ➤ Brick and Stone Mason ➤ Cement (Concrete) Finisher ➤ Concrete Pump Operator ➤ Construction Boilermaker ➤ Construction Craft Worker ➤ Construction Millwright ➤ Drywall Finisher and Plasterer ➤ Drywall, Acoustic and Lathing Applicator ➤ Electrician – Construction and Maintenance ➤ Electrician – Domestic and Rural ➤ Exterior Insulated Finish Systems Mechanic ➤ Floor Covering Installer ➤ General Carpenter ➤ Hazardous Materials Worker ➤ Heat and Frost Insulator ➤ Heavy Equipment Operator – Dozer ➤ Heavy Equipment Operator – Excavator ➤ Heavy Equipment Operator – Tractor Loader Backhoe ➤ Hoisting Engineer – Mobile Crane Operator 1 ➤ Hoisting Engineer – Mobile Crane Operator 2 ➤ Hoisting Engineer – Tower Crane Operator ➤ Ironworker – Generalist ➤ Ironworker – Structural and Ornamental ➤ Native Residential Construction Worker ➤ Painter and Decorator – Commercial and Residential ➤ Painter and Decorator – Industrial ➤ Plumber ➤ Powerline Technician ➤ Precast Concrete Erector ➤ Precast Concrete Finisher ➤ Refractory Mason ➤ Refrigeration and Air Conditioning Systems Mechanic ➤ Reinforcing Rodworker ➤ Residential (Low Rise) Sheet Metal Installer ➤ Residential Air Conditioning Systems Mechanic ➤ Restoration Mason ➤ Roofer ➤ Sheet Metal Worker ➤ Sprinkler and Fire Protection Installer ➤ Steamfitter ➤ Terrazzo, Tile and Marble Setter 	<ul style="list-style-type: none"> ➤ Bearings Mechanic ➤ Blacksmith ➤ Cabinetmaker ➤ Computer Numerical Control (CNC) Programmer ➤ Die Designer ➤ Draftsperson – Mechanical ➤ Draftsperson – Plastic Mould Design ➤ Draftsperson – Tool and Die Design ➤ Electric Motor System Technician ➤ Electrician (Signal Maintenance) ➤ Elevating Devices Mechanic ➤ Entertainment Industry Power Technician ➤ Facilities Technician ➤ Facilities Technician ➤ General Machinist ➤ Hydraulic/Pneumatic Mechanic ➤ Industrial Electrician ➤ Industrial Mechanic Millwright ➤ Instrumentation and Control Technician ➤ Light Rail Overhead Contact Systems Linesperson ➤ Locksmith ➤ Machine Tool Builder and Integrator ➤ Metal Fabricator (Fitter) ➤ Mould Designer ➤ Mould Maker ➤ Mould or Die Finisher ➤ Optics Technician (Lens and Prism Maker) ➤ Packaging Machine Mechanic ➤ Pattern Maker ➤ Pressure Systems Welder ➤ Process Operator – Food Manufacturing ➤ Process Operator – Power ➤ Process Operator – Refinery, Chemical and Liquid Processes ➤ Process Operator – Wood Products ➤ Railway Car Technician ➤ Relay and Instrumentation Technician ➤ Saw Filer/Fitter ➤ Surface Blaster ➤ Surface Mount Assembler ➤ Thin Film Technician ➤ Tool and Cutter Grinder ➤ Tool and Die Maker ➤ Tool and Gauge Inspector ➤ Tool/Tooling Maker ➤ Tractor-Trailer Commercial Driver ➤ Water Well Driller ➤ Welder

WHAT IS APPRENTICESHIP?
 Apprenticeship is a combination of on-the-job training and classroom learning that leads to a skilled trade credential.

- 90% in the workplace with an experienced skilled worker
- 10% in school at an approved training centre, union hall or college
- Apprentices follow training standards to become skilled in the trade


➤ Indicates a Red Seal Program
 ▲ Indicates a Designated Compulsory Trade*
 Trades that are not Compulsory are Voluntary Trades**

*Compulsory Trade: a trade in which registration as an apprentice is legally mandatory.
 **Voluntary Trade: a trade in which certification is not legally required to practice the trade.

LIVE THE SKILLED LIFE!

www.oypap.com

APPRENTICESHIP IS POST-SECONDARY EDUCATION


 Ontario
 This program is funded by the Government of Ontario

See details about all 144 Skilled Trades at Skilled Trades Ontario

<https://www.skilledtradesontario.ca/about-trades/trades-information/>

Research

<https://www.ontario.ca/page/apprenticeship-ontario>

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

www.skilledtradesontario.ca

www.oypap.com

Skills are in demand. Seize the opportunity!

According to Statistics Canada and the Canadian Apprenticeship Forum, Canada needs more than 160,000 apprentices in the next 5 years. There are more people retiring from the workforce than entering it!

More questions?

Chat with an agent

https://www.webchat.ccm2.gov.on.ca/EO_Webchat/iceMessagingWeb/Chat.html?destinationURI=sip:im_990a_sw03@ccm2.gov.on.ca&lang=en-CA

4 Pathways to Apprenticeship

So how do you apply for an apprenticeship? Unlike Ontario colleges and universities which have a centralized application centre, the application for an apprenticeship has a decentralized process. This means that after graduation you must find paid employment as a registered apprentice - in other words you must find a job. To find this job, or any other job, most employers want you to have skills or experience before getting hired.

1. Ontario Youth Apprenticeship Program (OYAP)

High school students do a cooperative education experience in any of the 144 skilled trades. Co-op in a skilled trade is OYAP! This can happen in Grade 11, Grade 12 and/or as a Returning Grade 12. All OYAP programs are free to students.

This is an excellent way to gain skills and experience in a skilled trade while in high school. There is also the possibility of getting a Registered Training Agreement with the co-op employer, and these hours may count towards the required hours for the apprenticeship.

All OYAP participants earn a certificate, gain important skills that can be added to a resume, and may receive required safety equipment for their co-op placement.

- **Regular OYAP**

This program allows you to explore a skilled trade through co-operative education. There may be an opportunity in Regular OYAP to sign a Registered Training Agreement (RTA) which means you are an apprentice while in high school!

- **Concentrated OYAP**

This program happens at a school that has technological education and cooperative education. The combination of these two classes is a powerful way to get the practical and theoretical knowledge that employers look for. Concentrated OYAP participants will receive trade specific training and certifications that are excellent additions to a resume.

There may be an opportunity in Regular OYAP to sign a Registered Training Agreement (RTA) which means you are an apprentice while in high school!

- **Accelerated OYAP (currently not offered in HCDSB)**

This program similarly combines in school training with on the job experience, but the difference between the concentrated and accelerated programs is that in the accelerated program you are doing your **in school training** (Level 1) at a college or union training centre.

2. College “Trade and Techniques” Programs

Another way that you can prepare for an apprenticeship is to do a trades and techniques program at a college. To qualify for these programs, you must graduate high school. These programs take between 1 and 3 years to complete. They are excellent programs to prepare you for getting an apprenticeship, but they are time

consuming and can be costly. There are 2 options:

- **Public Colleges:** Halton Region is fortunate to be close to several Ontario public colleges, such as Sheridan, Mohawk College, Conestoga College, Humber College and George Brown College.
The cost for a public college trades and techniques program ranges from \$3,500 to \$5,500 per year.
- **Private colleges:** the cost for a private trades and techniques program can be \$10,000 or more per year.

3. **Pre-apprenticeship programs**

These free programs typically require that you have completed high school. They are similar to OYAP in that they combine in school training with a cooperative education experience, but they are often run at colleges or union training centres.

- Typically, the cooperative education experiences are paid.
- Pre-apprenticeship programs can be highly competitive to get into.
- Program start dates vary; do not follow school year calendar.

This is an exciting option to consider if you have not had a chance to do OYAP and want to get specific skilled trade training, but don't want to invest a lot of money at a college or private college to get that education.

4. **Direct to Employers**

The last option is to go directly to employers. This is a very difficult option directly from high school because you must demonstrate skills and experience to be hired. Therefore, it is most often reserved for friends or family of an employer. If you don't have a neighbour, a friend, a family member that is an employer this would be a challenging option to count on to start your apprenticeship.

Research the 4 Pathways to Apprenticeship

OYAP

1. Speak to your guidance counsellor or co-op teacher about registering as an OYAP participant
2. www.haltonpathways.com - opportunities in the Halton Region
3. OYAP and Dual Credit program for students 18+ years of age – Thomas Merton

College trades and techniques programs

1. www.ontariocolleges.ca – search for 1-year certificate programs and 2 or 3 year diploma programs
2. www.myBlueprint.ca

Pre-Apprenticeship programs (free)

Programs subject to change. Programs offered align with industry needs. This list is just a sample of available programs.

1. [Get in Gear Program](#), Centre for Skills Development
2. [Women in Skilled Trades \(WIST\) Program](#), Centre for Skills Development
3. [Avenues to Apprenticeship](#), Halton Industry Education Council (HIEC)
4. [Gateway to the Trades](#), Halton Industry Education Council (HIEC)
5. [Apprenticeship Program Prep](#), Electrical Apprentice Training Alliance + IBEW353
6. [Hammer Heads Training Program](#), Central Ontario Building Trades (COBT)
7. [Millwright Pre-apprenticeship Program](#), Sheridan College
8. [General Machinist Pre-apprenticeship Program](#), Sheridan College
9. [Electrical Pre-apprenticeship Program](#), Humber College
10. [Landscape Pre-apprenticeship Program](#), Humber College
11. [Millwright Pre-apprentice Program](#), Humber College
12. [Plumber/Welder Pre-apprenticeship Program](#), Humber College
13. [Masonry Pre-apprenticeship Program](#), Ontario Masonry Training Centre
14. Contact [Employment Ontario](#) to find more pre-apprenticeship programs – Halton office, (905) 842-5105.
15. The Career Foundation for pre-apprenticeship programs - <https://careerfoundation.com/job/> and <https://careerfoundation.com/ontario-pre-apprenticeship-programs/>
16. [Tools in the Trades Bootcamp](#), Support Ontario Youth
17. Full Day OYAP and Dual Credit Program - Thomas Merton Centre

Direct to Employers

A good place to search for apprenticeship opportunities is through www.apprenticesearch.com. This website has resources for aspiring apprentices and connects apprentices to employers. This is a Canada-wide database.

NOTE: completing HIEC's Gateway to the Trades Program is excellent preparation before registering on www.apprenticesearch.com.

Myth vs. reality.

Myth: Skilled trade work isn't important.

Reality: Skilled trade workers often tell us they are left with a strong sense of accomplishment; they are masters of their field – no different than a master of a specific academic field.

Their work touches almost every aspect of our daily lives: roads and sidewalks, schools, hospitals, bridges, offices, homes, restaurants, cars, water and electricity, caring for youth and the list goes on.

Myth: Skilled trade jobs are not stable.

Reality: In fact, careers in the skilled trades and technologies can be some of the most stable of any career choice you can make. Currently, those people with a skilled trade often have their pick of jobs because the skills shortage is so high. Unlike many other careers, a skilled trade is one of the most transferable in today's global economy. However, economic fluctuations still affect the workforce.

Myth: Skilled trade jobs are low-paying.

Reality: Most people in the skilled trades and technologies earn average or better-than-average salaries. Some make more than \$100,000 per year. In addition, while doing an apprenticeship you earn while you learn which almost always equates to zero student debt.

Myth: Skilled trades are for men.

Reality: This is a silly statement that just isn't true. Women have been working in the skilled trades since World War II and have been killing it. It is true that there is a disproportionate amount of women working in the trades but this is changing. More and more women are entering the skilled trades everyday and finding satisfying careers.

Myth: Skilled trade jobs are dirty and noisy.

Reality: Working in the skilled trades does not necessarily mean working outdoors or getting your hands dirty. Many skilled tradespeople work with some of the most sophisticated computer equipment and technology available.

Myth: The trades are for people who are uneducated and don't do well in school. People end up in skilled trades because they have no other options.

Reality: Certified Red Seal tradespeople train in the classroom and onsite for 4-5 years (same time frame as an undergraduate degree), and require a strong foundation of math, reading and critical thinking skills. The ability to think and react on your feet is mandatory. Intelligence and aptitude are absolutely mandatory for all skilled trades positions.

Myth: Skilled trade jobs are not challenging.

Reality: People in the skilled trades work with highly sophisticated equipment. Their training is leading-edge and they often work on new and exciting projects. People in the skilled trades need to be smart and able to adapt; these are jobs that require a great deal of commitment. The average apprenticeship takes as long as, or longer than, acquiring a university undergraduate degree. And apprentices get paid while they learn!

Myth: Skilled trades are a dead-end job.

Reality: There is tons of room for advancement within skilled trades careers. From supervisory roles, to management jobs, to owning your own business! A career in the trades is the farthest thing from dead end – so get ready and be excited!

Courtesy of TDSB OYAP with permission

How to I start an apprenticeship?

There is no central process to apply to an apprenticeship. The simplest answer to that question is to get a job in the trade.

As an apprentice you earn while you learn. Will I get paid as an OYAP student?

No. There is no obligation for an employer to pay an OYAP student. Instead you get an amazing learning experience that counts as credits toward your diploma.

Do the hours that I work in my co-op placement count towards my apprenticeship?

Yes, they do! It's always a good idea to keep track of the hours you work and ask your employer for a letter to verify on company letterhead.

How do I continue my apprenticeship after I graduate from high school?

You need to get hired by an employer and start working. You can then continue to learn while getting paid and complete any remaining levels of your apprenticeship.



OYAP - What is it?

Start your Career in the Skilled Trades with OYAP – video from Job Talks.

<https://youtu.be/rbj58uBXnoA>

Get a Head Start.

The Ontario Youth Apprenticeship Program (OYAP) gives students the opportunity to work in apprenticeship occupations through the co-operative education program. Students may have an opportunity to become registered apprentices and work towards becoming certified journeypersons in a skilled trade while completing their secondary school diplomas.

Get credits.

OYAP happens in CO-OP.

While you are working with a skilled employer you are earning credits toward graduation. The best part is that you get out of the classroom and onto the job, learning skills that you will have for life and are transferable.

Get skills.

CO-OP happens at WORK.

Learning by ‘doing’ is scientifically proven to be effective in mastery of a skill. As anyone who’s ever played a sport or an instrument knows, the more you practice, the better you get!

Get satisfaction.

WORK can make you HAPPY.

When you are learning, applying the knowledge you’ve gained and becoming a valuable member of a team you feel good.

When can I start?

To be an OYAP student you must:

- have 14 credits
- be 15 years old (**or 16 years old to go on a construction site**)
- have co-op on your timetable

Why is OYAP so great?

Starting an apprenticeship on your own can be intimidating. Where do you start? How can you convince someone to hire you?

OYAP provides you with valuable work experience, the possibility of completing your Level 1 training, and the chance to impress an employer and gain a reference. That’s a power pack that makes you appealing to potential employers!

Explore OYAP Programs

Regular OYAP

Spending time on the job learning from a qualified tradesperson is the best way to learn a skilled trade. It is also a great opportunity to see if it's really something you would like to commit to. The hours that you accumulate during your co-op placement can be counted towards your apprenticeship should you choose to continue.

Any student that is doing a co-operative education in a skilled trade must have a completed and signed OYAP Participant form.

What is Co-op?

Co-operative education (Co-op) is a structured way of learning that combines in-class learning with periods of actual work. This working experience is called a co-op placement. While on placement, you get to network with employers, gain valuable work experience in your chosen field, and earn academic credits that count toward your high school diploma.

How do I apply?

At course selection time be sure to select co-op and submit a co-op application at your school.

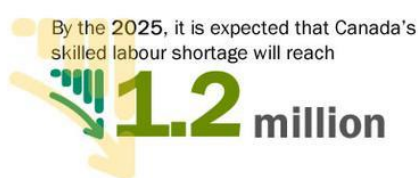
Concentrated OYAP

Concentrated OYAP provides students with the opportunity to develop deep career-related skills. The program combines multiple technological education credits in a specific trade with a co-operative education experience. Students learn from OCT teachers who typically are journeypersons who hold a Certificate of Qualification in their trade.

Students participating in concentrated OYAP programs have an edge when applying to apprenticeships, college, university or work placements.

Get started now.

Look how much opportunity there is!



Are you in a SHSM? SHSM + OYAP = Powerful combination

Earn the co-op credit that you need for your SHSM and the skills and experience that employers, colleges, universities and scholarship providers are looking for through OYAP.

Co-op is required for SHSM and OYAP

The BEST way to get the two co-op credits required to complete your SHSM is through OYAP.

What are the benefits?

- Upon completion of OYAP, receive an Ontario Youth Apprenticeship Certificate from the Government of Ontario
 - Demonstrates academic goal setting
 - Demonstrates commitment to skill development
 - Demonstrates teamwork and collaboration
 - Demonstrates employability skills
- Gain valuable experience to add to your resume, for all post-secondary pathways!
- Opportunity to gain an employer reference

Some examples of co-op placements for SHSM/OYAP students

SHSM Program	OYAP – examples of co-op placement in skilled trade
Arts and Culture	<ul style="list-style-type: none"> • Native clothing and Crafts Artisan • Special events coordinator • Painter and Decorator
Business	<ul style="list-style-type: none"> • Special Events coordinator • Hardware, Lumber and Building Material Retailer • IT – Contact Centre Customer Service • IT – Contact Centre Sales
Construction	<ul style="list-style-type: none"> • General Carpenter • Brick and Stone Mason • Floor Covering Installer • Draftsperson • Painter and Decorator
Electrical	<ul style="list-style-type: none"> • Electrician • Entertainment Industry Power
Environment	<ul style="list-style-type: none"> • Hydraulic mechanic • Arborist • Horticulture Technician • Optics Technician
Health and Wellness	<ul style="list-style-type: none"> • Child and Youth Worker • Developmental Services Worker • Child Development Practitioner • Hairstylist

Horticulture and Landscaping	<ul style="list-style-type: none"> • Arborist • Horticulture Technician • Construction Craft Worker • Draftsperson
Hospitality	<ul style="list-style-type: none"> • Baker • Cook/Chef • Special Event Coordinator
ICT	<ul style="list-style-type: none"> • IT – Hardware Technician • IT – Network Technician • Computer Numerical Control (CNC) Programmer • Instrumentation and Control Technician
Justice, Community Safety and Emergency Services	<ul style="list-style-type: none"> • Sprinkler and Fire Protection Installer
Manufacturing	<ul style="list-style-type: none"> • CNC Programmer • General Machinist • Micro-electronics Manufacturer • Mould Designer
Non-Profit / Social Justice	<ul style="list-style-type: none"> • Special Event Coordinator • Developmental Services Worker
Sports	<ul style="list-style-type: none"> • Developmental Services Worker
Transportation	<ul style="list-style-type: none"> • Automotive Service Technician • Auto Body Repairer • Motive Power Machinist • Turf Equipment Technician

