



Ontario Youth Apprenticeship
Program

Training Tomorrow's Gold Collar Workers

New opportunities exist for high school students! A ticket to a secure future is possible for students interested in pursuing skilled occupations. Students who want to develop skills leading to a challenging career and job security now have the opportunity to become apprentices as part of their high school education. The future demand for skilled tradespeople is strong. Today's apprentices have the potential to become tomorrow's gold collar workers. High Schools throughout the Rainbow District School Board now offer senior students opportunities to apprentice in several skilled occupations through the Ontario Youth Apprenticeship Program (OYAP). The sky is the limit for interested students.

Why should students consider apprenticeship training through OYAP?

The Ontario Youth Apprenticeship Program (OYAP) is a worthwhile option for students who want to:

- Experience skilled occupations before graduating from high school
- Begin training in a skilled occupation as an apprentice
- Develop trade skills in high demand skilled occupations
- Make important connections in the world of work
- Develop earning potential while in high school
- Reduce post secondary education costs by earning while learning

Apprenticeship = Education!

Student Eligibility - Students who are:

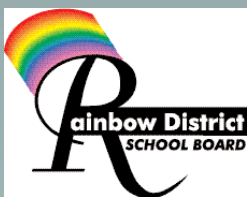
At least 16 years of age, in grade 11 or 12 and serious about learning a skilled occupation may qualify for OYAP.

Attitude plus aptitude is OYAP's formula for success!

Successful OYAP students recognize that hard work, initiative and good performance are necessary requirements to succeed in a skilled occupation. Employer expectations are high and training standards are strict resulting in quality training.

Trades *in* Motion

Funded by the Ministry of Training,
Colleges and Universities



Consider these facts!

- Many skilled occupations provide jobs with a future.
- Many skilled occupations pay more than \$20.00/hour and more than \$40,000 per year.
- Apprenticeship training provides an economical way to learn a skilled occupation at minimal cost. In the long run earning while learning pays big returns.
- OYAP makes it possible for high school students to begin a trade as part of their high school diploma resulting in an acceleration toward journeyman status. Training high school students in skilled occupations provides numerous benefits for students, employers and parents!
- Parents benefit from reduced costs for post secondary education. It is estimated that the debt load for a three-year college or university education is at least \$30,000. Apprentices earn while they learn and pay minimal fees for their in-school training at a community college.
- The average age of an apprentice in Ontario is 26 years while the average age of a qualified skilled worker is 50 plus.
- OYAP students/apprentices begin a skilled occupation well ahead of the provincial average resulting in increased earning power. Many of our apprentices are less than twenty years of age and well on their way toward a stable and well-paying career.
- Over the next few years many skilled workers in Canada will be retiring resulting in thousands of job vacancies in skilled occupations. According to Skills Canada by 2007 there will be 34,000 job vacancies in the automotive industry and only 20,000 skilled workers to fill these vacancies. It is projected industry will experience a 42% vacancy rate. Many skilled trades in several sectors will experience similar shortages.
- According to Job Futures 2000, by 2007 1/3 of all jobs created in Canada will require a skilled trade or college diploma.

OYAP enrolment is on the rise!

The Ontario Youth Apprenticeship Program (OYAP) continues to grow as teachers, students, parents and employers recognize the benefits of introducing young people to skilled occupations.

Why should employers participate in OYAP?

OYAP makes good business sense! Through OYAP employers have a readily available pool of young people to fill current and future job vacancies resulting from retirements, attrition or business expansion. Importantly, employers have the opportunity to try students out before making a commitment to apprenticeship training. Training through OYAP is a cost-effective way to identify and train young people who have an aptitude, positive attitude, enthusiasm, interest and commitment.

Through OYAP employers reduce time-consuming and costly recruiting, hiring and training efforts. OYAP provides a win-win for students and employers. Best of all, OYAP employers are pleased with the caliber of students while students enjoy the opportunity to apprentice.

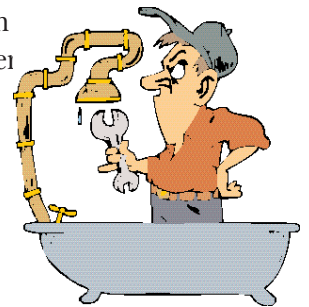
Skilled occupations are current!

Many of today's skilled occupations are technologically up to date with state of the art equipment, computers, tools and diagnostic procedures supported with up to date in-school training.

Consider the possibilities! In Ontario there are more than 100 skilled occupations. These include the following:

Trades under the Apprenticeship & Certification Act:

- Aboriginal Early Childhood Educator
- Alignment & Brakes Technician
- Appliance Service Technician
- Auto Body Repairer
- Automotive Electronic Accessory Technician
- Automotive Painter
- Automotive Service Technician
- Baker
- Child & Youth Worker
- Cook
- Early Childhood Educator
- Electric Motor & Apparatus Rewinder & Repairer
- Electronic Service Technician
- Fitter (Structural Steel/Plate Worker)
- Fuel & Electrical Systems Technician
- Furniture Finisher/Colour
- Furniture Upholsterer
- Gemsetter/Goldsmith
- General Machinist
- Hairstylist
- Hardware Information Technology Support Analyst
- Heavy Duty Equipment Technician
- Help Desk Information Technology Support Analyst
- Horticulturist - Nursery Greenhouse Worker
- Horticulturist - Landscaper - Greens Keeper
- Industrial Electrician
- Industrial Woodworker
- Industrial Mechanic Millwright
- Marine Engine Mechanic
- Motive Power Machinist
- Motorcycle Mechanic
- Native Residential Construction Worker
- Native Clothing & Crafts Artisan
- Network - Information Technology Support Analyst
- Network Cabling Specialist
- Optics Technician - Lens and Prism Maker
- Parts Person
- Patisserie
- Pool & Spa Service and Installation Technician
- Recreation Vehicle Mechanic
- Retail Meat Cutter
- Small Engine Technician
- Tool & Die Maker
- Transmission Technician
- Truck & Coach Technician
- Truck & Trailer Service Technician
- Welder Fitter
- Welder Operator



Trades under the Trades Qualification & Apprenticeship Act:

- Brick & Stone Mason
- Cement Mason
- Construction Boiler Maker
- Construction Millwright
- Electrician
- General Carpenter
- Glazier & Metal Mechanic
- Hoisting Engineer: Mobile Crane Operator, Tower Crane
- Ironworker
- Lather
- Line Worker: Power and Construction
- Painter & Decorator
- Plasterer
- Plumber
- Refrigeration & Air Conditioning Mechanic
- Sheet Metal Worker
- Sprinkler & Fire Protection Installer
- Steam fitter



Industry and Ministry approved training standards are provided to OYAP students.

Apprenticeship placements to date



*It's a sign of the times . . .
Skilled occupations are growing in demand!*

It's a proven fact!

*OYAP students have the qualities to
succeed in careers with a future.*

Apprenticeship = Education!

Meet a few

of our OYAP Apprentices! Congratulations to:

Genevieve Boyle, graduate of Sudbury Secondary School apprenticing as an Early Childhood Educator

Brant Leclair, student with Espanola High School apprenticing as a General Carpenter

Chris Jordan, student with Chelmsford Valley D.C.S., apprenticing as an Auto Body Repairer

Kyle Woodward, student with Lively Secondary School apprenticing as an Auto Service Technician

Denis Sonier, student with Chelmsford Valley D.C.S. apprenticing as an Information Technology Support Analyst

Douglas Guitard, student with Chelmsford Valley D.C.S. apprenticing as a cook

Nelson Shearer, student with Northeastern Secondary School apprenticing as an auto service technician

(OYAP students have successfully secured apprenticeships as: auto service technician, auto body repairer, auto body & collision damage repairer, electrician, hairstylist, cook, general carpenter, early childhood educator and information technology support analyst.

New apprenticeships recently introduced by the Ministry of Training, Colleges and Universities include:

- Information Technology Support Analyst - Network - Hardware - Help Desk
- Network Cabling Specialist
- Motive Parts Person
- Early Childhood Educator

Employer Participation -

The Rainbow District School Board values employer participation. OYAP recruits employers throughout the school year to participate in the training of youth apprentices in a variety of skilled occupations during semester one and semester two. Our partnership arrangements with employers ensure students develop the skills, attitudes and knowledge necessary for successful careers.

Laura Panko, student with Sudbury Secondary School apprenticing as a cook

Perry Simon, student with Confederation Secondary School apprenticing in the motive power trades

Emmanuel Diaz, student with Sudbury Secondary School apprenticing as an Information Technology Support Analyst

Breaking New Ground!

Congratulations to Genna Boyle. Genna now a graduate of Sudbury Secondary School is our first high school student from the Rainbow District School Board to secure an apprenticeship as an Early Childhood Educator with the Walden Daycare Centre. Genna is regarded as our pioneer in this new apprenticeship area. As a result of her apprenticeship

Genna is now considering a post secondary community college program in early childhood education.

*Our
congratulations to
Genna!*



Congratulations to Denis Sonier, student with Chelmsford Valley D.C.S. Denis is our first student from the Rainbow District School Board to secure an apprenticeship as an Information Technology Support Analyst in networking. Denis has

entered an industry that has considerable growth potential.

*Our
congratulations
to Denis!*



What do our new OYAP apprentices have to *say* about their OYAP experiences?

"I can't believe I'm learning a trade at my age."

"This is what I really want to do... I love what I'm doing."

"OYAP has provided me with the opportunity to get hands on experience and has given me the chance to begin a career that I love."

"I have learned a lot through my work experience placement with OYAP. People should try this. It was a good experience for me. This is a good way to develop skills in a skilled trade."

OYAP students have a promising future...

Corey Jongsma, graduate of Sudbury Secondary School

As a result of Corey's participation in the OYAP option and his fine training at the Howard Johnson Hotel (formerly the Four Points Hotel) Corey is apprenticing and continuing his studies at the Stratford Chef Institute in Stratford Ontario. Corey was the recent recipient of a \$2,000 scholarship from the Ontario Hostelry Institute. He has been recognized by the Institute for his potential to lead the way in the hotel/restaurant industry. We look forward to following Corey's accomplishments in a thriving industry.



Former Graduate Continues to Promote OYAP

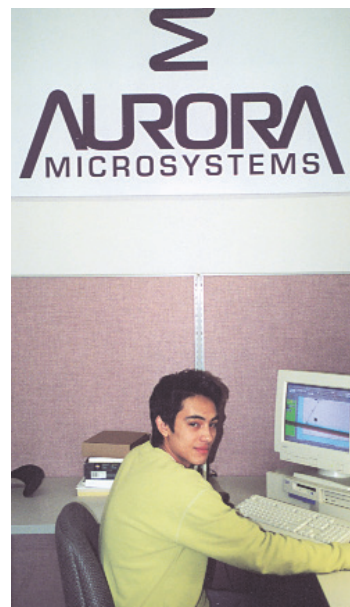
Jeff O'Brien, recent graduate of Sudbury Secondary School apprenticing as an Auto Service Technician Apprentice continues to promote the Ontario Youth Apprenticeship Program as an important step in securing an apprenticeship at an early age. Jeff's success will help others realize the opportunities that exist in skilled occupations.



Congratulations to Perry Simon who is apprenticing in two trades concurrently as an auto service technician and truck and coach technician apprentice with Daville Auto and Electric Ltd. This is a tremendous opportunity. We look forward to following Perry's career in the motive power trades.

Partnerships are Vital

E-sudbury.com joins the Rainbow Board as a partner and sponsor in the training of youth apprentices as information technology support analysts. As a result high school students now have the opportunity to begin training as information technology support analysts as part of their high school program. E-sudbury.com in partnership with the Rainbow District School Board and business community provide students with the opportunity to train in careers within a growing industry.



Passport to Prosperity Initiative - Districts of Sudbury & Manitoulin Training and Adjustment Board

The Districts of Sudbury & Manitoulin Training and Adjustment Board continues to work with the local school boards in the identification of employers in its Passport to Prosperity Initiative. Employers within the

Region have been identified to provide high school students with work place experiences in co-op education, apprenticeships, job shadowing and mentoring. The Districts of Sudbury & Manitoulin Training & Adjustment

Board continues to work with the local Boards in the identification of activities that foster a greater awareness of career opportunities for our youth.

Skilled trades awareness is growing

Cambrian College of Applied Arts & Technology continues to work with the Ontario Youth Apprenticeship Program in tours of the trades resulting in enhanced awareness of skilled occupations.

Our sincere thanks to our partners for their ongoing support and interest in our students!

How do students get involved in OYAP and what is the process?

Students must initially meet with their guidance counsellor to register in a co-op program in order to participate in the OYAP option.

As well, students must complete an OYAP application supported with teacher references.

Each OYAP applicant is interviewed by the co-op teacher to determine their suitability for OYAP. Final selections are based on good attendance, a positive attitude and a strong interest and aptitude in a skilled trade.

OYAP students receive co-op credits

for OYAP work experience placements and must therefore meet the requirements of the co-op program.

OYAP students attend an interview with an employer who is qualified to train apprentices

Students who secure a placement are placed on probation for a half or full day work experience placement.

Student work experience placements are monitored by the co-op teacher throughout the semester.

Students who demonstrate potential in a skilled trade may be signed on

officially as apprentices with the Ministry of Training, Colleges and Universities and follow a Ministry/Industry approved training standard.

OYAP registered apprentices are monitored by the Ministry of Training, Colleges and Universities.

During the OYAP placement, registered students/ apprentices accumulate hours while developing competencies toward a skilled occupation in addition to completing credits toward a high school diploma.

A team approach enhances an OYAP student's success rate!

A team approach provides additional guidance and support to OYAP students. Co-op teachers, guidance counsellors, subject teachers, employers and training consultants from the Ministry of Training, Colleges and Universities - Apprenticeship Branch work with OYAP in the training of OYAP students.

Training in a skilled occupation is serious business and we're serious about promoting skilled occupations!

This year:

- Eleven high schools offered the OYAP option
- More than 480 students and teachers participated in tours of the trades at Cambrian College
- Twelve high schools registered with Skills Canada
- Seven high schools participated in the CAA Auto Skills Challenge.
- Several high schools competed at the Skills Canada Provincial Technological Skills Competition in cabinet making, electrical wiring, auto service, welding and small powered equipment competitions in Kitchener
- More than 64 students and teachers participated in the Young Women's Conference in North Bay organized by the Muskoka Nipissing Parry
- Sound Local Training and Adjustment Board and Skills Canada.
- 168 grade 8 and 9 girls and teachers participated in the Women In Motion Conference at Laurentian University
- More than 500 students attended Skills Ontario information sessions to learn about technology and skilled occupations.



National Competition... Skilled Canada Congratulations Robert Lair!

Congratulations to Lively Secondary School student Robert Lair for winning first place GOLD in the Skills Canada National small powered equipment competition. Robert competed with students from all over Canada. He is the first student in Sudbury to win the National Gold.

Our congratulations also to Robert's teacher Robert Heittola and to Lively Secondary School.

Employer Endorsements

Mary Lou Coffey - Walden Daycare Centre

"OYAP is a unique and exciting program that offers further flexibility for young people in acquiring their early childhood education."

Tony Scarrow - Lou's Body Shop

"We at Lou's Body Shop found the OYAP program with Chris Jordan to be both beneficial and rewarding. It gave us the opportunity to introduce Chris to a trade which he may have never considered in this computer age. The demand for trades people is high and will only rise."

On a Personal Note:

Apprenticing is a stepping stone toward a future that holds great promise for many of our young people. OYAP has provided several students with direct access to skilled occupations.

In today's rapidly changing business climate our young people more than ever require a strong support system to help them develop the skills needed in the world of work. Through youth apprenticeship programs such as the OYAP option educators in partnership with employers, the Ministry of Training, Colleges and Universities, the Ministry of Education and the college system effectively provide students with the resources needed to develop marketable skills for the jobs of tomorrow. I am pleased to say that industry, government and educational institutions are sending out strong signals to suggest that tomorrow's shortages are today's opportunities for young people interested in pursuing skilled occupations.

Interested in learning more? Call Sharon Orlak, Project Manager, Ontario Youth Apprenticeship Program at 688-0888, fax: 688-1757 or email: orlaks@rainbowschools.ca Or visit our web page at www.rainbowschools.ca

