

Trends
Opportunities & *Priorities*
LANARK RENFREW



making of cents\$ apprenticeship



Lanark & Renfrew Region

making of cents apprenticeship



bottom line impact

Value

Apprenticeship is an essential training component which lays the groundwork for a successful long term career in the trades and at the same time training the next generation of skilled workers to meet the high standards required by industry. Apprentices are trained by you, for your business needs, and in turn contribute to your bottom line as a result of their thorough knowledge of your business, your product and the industry as a whole. Apprentices strengthen the workplace through their fresh approach and enthusiasm. When combined with a strong theoretical curriculum and outstanding practical work experience, they are prepared to meet industry needs and contribute effectively and efficiently through their workplace performance.

Higher skilled workers are not only a precondition to your business' productivity but also needed to meet the anticipated challenges of the future. A competent labour force increases product quality, competitiveness, customer satisfaction and profit margins.

Ensuring a skilled workforce is available now and in the future is important for the sustainable growth of our economy, your business and to ensure you stay on the leading edge by having quality, productive employees now and into the future. Offering the opportunity of an apprenticeship to an individual will improve not only their quality of life, but yours as well. Mentoring an individual through apprenticeship allows you to share your passion, your knowledge, and your skill thus building strong relationships and developing pride in a job well done. Matching responsibility with ability in a safe working environment demonstrates commitment to working together toward solutions. These are the key ingredients in employee retention. Apprenticeship is an investment that will pay off in long-term gain of a skilled licensed employee.

You are invited to become a contributor to the development of our economic future. Be a champion. Make the investment. Hire an apprentice. Reap the rewards!



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For additional information or to register an apprentice, contact:

Ministry of Training, Colleges and Universities

Kingston Area Office

1055 Princess St.

Site #404

Kingston, Ontario K7L 5T3

Tel.: (613) 545-4338 or 1-877-220-2721

Fax: (613) 545-1204

Ottawa District Office

1355 Bank Street, Suite 703

Ottawa, Ontario K1H 8K7

Tel.: (613) 731-7100 or 1-877-221-1220

Fax: (613) 731-4160

Pembroke Area Office

169 Lake Street

Pembroke, Ontario K8A 5L8

Tel.: (613) 735-3911 or 1-800-807-0227

Fax: (613) 735-6452

Web: www.edu.gov.on.ca



Incentive to Hire

APPRENTICESHIP TRAINING TAX CREDIT*

As part of building a solid foundation to support a new generation of economic growth, the Government of Ontario introduced a new Apprenticeship Training Tax Credit (ATTC) to promote and encourage the hiring of apprentices in certain skilled trades.

The ATTC complements other apprenticeship program measures that were announced in 2004 to help increase the availability of skilled workers in key sectors of the economy.

<http://www.fin.gov.on.ca>

TAX INCENTIVE

Corporations and unincorporated businesses may qualify for a 25 per cent refundable tax credit on eligible expenditures incurred with respect to eligible apprentices. For businesses with total payroll costs not exceeding \$400,000, the tax credit rate is increased to 30 per cent.

Employers may be eligible for a tax credit of up to \$5,000 per year, per eligible apprentice to a maximum of \$15,000 over the first 36 months of the apprenticeship. The maximum annual tax credit of \$5,000 would be prorated for the number of days the apprentice is employed with that employer during the year.

ELIGIBLE APPRENTICES

Eligible apprentices must be in their first 36 months of an apprenticeship training program, in a qualifying skilled trade on or after May 19, 2004, and have commenced employment before January 1, 2008.

ELIGIBLE EXPENDITURES

Eligible expenditures would be salaries and wages paid after May 18, 2004 and before January 1, 2011 to an eligible apprentice.

QUALIFYING SKILLED TRADES

Qualifying skilled trades include designated construction, industrial and motive power trades, as well as the service trades eligible under the present apprenticeship component of the Co-operative Education Tax Credit.

SUNSET PROVISION

Prior to December 31, 2007, the government will consult with stakeholders on the effectiveness of the ATTC. Stakeholders will be expected to provide evidence of the tax credit's effectiveness as a condition for continuing the incentive program.

For general enquiries regarding the Apprenticeship Training Tax Credit, contact:

Corporations Tax Branch
Speciality Assessment Unit
Tel.: (905) 433-5450

Or visit the ministry website at: www.trd.fin.gov.on.ca

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Eligible Trades

The apprenticeships listed below, as identified by their apprenticeship trade codes, would qualify for the tax credit.

Employers can find their apprenticeship trade code on their Contract of Apprenticeship/Training Agreement.

SERVICE TRADES

416e Electronic Service Technician
630a Micro-Electronics Manufacturer
631a Network Cabling Specialist
634a Help Desk-Info. Tech. Support Analyst
634b Hardware-Info. Tech. Support Analyst
634c Network-Info. Tech. Support Analyst

MOTIVE POWER TRADES

240p Parts Technician
282e Powered Lift Truck Technician
295a Tire Wheel & Rim Mechanic
310b Auto Body Collision Damage Repairer, Branch 1
310c Fuel & Electrical Systems Technician
310d Transmission Technician
310e Alignment & Brakes Technician
310g Motorcycle Mechanic
310j Truck Trailer Service Technician
310k Automotive Electronic Accessory Technician
310q Auto Body Repairer, Branch 2
310s Automotive Service Technician
310t Truck & Coach Technician
410k Motive Power Machinist
410n Automotive Painter
421a Heavy Duty Equipment Technician
421c Turf Equipment Technician
425a Agricultural Equipment Technician
435a Small Engine Mechanic
435b Marine Engine Mechanic
274l Automotive Glass Technician
690h Recreation Vehicle Technician

CONSTRUCTION TRADES

237s Pool/Hot Tub/Spa Service Technician
237t Pool/Hot Tub/Spa Installer
241a Terrazzo Tile & Marble Setter
244g Cement Finisher
244h Restoration Mason
244k Precast Concrete Erector
244l Precast Concrete Finisher
253a Heat & Frost Insulator
296a Native Residential Construction Worker
306a Plumber
307a Steamfitter
308a Sheet Metal Worker
309a Electrician-Construction & Maintenance
309c Electrician-Domestic & Rural
313a Refrigeration & Air Conditioning Mechanic
339a Hoisting Engineer-Mobile 1
339b Hoisting Engineer Tower Crane Operator
339c Hoisting Engineer-Mobile 2
401a Brick & Stone Mason
403a General Carpenter
404c Painter & Decorator Commercial & Residential
404d Painter & Decorator - Industrial
419a Cement Mason
420a Ironworker
424a Glazier & Metal Mechanic
426a Construction-Millwright
427a Sprinkler & Fire Protection Installer
428a Construction-Boilermaker
434a Power Lineworker
434b Construction Lineworker
448a Floor Covering Installer
449a Roofer
450a Construction Craft Worker
451a Drywall Acoustic/Lathing Applicator
452a Reinforcing Rodworker
453a Drywall, Finisher & Plasterer
636a Heavy Equipment Operator: Tractor Loader
Backhoe
636b Heavy Equipment: Operator: Excavator
636c Heavy Equipment Operator: Dozer

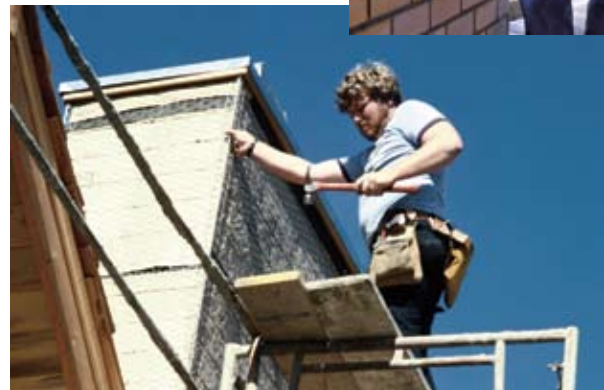


INDUSTRIAL TRADES

200g Precision Metal Fabricator
207s Electrician: Power House Operator
225a Optics Precision Lens & Prism Maker
239b Tool & Gauge Inspector
246f Process Operator: Refinery, Chemical, & Liquid
267g Composite Structures Technician
277z Hydraulic/Pneumatic Mechanic
289f Electrician (Signal Maintenance)
429a General Machinist
430a Tool & Die Maker
430m Machine Tool Builder & Integrator
431a Mould Maker
433a Industrial Mechanic (Millwright)
437a Fitter (Structural Steel/Plateworker)
438a Cabinetmaker
442a Industrial Electrician
443a Pattern Maker
446a Electric Motor Rewind Mechanic
447a Industrial Instrument Mechanic
602c Tool & Cutter Grinder
602h Roll Grinder/Turner
609c Packaging Machine Mechanic
610c Aircraft Maintenance Engineer
611b Saw Filer/Fitter
614a Draftsperson-Mechanical Design
614b Draftsperson-Plastic Mould Design
614c Draftsperson-Tooling & Die Design
615a Bearings Mechanic
616f Fitter Welder

617a Electrical Control (Machine) Builder
630b Surface Mount Assembler
630t Tool Maker
636e Elevating Devices Mechanic
661h Fitter-Assembler (Motor Assembly)
255b Facilities Technician
255w Facilities Mechanic
259I Locksmith
268a Carperson
297a Ski Lift Mechanic
600p Blacksmith
278b Surface Blaster
456a Welder
605b Water Well Driller
263f Pump Systems Installer/Mechanic
277m Mould Or Die Finisher

Newly developed trades would be eligible if approved by the Minister of Finance.



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Ontario Youth Apprenticeship Program

The Ontario Youth Apprenticeship Program (OYAP) opens the door to apprenticeship for students entering Grade 11 and at least 16 years of age. This enables students to work towards a career in a skilled trade as a registered apprentice, earning high school credits towards completion of their Ontario Secondary School Diploma.

OYAP helps young people obtain placements in over 140 skilled trades that can be learned through apprenticeship training. Students are registered as apprentices and begin their formal apprenticeship training while they are still in school. With both a diploma and the skills to get the job done, these students are ideal candidates to continue the journey to the trades through apprenticeship. This mode of training also provides the employer with the opportunity to measure the “fit” of the apprentice to their business needs, shop environment and future direction.

Please contact your local high school counsellor(s) for more information.

Information on OYAP is available on the Ministry of Education / Ministry of Training, Colleges and Universities Website at:

<http://www.edu.gov.on.ca/eng/training/apprenticeship/Skills/training.html>



OYAP Coordinator

Upper Canada District School Board
c/o Smiths Falls Collegiate Institute
299 Percy St. Smiths Falls, ON K7A 5M2
Tel.: (613) 283-1523
Fax: (613) 283-0461

OYAP Coordinator

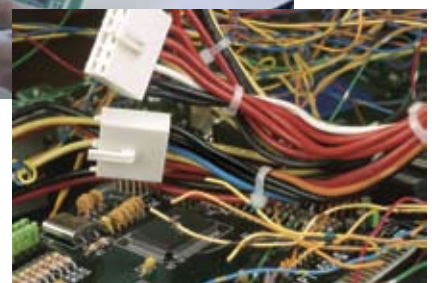
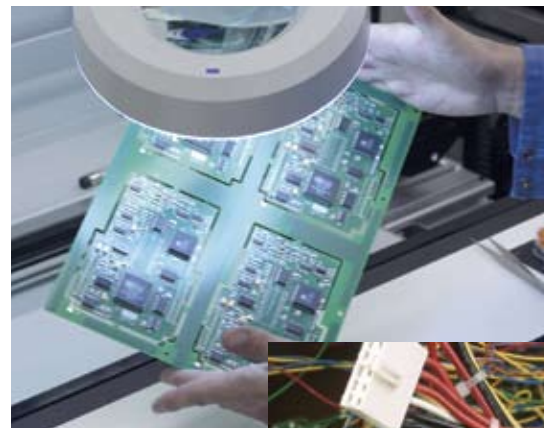
Catholic District School Board of Eastern Ontario
Lifelong Learning Centre
822 Marlborough St. N., Cornwall, ON K6H 4B4
Tel.: (613) 930-9928
Fax: (613) 932-2887

OYAP Coordinator

Renfrew County Catholic District School Board
362 Carmody St., Pembroke, ON K8A 4G2
Tel.: (613) 735-5496
Fax: (613) 735-9272

OYAP Coordinator

Renfrew County District School Board
480 Mary St., Pembroke, ON K8A 5W9
Tel.: (613) 735-0151 ext. 290
Fax: (613) 735-7558





Job Connect

Job Connect is a youth employment program that provides training supports to employers who hire young people.

Job Connect eligible participants are 16 - 24, out of school, unemployed, and not eligible for benefits through Employment Insurance or Workplace Safety Insurance Board. Employer services also provided include screening of prospective employees, monitoring employees on placement to support their success, developing training plans for the employee and free job posting services.

A component of the Job Connect program is the Summer Jobs Service which provides employers a training subsidy to hire students, aged 15 to 25 years who are planning to return to school in the fall.

JOB CONNECT SCHOLARSHIPS/SIGNING BONUS

The Ontario government recently announced that the Job Connect Program through funding from the Ministry of Training, Colleges and Universities, will be providing scholarships of \$1,000 to youths age 16 to 24 who have left school, then return to complete a level of education that is required for the apprenticeable trade they are entering. For employers a \$2,000 bonus will be paid to encourage them to hire these individuals. The signing bonus is paid in two installments, 50% when the youth is registered as an apprentice and 50% six months after the date of hire, provided the youth is still employed by the employer. This scholarship/signing bonus is only available through the Job Connect youth service providers.

JOB CONNECT OFFICES:

Algonquin College

141 Lake Street
Pembroke, ON K8A 5L8
Tel.: (613) 735-4308 / Fax: (613) 635-4862

39 Renfrew Avenue
Renfrew, ON K7V 2V2
Tel.: (613) 432-5863 / Fax: (613) 432-4087

75 Elgin Street West
Arnprior, ON K7S 3T9
Tel.: (613) 622-5524 / Fax: (613) 623-2104

19536 Opeongo Line
Barry's Bay, ON K0J 1B0
Tel.: (613) 735-4308 / Fax: (613) 756-9027

7 - 2 Wilson Street West
Perth, ON K7H 2M5
Tel.: (613) 267-1381 / Fax: (613) 267-1806

St. Lawrence College

Brockville Campus - 2288 Parkedale Ave.
Brockville, ON K6V 5X3
Tel.: (613) 345-0660 x 3161 / Fax: (613) 345-6092

6th Floor, 71 Bank Street,
Ottawa, ON K1P 5N2
Tel.: (613) 232-0022 x1601 / Fax: (613) 232-0025

285 County Rd. 44
Kemptville, ON K0G 1J0
Tel.: (613) 258-1905
Fax: (613) 258-0435

bottom line impact

The Co-operative Education Tax Credit (CETC)*

The CETC provides employers with a 10 per cent refundable tax credit (15 per cent for small businesses) on the salaries and wages paid to students or apprentices in qualifying work placements. This Tax Credit is offered through the Ministry of Finance.

- The CETC would continue to be available for qualifying co-op placements.
- Transitional rules are proposed for apprenticeships in their first 36 months that straddle May 18, 2004. Salaries and wages paid before May 19, 2004 would qualify for the CETC, and amounts paid after May 18, 2004 would qualify for the ATTC.

For apprenticeships not in their first 36 months and for work placements in approved fields of study other than co-operative education programs, no deduction may be claimed for salaries and wages paid after December 31, 2004. Since a minimum initial employment of 10 weeks is required for the CETC, employment commencing after October 25, 2004 would not qualify. These fields of study are listed in Appendix 2 of Tax Legislation Bulletin 96-2R2.

For further information:
<http://www.fin.gov.on.ca>

Additional Information:

Ministry of Finance Corporate and Commodity Taxation
Branch
2nd floor, Frost Building North, 95 Grosvenor Street,
Queen's Park
Toronto, ON, M7A 1Z1
Tel.: 1-416-325-2637
1-800-263-7965
Fax: 1-416-314-8635
1-877-482-9329
<http://www.fin.gov.on.ca/english/search.html>

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Looking for an apprentice?
Try....www.apprenticesearch.com

A free on-line matching service offering employers the opportunity to:

- Post apprenticeship opportunities
- Access an inventory of registered apprentices and individuals seeking apprenticeships
- Receive resumes on-line
- Contact individuals directly to request an interview

Apprenticesearch.com is an excellent resource providing trade profiles, current information and hot links of additional trade resources.





Renfrew and Lanark Counties Labour Market Working Group

Trends, Opportunities and Priorities – Lanark and Renfrew

The TOP Report is about promoting a better understanding of the labour market trends, opportunities and priorities in the Lanark and Renfrew County communities and developing community consensus around local solutions. It represents the launch of a new highly interactive process with the community stakeholders that will involve an ongoing process. The TOP report was conceived to be an annual report and that would continue to gather information throughout the year. It will continue to update the community stakeholders on the progress of the priority issues and actions that have been identified in this report.

What is the TOP process and report?

- Identifies local trends and issues of significance to workforce development
- A community plan of action
- A list of community partner activities that address labour market issues

Who is involved in the TOP process?

- Local boards and local organizations
- Locally facilitated by St. Lawrence and Algonquin Colleges
- Community Partners Involved in Labour Force Development

When is the TOP process?

- Continuous process
- Written update twice per year

Why?

- To identify local trends and issues of significance to workforce development
- To develop a unified community plan of action, maximizing community funding and avoiding activity duplication

How is the TOP process developed?

- The result of a highly interactive consultation process, involving the colleges and community stakeholders
- Process may include the following steps; research and discussion paper, a brief survey and a series of meetings, key-person interviews and conference calls.
- Outcomes of the community consultation process resulted in the compilation of the Trends, Opportunities and Priorities document.

If you have any questions, please do not hesitate to contact us at the addresses below.

For further information, please contact:

St. Lawrence College
25 William Street West
Smiths Falls, ON K7A 1N2
Tel.: (613) 283-8477

Algonquin College
315 Pembroke Street East
Pembroke, ON K8A 3K2
Tel.: (613) 735-4700

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Renfrew and Lanark Counties Labour Market Working Group
www.algonquincollege.com/renfrewlanarkworkforce

St. Lawrence College - Smiths Falls Campus
25 William St. West, Smiths Falls, ON K7A 1N2
Tel: (613) 283-8477 Fax: (613) 283-5820

Algonquin College - Pembroke Campus
315 Pembroke St. East, Pembroke, ON K8A 3K2
Tel: (613) 735-4700 Fax (613) 735-8805