Building Connections for Recruitment

Step Up and Succeed

Ontario is facing a shortage of skilled trades workers (College Trades, OCAS). This can make it harder for employers to find and keep employees. To build a strong and reliable hiring pipeline, it helps to use all available supports.

By connecting with the programs and organizations in this resource, you can

- establish ongoing partnerships that connect you to potential candidates
- access pools of candidates who already have basic training and certifications
- become eligible for financial supports like hiring incentives and tax credits
- build strong professional networks in your community

Ontario Youth Apprenticeship Program (OYAP)

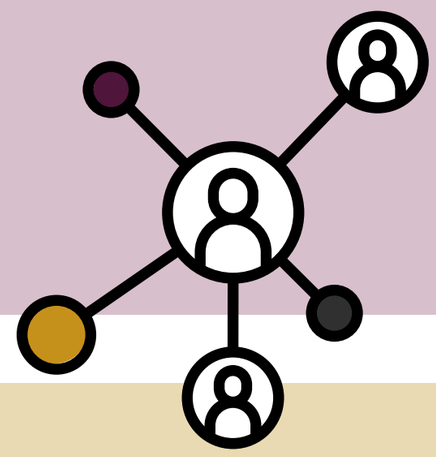
High school students gain hands-on experience in a trade through their school and partnerships with local employers. OYAP - Focused Apprenticeship Skills Training (OYAP-FAST) is an accelerated stream.

Benefit to Employers

- opportunities to work with potential hires on a trial basis
- option to hire students after high school graduation
- save money on salary costs as OYAP students are unpaid

How to Connect

- OYAP - Find an OYAP Recruiter
- OYAP - Find your Local School Board(s)



Specialist High Skills Major (SHSM)

High school students prepare for a career in specific sectors through work placements, specialized classes and industry certifications.

Benefit to Employers

- meet students who are preparing for a career in your sector
- gain workers with essential industry certifications
- build a positive reputation in your community
- save money as work placements are unpaid

How to Connect

- Ontario.ca - Specialist High Skills Major (SHSM)
- Ontario.ca - Find a school board or school authority

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Work-integrated learning (WIL) Programs

WIL programs are partnerships between employers and post-secondary programs. Students gain real, hands-on experience through co-operative (co-op) learning placements and internships with employers. Placements may be paid or unpaid.

Benefit to Employers

- access to diverse, talented and motivated workers
- opportunities to hire WIL students after graduation
- potential for lower recruitment costs, as schools may screen students before placement

How to Connect

Co-operative Education and Work-Integrated Learning (CEWIL) - Industry & Community Partner Resources

CEWIL

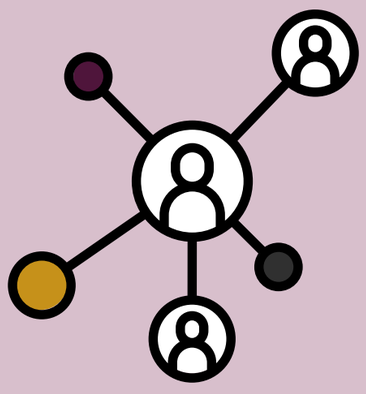
CEWIL - National WIL Directory

Public Colleges

OntarioColleges.ca - Contact the Colleges

519-763-4725 or 1-888-890-2228 (toll-free)

us@ontariocolleges.ca



Career Colleges

Ontario.ca - Career College Search Service

Group Sponsors

Industry associations, unions or groups of employers that support apprentices and employers through the registration and training process.

Benefit to Employers

- receive support with hiring and registering new apprentices so you can focus on training
- assistance with screening candidates
- access to government grants, reducing the financial burden of training

How to Connect

groupsponsor@skilledtradesontario.ca

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Pre-Apprenticeship Training Programs

Pre-apprenticeship programs offer foundational learning including safety training, certifications and paid work placements. Pre-apprenticeship programs are offered by colleges, Employment Ontario and other community organizations.

Benefit to Employers

- opportunities to hire participants during or after programs
- participants may receive Level 1 classroom training
- access to a diverse pool of skilled and motivated workers

How to Connect

Employment Ontario - Resources for Employers

416-326-5656 or 1-800-387-5656 (toll-free)

contactEO@ontario.ca

Additional Resources

- Step Up and Succeed - Build Your Support Network
  - Find a Support Organization
  - Grants and Incentives
- OpportuNext For Employers
- Canadian Association for Supported Employment
- Ontario Job Creation Partnerships
- Canadian Apprenticeship Forum - Employer Resources

Click this link or scan the QR Code with your mobile device's camera to check out the rest of the Apprenticeship Hub!

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