



Funded by the Government of
Canada's Apprenticeship
Service

Canada

United Brotherhood of Carpenters Canadian District **APPRENTICESHIP SERVICE PROGRAM**

The UBC Canadian District has been selected to be an intermediary for the Apprenticeship Service Program by the Canadian Government to provide small and medium sized enterprises (SMEs) with financial incentives to hire first-year apprentices to get the hands-on work experience they need for a career in the skilled trades.. The UBC was awarded \$37 Million for this 2-year project. SME's can receive up to \$5000 for every new first year (Red Seal) apprentice they hire and an additional \$5000 if that apprentice identifies as a person from an Equity Deserving Group:

- i. Women
- ii. Indigenous people
- iii. Newcomers
- iv. Persons with disabilities
- v. Visible minorities
- vi. LGBTQ2+

This funding will enable the SMEs to hire new first year apprentices (maximum of two per fiscal year). SMEs can receive a maximum financial incentive of \$20k per fiscal year. In addition to financial supports, this program will provide other supports to help employers participate in the apprenticeship system, for example:

- Help navigating the apprenticeship system
- How to onboard apprentices
- Welcoming workplace training

An apprentice cannot be hired before the Agreement is signed between the employer and the UBCJA. The UBC will offer the following supports to provide support to the SME in hiring the new first year apprentices:

- An enhanced Shop Steward Program that will include:
 - Ensuring the new apprentice is Work Ready
 - Diversity and inclusion, mentorship, wellness, how to support apprentices in the workplace
 - A virtual "tool-kit" that includes valuable resources including essential links to apprenticeship, mentorship, financial literacy, local health and safety services, mental health, counselling, and addictions.

TRAINING AND MENTORSHIP

Through our partner Ending Violence Association of British Columbia (EVA BC), we will provide Be More than a Bystander training. Additionally we will offer Diversity and Inclusion training to the SME's and their worksites as well as Work Ready training via the training centres. Other training offered will include Justice, Equity, Diversity, and Inclusion (JEDI) training

JEDI - This workshop is designed for spokesmen to educate other men about gender-based bullying, harassment, and violence and how to "break the silence" through effective interventions.

Be More than a Bystander - This 3 day intensive program trains male leaders and influencers from the skilled trades industry to be spokesmen for the Be More Than a Bystander program and facilitate a 2 hour workshop about intervention strategies for gender-based bullying, harassment, and violence.