

HSTAC

HAMILTON SKILLED TRADES APPRENTICESHIP CONSORTIUM



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WHAT IS HSTAC?

- Dedicated group of concerned stakeholders
- Formed in 2009; first students registered in 2010
- Members include:
 - Local employers & unions active in apprenticeship
 - Hamilton School Boards
 - Mohawk College
 - Ministry of Training, Colleges & Universities (MTCU)
 - Canadian Skills Training & Employment Coalition (CSTEC)

OUR MISSION

To build a better future for our community by advancing the success of employers and skilled trades.

OUR VISION

To foster world-class training practices that meet the demands for skilled trades in our community.



HSTAC is employer driven.
Competitors came together to
address skills needs.



HOW IS HSTAC DIFFERENT?

- Manages approach to the apprenticeship process
- Manages the balance between the number of apprentices and the number of employer apprenticeship opportunities
- Sponsors apprentices in seven trades
- Encourages effective mentorship through the apprenticeship process

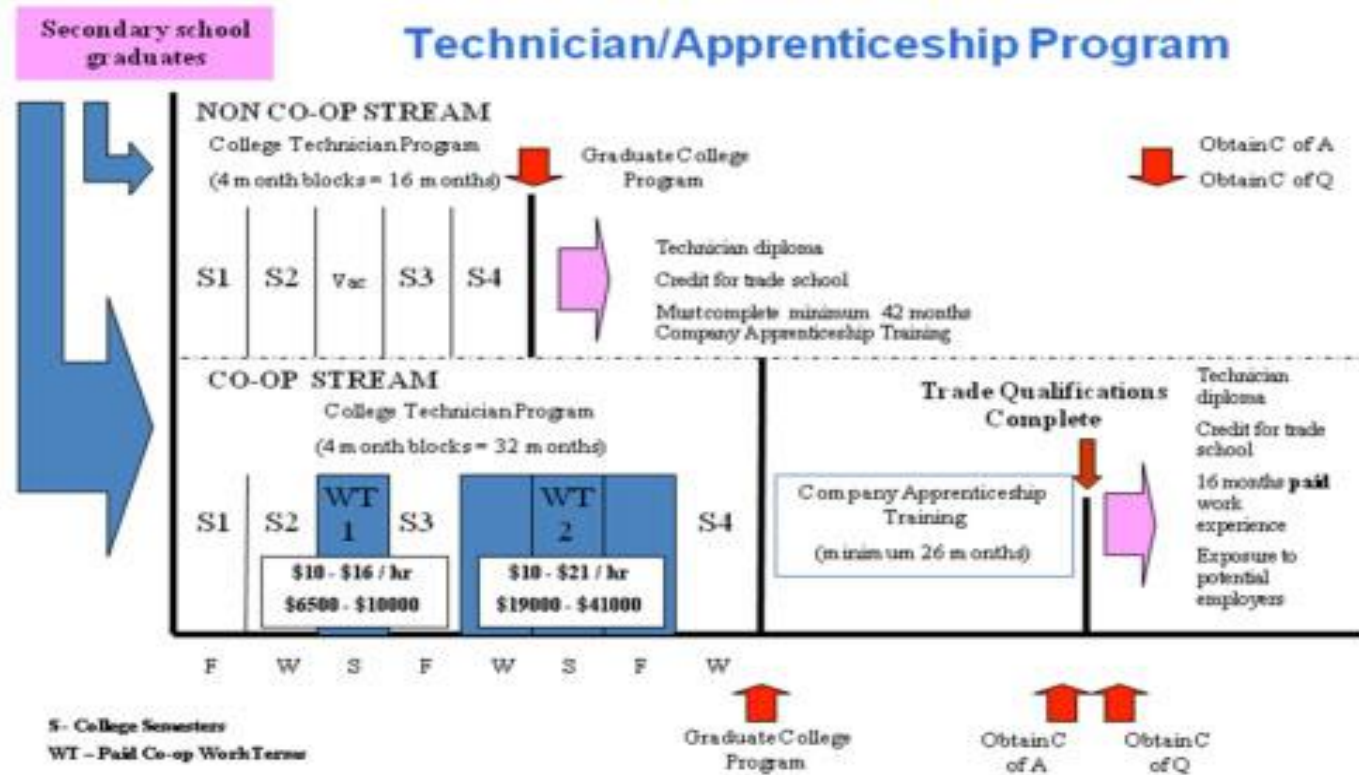


HOW DOES HSTAC WORK?

1. Student enrolment in Mohawk College Co-op Diploma Apprenticeship (CODA) program
2. Work-study opportunity after first term
3. HSTAC sponsors apprenticeship
4. Students alternate between classroom training & work placement
5. Students graduate with several years of work experience, many work placement employers hire them on.



THE CODA / HSTAC PROCESS



BENEFITS OF APPRENTICESHIP

Apprentices are more marketable to employers.

Earn while you learn.

Apprentices acquire hands-on skills, knowledge and make contacts for graduate employment.

Structured on-the-job learning under the mentorship of a journeyperson.

Apprentices that meet the inter-provincial standard also receive Red Seal Certification and can work throughout Canada where the trade is designated. Both the IE and IMM programs meet this requirement.

Red Seal programs are eligible for up to \$4000 in grants from Service Canada.

BENEFITS TO EMPLOYERS

Reducing risks associated with apprenticeship training:

- Training availability and costs
- Staff time required to administer and track training
- Lack of machinery and equipment required for training
- Access to training support

BENEFITS TO EMPLOYERS

Assistance in accessing:

- Talented and committed apprentices to meet your future workforce needs
- Ontario Coop Education Tax Credit (25-30% of eligible expenditures) \$3000 max
- Ontario Apprenticeship Training Tax Credit \$10,000/yr for 4 years max
- Ontario Employer Signing Bonus (youth under 25 requiring upgrading) \$2,000/apprentice
- Canada Apprenticeship Job Creation Tax Credit (Red Seal trades) \$2,000/apprentice

EMPLOYER ENGAGEMENT

- Providing paid employment for the duration of student co-op terms
- Receive tax credits for training
- Provide on-the-job mentoring
- Consider coop graduate for full-time employment
- Become a HSTAC Council Member and provide leadership and direction in the initiative
- Work collaboratively with other stakeholders on common training challenges

MECHANICAL TECHNIQUES

HSTAC is also supporting this innovative program at Mohawk

Mechanical Techniques is a two semester program currently offering level one apprenticeship training combined with work experience.

The graduate leaves with a certificate of completion of the level one training schedule and significant work experience. They are ready to commence an apprenticeship in Industrial Electrician or Welding.

HSTAC acts as their sponsor during this training this allows the student to credit their training as Level One training.

CSTEC'S ROLE IN HSTAC

- Assisted stakeholders in creating HSTAC
- Recently resumed support
- Supports HSTAC in the following ways:
 - Coordinates meetings
 - Tracks training
 - Ensures compliance with MTCU requirements
 - Recruits employers and students
 - Provides communications support

RESULTS

With current funding from the Ministry of Economic Development, Employment and Infrastructure (MEDEI), under the Youth Skills Connection (YSC) program, CSTECH is providing greater support to HSTAC and its operations. The results have been:

- 86 youth registered into HSTAC this year.
- We anticipate more registrations into HSTAC in early 2015 as a result of 438 youth training in the CODA program at Mohawk College
- 64 youth provided with job placements
- 14 new employers have expressed interest in joining HSTAC

Thank you.

For more information, please visit www.hstac.ca



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