

## FPDI Apprenticeship Support Project

QUESTION / ISSUE	ANSWER
<b>HIRING AN APPRENTICE</b>	
<p>Small and medium-sized employers are eligible for support for hiring up to two, first-year <b>Red Seal</b> apprentices per fiscal year.</p> <p><b>A) Can an eligible employer hire an apprentice if that person worked for the employer/company before becoming an apprentice (e.g., they were a general labourer in the company before they were hired as a first-year apprentice)?</b></p> <p><b>B) Can an eligible employer hire an apprentice if they were already an apprentice, but in a different trade?</b></p> <p><b>C) Can an eligible employer hire an apprentice if they already apprenticed with a different employer before?</b></p> <p><b>D) Can an eligible employer hire an apprentice if they are registered with a union as an apprentice?</b></p> <p><b>E) Who receives the financial incentive and additional supports if the union pays the apprentices' salary?</b></p>	<p><i>NOTE: Small and medium-sized employer means a business establishment with 499 paid employees or less at the time that it receives the funding. New first-year apprentice" refers to any person registered as an apprentice by the apprenticeship authority in their Province or Territory and in their first year of their apprenticeship training. For the purpose of the Apprenticeship Service program, the apprentice must be registered in one of the 39 Red Seal Trades listed in schedule C of the agreement.</i></p> <p><b>A) YES</b>—As long as the employee became a first-year Red Seal apprentice after an agreement is signed with FPDI, it is acceptable that the apprentice was already employed with the same employer.</p> <p><b>B) YES</b>—As long as the employee became a first-year Red Seal apprentice after an agreement is signed with FPDI, it is acceptable that the apprentice was previously an apprentice in a different trade.</p> <p><b>C) YES</b>—As long as the employee was not currently employed by another employer at the time the SME employer hired them, and they still qualify as a first-year Red Seal apprentice (did not progress to the next level), it is acceptable to hire an apprentice that was previously apprenticing with another employer.</p> <p><b>D) YES</b>—It is acceptable to hire an apprentice if the employee is registered with a union as an apprentice, whether or not the union is the official employer and paying the apprentice's salary.</p> <p><b>E) If the employer is the union (paying the apprentice's salary), and provided that the union meets all the requirements to qualify as a small and medium-sized employer under the Apprenticeship Service program (i.e., must have 499 paid employees or less at the time that it receives the funding) then the union would receive the financial incentive . If the employer is paying the apprentice's salary, regardless of whether the apprentice is registered by the union, then the employer would receive the financial incentive and additional supports.</b></p>
<p><b>A) What kind of activities are offered to SMEs</b></p>	<p><b>A) Financial support to small and medium-sized employers:</b></p>

	<ul style="list-style-type: none"> <li>• \$5,000 for small and medium-sized employers who hire a first-year apprentice (maximum of two apprentices per fiscal year – April to March) to help to pay for upfront costs, such as salaries and training</li> <li>• an additional \$5,000 for small and medium-sized employers if the first-year apprentice is from an equity-deserving group (i.e., women, persons with disabilities, Indigenous people, members of LGBTQ2+ communities, visible minorities, and newcomers)</li> </ul> <p>1. Additional supports to help employers participate in the apprenticeship system:</p> <ul style="list-style-type: none"> <li>• help navigating the apprenticeship system</li> <li>• how to onboard apprentices</li> <li>• welcoming workplace training</li> <li>• creating inclusive workplaces</li> </ul>
<p><b>B) When do financial incentives get paid to the small and medium-sized employers?</b></p>	<p>B) Financial supports shall be paid:</p> <ul style="list-style-type: none"> <li>• First payment of \$5,000 made after the employer signs a Sub-Agreement with FPD and a new first-year apprentice is hired and</li> <li>• Upon receiving a copy of the registered apprenticeship training agreement between the apprentice and the employer that has been registered with the Provincial or Territorial apprenticeship authority.</li> <li>• Second payment of \$5,000 made to the employer only if the first-year apprentice <b>voluntarily</b> attests to being from at least one of the equity-deserving groups - <i>women, persons with disabilities, Indigenous people, members of the LGBTQ2+ communities, newcomers, and visible minorities.</i></li> </ul>