



## Apprenticeship Program Supports

### Benefits to Employer:

- Participating in an apprenticeship program ensures an employee trained to provincial standards as well as one who understands your unique workplace conditions
- Participation allows the employer to benefit from government supported in class training
- In house apprenticeship programs allows the employer to have a pool of experienced employees of different ages so to better plan for workforces needs due to expansion plans or retirement of older trades persons
- Surveys of apprentices found that participants developed a loyalty to the company that hired and trained them, which leads to a more stable workforce
- Recruiting potential apprentices through the Ontario Youth Apprenticeship Program (OYAP) can also be a cost effective solution to training and retaining youth workers

### Employer Signing Bonus

The \$2000 Employment Signing Bonus encourages employers in the trades to register new apprentices in high demand skilled occupations. This incentive will be delivered in two equal installments over six months. To be eligible for the first installment, employers must both:

- Meet all the specific apprenticeship requirements to provide training in the trade
- Hire and register a candidate as an apprentice

To receive the second installment, employers must:

- Continue to employ the apprentice and provide on-the-job- training for at least six months from the date that the apprentice was registered

### Apprenticeship Training Tax Credit (ATTC)

The TTC is a refundable tax credit for businesses employing apprentices in certain skilled trades during the first 48 months of an apprenticeship program. The tax credit is available to businesses that:

- Have permanent establishments in Ontario
- Are subject to Ontario Income Tax
- Incur eligible expenditures in training apprentices in designated skilled trades

For each qualifying apprenticeship, an eligible employer may claim a refundable tax credit for eligible expenditures equal to the lesser of:

- 35% (45% for small businesses) of the eligible expenditures made in respect of that apprenticeship and
- \$10,000

The Government of Ontario and its agencies are in no way bound by the recommendations contained in this document.