

Questions and Answers

- Apprenticeship Training Tax Credit (ATTC) Wind-Down
- Employer Completion Bonus (ECB) Changes
- Graduated Apprenticeship Grant for Employers (GAGE) Launch
- Group Sponsorship Grant (GSG)

General

1. What is the Graduated Apprenticeship Grant for Employers (GAGE)?

The Graduated Apprenticeship Grant for Employers (GAGE) is a grant that has been designed to better align the goal of improving Apprenticeship completion rates and improving participation rates for traditionally underrepresented groups. The GAGE program will have the following key design features:

- **Increased eligibility:** The GAGE has an expanded number of eligible trades compared to ATTC, adding five additional service sector trades and now including all Red Seal trades.
- **Graduated incentive:** Eligible employers receive funding through the grant as the apprentice moves through to completion. The amount of support increases for eligible employers as the apprentice reaches completion milestones.
- **Supporting underrepresented groups:** An additional incentive to employers who move an apprentice from an underrepresented group through training and completion.
- **Easier for employers:** Employers that sponsor apprentices will be enrolled automatically in the grant and will not have to apply separately. The grant payments would be distributed directly to employers as their apprentice completes each level of training and completes their apprenticeship (rather than through the tax system, as per current ATTC incentive).
- **Better tracking of outcomes** compared to a tax credit, with the ability to monitor the impact of the grant on the apprentices progressing through training.

- As part of GAGE, the government is also committed to developing an **additional incentive for in-demand trades** in spring 2018 based on available labour market information.

The proposed ATTC wind-down has been informed by stakeholder consultations and is reflective of the broader modernization work. This includes:

- an engagement session held in summer 2017 on employer incentives as part of MAESD's broader apprenticeship modernization consultations
- a survey of employers on apprenticeship financial incentives
- employer engagement sessions held last spring, which covered Apprenticeship employer incentives.

2. What is the Apprenticeship Training Tax Credit (ATTC)?

Introduced in 2004, the ATTC is a 25 per cent (30 per cent for small businesses) refundable tax credit available for employers who hire and train eligible apprentices in 125 designated trades. The ATTC is based on salaries and wages paid to an apprentice. The maximum amount an employer can claim for each eligible apprentice is \$5,000 per year for up to 36 months from the date of registration of the apprentice. The ATTC is estimated to provide \$130 million in support in 2017-2018.

In summer 2017, apprentices, employers, unions, trainers, educators, community organizations, and other partners took part in discussions on apprenticeship modernization. These working sessions included eight sessions across the province, with nearly 1,000 participants.

As part of these consultations, 32 organizations representing unions, employers, employer associations and others playing key roles in Ontario's Apprenticeship system participated in a workshop focussed on employer incentives, such as the ATTC and the Employer Completion Bonus (ECB).

The proposed ATTC wind-down has been informed by stakeholder consultations and is reflective of the broader modernization work.

3. What is the Employer Completion Bonus (ECB)?

The Apprenticeship Employer Completion Bonus is a \$1,000 grant that eligible employer receive when apprentices complete their Apprenticeship training. The ECB will continue

to be available to employers with apprentices in trades that would not be eligible for the new Graduated Apprenticeship Grant for Employers (GAGE).

The ministry is committed to modernizing the Apprenticeship system. To support this work, apprentices, employers, unions, trainers, educators, community organizations, and other partners took part in facilitated discussions on apprenticeship modernization in summer 2017.

As part of these discussions, 32 organizations representing unions, employers, employer associations and others playing key roles in Ontario's Apprenticeship system participated in a workshop focussed on employer incentives, such as the ATTC and the ECB.

4. Are any other programs impacted by this change, besides the ATTC?

In order to support the new grant, employers that are eligible for GAGE will no longer be eligible for the Employer Completion Bonus (ECB). However, employers with apprentices in the trades that would not be eligible for GAGE will continue to be eligible for the ECB.

The ECB changes have been informed by stakeholder consultations and is reflective of the broader modernization work. This includes:

- an engagement session held in summer 2017 on employer incentives as part of MAESD's broader apprenticeship modernization consultations
- a survey of employers on apprenticeship financial incentives
- employer engagement sessions held last spring, which covered Apprenticeship employer incentives.

5. When will the Apprenticeship Training Tax Credit (ATTC) be wound down and the Employer Completion Bonus (ECB) be changed, and when will the new Graduated Apprenticeship Grant for Employers (GAGE) come into effect?

An eligible employer who registers an apprentice in an eligible Apprenticeship program after November 14, 2017, are eligible for GAGE, but not ATTC or the Employer Completion Bonus (ECB). Employers with apprentices registered after November 14, 2017, in trades that are not eligible for GAGE will continue to be eligible for the Employer Completion Bonus (ECB).

Eligible employers with apprentices already registered in an eligible Apprenticeship program on or before November 14, 2017, would continue to be eligible to receive the ATTC for up to 36 months and the Employer Completion Bonus (ECB).

The proposed wind-down of the ATTC and the changes to the ECB have been informed by stakeholder consultations and are reflective of the broader modernization work.

6. With the introduction of the new Graduated Apprenticeship Grant for Employers (GAGE), what will happen to employers who are currently eligible for or enrolled in the Apprenticeship Training Tax Credit (ATTC) and the Employer Completion Bonus (ECB)? Will they lose their ATTC and ECB funding?

The ATTC and ECB would be “grand-parented” for all eligible employers in respect of apprentices registered on or before November 14, 2017. This means that these employers would continue to be eligible for the ATTC for up to 36 months and the ECB.

7. When will the Graduated Apprenticeship Grant for Employers (GAGE) delivery system be in place?

The GAGE will be delivered by the Ministry of Advanced Education and Skills Development (MAESD). The ministry is committed to having a GAGE delivery system in place in spring 2018. The ministry is committed to communicating with employers about the development of the system and to notifying employers regarding any payments they are eligible for when the system is up and running.

8. I hear that the registration is automatic. Is this true?

Employers registering an apprentice after November 14, 2017, will be automatically assessed for grant eligibility. Eligible employers will receive grant payments as the apprentice completes each level of training (payments will begin as early as spring 2018).

9. Which trades are eligible (and ineligible) for the Graduated Apprenticeship Grant for Employers (GAGE)?

The government is committed to supporting trades with strong future labour market prospects. In comparison to the ATTC, GAGE will be open to more trades, including five additional Red Seal trades in the service sector, which are currently excluded from ATTC eligibility. This means that 130 trades would be eligible for GAGE.

There are 26 trades that would not be eligible for GAGE. These 26 trades will continue to be eligible for the Employer Completion Bonus (ECB).

Ontario's Apprenticeship completion rate has not increased significantly in spite of the financial incentives that are currently available to employers. The GAGE will aim to address this issue by providing incentives to eligible employers throughout the apprenticeship journey, with increasing payments as apprentices move through to completion. This will encourage employers to train apprentices from registration through to completion.

Please see Appendix A for the list of trades that would be eligible for GAGE.

10. I heard five more trades are eligible for the Graduated Apprenticeship Grant for Employers (GAGE) that were not eligible for the Apprenticeship Training Tax Credit (ATTC). Why did you include these five trades and not others?

The GAGE is available to all of the 125 ATTC-eligible trades, plus five more trades. These five trades were included because they represent the remaining Red Seal and compulsory trades. The five trades are:

- Hairstylist (332A)
- Cook (415A)
- Horticultural Technician (Landscape Horticulturalist) (441C)
- Baker-Patisier (423C)
- Appliance Service Technician (445C).

In total, 130 trades are eligible for GAGE.

11. Are employers who are part of a group sponsor arrangement going to be eligible for GAGE? Are they going to be engaged?

Yes, employers who are part of a group sponsor arrangement are eligible for GAGE. The ministry is committed to engaging with employers and group sponsors to gain feedback on the system interface and stakeholders' preferences for the system design. This consultation includes how the GAGE registration process would work and how payments would be delivered.

12. How much grant funding are employers going to be eligible for?

Through GAGE, employers could receive up to a maximum of \$19,200 in grant funding over the lifecycle of an apprenticeship. This amount assumes that an apprentice has fully completed the three to four levels of their in-class training in their trade and has been issued a Certificate of Apprenticeship or a Certificate of Qualification (whichever is the highest level for the trade), as appropriate, and the apprentice is from one of the eligible underrepresented groups.

In addition, the government is developing a bonus for in-demand trades, to support training apprentices now to meet projected future labour market needs. Details about this bonus will be shared in Spring 2018.

13. What are the amounts employers will be eligible for at each level as the apprentice approaches completion?

The following table depicts the proposed GAGE design with respect to the funding disbursements for employers as apprentices complete their in-school training levels and approach the completion of their training:

**Table 1: Graduated Apprenticeship Grant for Employers (GAGE)
Funding Disbursements to Eligible Employers ***

	Level 1	Level 2	Level 3	Level 4**	C of A/ C of Q	Grand Total
Grant amount per level completed	\$2,500	\$2,500	\$3,500	\$3,500	\$4,700	\$16,700
Underrepresented bonus	\$500	\$500	\$500	\$500	\$500	\$2,500
Total per level	\$3,000	\$3,000	\$4,000	\$4,000	\$5,200	\$19,200

*Note this table does not capture the in-demand bonus, which will offer additional funding on top of the amounts listed. The government is committed to developing an additional incentive for in-demand trades in spring 2018 based on labour market information.

**Note there are only three trades with four levels of in-school training

14. How are you supporting underrepresented groups through GAGE?

Evidence shows that a number of demographic groups are significantly underrepresented in skilled trades and in the Apprenticeship system, including women,

Indigenous peoples, Francophones, people with disabilities, newcomers, and visible minorities.

The GAGE supports the government's modernization goals by offering additional incentives to eligible employers with apprentices who belong to underrepresented groups, including women, Indigenous people, Francophones, people with disabilities, newcomers, and visible minorities. These incentives provide an additional \$500 bonus to employers each time their apprentice from an underrepresented group completes a level of training or attains certification.

15. How are you promoting in-demand trades through GAGE?

The government is committed to developing an additional incentive for in-demand trades in spring 2018 based on labour market information. This bonus is intended to incentivize employers to begin training apprentices now to meet projected future labour market needs. More information will be shared about this feature as it becomes available.

16. I heard about the Group Sponsorship Grant in the Fall Economic Statement. Is it only for small business?

As part of its work to modernize the Apprenticeship system in Ontario, the Ministry of Advanced Education and Skills Development (MAESD) is currently a grant program for new and existing group sponsors. While all group sponsors would be eligible for this grant, special consideration would be given to small business employers who are part of a new or existing group sponsor arrangement.

The ministry will share more information on the proposed grant as it becomes available.

**Appendix A: List of Trades that are Eligible for the
Graduated Apprenticeship Grant for Employers (GAGE)**

200G	Precision Metal Fabricator
207S	Light Rail Overhead Contact Systems Linesperson
225A	Optics Technician (Lens and Prism Maker)
225F	Thin Film Technician
237S	Pool, Hot Tub and Spa Service Technician
237T	Pool, Hot Tub and Spa - Installer
239B	Tool and Gauge Inspector
240P	Parts Technician
241A	Terrazzo, Tile and Marble Setter
244G	Cement (Concrete) Finisher
244H	Restoration Mason
244K	Precast Concrete Erector
244L	Precast Concrete Finisher
246F	Process Operator: Refinery, Chemical and Liquid Processes
246R	Process Operator - Power
246T	Process Operator - Food Manufacturing
246W	Process Operator Wood Products
253A	Heat and Frost Insulator
253H	Hazardous Materials Worker
255B	Facilities Technician
255W	Facilities Mechanic
259L	Locksmith
263F	Pump Systems Installer
267G	Composite Structures Technician
268R	Railway Car Technician
269E	Entertainment Industry Power Technician
274L	Automotive Glass Technician
277M	Mould or Die Finisher
277Z	Hydraulic/Pneumatic Mechanic
278B	Surface Blaster
282E	Powered Lift Truck Technician
289F	Electrician (Signal Maintenance)
295A	Tire Wheel and Rim Mechanic
296A	Native Residential Construction Worker
297A	Ski Lift Mechanic
306A	Plumber
307A	Steamfitter
308A	Sheet Metal Worker
308R	Residential (Low Rise) Sheet Metal Installer
309A	Electrician - Construction and Maintenance
309C	Electrician - Domestic and Rural
310B	Auto Body and Collision Damage Repairer

310C Fuel and Electrical Systems Technician - No New Registrations
310D Transmission Technician
310E Alignment and Brakes Technician
310G Motorcycle Technician
310J Truck-Trailer Service Technician
310K Automotive Electronic Accessory Technician
310Q Auto Body Repairer
310S Automotive Service Technician
310T Truck and Coach Technician
313A Refrigeration and Air Conditioning Systems Mechanic
313D Residential Air Conditioning Systems Mechanic
332A Hairstylist
339A Hoisting Engineer - Mobile Crane Operator 1
339B Hoisting Engineer - Tower Crane Operator
339C Hoisting Engineer - Mobile Crane Operator 2
401A Brick and Stone Mason
401R Refractory Mason
403A General Carpenter
404C Painter and Decorator - Commercial and Residential
404D Painter and Decorator Industrial
410K Motive Power Machinist
410N Automotive Painter
415A Cook
416E Electronic Service Technician
420A Ironworker - Structural and Ornamental
420B Ironworker Generalist
421A Heavy Duty Equipment Technician
421C Turf Equipment Technician
423C Baker-Patisier
424A Architectural Glass and Metal Technician
425A Agricultural Equipment Technician
426A Construction Millwright
427A Sprinkler and Fire Protection Installer
428A Construction Boilermaker
429A General Machinist
430A Tool and Die Maker
430M Machine Tool Builder and Integrator
431A Mould Maker
433A Industrial Mechanic Millwright
434A Powerline Technician
435A Small Engine Technician
435B Marine Engine Technician
437A Metal Fabricator (Fitter)
438A Cabinetmaker

441C Horticultural Technician
442A Industrial Electrician
443A Pattern Maker
445A Appliance Service Technician
446A Electric Motor System Technician
447A Instrumentation and Control Technician
448A Floor Covering Installer
449A Roofer
450A Construction Craft Worker
451A Drywall, Acoustic and Lathing Applicator
452A Reinforcing Rodworker
453A Drywall Finisher and Plasterer
455A Exterior Insulated Finish Systems Mechanic
456A Welder
456P Pressure Systems Welder
600P Blacksmith
602C Tool and Cutter Grinder
602H Roll Grinder/Turner
605B Water Well Driller
609C Packaging Machine Mechanic
610C Aircraft Maintenance Engineer
611B Saw Filer/Fitter
614A Draftsperson - Mechanical
614B Draftsperson Plastic Mould Design
614C Draftsperson Tool and Die Design
615A Bearings Mechanic
617A Electrical Control (Machine) Builder
630A Micro Electronics Manufacturer
630B Surface Mount Assembler
630T Tool/Tooling Maker
631A Network Cabling Specialist
634B Information Technology - Hardware Technician
634C Information Technology - Network Technician
636A Heavy Equipment Operator - Tractor Loader Backhoe
636B Heavy Equipment Operator - Excavator
636C Heavy Equipment Operator - Dozer
636E Elevating Devices Mechanic
637C Concrete Pump Operator
638A Tractor-Trailer Commercial Driver
661H Fitter Assembler (Motor Assembly)
670C Computer Numerical Control (CNC) Programmer
670D Die Designer
670E Mould Designer
690H Recreation Vehicle Technician

**Appendix B: List of Trades that would not be Eligible for the
Graduated Apprenticeship Grant for Employers (GAGE) that will
Continue to be eligible for the Employer Completion Bonus (ECB)**

- 211W Wooden Boat Rebuilder/Repairer
- 219C Saddlery
- 219D Horse Harness Maker
- 245R Retail Meat Cutter
- 296B Native Clothing & Crafts Artisan
- 297B Special Events Coordinator
- 415B Assistant Cook
- 415C Chef
- 415D Institutional Cook
- 423A Baker
- 444A Arborist
- 444B Utility Arborist
- 600H Horse Groom
- 606G Gemsetter/Goldsmith
- 606W Hardware, Lumber, and Building Materials Retailer
- 620A Child and Youth Worker
- 620B Aboriginal Child Development Practitioner
- 620C Child Development Practitioner
- 620D Developmental Services Worker
- 620E Educational Assistant
- 634A Information Technology - Contact Centre Technical Support Agent
- 634D Information Technology - Contact Centre Sales Agent
- 634E Information Technology - Contact Centre Customer Service Agent
- 640D Agriculture - Dairy herdsperson
- 640F Agriculture - Fruit grower
- 640S Agriculture - Swine herdsperson