

Employer Presentation



New Brunswick Teen Apprentice Program

A New Way to Address New Brunswick's Labour Challenge

Last updated – Oct. 2, 2013

The New Brunswick Labour Challenge



- Sustained high unemployment rates, yet many employers struggling to find skilled workers
- Demographic change and outmigration exacerbating this trend
 - *Fewer young people entering the workforce*
 - *Average skilled tradesperson will retire within a decade*
- Education system challenged by rapidly changing labour market needs and new technologies
- Fewer qualified employees reduce productivity and competitiveness of New Brunswick businesses

The Solution: NBTAP



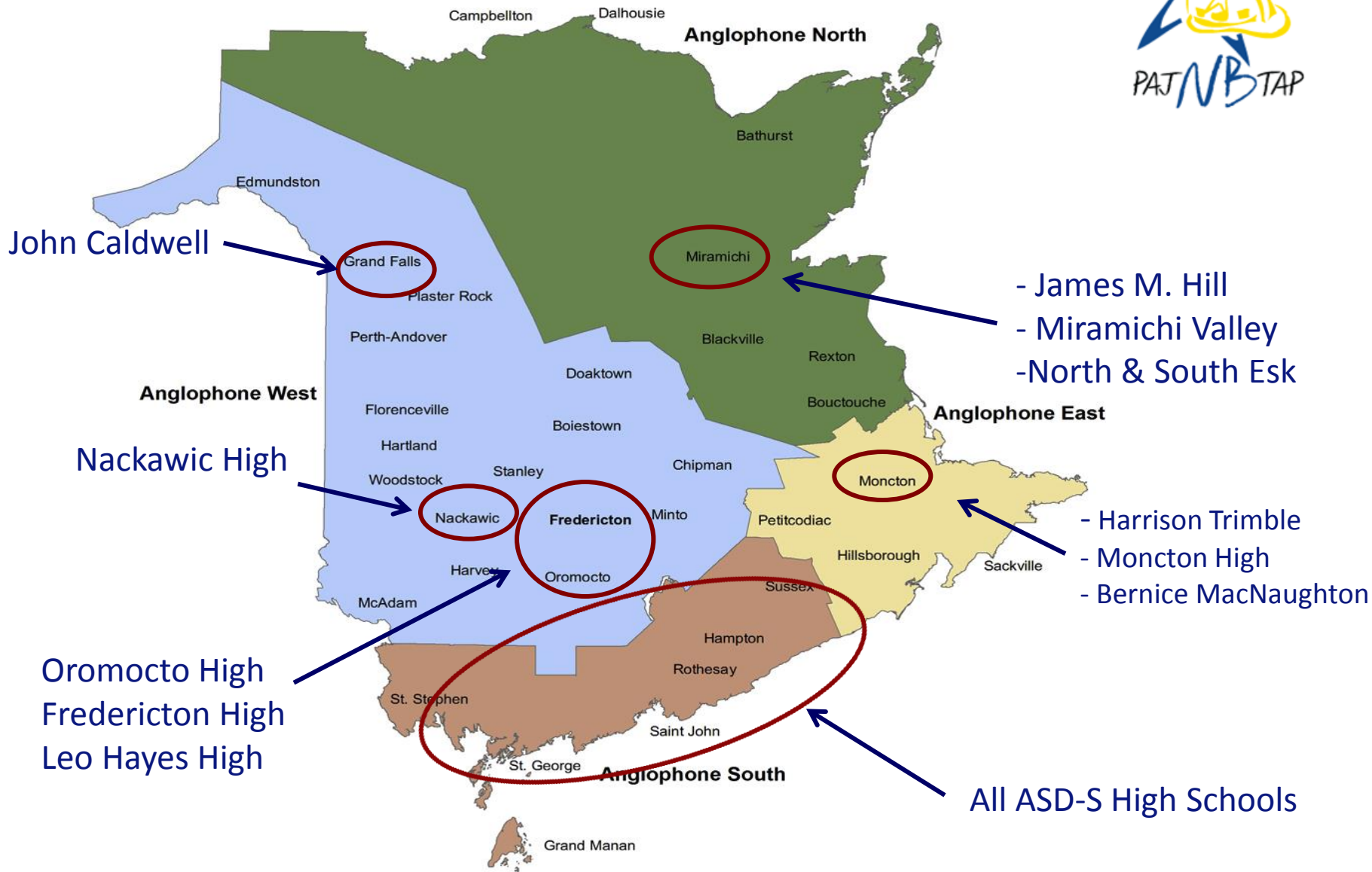
- A Private/public partnership dedicated to the skilled trades career development of New Brunswick's youth
- Directly aligned with labour market needs
- Ensures New Brunswickers have the necessary job skills while the economy has enough qualified workers
- Relies on private sector leadership
- Creates a new category of learners, here at home
- Works collaboratively with:
 - *Industry*
 - *Government*
 - *Schools and Educators*
 - *Youth, Parents, and Communities*

NBTAP Today



- In its third year operating in southwest New Brunswick:
- Currently 29 students participating, with 17 employers
 - *First cohort will complete program in Summer 2014*
 - *Looking to expand to the Fredericton and Moncton areas and the North in 2014*

2014 Expansion: Anglophone School District



2014 Expansion: Francophone School District

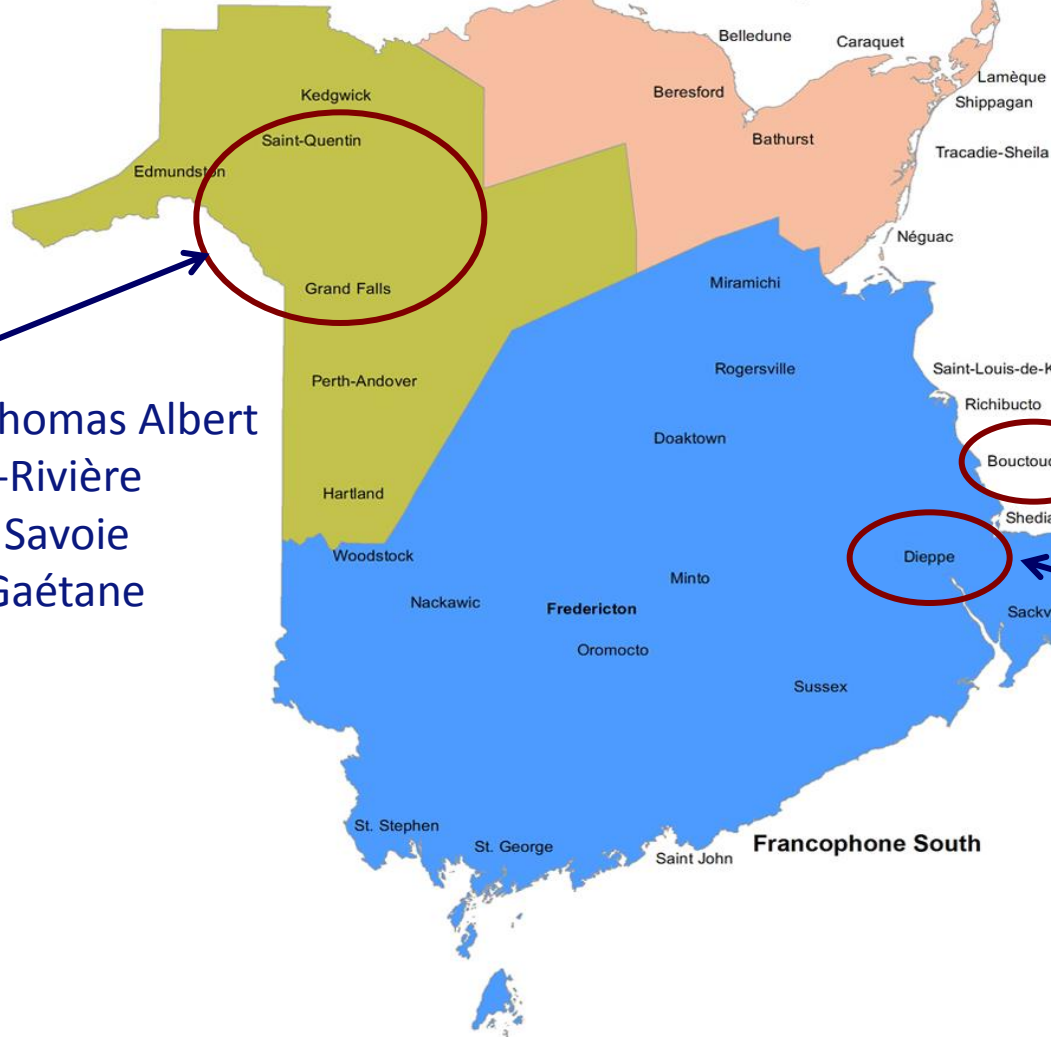


Francophone North West

Campbellton

Dalhousie

Francophone North East



Clément-Cormier

- Polyvalente Thomas Albert
- École Grande-Rivière
- Polyvalent AJ Savoie
- École Marie-Gaétane

- Mathieu Martin
- L'Odyssée

The NBTAP Program



Grade 10
70% Ave. required

Student chooses 1 trade course elective (if available)
1st Work Term – up to 320 hours

Grade 11
Selects Trade Specialization

Student chooses 1-3 trade course electives
2nd Work Term – 320 hours

Grade 12

Student chooses 1-3 trade course electives
3rd Work Term – 320 hours
+ Co-Op Term (optional)

**Student completes NBTAP with work
experience hours of 1000 to 1500 hours**

Employer Commitment



- Hire a NBTAP student apprentice for 3 summer work terms, 6-8 weeks each
- Typical pay is \$10-\$13/hour
- Selection process takes place in May/June
- Participate in 15-20 minute interviews, based on guidelines provided by the NBTAP team

School Commitment



- Provides opportunities for the NBTAP team to identify potential students each Fall
- Guidance Counselor or trade teacher acts as single point of contact to coordinate and support the application process each Spring

Student Apprentice Commitment



- Demonstrate the attitude, aptitude, and ability to participate in the NBTAP program
- Arrive on time to work every day, prepared to contribute and learn from the mentor and other staff
- Participate in all NBTAP activities:
 - *Skilled trades awareness workshops*
 - *Interview preparation workshops,*
 - *NBTAP student orientation day*
 - *Mid-point check in*
 - *Final assessment*

NBTAP Commitment



Supporting employers throughout the NBTAP experience:

- *Coordination of the selection and interview process*
- *Provide pre-screened applicants for interviews*
- *Coaching in hiring and developing student apprentices*
- *Provide tools, templates and advice for learning plan*
- *Supporting the student evaluation process*
- *Addressing any issues and/or concerns during the work term*

Find Out More



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