

WDTF Apprenticeship Incentive Policy Considerations/Examples

Current WDTF Options that Support Apprenticeship:

- Employer Grant Program – employer receives bonus points for training that includes registered apprenticeship. Translates into an additional \$250 per trainee.
- Launch Program – individuals can apply for training voucher for approved courses/programs. Some related instruction for apprenticeship is included in the list. Individual can receive a voucher that covers multiple years of the training, up to 75-90% of the total cost or \$7,500, whichever is less.

Previous Discussion on Additional Reimbursement for Employers

- Agreement around creating streamlined process for registered apprenticeship that does not have to go through Grant Review Committee.
- Need to consider providing some of the incentive up front to help with start-up costs. However, the committee does not want to provide it all up front to ensure that the apprentice is being retained.
- Amount of incentive – anything under \$1,000 may not be worthwhile.

New Consideration with Launch

- An employer could receive an incentive (to offset program start-up costs, cost of additional mentoring/supervision, etc.).
- The employer could direct the individual to apply for a training voucher under Launch to cover the cost of related instruction.

Example – Cost to WDTF per Apprentice if Both Programs are Leveraged

Assumes employer is hiring 1 registered apprentice for a 4-year program.

Employer Grant

If the employer meets the criteria for an employer grant*, they receive higher weighting in the quantitative funding model for training that leads to a national credential (i.e. registered apprenticeship). They also receive bonus points which adds \$250 per person trained. Assume employer qualifies for \$2,500 per person with the bonus:

- 1 individual x \$2,500 = \$2,500
- Employer can receive reimbursement as soon as they provide evidence of incurring the cost – through wages of the supervisor or paying for related instruction (typically).

**Note – this would require the employer to go through the full application process for an employer grant with review by the Grant Review Committee and final approval from the Executive Committee.*

Launch

The apprentice can request a voucher for the cost of the related instruction. Career planners can include multiple years of related training on one voucher. Related instruction at the workforce training centers ranges from \$750-\$1,000 per year.

- 1 individual x \$1,000 per year x 4 years = \$4,000

Total Cost to WDTF = \$6,500 per person

	Incentive	Launch	Total
Year 1	\$2,500	\$1,000	\$3,500
Year 2	\$0	\$1,000	\$1,000
Year 3	\$0	\$1,000	\$1,000
Year 4	\$0	\$1,000	\$1,000
		Total	\$6,500

Example with “Streamlined” Apprenticeship Incentive

Assumes employer is hiring 1 registered apprentice for a 4-year program.

Apprenticeship Incentive

Assumes the Council approves incentive of \$1,000 per year for duration of registered apprenticeship program, paid out annually.

- 1 individual x \$1,000 x 4 years = \$4,000

Launch

The apprentice can request a voucher for the cost of the related instruction. Career planners can include multiple years of related training on one voucher. Related instruction at the workforce training centers ranges from \$750-\$1,000 per year.

- 1 individual x \$1,000 per year x 4 years = \$4,000

Total Cost to WDTF = \$8,000, but is spread out over 4 years such that if the apprentice is not retained, the training fund does not pay the full amount.

	Incentive	Launch	Total
Year 1	\$1,000	\$1,000	\$2,000
Year 2	\$1,000	\$1,000	\$2,000
Year 3	\$1,000	\$1,000	\$2,000
Year 4	\$1,000	\$1,000	\$2,000
		Total	\$8,000