



Apprenticeship Group Sponsorship



What is it about?

A group sponsor is defined as two or more persons, employers or organizations that come together as a group or consortium to provide collaborative training opportunities for apprentices. Apprenticeship training agreements are signed by the sponsor, but apprentices are employed by one or more employer(s) as part of the group sponsorship training model.

Why does this matter for small to medium-sized employers?

By sharing apprenticeship management and training responsibilities, employers can streamline administration, structure training and reduce the pressure on any one employer to provide apprentices with hours and a variety of on-the-job work experiences to support the completion of whole trade training.

Benefits of participating in a group sponsorship model



Spreads the responsibility for apprenticeship training among a number of employers/trainers in a greater variety of work experiences and environments.



Potential for multi-faceted supports to facilitate apprenticeship progression and certification exam pass rates.



Streamlines apprenticeship administration including registration, progress reporting and completion.



Addresses employment-related barriers of apprenticeship training (e.g., lay offs, unavailability of trainers or journeypersons).



Provides apprentices with an opportunity to train with multiple employers and work environments for exposure to the full trade.



Apprenticeship group sponsor training must comply with all applicable laws and regulations including health and safety, and journeyman to apprentice ratios in specified trades.

Key facts about group sponsors in Ontario



The majority of group sponsors in Ontario are union affiliated (+90%), the remaining are non-union consortiums.



About one-quarter of all apprentices in Ontario have a group sponsor, the majority of which are in Central and Western Regions.



There are over 120 active group sponsors in Ontario; some group sponsors have hundreds of employer members.

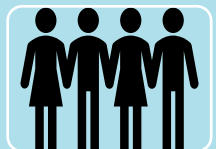


The majority of group sponsors are in the construction sector, though they can exist in all four sectors of the trades.



Group sponsors can provide pre-screening for employers, on-the-job mentoring, recruitment, work dispatching/rotating, training monitoring and completion supports.

Group sponsors must ensure that trainers are qualified to provide the training for the apprenticeship program, including monitoring training progress.



Model Types - Apprenticeship Group Sponsorship

There are multiple group sponsorship model types, including those that are dependent on third-party management, employer-union partnerships and others where there is cooperation among a network of employers. All model types must be able to fulfil the requirements listed on the checklist (previous page) in order to be eligible to register and train apprentices in Ontario.

Model Type	Model Description	Examples	Graphic Representation
Third-Party Management or Workforce Intermediaries	<ul style="list-style-type: none"> Apprentices are managed using a third-party organization (intermediary) that employers contact when they need workers When work is no longer available, the apprentice returns to the intermediary to be sent to technical training or re-deployed elsewhere within the consortium 	<ul style="list-style-type: none"> Trade or industry associations Community-based organizations Municipalities Employment and Training Service Providers 	<pre> graph TD A[Employer A] --> Org([Organization]) B[Employer B] --> Org C[Employer C] --> Org </pre>
Employer/ Union Partnership	<ul style="list-style-type: none"> Collaborative arrangements between employers and unions Partnership exists in the form of Joint Apprenticeship Committees/Local Apprenticeship Committees that operate with direction from both Employers and the union have an ongoing interest to ensure apprenticeship training 	<ul style="list-style-type: none"> Joint Training and Apprenticeship Committees Local Apprenticeship Committees Joint Apprenticeship Committees Union locals Employer Associations 	<pre> graph LR E([Employers]) --- P[+] U([Union or other group]) --- P P --> JAC([Joint Apprenticeship Committee manages training]) </pre>
Cooperation Among Employers	<ul style="list-style-type: none"> Coalition of employers who come together in a sector or community to share apprentices' training – no third-party consortium Each employer contributes to the delivery of apprenticeship training Often relies on larger 'anchor' employers to provide sufficient ongoing apprenticeship training to be sustainable 	<ul style="list-style-type: none"> Established network of common trade-based employers Larger employers with strong HR capabilities in place 	<pre> graph TD A[Employer A] --> AS[Apprentice Sharing] B[Employer B] --> AS C[Employer C] --> AS </pre>

It is the sponsor's responsibility to ensure that any third-party delivering workplace training on sponsor's behalf meets all requirements to which the sponsor has agreed.

