EDUCATOR FREQUENTLY ASKED QUESTIONS

What is EMC's WILWorks Skilled Trades in Advanced Manufacturing Program?

EMC's WILWorks Skilled Trades in Advanced Manufacturing Program is a pre-apprenticeship program funded in part by the Government of Canada's Canadian Apprenticeship Strategy. This program redefines the landscape of skilled trades by offering wage subsidies of up to $5,000 per paid placement, fostering employer involvement and commitment. Tailored for youth aged 15 to 29, the pre-apprenticeship program spans a maximum of 20 weeks, creating a structured pathway for youth skilled trades career exploration.

Developed in collaboration with industry professionals and subject matter experts, the program is a strategic response to manufacturing's growing demand for skilled trades. It offers foundational theories that pave the way for success in roles like Industrial Mechanic Millwright and Industrial Electrician apprenticeships. EMC's WILWorks Skilled Trades in Advanced Manufacturing Program is a gateway for youth to explore, engage and excel in the world of skilled trades. Through a strategic blend of theoretical understanding and practical application, the program empowers participants to embark on enriching careers in manufacturing.

Is the program available to high school students?

Yes, the program welcomes high school students who meet the eligibility criteria. This inclusive scope encompasses a diverse range of participants, including night school attendees, summer job participants and recent graduates. If you know a student interested in skilled trades and aiming to explore potential career paths, EMC's WILWorks Skilled Trades in Advanced Manufacturing Program is designed to empower their journey.

How much does the program cost?

WILWorks Skilled Trades in Advanced Manufacturing is funded in part by the Government of Canada's Canadian Apprenticeship Strategy Program, created to introduce youth to the diverse opportunities in Skilled Trades and Advanced Manufacturing. There are no costs associated with participating in the program, making it an accessible opportunity for young individuals interested in exploring exciting career pathways in this dynamic field.

How many skilled trades will the participant be exposed to?

Participants will be exposed to introductory mechanical and electrical theory—vital components that underpin Industrial Mechanic Millwrights and Industrial Electricians. This curriculum has been meticulously developed and curated by industry experts with a collective experience exceeding 100 years in trades. The program's primary objective is to furnish participants with a robust foundation in these critical areas.

Please Note: The extent of exposure to trades and advanced manufacturing is contingent on the hosting organization. Variations in opportunities and experiences may arise based on each organization's specific industry and operations. However, all participating facilities are required to deliver hands-on training tailored to the technical theory topics outlined in the learning plan.

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How long is the program?

The program placement spans between 8 to 20 weeks, with designated holiday breaks excluded from the calculation. Please note that holiday breaks will not be counted toward the program duration. Throughout their placement, students will engage in online self-directed e-learning and hands-on learning in their workplace. For those joining as part of a co-op initiative, completing all program components before the semester's end date is required.

When does the program start?

The program's e-learning content is accessible online and self-directed, allowing flexibility in selecting start dates. Students and manufacturers can coordinate to commence the program at their convenience. However, it's essential to remember that funding spaces are limited. As a result, early registration is highly recommended. Students can apply in advance to let their interests be known. We will share their application with interested employers in their region. Placements are not guaranteed.

How long will the program be available?

WILWorks Skilled Trades in Advanced Manufacturing is offered until March 2026.

Who is best suited for this program?

This program is tailored for individuals with an interest in skilled trades or those contemplating a career in technology. It's a gateway to invaluable insights into the manufacturing landscape, with an emphasis on emerging manufacturing technologies. Students intrigued by digital technologies and aspiring to pursue a hands-on career will find value in the program's content. This program is a great fit if you know students eager to explore the world of skilled trades and learn about cutting-edge technologies.

What about students already registered in school-based apprenticeship programs?

Students who are currently enrolled in established school-based apprenticeship programs, such as Accelerated OYAP, NBTAP, Workit Youth Apprenticeship and Options and Opportunities, are actively working towards and earning credited hours for designated apprenticeships. WILWorks Skilled Trades in Advanced Manufacturing is designed to offer foundational insights to those who are interested in learning about skilled trades and gaining foundational skills. The training is not available for learners enrolled in programs, or apprenticeships and earning -on-the-job hours towards a skilled trade.

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What are the participant requirements?

To participate, individuals must meet the following criteria:

- **Age:** Participants should be between the ages of 15 to 29.
- **Legal Authorization:** Participants must have the legal right to work in Canada.
- **Apprenticeship Status:** Individuals should not be formally enrolled in an apprenticeship program.
- **Prior Training:** Participants should not have previously received trades training through vocational school or post-secondary education.

For participants under the age of 18, parental or guardian permission is necessary to join the program. These requirements ensure a conducive and meaningful learning experience for all involved.

How can educators get involved in the program?

Educators play a crucial role in guiding students through the pre-apprenticeship program. Here's how you can get involved:

- **Information Sharing:** Educators can provide students with essential details about the program, including its purpose, benefits and the skills it imparts. By discussing the program in class or during advising sessions, you help students make informed decisions.
- **Benefits Clarification:** Help students understand the program's advantages and how it aligns with their career goals. This clarity can empower them to see the value of participation.
- **Application Assistance:** Guide students through the application process, ensuring they submit all necessary documents and information. Your support can simplify a potentially unfamiliar process.
- **Industry Placements:** Share program information with any manufacturing-based placements you have access to. This expands awareness of the program's potential benefits.

For further information or inquiries, please don't hesitate to contact Julie Smith, Project Co-ordinator, at jsmith@emccanada.org. Julie will be happy to
provide additional details about the program and address any questions you may have. Your involvement as an educator can significantly impact students' success in the program and their future career paths.

What is the role of the Advancement Coach, and what do they do?

The Advancement Coach at EMC is Leonard Zappia, lzappia@emccanada.org. Leonard is an industry expert who plays a pivotal role in guiding learners throughout the program. With years of experience, Leonard has a proven track record of successfully helping individuals secure manufacturing employment in their desired field.

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Learners will have the opportunity to benefit from Leonard's expertise by seeking support and guidance from him. The advancement coach will provide guidance and resources for various skilled trades pathways. Additionally, they can explore potential career opportunities within the manufacturing industry that may be of interest to the learner.

Collaborating closely with the manufacturer's internal workplace trainers, the advancement coach ensures that the hands-on training component is effectively delivered and aligns with the student's learning experience. This involves close coordination with the employer and trainer to ensure the training aligns with the workplace and that a comprehensive plan for hands-on training is in place.

Consider the advancement coach a valuable resource. They are here to provide insights, adviceand information that can aid the student in making well-informed decisions about their future in the skilled trades or advanced manufacturing sector.

What role will co-op teachers play in WILWorks Skilled Trades in Advanced Manufacturing?

School contacts will continue to be involved in placing the student and managing their placements. Once a student secures a placement through the WILWorks Skilled Trades in Advanced Manufacturing program, the high school co-op teacher will continue to provide regular support, guidance and site visits/video calls as part of their regular responsibilities.

What if the placement isn't a good "fit" for the student and/or employer?

In the event of any challenges with a work placement, a collaborative approach is encouraged to ensure the best resolution:

- **For Students:** If a co-op student encounters issues with their work placement, we encourage them to connect with their co-op teacher. They can collaborate with the employer to identify and implement the optimal solution, ensuring the student's well-being and growth.
- **For Employers:** Should an employer encounter difficulty with a co-op student, the initial step is to communicate with the student directly. If necessary, the employer can then engage the co-op teacher at the student's school to address the situation effectively.

In the scenario where a student transitions to a different placement while maintaining hands-on involvement in manufacturing:

- If the new placement aligns with manufacturing and the student secures the approval and support of the new manufacturer, they can successfully complete the program at the newly assigned location.

However, it's important to note that the original placement would be considered forfeited if the student departs from the manufacturing industry altogether. The flexibility to adapt placements while staying within the manufacturing sector ensures that the program's objectives remain aligned, and the student is supported in their learning journey.

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Will students receive certifications upon completion?

Students will receive a Micro-credential in Skilled Trades in Advanced Manufacturing.

A micro-credential is a short training program designed to help participants acquire new skills and enhance their employability. Micro-credentials add value to the student's existing education. Upon completion of the training and successful verification of their work placement by the manufacturer, students will be awarded a digital badge as recognition for completing the program.

What is the WILWorks Skilled Trades in Advanced Manufacturing Micro-Credential?

The WILWorks Skilled Trades in Advanced Manufacturing consists of two components: successful completion of the assigned e-learning and verification of hands-on training by the employer.

To earn the Skilled Trades in Advanced Manufacturing Micro-credential, the learner must successfully complete:

- Introduction to Careers in Skilled Trades and Manufacturing
- Introduction to Advanced Manufacturing
- Introductory Technical Training in mechanical and/or electrical fields (topic select led by the employer)
- 12 to 20 hours of hands-on training

In addition to The Skilled Trades in Advanced Manufacturing Micro-Credential, there are two optional Micro-Credentials a student could earn:

- **Manufacturing Foundations:** Earned by successfully completing five (5) hours of e-learning in essential skills, including problem-solving, conflict resolution, communications, adaptability and resiliency. Students will need to verify their skills through a final assessment. This micro-credential certifies that the learner has developed an authentic understanding of what it takes to be successful in manufacturing and has demonstrated employability soft skills in a manufacturing workplace.
- **Lean Fundamentals:** Earned by completing seven (7) hours of e-learning that increases awareness of Lean Thinking tools and the skills needed to be successful in the manufacturing sector. The credential includes a final project where learners showcase their understanding of the concepts. Using the kaizen methodology and PDCA (Plan, Do, Check, Act), participants apply Lean Thinking to a real-world improvement opportunity. This micro-credential certifies that the learner has developed an understanding of the principles of Lean Thinking in a manufacturing environment, demonstrated through these components.

Will the program help students secure apprenticeships or employment after completion?

A pre-apprenticeship provides the student with networking opportunities and connections with employers. This enhances the student's prospects of finding an apprenticeship or related position while providing them with valuable career discovery opportunities.

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Is there an application process, and how can students apply?

For enrollment in the program, manufacturers submit applications on behalf of participants.

We extend the opportunity for students to express their interest in joining the program to employers within our network in their respective regions. Students and recent graduates have the option to proactively indicate their interest by applying through Magnet. Resumes will be stored on file and shared with interested manufacturers within the region.

What distinguishes this program from traditional apprenticeships?

This program stands apart as a dedicated career discovery journey. Unlike traditional apprenticeships that focus on specialized training in a single trade, this program offers students a chance to explore diverse skilled trades within manufacturing. Here's what sets it apart:

- Career Exploration: Students are empowered to delve into multiple skilled trades, gaining insights into a wide array of options within manufacturing.
- Foundational Theories: Participants receive introductory electrical mechanical theory foundation, forming a strong base for their future endeavours.
- Hands-On Learning: Theoretical learning is integrated with hands-on training, allowing students to apply their knowledge in practical contexts.

By offering a comprehensive yet exploratory approach, this program equips students with a well-rounded understanding of the manufacturing industry and industrial trades, thereby paving the way for career decisions in the world of skilled trades.

Does the pre-apprenticeship qualify for the learner's level one apprenticeship training?

The pre-apprenticeship program is designed to introduce learners to various career opportunities and pathways, helping them discover interests that resonate with them. While participants will receive foundational training that sets the stage for future career paths, particularly in Industrial Mechanic Millwright and Industrial Electrician roles, it's important to note that this training does not contribute towards their level one apprenticeship requirements. The program focuses on providing learners with essential skills and knowledge for their career journey, and bringing awareness to manufacturing and skilled trades career opportunities.

Who can I contact for more information?

Julie Smith is the Project Coordinator for WILWorks Skilled Trades in Advanced Manufacturing. She is happy to connect with you and answer any questions you may have about the program. You can contact her via e-mail at jsmith@emccanada.org or by phone at 519-377-0235.

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