

TIPS AND BENEFITS FOR EMPLOYERS



Workforce
Planning Board
of Grand Erie

SKILLS FOR THE WORKFORCE

Building relationships
with educational
institutions offers
continuous access
to students

WHAT IS EXPERIENTIAL LEARNING?

We learn more by “doing” than by hearing or reading.

In the educational system, experiential learning means hands-on experiences. Examples of experiential learning include a co-op placement, internship, apprenticeship, industry tours and project-based learning. It involves learning by doing and connects classroom theory to real life experiences.



EMPLOYER BENEFITS OF PROVIDING WORK PLACEMENTS

How can employers use experiential learning in their recruitment strategy?

All employers want skilled, qualified and dedicated employees. Employers increase successful human resources attraction by investing in co-op and work placements for students.

Employers can participate in programs from high school and post-secondary to apprenticeship. There is evidence to show that co-op programs attract top quality, well-motivated students.

Offering student work placements makes financial sense – it gives employers a chance to test out and train a potential employee and be able to recruit them before someone else.

EXAMPLES OF EXPERIENTIAL LEARNING ACTIVITIES AND WORK PLACEMENTS

SHORT -TERM: (UP TO ONE DAY)

CLASSROOM VISITS

WORKPLACE TOURS

JOB SHADOWING

CAREER FAIRS

LONG -TERM: (UP TO A FEW MONTHS)

MENTORING

An employer advises and acts as role model

PROJECT-BASED LEARNING

Employer mentors student projects that provide solutions to real workplace problems

CO-OP

4 months equivalent to an academic term

ONTARIO YOUTH APPRENTICESHIP



- Students positively impact human resources by filling the demands of growing workloads and temporary human resource needs.
- Students allow managers to develop their supervisory skills and provide mentorship opportunities for staff.
- Students offer energy and new ideas. Coming straight from the classroom, they are up to date on the latest technologies and concepts – bringing knowledge that's at the forefront of industry.

PROVIDING HIGH SCHOOL WORK PLACEMENTS

The Co-operative Education Program (Co-op) is available to all Grade 11 and 12 students and is the most common type of Experiential Learning. Students may use Co-op credits towards programs such as the Ontario Youth Apprenticeship Program (OYAP) or the Specialist High Skills Major Program (SHSM).

CO-OPERATIVE EDUCATION PROGRAM

Co-op combines classroom learning with work experience while completing high school.

ONTARIO YOUTH APPRENTICESHIP PROGRAM

The OYAP program allows students to explore skilled trades and pursue a career in this area. Students in Grade 11 or 12 can gain training in an apprenticeship trade of interest.

SPECIALIST HIGH SKILLS MAJOR PROGRAM

The SHSM program lets students focus in fields like Environmental Studies, Manufacturing, Construction or Health and Wellness while meeting the requirements of the Ontario Secondary School Diploma.

Launched in 1994, Take Our Kids to Work Day is the most recognized career education event in Canada, with an estimated 200,000 students visiting workplaces every year on that day.

Relationships with schools bring the benefits of being the employer of choice for graduating students. To capture young people's interest early, employers can provide classroom presentations during secondary school Grade 10 career exploration classes. Employers can also provide feedback about school courses and shape training for needed skills and competencies.

When choosing to offer short, medium or long-term school-work experiences to high school students, employers should think about what works best for them, e.g., how many students they can accept, how much time, resources and training they can provide.

Within the Grand Erie District School Board and the Brant Haldimand Norfolk Catholic District School Board, Experiential Learning includes Job Shadowing where a student spends time observing a worker in a specific occupation (i.e. Take Our Kids To Work Day), the Ontario Youth Apprenticeship Program and Co-operative Education.

DUAL CREDIT PROGRAM

Provided in partnership with the Ministry of Education, students participate in apprenticeship training and post-secondary courses, earning dual credits that count towards their high school diploma and their post-secondary diploma, degree or apprenticeship certification.

CONTACT INFORMATION:

Grand Erie District School Board: 519-756-6301

Brant Haldimand Norfolk Catholic District School Board: 519-756-6369

For further information and resources on Grand Erie District School Board Co-operative Education:

<http://test.granderie.ca/schools/mpss/student-services/co-op>

Brant Haldimand Norfolk Catholic District School Board Co-operative Education:

<http://www.bhncdsb.ca/page/co-op>



COMMUNITY PARTNERSHIPS

HR Attraction & Retention Activities

School Board Partnerships

Career Fairs

Open Houses

Company Tours

Virtual Experiences

Social Media Engagement

MANUFACTURING MONTH



OTHER WAYS TO GET INVOLVED

Employers partner with school boards and community groups in unique ways by opening their doors to tours for students or by partnering on career events.

To boost recruitment, employers participate in job fairs and hold annual open houses. They also take advantage of today's technology and offer digital connections to their business. Virtual tours or a sign up option for tours on their company website, as well as giving candidates an inside look at their company through social media, are some examples.

Not only do the above activities engage future employees, they raise company awareness in the community and promote a positive brand image for the employer.

In Grand Erie

MANUFACTURING MONTH

Each October, Manufacturing Month is celebrated in the Grand Erie region. Some 250 high school students, teachers and guidance counsellors get a first-hand look at modern manufacturing as 17+ companies open their doors for tours for one day.

EPIC JOBS

Epic Jobs is an annual community event designed to open the eyes of students to careers in the skilled trades.



ADVANCE YOUR SKILLS | CREATE YOUR FUTURE

Grade 7 & 8 students from across the Grand Erie region get a chance to try hands-on activities connected to various trades, from using a virtual welder to trying virtual reality goggles to changing race car tires. For many students, this is their first look at the many cool careers in the trades.

APPRENTICESHIP INFORMATION SESSIONS

The Brant Employment Centre coordinates and hosts an Apprenticeship Information Session for the community twice a year.

Community partners and employers tied to the trades attend an open forum where attendees (all ages, all levels) can approach and investigate the apprenticeship/trades pathways.

For more information contact the Workforce Planning Board of Grand Erie: 519-756-1116 | admin@workforceplanningboard.org | www.workforceplanningboard.org

For further information and resources about Virtual Experiences:

<https://www.thelearningpartnership.ca/events/take-our-kids-to-work-day/virtual-reality-workplaces>

POST-SECONDARY OPPORTUNITIES

POST-SECONDARY EXPERIENTIAL LEARNING INCLUDES CO-OPERATIVE EDUCATION, INTERNSHIPS AND APPRENTICESHIPS

Co-operative education at the post-secondary level usually refers to full-time work terms alternated with school terms. Co-ops are traditionally paid, structured positions. Internships are typically one term long, full time or part time, paid or unpaid and can take place in the summer. Some internships are very formal and structured while others offer a lot more flexibility.

Practicums allow a student to observe how working professionals perform their job responsibilities in fields such as teaching. Mandatory field practice requires an individual to complete on-the-job training for a license to practice in their field.

Community Based Learning (Service Learning) involves working with community, government or private organizations on social impact projects. Industry sponsored research projects with industrial partners result in useful data or product development for industry. Incubators and accelerators allow industry to sponsor students building a start-up working in a campus-linked incubator.

POST-SECONDARY CO-OP AND EXPERIENTIAL LEARNING PROGRAMS IN GRAND ERIE:

Grand Erie post-secondary schools offer workplace terms to students in business, agriculture, health and nursing, skilled trades and human resources. Hands-on learning also takes place in simulation labs and through case study projects.

Conestoga College: 519-748-5220 x3756

Fanshawe College Simcoe: 519-452-4430 x4718

Wilfrid Laurier University: 519-756-8228 x5844

Six Nations Polytechnic: 519-445-0023 x7253

Grand River Employment and Training: 519-445-2222

Mohawk College: 905-575-2165

Things for employers to consider when offering workplace opportunities

Find out about financial incentives

Check on liability & insurance requirements

Review workplace standards

Supply students with a clear work plan (timeframes, start/end dates) and learning expectations

Plan the interview process workplace training & orientation

Maintain health & safety procedures

Provide evaluation to students



The Bottom Line

Employers can get up to 30%, or up to \$3,000 of the wages that they pay to their co-op student back in the form of a tax credit.



30%



UP TO

\$3,000

UPGRADING AND TRAINING

LBS Organizations in Grand Erie

Brant Skills Centre
519-758-1664

Bridges to Success
519-759-0000 x277312

Haldimand-Norfolk
Literacy Council
519-428-0064

Ontario Native
Literacy Coalition
519-445-1539



LITERACY & BASIC SKILLS ORGANIZATIONS

Offering workplace opportunities through Literacy and Basic Skills (LBS) organizations is a largely untapped way to recruit workers.

Many LBS agencies run training programs to transition individuals to the labour market. Combined with classroom curriculum, hands-on training is specific to jobs that are in high demand.

Examples are warehousing, pre-apprenticeship programs for welding or millwrights, office administration, point of sale training, call centre representative, personal support worker, customer service, housekeeping and dietary aide where participants take part in some type of field placement.

Programs such as customer service training cover soft skills, communications and preparation for a "typical" day.

APPRENTICESHIP

Employers hiring apprentices are eligible for the Apprenticeship Job Creation Tax Credit (AJCTC), a non-refundable tax credit equal to 10% of the eligible salaries and wages payable to apprentices.

An employer can claim a maximum of \$2,000 per year for each apprentice. If a business hires an eligible apprentice, they qualify to claim the credit and they also qualify for various grants for training.

SECTOR FOCUSED SKILLS TRAINING

From time to time, to meet in-demand job skills and labour shortages, community organizations and private colleges run training programs for job seekers. Recent programs have included welding and warehousing programs. These types of programs are promoted locally and information is made available in each community as programs are implemented.

For further information and resources on pre-apprenticeship and apprenticeship:
<https://www.ontario.ca/page/prepare-apprenticeship>

For further information and resources on the Ministry of Training, Colleges and Universities:
www.tcu.gov.on.ca/eng/eopg/programs/appr.html





PLEASE CHECK OUT THE FOLLOWING LINKS FOR MORE RESOURCES:

Ministry of Education Experiential Learning:
www.edu.gov.on.ca/eng/general/elemsec/job/passport/index.html

Benefits of Co-op:
www.shrm.org/resourcesandtools/hr-topics/technology/pages/why-co-op-programs-are-a-win-win-for-students-and-employers.aspx

Education at Work Ontario Co-op information:
www.ewo.ca/site/employers

“Worker” as defined by the Ontario Occupational Health and Safety Act:
www.labour.gov.on.ca/english/hs/worker_defn.php

Sources & Bibliography

www.workforcewindsorsex.com/experiential-learning-hub

www.edu.gov.on.ca/eng/general/elemsec/job/passport/experiential.html#Definition

www.cewilcanada.ca/about-us-benefits.html

www.communityliteracyofontario.ca/wp/wp-content/uploads/Experiential-Learning-in-LBS-Research-Report-FINAL-3-2018.pdf

www.edu.gov.on.ca/eng/policyfunding/memos/SEPGuideAppendix1Co-opBenefitsandResponsibilities.pdf

<https://elearningindustry.com/8-reasons-experiential-learning-future-learning>

www.wpboard.ca/experiential-learning



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