



# National & Provincial Programs, Grants and Incentives:

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A Guide for Automotive Aftermarket  
Industry Learners, Workers & Employers

# Introduction

Did you know the following about the automotive aftermarket industry in Canada?

- The industry contributes \$21.6 billion to the Canadian economy.
- The industry employs 389,900 Canadians.
- The industry is projected to grow by 13.4% nationally by 2022.

The automotive aftermarket industry is downstream to Canada's automotive manufacturing industry. On one end of the aftermarket supply chain are manufacturers, distributors, and retailers of vehicle replacement parts and supplies. On the other end of the supply chain are independent and franchisee repair and maintenance shops.

The aftermarket industry is benefiting from growing vehicle sales and older vehicles being on Canadian roadways. The national fleet has been upward trending with an annual average increase of 2.6% since 2008. By 2022, the Canadian light vehicle fleet is expected to grow to just under 30 million registered vehicles. The average age of a vehicle on Canadian roadways reached 9.7 years in 2017. In 2022, the average age of a vehicle is anticipated to reach 11.6 years, while light trucks are expected to reach 9.4 years.

The light vehicle aftermarket is expected to continue growing, reaching a national total worth of \$23.8 billion in 2021. This positive forecast is due in part to increasing new light vehicle sales and longer average life expectancies for vehicles currently on the road. The vehicles bought today are expected to last longer than ever which is a positive indicator for the automotive aftermarket.

As the automotive industry is transitioning from hardware to software-defined vehicles, the average software and electronics content per vehicle is rapidly increasing. The aftermarket's workforce must respond with new skills and new knowledge, including systems level thinking, data sciences, advanced math and physics, software engineering and computer scientists. The expertise of today's mechanics largely lies in working on internal combustion engine powertrains and simple electronics. In the future, electric vehicle (EV) mechanics will be needed who understand high-voltage and battery technology to work on EV powertrains. To work on modern vehicles, mechanics will need to be trained in autonomous vehicle (AV) technology to calibrate sensors, repair robotic parts and test AV equipment.

The digital and data revolution sweeping the entire automotive industry brings opportunity for the aftermarket, including:

- Emerging market opportunities in digital and connected services, including communicating service updates with the driver via the in-vehicle dashboard and predictive analytics applications.
- Changing models of service delivery, including over-the-air software updates and remote diagnostics.
- Connectivity and data-based business models that use data as the primary decision-making tool for things like supply chain management and just-in-time inventory management.

The **Automotive Industries Association of Canada** (AIA Canada) is the national association that represents Canada's automotive aftermarket industry. AIA Canada advocates to both provincial and federal government on matters related to the industry's workforce training and development. AIA Canada has raised awareness among government about the industry's changing workforce needs resulting from advanced vehicle technology.

**To learn more about the aftermarket industry in your region, including industry job forecasts, visit [AutoConnex](#), your one-stop-shop for aftermarket labour market information.**

# What information you will find in this document

In this document, you will find information on regional and federal financial supports and programs that are available for:

- individuals considering trades training;
- individuals already in trades training and those that have completed trades training; and,
- businesses and employers.

## Apprenticeship in Canada: Who Does What?

Trade training in Canada is largely a provincial and territorial responsibility. Each province and territory has an apprenticeship authority that leads and manages the region's apprenticeship system. Apprenticeship authorities are governed by provincial or territorial legislation. For example, the Alberta apprenticeship authority, **Apprenticeship and Industry Training**, is governed by the **Apprenticeship and Industry Training Act**.

Responsibilities of regional apprenticeship authorities include:

- designating trades as compulsory or voluntary;
- serving as the registering body for apprentices in designated trades; and,
- administration of the Red Seal Program in their jurisdictions (for example, Red Seal examinations).

The [Canadian Council of Directors of Apprenticeship](#) (CCDA) is responsible for the [Red Seal program](#). Provincial and territorial apprenticeship authorities and the federal government are members of the CCDA. The Red Seal Program sets common standards to assess the skills of tradespeople across Canada. Tradespeople who successfully pass the Red Seal examination receive a Red Seal endorsement on their provincial/territorial trade certificates. The Red Seal endorsement signifies that the journeyperson is certified to work across Canada.

The CCDA has undertaken an initiative to substantially [harmonize](#) apprenticeship systems by making training requirements more consistent in Red Seal trades across Canada. In 2017, the Automotive Service Technician Harmonized Program and Transition Plan launched and the new curriculum was introduced into technical training.

Priority areas for harmonization across Red Seal trades programs include:

1. Consistent total trade hours (in-school and on-the-job)
2. Use the Red Seal trade name.
3. More consistent technical training.
4. Consistent number of training levels.

The federal government is generally hands-off when it comes to provincial and territorial apprenticeship systems. However, the federal government provides a significant amount of financial support and other supports to individuals involved in the trades, businesses, and employers. The federal government also transfers money to provincial and territorial governments that are used for training and workforce development initiatives, including Workforce Development Agreements.

Of interest, on January 1, 2020, [borrowers will have a new option to rehabilitate Canada Student Loans and Canada Apprentice Loans in default](#). They will have the option to add their interest to the principal of their loan (capitalize the interest) and make two payments to rehabilitate their loan.

## For individuals considering trades training

| Title   | Description  |
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| <p data-bbox="193 688 667 760"><a href="#">Support for Apprentices, Federal Government Resource Page</a></p> <p data-bbox="247 797 611 868"><b>Employment and Social Development Canada</b></p> | <p data-bbox="793 688 2011 760">The <a href="#">Support for Apprentices webpage</a> is a one-stop-shop for information on all things apprenticeship, including:</p> <ul data-bbox="806 797 1650 868" style="list-style-type: none"> <li>• apprenticeship grants, loans, tax deductions and credits</li> <li>• pathways to apprenticeship</li> </ul>  |
| <p data-bbox="296 1065 537 1101"><a href="#">Canada Job Bank</a></p> <p data-bbox="237 1138 596 1174"><b>Government of Canada</b></p>   | <p data-bbox="793 954 1990 1026">The Canada Job Bank can be accessed online or via a mobile app. It serves as a one-stop-shop for job seekers. On the Job Bank you will find:</p> <ul data-bbox="806 1065 1577 1276" style="list-style-type: none"> <li>• Job postings</li> <li>• Job alert notification set-up</li> <li>• Job match services based on your individual profile</li> <li>• Career planning resources</li> <li>• Resume builder</li> <li>• Labour force information on specific occupations</li> </ul> |

| Title   | Description   |
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| <p data-bbox="107 266 730 337"><a href="#">Indigenous Skills and Employment Training Program (ISET) and ISET Holders</a></p> <p data-bbox="128 375 701 446"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="793 191 1881 263">The Indigenous Skills and Employment Training Program provides funding to Indigenous service delivery organizations (ISET holders).</p> <p data-bbox="793 300 1965 371">ISET Holders design and deliver job training services for Indigenous people in their communities.</p> <p data-bbox="793 375 1919 446">This includes essential skills such as literacy and numeracy and more advanced training for in-demand jobs.</p> <p data-bbox="793 483 1881 516"><a href="#">Click here to see a list of Indigenous Service Delivery Organizations near you.</a></p> |

**For individuals in trades training and individuals that have completed trades training**

| Title  | Description  |
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| <p data-bbox="107 953 722 985"><a href="#">Apprenticeship Incentive Grant for Women</a></p> <p data-bbox="128 1023 701 1094"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="793 797 1965 940">The Apprenticeship Incentive Grant for Women is a taxable grant of \$3,000, up to \$6,000, to help pay for expenses during training. The grant can be applied for twice during training. An individual can apply for their second grant after they have completed their second year.</p> <p data-bbox="793 977 1965 1084">To be eligible, applicants must be registered with their provincial or territorial apprenticeship authority as an apprentice in an eligible designated <a href="#">Red Seal Trade</a> where women are underrepresented. <a href="#">Additional eligibility requirements apply.</a></p> <p data-bbox="793 1122 1919 1193"><b>To learn more about the application process, visit <a href="#">Funding: Apprenticeship Incentive Grant for Women – Apply</a></b></p> |

| Title  | Description  |
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| <p data-bbox="191 298 638 334"><a href="#">Apprenticeship Incentive Grant</a></p> <p data-bbox="128 370 701 443"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="791 147 2016 253">The Apprenticeship Incentive Grant is a taxable grant to help apprentices in designated <a href="#">Red Seal Trades</a> pay for expenses while they train. The grant is \$1,000 and can be applied for twice, for a maximum of \$2,000.</p> <p data-bbox="791 293 2007 431">Apprentices must complete their first year of training to be eligible and can apply for their second grant after they have completed their second year of training. <b>For additional eligibility requirements visit, <a href="#">Funding: Apprenticeship Incentive Grant – Eligibility</a>.</b></p> <p data-bbox="791 472 1913 545"><b>To learn more about the application process visit, <a href="#">Funding: Apprenticeship Incentive Grant – Apply</a>.</b></p>  |
| <p data-bbox="237 818 592 854"><a href="#">Canada Apprentice Loan</a></p> <p data-bbox="128 889 701 963"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p>         | <p data-bbox="791 626 1986 732">Apprentices in designated <a href="#">Red Seal Trade</a> programs can obtain up to \$4,000 in interest-free loans for each period of technical training (up to five periods). The loan can be used to cover expenses like tuition, living expenses and tools.</p> <p data-bbox="791 773 2003 846">The loan will begin to accumulate interest following completion of the apprenticeship program or leaving of the apprenticeship program.</p> <p data-bbox="791 886 1982 951">To be eligible, individuals must be enrolled in block release technical training, or the equivalent full-time technical training, at an approved technical training provider.</p> <p data-bbox="791 984 1940 1057"><b>To apply for the Canada Apprentice Loan visit, <a href="#">Apply for a Canada Apprentice Loan</a>.</b></p> <p data-bbox="791 1097 1541 1130"><i>The Canada Apprentice Loan is not available in Quebec.</i></p> |

| Title  | Description  |
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| <p data-bbox="134 375 695 410"><a href="#">Employment Insurance for Apprentices</a></p> <p data-bbox="128 446 701 521"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p>         | <p data-bbox="793 147 1965 220">During block-release training, when apprentices are in the classroom, they may be eligible to receive EI since they are not earning income.</p> <p data-bbox="793 256 1934 363">Before receiving EI benefits, there is a one-week waiting period during which the apprentice is not paid. The one-week waiting period applies once throughout an apprenticeship.</p> <p data-bbox="793 399 2007 613">To receive EI benefits, applicants must provide proof of referral. The provincial or territorial apprenticeship authority or training institution issues apprentices a 16-digit reference code as proof of referral when they are approved to attend full-time technical training. If applicants do not know, or have not received their reference code, they can contact their regional <a href="#">apprenticeship authority</a>. Additional eligibility requirements apply.</p> <p data-bbox="793 649 1982 724"><b>Apprentices can apply for EI benefits up to seven days before their last day of work (on-the-job training), through the <a href="#">EI Regular Benefits – Apply.</a></b></p> |
| <p data-bbox="195 1037 642 1105"><a href="#">Examination Fees for Licensing or Certification</a></p> <p data-bbox="153 1141 680 1216">Ministry of Employment, Workforce Development and Disability Inclusion</p> | <p data-bbox="793 808 2007 915">Students can claim the tuition tax credit for examination fees paid toward obtaining a professional status or license which allows them to practice their profession or trade in Canada.</p> <p data-bbox="793 951 1997 1026">Students can claim the examination fee as a tuition expense, if it meets the following requirements:</p> <ul data-bbox="806 1062 2003 1237" style="list-style-type: none"> <li data-bbox="806 1062 1965 1127">• Fee is a requirement for obtaining the professional status, or to be certified or licensed as a person in the trades;</li> <li data-bbox="806 1130 2003 1195">• Fees are paid to an educational institution, professional association, government ministry or other related institution; and,</li> <li data-bbox="806 1198 1976 1237">• The certification or license allows apprentices to practice their trade in Canada.</li> </ul> <p data-bbox="793 1273 1446 1312">The tax credit is claimed on yearly tax returns.</p>   |

| Title   | Description  |
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| <p data-bbox="174 151 657 183"><a href="#">Apprenticeship Completion Grant</a></p> <p data-bbox="128 228 703 298"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="791 151 1877 253">This is a one-time, taxable grant of \$2,000, available to individuals that have completed an apprenticeship training program and obtained Journey person certification in a <a href="#">Red Seal Trade</a>.</p> <p data-bbox="791 293 1738 326"><b>To apply visit,</b> <a href="#">Funding: Apprenticeship Completion Grant – Apply</a>.</p>  |
| <p data-bbox="199 496 632 529"><a href="#">Tradesperson’s Tool Deduction</a></p> <p data-bbox="226 570 604 602"><b>Canada Revenue Agency</b></p>  | <p data-bbox="791 423 1990 493">Employed tradespersons and apprentice mechanics may be able to deduct the cost of eligible tools bought to earn employment income.</p> <p data-bbox="791 532 2003 634">To determine what, if any tool deduction, one qualifies for and can claim on their tax returns, <b>apprentices and tradespersons must calculate their deduction first. To do so, visit the</b> <a href="#">Employed tradespersons (including apprentice mechanics) webpage</a>.</p>   |
| <p data-bbox="260 919 569 951"><a href="#">Canada Student Loan</a></p> <p data-bbox="296 992 533 1024"><b>Service Canada</b></p>  | <p data-bbox="791 724 1652 756">Individuals may be eligible to access a Canada Student Loan.</p> <p data-bbox="791 797 1740 829">The amount you can receive depends on several factors, including:</p> <ul data-bbox="806 870 1325 1044" style="list-style-type: none"> <li>• province or territory of residence</li> <li>• family income</li> <li>• dependents</li> <li>• tuition fees and living expenses</li> <li>• disability</li> </ul> <p data-bbox="791 1084 1969 1154">Students apply for the Canada Student Loan through their local government’s loan and grants services.</p> |

| Title   | Description   |
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| <p data-bbox="163 456 674 529"><a href="#">Canada Student Grant for Full-Time Students with Dependants</a></p> <p data-bbox="296 570 533 602"><b>Service Canada</b></p>       | <p data-bbox="793 147 2011 253">The Canada Student Grant for Full-Time Students with Dependants is available to eligible low-income students with dependants while enrolled in a full-time program at a designated post-secondary institution.</p> <p data-bbox="793 293 1226 326">To qualify, the individual must:</p> <ul data-bbox="806 367 2011 610" style="list-style-type: none"> <li>• apply and qualify for student financial assistance;</li> <li>• be enrolled as a full-time student in a degree, diploma, or certificate program that is at least two years (60 weeks) in duration at a designated post-secondary institution;</li> <li>• have a dependant who will be under 12 years of age at the beginning of the study period (or a dependant 12 years of age or older with a permanent disability); and,</li> <li>• a total family income that is less than the applicable income threshold.</li> </ul> <p data-bbox="793 651 1982 716">Recipients receive money every month for each dependent child they have for each year of full-time studies.</p> <p data-bbox="793 756 2011 862">When an individual applies and qualifies for student financial assistance through their province or territory of residence, they are also assessed for the Canada Student Grant.</p> |
| <p data-bbox="128 1049 709 1122"><a href="#">Canada Student Grant for Students with Permanent Disabilities</a></p> <p data-bbox="296 1162 533 1195"><b>Service Canada</b></p> | <p data-bbox="793 943 1976 1049">Students with permanent disabilities could be eligible to receive \$2,000 for each school year of undergraduate and graduate level study, as long as they continue to qualify.</p> <p data-bbox="793 1089 1997 1162">There are <a href="#">detailed eligibility requirements</a> found on the <b>Canada Student Grant for Services and Equipment for Students with Permanent Disabilities</b> webpage.</p> <p data-bbox="793 1203 2003 1268"><a href="#">To apply, individuals are encouraged to connect with the student financial assistance office in their province or territory.</a></p>  |

| Title  | Description   |
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| <p data-bbox="128 418 709 526"><a href="#">Canada Student Grant for Services and Equipment for Students with Permanent Disabilities</a></p> <p data-bbox="296 570 533 602"><b>Service Canada</b></p> | <p data-bbox="793 147 2007 250">If you require exceptional education-related services or equipment, you may be eligible to receive the Canada Student Grant for Services and Equipment for Students with Permanent Disabilities.</p> <p data-bbox="793 289 1997 358"><b>Eligibility requirements are detailed and found on the <a href="#">Canada Student Grant for Services and Equipment for Students with Permanent Disabilities webpage.</a></b></p> <p data-bbox="793 397 1394 430">Two of the eligibility requirements include:</p> <ul data-bbox="806 472 1997 574" style="list-style-type: none"> <li data-bbox="806 472 1997 542">• Providing written confirmation of need of exceptional education-related services or equipment from a person qualified to determine such need; and,</li> <li data-bbox="806 542 1997 574">• Providing written confirmation of the exact cost of the equipment and services.</li> </ul> <p data-bbox="793 613 1955 683">Individuals could receive up to \$20,000 each school year for each year of study as long as they still qualify.</p> <p data-bbox="793 722 1997 792"><a href="#">To apply, individuals are encouraged to connect with the student financial assistance office in their province or territory.</a></p> |

| Title  | Description  |
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| <p data-bbox="178 646 653 678"><a href="#">Wage Earner Protection Program</a></p> <p data-bbox="128 722 701 792"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="791 147 1969 217">This program provides for the payment of outstanding eligible wages to individuals whose employer is bankrupt or subject to a receivership.</p> <p data-bbox="791 256 2018 326">Eligible wages under the program include salaries, commissions, vacation, termination and severance pay.</p> <p data-bbox="791 365 1990 435">Workers may be eligible for payment of outstanding eligible wages if they meet all of the following requirements:</p> <ul data-bbox="806 474 1969 716" style="list-style-type: none"> <li>• their employment has ended;</li> <li>• their former employer has filed for bankruptcy or is subject to a receivership;</li> <li>• they are owed wages, vacation pay, termination pay or severance pay from the former employer; and,</li> <li>• amounts owed were earned during the eligibility period or, in the case of termination pay or severance pay, their employment was terminated either during the eligibility period or prior to the discharge of the trustee/receiver.</li> </ul> <p data-bbox="791 755 2003 1003">A trustee will be named to handle the employer’s bankruptcy or receivership file. The trustee or receiver assigned to administer the bankruptcy or receivership will provide individuals with information on the program and on any amounts you are owed. The individual must file a proof of claim with the trustee or receiver as soon as possible. A proof of claim is a written statement indicating the amount one believes they are owed. The trustee or receiver can help the individual complete the proof of claim statement.</p> <p data-bbox="791 1042 1980 1149">Applications to obtain eligible wages must be submitted to Service Canada within 56 days of either from the date of bankruptcy or receivership or from the date your employment ended.</p> <p data-bbox="791 1188 1990 1258">To learn more, including how much qualified participants are eligible to receive, <a href="#">visit Wage Earner Protection Program – A Program to Protect Workers’ Wages.</a></p> |

**For businesses and employers**

| <b>Title</b>  | <b>Description</b>   |
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| <p style="text-align: center;"><a href="#">Apprenticeship Job Creation Tax Credit</a></p> <p style="text-align: center;"><b>Canada Revenue Agency</b></p> | <p>The Apprenticeship Job Creation Tax Credit is a non-refundable tax credit equal to 10% of the eligible salaries and wages payable to eligible apprentices, up to a maximum of \$2,000 per year per eligible apprentice.</p> <p>An eligible apprentice is someone who is working in a prescribed trade in the first two years of their apprenticeship contract that is a designated Red Seal trade.</p> <p>Employers claim the tax credit on their individual income tax return.</p> <p><b>To learn more visit</b> <a href="#">Apprenticeship Job Creation Tax Credit</a>.</p> |
| <p style="text-align: center;"><a href="#">Capital Cost Allowance</a></p> <p style="text-align: center;"><b>Canada Revenue Agency</b></p>                 | <p>In business or professional activities, one might acquire a depreciable property such as a building, furniture, or equipment. These properties wear out or become obsolete over time. Their cost over a period of time can be deducted. This yearly deduction, referred to as a capital cost allowance, can be claimed in tax return.</p> <p><b>To learn more visit</b> <a href="#">Claiming Capital Cost Allowance (CCA)</a>.</p>  |
| <p style="text-align: center;"><a href="#">Canada Job Bank for Employers</a></p> <p style="text-align: center;"><b>Government of Canada</b></p>           | <p>The Canada Job Bank website is not only for job seekers.</p> <p>Businesses can post job postings and access numerous resources and information on:</p> <ul style="list-style-type: none"> <li>• Labour market information</li> <li>• Human resource Needs</li> <li>• Employment Standards</li> <li>• National Occupational Classification</li> </ul>  |

| Title  | Description  |
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| <p data-bbox="163 418 667 451"><a href="#">Work-Sharing Adjustment Program</a></p> <p data-bbox="128 493 701 565"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p>  | <p data-bbox="793 147 1997 253">Work-Sharing is an adjustment program designed to help employers and employees avoid layoffs when there is a temporary reduction in the normal level of business activity that is beyond the control of the employer.</p> <p data-bbox="793 293 1965 326">A Work-Sharing agreement is between employers, employees and Service Canada.</p> <p data-bbox="793 367 1871 431">Income support is provided to employees who face reduced hours during a temporary period while their employer recovers.</p> <p data-bbox="793 472 2007 610">The employer and the employees (union, if applicable) must agree to participate in a Work-Sharing agreement and must apply together. An application for a Work-Sharing agreement must be submitted a minimum of 30 days prior to the requested start date.</p> <p data-bbox="793 651 1913 716">Prior to applying for the program, all parties are encouraged to read the <a href="#">Work-Sharing Applicant Guide</a>.</p> <p data-bbox="793 756 1759 789"><b>To learn about the application process visit, <a href="#">Work-Sharing-Apply</a>.</b></p> |
| <p data-bbox="176 954 663 1060"><a href="#">Hire a Temporary Foreign Worker through the Temporary Foreign Workers Program</a></p> <p data-bbox="128 1102 701 1174"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="793 873 1976 938">The Temporary Foreign Worker Program allows Canadian employers to hire foreign workers to fill temporary labour and skill shortages.</p> <p data-bbox="793 979 2007 1044">Employers must meet specific requirements to hire foreign workers. <a href="#">Most employers will require a Labour Market Impact Assessment before they can hire a TFW.</a></p> <p data-bbox="793 1084 1808 1117">The objective of the Labour Market Impact Assessment is to determine:</p> <ul data-bbox="806 1157 1661 1222" style="list-style-type: none"> <li>• That there is a need for a temporary foreign worker; and,</li> <li>• That no Canadians are available to do the job.</li> </ul>  |

| Title   | Description   |
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| <p data-bbox="113 477 716 509"><a href="#">Canada Small Business Financing Program</a></p> <p data-bbox="163 548 665 581"><b>Innovation, Science and Industry</b></p>   | <p data-bbox="793 147 2011 250">The Canada Small Business Financing Program makes it easier for small businesses or start-ups with gross annual revenues of \$10 million or less, to get loans from financial institutions by sharing the risk with lenders.</p> <p data-bbox="793 293 1976 396">A maximum of \$1,000,000 is available for any one borrower, of which no more than \$350,000 can be used for purchasing leasehold improvements or improving leased property and purchasing or improving new or used equipment.</p> <p data-bbox="793 436 2003 539">The loan can be used to cover the cost of the purchase or improvement of new or used equipment, land or buildings used for commercial purposes and renovations to a leased property by a tenant.</p> <p data-bbox="793 579 2011 644">Financial institutions deliver the program and are solely responsible for approving the loan.</p> <p data-bbox="793 651 2011 824">Interested businesses discuss their needs with a financial officer at any bank, caisse populaire, or credit union in Canada. The financial officer will review their business proposal and make a decision on the loan application. Once the decision is made to offer financing under the program, the financial institution will disburse the funds and register the loan with Innovation, Science and Industry Canada.</p> <p data-bbox="793 865 1734 898"><a href="#">Learn more on the Helping Small Businesses Get Loans webpage.</a></p> |
| <p data-bbox="113 1019 726 1092"><a href="#">Indigenous Skills and Employment Training Program</a></p> <p data-bbox="134 1138 701 1206"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="793 980 1961 1122">The Indigenous Skills and Employment Training Program (ISET) administered by Employment, Workforce Development and Disability Inclusion, provides funding to Indigenous service delivery organizations (ISET holders). ISET Holders design and deliver job training services for Indigenous people in their communities.</p> <p data-bbox="793 1162 1808 1195">Employers can connect with ISET Holders to discuss their labour needs.</p> <p data-bbox="793 1235 1885 1268"><a href="#">Click here to see a list of Indigenous Service Delivery Organizations near you.</a></p>  |

| Title  | Description  |
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| <p data-bbox="159 264 678 337"><a href="#">Funding Programs for Jobs, Training and Social Development</a></p> <p data-bbox="128 378 701 451"><b>Ministry of Employment, Workforce Development and Disability Inclusion</b></p> | <p data-bbox="793 151 2007 329">This is one-stop shop to check out what funding programs are available through Employment, Workforce Development and Disability Inclusion that support jobs, training and social development. Available for a multitude of programs are grants (unconditional transfers for eligible activities) and contributions (need to meet certain performance targets).</p> <p data-bbox="793 367 2001 435">Funding categories relevant to the aftermarket industry include Career Development and Employment and Youth and Students.</p> <p data-bbox="793 472 1997 540"><b>Visit <a href="#">Funding Programs for Jobs, Training and Social Development</a> to identify which programs are open for funding and which are closed.</b></p> |
| <p data-bbox="165 703 672 776"><a href="#">Get Involved in Red Seal Standards Consultations</a></p> <p data-bbox="165 816 665 889"><b>Canadian Council of Directors of Apprenticeship</b></p>                                  | <p data-bbox="793 626 1980 727">Red Seal Occupational Standards and National Occupational Analyses set the standard for Red Seal trades. They are regularly updated to maintain their accuracy and relevance.</p> <p data-bbox="793 768 1871 803">Industry plays a key role in the development of the Occupational Standards.</p> <p data-bbox="793 841 1997 909"><b>If you are interested in participating in standards consultations visit, <a href="#">Provincial and Territorial Apprenticeship and Certification Authorities.</a></b></p>   |

In 2017, Ontario had the largest automotive aftermarket in Canada; the industry employed 131,300 individuals and was worth \$7.6 billion. In 2017, Ontario was home to 8,620 automotive repair and maintenance establishments.

There were 10.05 million registered vehicles on the road in 2018, Ontario was home to Canada's largest vehicle fleet. The average age of a vehicle in Ontario is 9.03 years, lower than the national average of 9.76 years. Since 2014, the fleet in Ontario has been growing at an annual average rate of 4.3%.

Ontario's skilled trades training and apprenticeship system has been in flux as the province builds a new system. As of October 21, 2019, authority has been transferred from the [Ontario College of Trades](#), the previous provincial apprenticeship authority, to the [Ministry of Labour, Training and Skills Development](#). The new system is a Ministry-led delivery model with industry input in training programs and regulation.

The government is reviewing supports that are available for apprentices and employer sponsors. To keep up-to-date on changes to Ontario's apprenticeship system, visit [Skilled Trades and Apprenticeship System Changes](#) regularly.

As of July 1st, 2019, Ontario stopped offering apprenticeship programs in a number of trades. The following motor trade was de-prescribed:

- Tire, Wheel and Rim Mechanic

There are 32 [Employment Ontario apprenticeship offices](#) across Ontario. These offices play an important role in the regional administration of the apprenticeship system. To find out where apprenticeship offices are located, visit [Employment Ontario apprenticeship offices](#).

## For individuals considering trades training

| Title  | Description   |
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| <p style="text-align: center;"> <a href="#">Pre-Apprenticeship Training Programs</a><br/><br/> <b>Ministry of Labour, Training and Skills Development</b> </p> | <p>Individuals can prepare to train as an apprentice through one of two pre-apprenticeship programs.</p> <p><b>The Ontario Youth Apprenticeship Program</b></p> <ul style="list-style-type: none"> <li>• High school students in either Grade 11 or 12 can earn co-op education credits through work placements in a skilled trade.</li> <li>• Co-op education credits are secondary school credits, earned during the work placement.</li> <li>• To qualify for the Ontario Youth Apprenticeship Program , students must: <ul style="list-style-type: none"> <li>* be at least 16 years old;</li> <li>* be studying full-time in high school Grade 11 or 12 (or the equivalent); and</li> <li>* have earned at least 16 credits.</li> </ul> </li> <li>• To get involved, <a href="#">students need to contact the Ontario Youth Apprenticeship Coordinator for their school board.</a></li> </ul> <p><b>Pre-Apprenticeship Training</b></p> <ul style="list-style-type: none"> <li>• For youth or adults who require additional skills and/or experience to work in a trade.</li> <li>• Students can obtain safety training for the skilled trades, training to improve academic skills and basic level apprenticeship in-school training.</li> <li>• Training runs for up to 52 weeks, starting at different times throughout the year.</li> <li>• Different organizations across Ontario, including colleges and community agencies, offer pre-apprenticeship training.</li> <li>• Training is free; costs for textbooks, safety equipment and tools are also covered.</li> <li>• Individuals apply directly to the organization that is delivering the pre-apprenticeship program that they are interested in attending.</li> <li>• <a href="#">Employment Ontario</a> can provide interested applicants with support.</li> </ul> |

| Title  | Description  |
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| <p style="text-align: center;"> <a href="#">Second Career</a><br/> <b>Ministry of Labour, Training and Skills Development</b> </p> | <p>Second Career provides individuals that qualify for a second career to acquire skills training and financial support.</p> <p>To qualify for the program, individuals must:</p> <ul style="list-style-type: none"> <li>• have been laid off and not working; or</li> <li>• have been laid off and working a temporary job just to cover costs.</li> </ul> <p>The application process involves, among other things:</p> <ul style="list-style-type: none"> <li>• Demonstrating where one has applied for a job and what jobs they have applied for.</li> <li>• Demonstrating the skills they want to acquire and where they can access training to acquire those skills.</li> <li>• Presenting information that demonstrates that the skills and job they want to train for are in demand.</li> <li>• Detailing the costs to be covered during training.</li> <li>• Researching and identifying at least three training institutions that offer the required training – including at least one college of applied arts and technology and at least one private career college.</li> </ul> <p>Please note that participants may have to cover some training costs.</p> <p><b>To apply for Second Career, individuals work with an employment services agency. Employment service agencies can be located using the locator tool on <a href="#">Second Career</a>.</b></p> <p>Individuals can apply for up to \$28,000 to cover costs like tuition, books, child care and a basic living allowance.</p> |

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| <p data-bbox="258 467 569 496"><a href="#">Youth Job Connection</a></p> <p data-bbox="254 540 573 570"><b>Employment Ontario</b></p> | <p data-bbox="793 159 1398 188">Youth Job Connection provides youth with:</p> <ul data-bbox="806 228 1990 370" style="list-style-type: none"> <li>• at least 60 hours of paid training;</li> <li>• a job for up to 6 months; and,</li> <li>• mentorship, job-coaching and help to transition from school to work or ongoing employment when the program ends.</li> </ul> <p data-bbox="793 407 1052 436">Participants must:</p> <ul data-bbox="806 477 1969 651" style="list-style-type: none"> <li>• be between 15 and 29 years old (if under the age of 18, youth must already be legally excused from school);</li> <li>• be unemployed;</li> <li>• not be attending full-time school or training; and,</li> <li>• be a resident of Ontario.</li> </ul> <p data-bbox="793 691 2011 797">To start the application process for Youth Job Connection, individuals need to <a href="#">request an appointment with an Employment Ontario Service Provider</a>. An appointment can be requested using the <a href="#">Appointment Request Tool</a>.</p> |

| Title   | Description  |
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| <p data-bbox="193 469 638 505"><a href="#">Youth Job Connection Summer</a></p> <p data-bbox="254 540 577 576"><b>Employment Ontario</b></p> | <p data-bbox="793 147 1535 183">Youth Job Connection Summer provides youth with:</p> <ul data-bbox="808 219 1982 362" style="list-style-type: none"> <li data-bbox="808 219 1745 254">• at least 20 hours of paid training to prepare for the workplace;</li> <li data-bbox="808 254 1934 326">• summer jobs that last for up to 8 weeks (part-time and after-school jobs are available if they do not conflict with school); and,</li> <li data-bbox="808 326 1982 362">• mentorship, job-coaching and help returning to school after the program ends.</li> </ul> <p data-bbox="793 397 1163 433">To qualify, youth must be:</p> <ul data-bbox="808 469 1961 612" style="list-style-type: none"> <li data-bbox="808 469 1276 505">• between 15 and 18 years old;</li> <li data-bbox="808 505 1226 540">• a resident of Ontario; and,</li> <li data-bbox="808 540 1961 612">• a high school student planning to stay in or return to school, or to move on to post-secondary education.</li> </ul> <p data-bbox="793 647 2018 790">To start an application for Youth Job Connection Summer, individuals need to <a href="#">request an appointment with an Employment Ontario Service Provider</a>. An appointment can be requested using the <a href="#">Appointment Request Tool located on Youth Job Connection Summer</a>.</p> <p data-bbox="793 826 1673 862">Youth can contact <a href="#">Employment Ontario</a> for more information.</p> |

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| <p data-bbox="191 540 646 613"><a href="#">Employment Supports: Ontario Disability Support Program</a></p> <p data-bbox="163 654 667 724"><b>Ministry of Children, Community and Social Services</b></p> | <p data-bbox="793 155 1969 225">The Ontario Disability Support Program (ODSP) helps individuals with disabilities to find and keep a job or advance in their career.</p> <p data-bbox="793 264 1913 334">Across Ontario, <a href="#">community-based service providers</a> deliver ODSP employment supports.</p> <p data-bbox="793 371 1556 407">Eligibility requirements include, but are not limited to:</p> <ul data-bbox="806 444 1976 586" style="list-style-type: none"> <li>• be at least 16 years old;</li> <li>• be an Ontario resident; and,</li> <li>• have a substantial physical or mental disability that is expected to last a year or more that makes it challenging to find or keep a job.</li> </ul> <p data-bbox="793 623 1814 659">There are numerous types of employment supports available, including:</p> <ul data-bbox="806 696 1520 870" style="list-style-type: none"> <li>• software and mobility devices;</li> <li>• interpreter or intervenor services;</li> <li>• transportation assistance;</li> <li>• assistive devices and training to use them; and,</li> <li>• tools and equipment.</li> </ul> <p data-bbox="793 907 1948 977">Employment supports are also available for individuals who want to start-up their own business.</p> <p data-bbox="793 1015 1934 1084"><b>The application package can be obtained on <a href="#">Applying for ODSP Employment Supports</a> or by calling or visiting an <a href="#">ODSP office</a>.</b></p> |

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| <p data-bbox="237 721 596 756"><a href="#">Adult Learning Programs</a></p> <p data-bbox="170 792 663 862"><b>Ministry of Labour, Training and Skills Development</b></p> | <p data-bbox="795 147 1976 217">There are a number of adult learning programs available for Ontario residents who are 19 years old through to seniors of any age.</p> <p data-bbox="795 254 1913 324">Individuals that are not currently attending a college or a university, can access support to:</p> <ul data-bbox="810 362 1902 505" style="list-style-type: none"> <li>• earn credits for an Ontario high school diploma;</li> <li>• upgrade skills to prepare for college, university, apprenticeship training or employment; and,</li> <li>• improve essential skills to live with more confidence and independence.</li> </ul> <p data-bbox="795 542 1986 578">Some adult learning programs are for skilled immigrants and refugees who want to:</p> <ul data-bbox="810 615 1650 685" style="list-style-type: none"> <li>• improve their language skills in English or French;</li> <li>• continue working in their profession or in a related field.</li> </ul> <p data-bbox="795 722 1570 758">Some of the adult learning programs available include:</p> <p data-bbox="795 794 1234 829"><b>The Bridge Training Program</b></p> <ul data-bbox="810 867 2007 969" style="list-style-type: none"> <li>• Designed to “bridge” the international training and experience of immigrants and refugees with access to the supports that they need to get a license or certificate to <a href="#">work in their profession or trade</a> in Ontario.</li> </ul> <p data-bbox="795 1006 1404 1042"><b>The Academic Career Entrance Program</b></p> <ul data-bbox="810 1079 1982 1294" style="list-style-type: none"> <li>• This program is for adults who want to upgrade their skills and knowledge to meet admission requirements for Ontario college programs or for registration as an apprentice in Ontario. Ontario colleges deliver Academic Career Entrance and pre-Academic Career Entrance courses. Colleges recognize the Academic Career Entrance certificate as a high school equivalent for admission to college programs.</li> </ul> <p data-bbox="795 1331 1923 1401"><a href="#">To view all of the adult learning programs that are available visit Adult Learning webpage.</a></p> |

| Title  | Description  |
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| <p data-bbox="310 578 520 610" style="text-align: center;"><a href="#">Ontario Works</a></p> <p data-bbox="163 654 667 724" style="text-align: center;"><b>Ministry of Community, Children and Social Services</b></p> | <p data-bbox="793 155 2003 261">Ontario Works provides employment and financial assistance to help people who are in financial need. In most cases, a client must agree to participate in employment assistance activities in order to receive financial assistance.</p> <p data-bbox="793 302 1268 334">Employment assistance activities:</p> <ul data-bbox="806 370 2011 548" style="list-style-type: none"> <li>• Help clients prepare for and keep a job.</li> <li>• Assistance may include job-specific training and access to basic education to help client's complete high school.</li> <li>• Other adult members of a client's household must also agree to participate in employment assistance activities.</li> </ul> <p data-bbox="793 586 1083 618">Financial assistance:</p> <ul data-bbox="806 659 2003 724" style="list-style-type: none"> <li>• Includes income support to help with the costs of basic needs, like food, clothing, shelter and health benefits for clients and their families.</li> </ul> <p data-bbox="793 764 1556 797">Eligibility requirements include, but are not limited to:</p> <ul data-bbox="806 837 1961 943" style="list-style-type: none"> <li>• be in financial need (household does not have sufficient financial resources to meet basic living expenses); and,</li> <li>• be willing to make reasonable efforts to find, prepare for and keep a job.</li> </ul> <p data-bbox="793 984 1961 1081"><a href="#">The application process can be started either online, by phone or in person.</a> Once the process is started, an Ontario Works caseworker will contact the applicant to schedule an in-person meeting.</p> |

**For individuals in trades training and  
individuals that have completed trades training**

| Title   | Description  |
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| <p><a href="#">Ontario Student Assistance Program</a></p> <p><b>Ministry of Colleges and Universities</b></p> | <p>The Ontario Student Assistance Program (OSAP) is a financial aid program that helps students pay for college or university.</p> <p>OSAP offers grants (do not have to be paid back) and loans (needs to be repaid upon completion of school).</p> <p>Applicants are automatically considered for both grants and loans when they apply from both the Government of Ontario and the Government of Canada. If an applicant does not want to take a loan that is offered, they can decline it after their application is approved.</p> <p>The amount of money an applicant can obtain, depends on their:</p> <ul style="list-style-type: none"> <li>• Education Expenses - Amount of money needed for tuition, books, child care, personal living expenses (full-time students), supplies and equipment.</li> <li>• Course Load - If an applicant is a full or part-time student.</li> <li>• Individuals financial situation - Based on applicant and their families income, family size, dependents and other factors.</li> </ul> <p>To learn about eligibility requirements and to see a list of eligible schools, <a href="#">visit the Learn about OSAP webpage. Applications can be submitted online.</a></p> |

| Title  | Description   |
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| <p data-bbox="260 423 569 456"><a href="#">Starter Company Plus</a></p> <p data-bbox="142 500 688 573"><b>Ministry of Economic Development,<br/>Job Creation and Trade</b></p> | <p data-bbox="793 155 1955 224">If starting, expanding or buying a small business, individuals can apply for training, mentoring and a grant through Starter Company Plus.</p> <p data-bbox="793 261 1465 293">Through Starter Company Plus, individuals can:</p> <ul data-bbox="806 334 2011 440" style="list-style-type: none"> <li data-bbox="806 334 1913 367">• get one-on-one guidance from a Small Business Enterprise Centre advisor;</li> <li data-bbox="806 370 1877 402">• participate in business workshops, seminars or networking events; and,</li> <li data-bbox="806 406 2011 440">• talk to a mentor with experience in starting, expanding or buying a small business</li> </ul> <p data-bbox="793 477 1545 509">Individuals can also apply for a grant of up to \$5,000.</p> <p data-bbox="793 547 1961 615">Participants must be 18 years of age or older and not attending school full-time or returning to school.</p> <p data-bbox="793 652 1843 721">To qualify for a grant, the recipient must be able to make a cash or in-kind contribution (non-monetary) of at least 25% of the grant amount.</p> <p data-bbox="793 758 1997 831"><b>Individuals apply through a <a href="#">Small Business Enterprise Centre</a> located throughout the province.</b></p> |

**For employers and businesses**

| Title  | Description  |
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| <p><a href="#">Hire a Young Person</a></p> <p><b>Employment Ontario</b></p>  | <p>Employers who hire a young person through the Youth Job Connection (15 to 29 years old) or Youth Job Connection Summer (15 to 18 years old) programs, may be eligible for:</p> <ul style="list-style-type: none"> <li>• financial incentives to help with the costs of hiring and training the hire;</li> <li>• financial incentives to provide on-the-job training;</li> <li>• a placement incentive to hire, register, and train an apprentice through the Apprenticeship Employer Signing Bonus;</li> <li>• job coaches who provide ongoing support to them and their employee; and,</li> <li>• additional financial help to offset training costs.</li> </ul> <p>The amount of money to hire a young person through one of the programs is based on the specific skill level of the person the employer wants to hire and the amount of on-the-job training the employer is offering.</p> <p>Employers receiving other government financial support for a particular position do not qualify. To find out more about employer eligibility <a href="#">visit Hire a Young Person</a>.</p> <p>If interested, <a href="#">employers can start the application process by requesting an appointment with an Employment Ontario job coach</a>.</p> |
| <p><a href="#">Ontario Youth Apprenticeship Program: Information for Employers</a></p> <p><b>Ministry of Labour, Training and Skills Development</b></p> | <p>The Ontario Youth Apprenticeship Program (OYAP) offers students Grade 11 or 12, who are at least sixteen years old, a chance to attend school and train as registered apprentices at the same time.</p> <p>Participating in the program can be a cost-effective way to train and hire young workers.</p> <p>OYAP works in consultation with teachers to identify suitable candidates. When students are identified, they are referred to employers for interviews. Students who successfully pass an interview are placed with the employer on a trial basis.</p> <p>Interested employers are encouraged to contact their local high school or <a href="#">the Ontario Youth Apprenticeship Coordinator for their school board</a>.</p>   |

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| <p data-bbox="218 386 617 459"><a href="#">Apprenticeship Completion Employer Bonus</a></p> <p data-bbox="201 500 630 573"><b>Ministry of Labour, Training and Skills Development</b></p>                            | <p data-bbox="793 155 1934 224">Employer can apply for the \$1,000 taxable Apprenticeship Completion Employer Bonus cash grant when their apprentice <a href="#">in a program eligible trade</a>:</p> <ul data-bbox="806 264 1743 329" style="list-style-type: none"> <li>• completes all required classroom and on-the-job training; and,</li> <li>• receives final certification.</li> </ul> <p data-bbox="793 370 1850 406"><b>Employer eligibility requirements can be found on</b> <a href="#">Hire an Apprentice.</a></p> <p data-bbox="793 443 1879 511">The Ministry of Labour, Training and Skills Development sends employers an application once they become eligible for the bonus.</p> <p data-bbox="793 548 1885 617">Employers have 180 days from the date of the letter to fill out and return the application to the Ministry.</p> <p data-bbox="793 654 2007 722">Employers are encouraged to contact their <a href="#">local Employment Ontario apprenticeship office</a> for further information and support.</p> |
| <p data-bbox="163 889 667 922"><a href="#">Canada-Ontario Job Grant Program</a></p> <p data-bbox="235 963 596 995"><b>Government of Ontario</b></p> <p data-bbox="235 1040 596 1073"><b>Government of Canada</b></p> | <p data-bbox="793 812 2001 914">The Canada-Ontario Job Grant Program provides financial support for small, medium and large businesses (individually or in a consortia), to invest in their current workforce and new employees.</p> <p data-bbox="793 954 1976 1057">Employers can get up to \$10,000/ trainee for training costs. Employers with 100 or more employees need to contribute half of the training costs. Small employers with less than 100 employees need to contribute 1/6 of training costs.</p> <p data-bbox="793 1097 1997 1166">Applications are accepted on an ongoing basis. <b>Application forms can be accessed on the</b> <a href="#">Canada-Ontario Job Grant Employer/Consortium Application Form.</a></p>  |



**Automotive Industries Association of Canada**

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