

# Apprenticeship START Program for Employers

The Apprenticeship START program encourages employers to register and employ apprentices and support them as they progress through their apprenticeship program.



## Who can apply?

- Employers who register an apprentice from a recognized under-represented group including:
  - Women in non-traditional trades\*,
  - African Nova Scotians,
  - Aboriginal Nova Scotians,
  - Immigrants, or
  - Persons with physical disabilities.
- Employers who register an apprentice at a location considered rural. "Rural" is defined by Statistics Canada as having a population of 10,000 or less. Therefore, rural areas in Nova Scotia are all areas outside of Halifax, Truro, or Sydney. As of 2016, Halifax (which is all HRM) has a population of 403,131; Truro 12,261; and Sydney with 29,904.

An employer is any small or medium sized business located in Nova Scotia with 10 apprentices or less and includes:

- companies whose headquarters are outside Nova Scotia but who have a physical location in the province,
- not-for-profit organizations,
- Joint Registration Agreement (JRA) holders (employers only) \*\*, and
- social enterprises.

\* Traditional trades for women are Cook, Baker, Hairstylist

\*\* In this case, the employer is someone who hires an apprentice permanently through their JRA and pays their wages.

## Can employers have more than one Apprenticeship START agreement?

Yes, if the business and apprentice fit the criteria under the 'Who can apply?'

### Additional Information:

If your apprentice fails to progress within 18 months of signing the apprenticeship agreement, you will be removed from the Apprenticeship START program.

If an employer is not eligible for the Apprenticeship START program, they may still be eligible for the START program administered by Employment Nova Scotia. For more information, visit:

<https://www.novascotia.ca/employmentnovascotia/programs/start.asp>

## How do I apply?

Complete an Apprenticeship Agreement with the Nova Scotia Apprenticeship Agency. An Industry Training Consultant (ITC) will review your application and determine eligibility. A list of the training consultants can be found by visiting

<https://www.nsapprenticeship.ca/contact/#TC>

## How much is the incentive?

Funding for each employer over the course of their apprentice's program is up to \$25,000.

