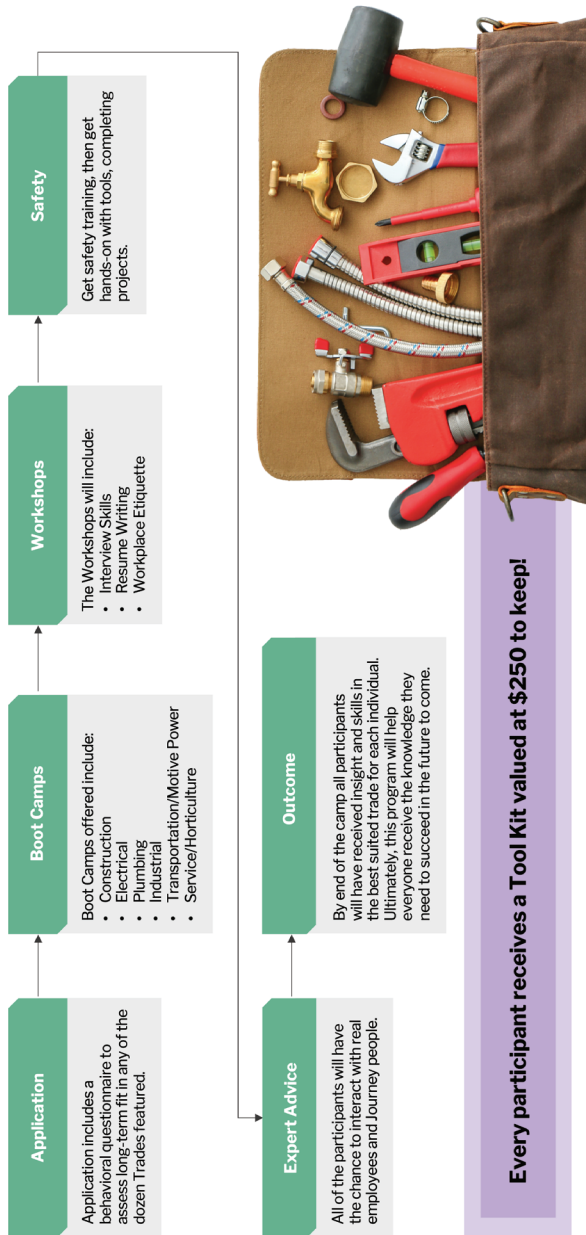


# User Journey

(Displaced & Incumbent Workers)

## PRE-APPRENTICESHIP IN SKILLED TRADES – USER JOURNEY

### 'Day in the life' – Tools in the Trades Boot Camp



**SUPPORT ONTARIO YOUTH**

**TOOLS IN THE TRADES BOOT CAMP**



## Tools in the Trades Boot Camp

Support Ontario Youth (SOY) provides young people training and networking opportunities through one-day boot camps in communities throughout the province of Ontario. These SOY programs provide hands-on training for youth looking to become electricians, plumbers, millwrights, automotive service technicians, and horticulture technicians.



1.800.513.7277  
info@fitfirsttech.com  
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## TOOLS IN THE TRADES BOOT CAMP

### Pre-Apprenticeship in Skilled Trades



**S**upport Ontario Youth's "Tools in the Trades Boot Camps" targeted Grade 12 students who have an interest in the skilled trades, people who lost their employment during the pandemic, and those looking to start a new career in a growing sector or industry, specifically focusing on Indigenous youth, racialized groups, women, newcomers and people with diff-abilities.

Participants from approximately 25 communities across Ontario were pre-screened for behavioral fit, then compared to the 12 participating trades and were invited to attend the boot camp that they were best suited for. At these camps, they gained experience working with tools, résumé writing and interviewing with real potential future employers.

Those who attended received an apprentice starting tool kit valued at \$250 and the opportunity to meet with prospective employers in the industrial, construction, and motive power service sectors.

With 500 employers and industry associations and 300 education and training providers this initiative will have lasting impact not only on the future careers of those who attended, but also on the future of the skilled trades industries.

#### Objectives:

- To build interest in the Trades at the High School level, and boost participation in Apprenticeship while at the same time increasing diversity.

#### Approach:

- Visited 70 High Schools
- Students were pre-screened for behavioral fit in one or more of a dozen Trades.

#### Outcomes:

- Target was to issue 250 Registered Training Agreements. At the midpoint of the program, 600+ RTAs had already been signed.
- 18% female participation vs. 2 % representation in the Electrical Trade.
- There was enough participation to run one all-female Millwright camp.

