

**Apprenticeship Programs for Education Workers**

Updated: November 2022

**Issue:** Apprenticeship programs offered by employers must be voluntary for Education Workers and must not reduce work available to our members by using volunteers.

Apprenticeship programs for Education Workers may be offered by The Ministry of Labour Immigration Training and Skills Development (MLITSD) and the Ontario College of Applied Arts and Technology. The apprenticeship includes study at the College and practical experience working as an Education Worker in schools.

The programs raise some issues that should be addressed in Collective Agreements. OSSTF wants to ensure that our current Education Workers members are not required to enroll in such programs to keep their jobs and that the apprentices do not take work away from our members by working as volunteers in the schools.

These programs may provide useful professional development for Education Workers. If school boards endorse these apprenticeships, they should be prepared to provide some financial assistance to permanent employees who wish to enroll in them.

**Recommended Clauses:**

Rationale: Formal qualifications should still be required for education workers in job classes who require specific qualifications. All Education Workers in the employ of the board, covered by this agreement, shall be eligible to be considered for any apprenticeship opportunity available.

XX.01 The Employer will enroll any Education Worker interested in an apprenticeship program.

- XX.02 Participation in any apprenticeship program by an employee will be strictly voluntary.
- XX.03 The Employer agrees that only employees may accumulate credit toward the requirements of the apprenticeship program by working for the employer.
- XX.04 (i) Once enrolled, credited service towards the apprenticeship program will only be paid work.
- (ii) Any previously accumulated time shall be reviewed by the parties for the purpose of tracking hours of on-the-job work experience for credit toward the apprenticeship program.
- XX.05 Employees shall not be assigned duties outside the duties that are identified within the apprenticeship program. .
- XX.06 For an employee enrolled in the apprenticeship program, any evaluation required by the apprenticeship program shall be completely separate from the Performance Appraisal procedure which applies to the employee.
- XX.07 The Employer will pay the full tuition for employees who enroll in the apprenticeship program.
- XX.08 Employees will not be negatively impacted by participating in the apprenticeship program.