

Apprenticeship Manitoba Program Information

The following Automotive-related trades are registered in Manitoba:

- Automotive Painter
- Automotive Service Technician
- Motor Vehicle Body Repairer (Metal and Paint)
- Truck and Transport Mechanic
- Partsperson

How does providing apprenticeship training help employers?

- Apprenticeship is a tried and true method of recruiting and maintaining talent.
- Apprentices become journeypersons with better health and safety performance, greater overall productivity, and fewer mistakes.
- Apprentices learn your business first. That means they learn the way you do things and the unique, specialized skills that best serve your business.
- A journeyperson who has done their apprenticeship with your organization will be a better fit, and will build strong relationships with your customers.
- Employers with apprentices enjoy higher sales and profits.

Harmonization:

In 2013, the Canadian Council of the Directors of Apprenticeship (CCDA) launched its Harmonization Initiative. This initiative aims to substantively align apprenticeship systems across Canada by making training requirements more consistent in the Red Seal trades. Through national consultation with industry and training stakeholders, the initiative seeks consensus for consistency on the Canada-wide use of Red Seal trade names, numbers of levels, and total training hours (both technical training and on-the-job). Finally, using the most recent National Occupational Analyses (NOA's) or Red Seal Occupational Standards (RSOS's), industry and training stakeholders provide feedback on the development of a more consistent sequence of training content across the levels of technical training. Harmonization will support mobility of apprentices, an increase in their completion rates and enable employers to access a larger pool of apprentices.

Trade Profiles:

Automotive Painter

Automotive Painter first became a designated trade in Manitoba in 1989 under the name Motor Vehicle Body Repairer. Automotive painters work on the surfaces of motor vehicles to restore them to their original condition following damage and subsequent auto body repair. Their duties include removing exterior trim and hardware, removing layers of sub-coating, matching colours, and mixing paints. Automotive painters also prepare metal surfaces for painting, polish painted surfaces, and apply anti-corrosive treatments. Currently, Apprenticeship Manitoba is working in conjunction with Manitoba Public Insurance and Red River College to review existing and potential linkages between the technical training standards and Automotive Industry Association of Canada's I-CAR courses. At the present, apprentices who successfully complete their apprenticeship and technical training requirements receive six (6) I-CAR "coupons" (6 I-CAR courses) in addition to their Red Seal endorsement.

Automotive Service Technician

Automotive Service Technician became a designated trade in Manitoba in 1987 under the name Motor Vehicle Mechanic. Automotive service technicians perform preventative maintenance, diagnose problems and repair the vehicle systems of cars and light trucks. This includes engine, vehicle management, hybrid, steering, braking, drive train, suspension, electrical, and heating, ventilation and air conditioning (HVAC) systems. Automotive Service Technicians also work on restraints, trim and accessories. As part of the current national Harmonization initiative, the trade of Automotive Service Technician is being harmonized during the 2016-2017 year.

Motor Vehicle Body Repairer (Metal and Paint)

Motor Vehicle Body Repairer (Metal and Paint) first became a designated trade in Manitoba in 1989 under the name Motor Vehicle Body Repairer. These tradespersons repair and restore damaged motor vehicles. They assess body damage, make repair estimates, and restore a vehicle's interior components, electronic components and passenger restraint systems such as seat belts and air bags. They may also align and replace suspension and steering components. Currently, Apprenticeship Manitoba is working in conjunction with Manitoba Public Insurance and Red River College to review existing and potential linkages between the technical training standards and Automotive Industry Association of Canada's I-CAR courses. At the present, apprentices who successfully complete their apprenticeship and technical training requirements receive 25 I-CAR "coupons" (21 I-CAR courses) in addition to their Red Seal endorsement.

Truck and Transport Mechanic

Truck and Transport Technician became a designated trade in Manitoba in 1997. Truck and transport mechanics inspect, repair and maintain commercial trucks, emergency vehicles, buses and road transport vehicles. They work on the vehicle's structural, mechanical, electrical and electronic systems. They also work on components such as engines, cab, chassis and frames, brakes, steering, suspension, drive train, HVAC, fuel systems and hydraulic systems. As part of the current national Harmonization initiative,

the trade of Truck and Transport Mechanic is currently involved in ongoing national discussions to become harmonized during the 2016-2017 year.

Partsperson

Partsperson became a designated trade in Manitoba in 2007. Partspersons manage and sell parts for vehicles, appliance, machinery and equipment. They are responsible for maintaining parts storage systems, ordering parts for sale, tracking inventory, receiving orders and ensuring they are filled accurately. Partspersons also price parts and assist both the general public and other tradespeople in finding the parts they need.

RESOURCES AVAILABLE

EMPLOYER INCENTIVES AND GRANTS

Employers who hire apprentices have the opportunity to receive a number of financial incentives, including the New Employer Hiring Grant for employers who are engaging in apprenticeship for the first time. There is also the Apprenticeship Job Creation Tax Credit (AJCTC) available employers who hire apprentices in the Red Seal trades and the Paid Work Experience Tax Credit for employers who are not eligible for the AJCTC.

Name of Bursary or Award	Organization Administering the Award	Eligibility	Amount \$	Deadline for Applications
New Employer Hiring Grant	Apprenticeship Manitoba	Accessible to employers who hire an apprentice for the first time and have not previously employed an apprentice.	\$1,000	Ongoing basis
Apprenticeship Job Creation Tax Credit (AJCTC)	Canada Revenue Agency	Available to employers who hire apprentices in the Red Seal trades.	10% of salaries or up to \$2,000	Contact Canada Revenue Agency
Paid Work Experience Tax Credit	Province of Manitoba	Available for employers who are not eligible for the AJCTC. Employers can claim a percentage of apprentices and newly certified journeypersons wages up to a maximum dollar	Up to max of \$5,000	Contact Manitoba Finance

		amount. <ul style="list-style-type: none"> • Winnipeg – 15% of Wages • Outside Winnipeg – 20% for levels 1 & 2; 15% for levels 3, 4, 5 and journeypersons. 		
Paid Work Experience Tax Credits Overview				
	Levels 1 and 2 Winnipeg	Levels 1 and 2 Outside Winnipeg	Levels 3, 4, 5	Newly Certified Journeypersons
Current Tax Credit	15%	20% (Apprentice); 25% (High School apprentice)	15%	15%
Maximum Credit	\$5,000	\$5,000	\$5,000	\$5,000
Budget 2014 Tax Credit	15%	20%	10%	10%
Maximum Credit	\$3,000	\$4,000	\$5,000	\$5,000

APPRENTICE INCENTIVES

The majority of tuition for in-school apprenticeship training is subsidized by the Manitoba government. In addition, there are a variety of financial incentives and grants that can assist apprentices with paying for training and related costs, including the Apprenticeship Tool Allowance, Tradesperson's Tools Deduction, and the Apprenticeship Grant.

Name of Bursary or Award	Organization Administering the Award	Eligibility	Amount \$	Deadline for Applications
Bursary for Final-Year Apprentices	Apprenticeship Manitoba	An apprentice in their final year of technical training that demonstrates financial need.	\$1,000	August 1 - annually
Access to Apprenticeship Bursary	Apprenticeship Manitoba	A current apprentice with a demonstrated financial need.	Varies	May 31 – annually
Tim McLean Memorial	Apprenticeship	An Aboriginal apprentice with a demonstrated	Varies	May 30 – annually

Fund Bursary	Manitoba	financial need.		
High School Apprenticeship Program (HSAP) Incentive	Apprenticeship Manitoba	For every 220 hours of practical training (max 880) obtained as an HSAP apprentice, eligible apprentices will receive a tuition exemption for one level of training (to a max of four levels).	Varies	Ongoing
Apprenticeship Incentive Grant	Service Canada	Apprentices who have successfully finished their first or second year/level of an apprenticeship program in a Red Seal Trade.	\$1,000	Contact Service Canada
Apprenticeship Completion Grant	Service Canada	Apprentices who complete their training and become certified in a designated Red Seal trade.	\$2,000	Contact Service Canada
Apprenticeship Grant	Manitoba Public Insurance	Awarded to a registered apprentice that has successfully completed a level of their Motor Vehicle Body Repairer Program or the Motor Vehicle Body Painter Program.	\$2,000 for each level	Contact MPI
Apprenticeship Tool Allowance	Manitoba Public Insurance	Awarded to a registered apprentice in one of the above programs to help cover the cost of purchasing tools.	\$5,000	Contact MPI
Tradesperson's Tools Deduction	Canada Revenue Agency	Annual deduction to help cover the cost of new tools necessary to their trade. Applies to tools acquired in excess of \$1,000.	\$500	Contact Canada Revenue Agency
Capital Cost Allowance	Canada Revenue Agency	Applies to depreciable property such as equipment/tools. Tax deduction that lowers the amount of taxes owed by permitting the cost of business related assets to be deducted from your income over a number of years.	\$500	Contact Canada Revenue Agency
Tuition Tax Credit for Certification Exams	Canada Revenue Agency	Federal tax credit available to skilled workers for examination fees where the exam is required to obtain a professional status, certification or license.	Varies	Contact Canada Revenue Agency
Tuition Fee Income Tax Rebate	Province of Manitoba	Graduates from apprenticeship programs are eligible to receive a 60% income tax rebate on eligible tuition fees.	Varies	Contact Manitoba Finance
Journey person	Small Business	Newly certified journeypersons that are	\$2,500	Submitted within 1

Business Start Program	Development and Apprenticeship Manitoba	starting their own full-time trade related business.		year of starting the business
------------------------	---	--	--	-------------------------------

Industry Services: Program Information

Industry Services provides employers with consultation services for human resource planning and workforce training and development to help build a skilled workforce. The objective of the programs offered by Industry Services is to help businesses achieve their goals, enter new markets, increase worker productivity, increase sales and help Manitobans thrive in a competitive global economy. All Industry Services programs address labour and skills shortages by assisting employers to develop recruitment and retention strategies that facilitate employment of individuals including those with multiple barriers to employment.

Workforce Development Program: Assists companies that require a comprehensive approach to human resource management through needs assessment, analysis and funding support for workforce training and development. Workforce Development Consultants offer value-added service by assisting employers with developing human resource plans that align with their business goals and by brokering the range of services, programs and supports available from government and other organizations that support their needs. Employers may also be eligible to access a wage subsidy to recruit new workers and assist job-seekers to gain sustainable employment.

Industry Expansion: Provides support to companies that are locating new operations or expanding or retooling existing operations in Manitoba by contributing to their investment in employee skills training. Support is customized and the amount of funding is based on the quality and number of jobs created and sustained over the long term and the economic benefit to Manitoba.

For more information on any Industry Services programs, please visit <http://www.gov.mb.ca/tce/iwd/> or call 204-945-0575.

For more information about apprenticeship programming, please visit www.manitoba.ca/tradecareers

If you have questions, please send us an email at apprenticeship@gov.mb.ca or call 204-945-3337