

TEMISKAMING SHORES
TRADES AND APPRENTICESHIP FORUM

Forward-thinking discussions for recruitment, training and retention in the trades

The Temiskaming Shores Apprenticeship Forum was held on Tuesday, October 27, 2026, at Dymond Hall.

OBJECTIVE OF THE FORUM:

To provide an opportunity for professionals and industry leaders to connect and exchange on strategies and solutions for the recruitment, training and retention of certified workers and apprentices, and on how to foster an inclusive trades environment all (for Indigenous people, for women, for youth, for immigrants).

GOAL:

Our goal is that participants walk away from the forum with new connections, new ideas, and a continued willingness to do all that they can to help address the increasing demand for skilled workers in the trades, within their respective organizations, within their means, and within the current and sometimes uncertain economic context.

WHAT WE HEARD FROM PARTICIPANTS

Participants were asked to discuss what more can be done by employers, by educational institutions, by the community, and by government to increase the number of apprentices and journeypersons. The purpose of the exercise was to identify potential follow-up actions. Those actions will be shared with a wide range of stakeholders from each of those four groups in the hope that they will be incorporated in the future planning of trades and apprenticeship related programs and services.

The following table summarizes the results of those discussions.

WHAT MORE CAN BE DONE BY EMPLOYERS?

		STRATEGIC FOCUS		
ACTION ID	RECOMMENDED ACTION	RECRUITMENT	TRAINING	RETENTION
EMP-01	Expand participation in Coop and OYAP	●	●	
EMP-02	Establish workplace mentorships	●	●	●
EMP-03	Sponsor trades exposure events (industry open house)	●		
EMP-04	Expand college apprenticeship sponsorships	●	●	●
EMP-05	Create employee retention incentives and stay bonuses	●		●

WHAT MORE CAN BE DONE BY EDUCATIONAL INSTITUTIONS?

		STRATEGIC FOCUS		
ACTION ID	RECOMMENDED ACTION	RECRUITMENT	TRAINING	RETENTION
EDU-01	Introduce K- Grade 8 curriculum to expose students to trades	●		
EDU-02	Centralized school board Coop and OYAP posting portal	●	●	
EDU-03	Train guidance counselors on skilled trades pathways	●	●	
EDU-04	Implement a targeted female apprentice recruitment campaign	●		

WHAT MORE CAN BE DONE BY COMMUNITIES?

		STRATEGIC FOCUS		
ACTION ID	RECOMMENDED ACTION	RECRUITMENT	TRAINING	RETENTION
COM-01	Expand general housing and rental accommodation infrastructure	●		●
COM-02	Expand regional transit transportation options	●		●
COM-03	Launch a campaign to eliminate ‘blue collar’ social stigma	●	●	●
COM-04	Build welcoming family onboarding and Indigenous support	●		●

WHAT MORE CAN BE DONE BY GOVERNMENT?				
		STRATEGIC FOCUS		
ACTION ID	RECOMMENDED ACTION	RECRUITMENT	TRAINING	RETENTION
GOV-01	Provide specific regional exemptions to 1:1 ratio rule	●	●	
GOV-02	Establish small business bursaries to rival mining wages	●		●
GOV-03	Provide direct start-up tool bursaries for new apprentices	●		●
GOV-04	Revisit taxation for retirees to encourage them to return as trainers		●	
GOV-05	Increase direct funding grants to employers who sponsor apprentices	●	●	●
GOV-06	Expand tax deductions and tool allowance grants for apprentices	●		●
GOV-07	Offer settlement grants to qualified workers moving to the North	●		●

CONCLUSION:

The recommended actions from the Temiskaming Shores Apprenticeship Forum highlight that increasing the number of apprentices and journeypersons in our communities is a shared responsibility.

Partnerships and collaboration are key to moving forward with most of the recommended actions. It is our hope that community leaders and stakeholders who have a role to play and an interest in addressing the needs in the skilled trades in our communities will answer the call when asked to partner as some of the actions are implemented and/or that they will take ownership of the actions that fall within their mandate.

In closing, the partners involved in planning the Temiskaming Shores Apprenticeship Forum would like to thank everyone who participated in these important discussions. We hope that you found the Temiskaming Shores Apprenticeship Forum informative and that we will see you again as we continue to have these important discussions.













