

APPRENTICE HIRING PROJECT EMPLOYER SUB-AGREEMENT

Okanagan College
 AHP -T115
 1000 KLO Rd
 Kelowna, BC V1Y 4X8
 Email: ahp@okanagan.bc.ca

THIS AGREEMENT is dated for reference the ____ day of _____, 202 i.

BETWEEN:

Okanagan College, an educational institution governed by the College and Institute Act of British Columbia, whose administrative offices are at:
 1000 KLO Road
 Kelowna, British Columbia
 V1Y 4X8

(the "College")

AND:

(the "Client")

WHEREAS:

X The College has received funding under the Apprenticeship Service Program of the Ministry of Employment and Social Development (the "Ministry") to assist qualifying small and medium-sized enterprises in British Columbia's] v š CE] } CE CE P h) hiring first-year apprentices, particularly from equity-seeking groups in construction and manufacturing Red Seal trades. To do so, the College has established its Apprentice Hiring Project ("AHP") to provide financial incentives and services to Client applicants to help them create inclusive workplaces;

X The Client wishes to hire at least one (maximum two) new first-year apprentice per fiscal year and has submitted an AHP application to the College to access such funding and services. As the result, the College and the Client agree as follows:

1. INTERPRETATION

- ~ • "Financial Incentives" means the amount(s) described in Schedule B, payable subject to the criteria in Schedule B;
- ~ • "Fiscal Year" means the period commencing on April 1 in one calendar year and ending on March 31 in the next calendar year;
- ~ • "New First-year Apprentice" means any person registered as an apprentice by ^ |] o o ind CE • one of the applicable 39 construction and/or manufacturing Red Seal trades;
- ~ • "Services" means the services to be provided by the College to the Client as described in Schedule A;

2. RESPONSIBILITIES OF THE CLIENT

2.1 In consideration of the funding received, the Client agrees to hire a minimum of one (1) New First-Year Apprentice who is not already registered as an apprentice with the Client and a maximum of two (2) New First-Year Apprentices per Fiscal Year in one of the 39 construction or manufacturing trades.

2.2 The Client will not register the New First-Year Apprentice with their organization until after the date at which this sub-agreement becomes effective.

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The parties have duly executed this Agreement as follows:

OKANAGAN COLLEGE:

Per: _____
Authorized Signatory

Per: _____
Authorized Signatory

Date: _____

Date: _____

Schedule A - Services

The College will provide, on request by the Client, the following services:

- Membership of / Engagement with the College's Program Advisory Committees representing SMEs in the Red Seal Trades
- Access to Open House events
- Access to careers fairs and Meet and Greet events
- Access to professional development events for SMEs to provide networking opportunities, share best practices and solicit feedback on hiring and training needs
- Free training on workplace diversity, positive spaces, antibullying
- Orientation with respect to the apprenticeship registration and tracking processes of the Industry Training Authority of BC

Schedule B - Financial Incentives

Subject to this Agreement, the College will provide to the Client:

- a financial incentive of \$5,000 for a New First-year Apprentice payable on the College receiving a copy of the registered ^ |] o o d CE • training agreement that the Client has hired the New First-year Apprentice. This incentive is payable only once per New First-year Apprentice.
- an additional financial incentive of \$5,000, payable on the College receiving a copy of the voluntary attestation directly from the New First-year Apprentice being from at least one of the following equity-deserving groups:
 - ~] women
 - ~] Indigenous people
 - ~] newcomers
 - ~] persons with disabilities
 - ~] Visible minorities
 - ~] LGBTQ2S+
- The maximum amount of Financial Incentives payable to Client under this Agreement is \$20,000 per fiscal year