

Curriculum Resource

Apprenticeship Answers: Working as an Apprentice

OALCF Alignment

Competency	Task Group	Level
Competency A -Find and Use Information	A1. Read continuous text	3
Competency A -Find and Use Information	A2. Interpret documents	2
Competency A -Find and Use Information	A2. Interpret documents	3
Competency A -Find and Use Information	A3. Extract information from films, broadcasts and presentations	N/A
Competency B - Communicate Ideas and Information	B1. Interact with others	2
Competency B - Communicate Ideas and Information	B2. Write continuous text	2
Competency B - Communicate Ideas and Information	B3. Complete and create documents	2
Competency D - Use Digital Technology	N/A	2

Goal Paths (check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Employment | <input type="checkbox"/> Postsecondary |
| <input checked="" type="checkbox"/> Apprenticeship | <input type="checkbox"/> Independence |
| <input type="checkbox"/> Secondary School Credit | |

Embedded Skills for Success (check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> Adaptability | <input type="checkbox"/> Numeracy |
| <input type="checkbox"/> Collaboration | <input type="checkbox"/> Problem Solving |
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Reading |
| <input type="checkbox"/> Creativity and innovation | <input checked="" type="checkbox"/> Writing |
| <input checked="" type="checkbox"/> Digital | |

Notes:

Original source material: Apprenticeship Answers Curriculum

Owner: Literacy Link Niagara

CLO Researcher / Writer: Summer Burton

Note: Originally one large resource with three units, based on recommendations from our expert advisors, it has been divided into several separate resources:

1. Apprenticeship Answers: Exploring Apprenticeship
2. Apprenticeship Answers: How do I Become an Apprentice?
3. Apprenticeship Answers: Skills for Apprenticeship Success
4. Apprenticeship Answers: By the Numbers
5. Apprenticeship Answers: Working as an Apprentice
6. Apprenticeship Answers: Putting Your Best Foot Forward

This is the fifth resource, Apprenticeship Answers: Working as an Apprentice



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Apprenticeship Answers: Working as an Apprentice

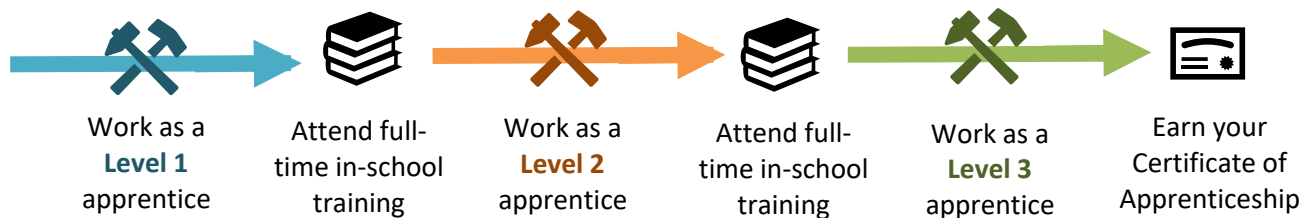
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Back in a Classroom

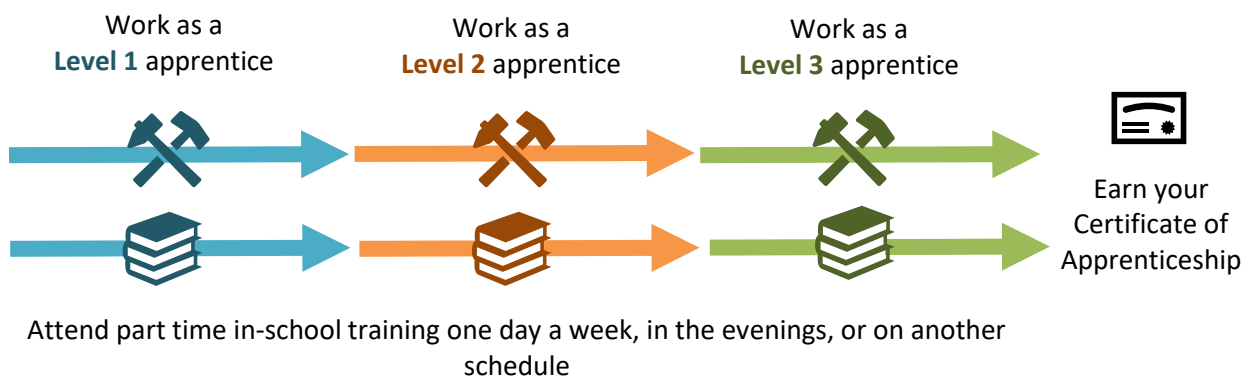
Many people like the idea of apprenticing in the skilled trades because they are hands-on learners. It is a common myth that if you don't like learning in a classroom, apprenticeship is how you can learn without being in a classroom. In reality, classroom training (often referred to as in-school training) is an important part of being an apprentice

Most apprenticeships are divided into different levels. When you first begin, you are a Level 1 apprentice. Then, after a period of on-the-job training, you will need to complete your Level 1 in-school training. If you're successful in class, you return to your job as a Level 2 apprentice. This pattern repeats until you complete your Apprenticeship. It may look something like this:



How many on-the-job and in-school levels of training you take depends on which trade you've chosen. On-the-job training usually lasts eight months to a year. Then, each block of in-school training usually lasts a few weeks to a couple of months. When you return to your employer, you practice the skills and knowledge you learned in the classroom.

Occasionally, apprenticeship training is offered in the evenings, online, or one day a week instead of full-time for eight to twelve weeks. That allows an apprentice to do their on-the-job training and in-school training at the same time, as long as they are located close together. It may look something like this:



While your employer will be your trainer when you are on the job, they will probably not be involved in your in-school training. That usually happens at a college or trade union.

Not every college and trade union offers classroom training in the same skilled trade. One may offer plumbing, while another may offer hairstyling. There may be a college or trade union close to where you live that offers in-school training in your chosen trade. If not, you will need to travel to attend that portion of your training. It is a good idea to research who offers in-school training when you are deciding what skilled trade you want to train in. If you have to go to a college several hours away, you may change your mind about what trade you are going to learn.

Getting ready to go back to school

If you have been out of a school environment for a long time and are concerned about the classroom portion of your apprenticeship training, there are programs that can help. Free adult upgrading programs across Ontario can help you prepare to:

- read and understand in-school training material
- write assignments
- take measurements, write up estimates, and do other math activities
- study and remember information
- take multiple choice tests

To find a free adult upgrading program near you, visit <https://www.ontario.ca/page/adult-learning-literacy-and-basic-skills#section-4>

Discussion:

How do you feel about attending the classroom part of your apprenticeship training?

What do you think the other apprentices in your class will be like?

Would you consider moving, or staying away from home for weeks or months at a time for your in-school training? Why or why not?

What to Expect During In-School Apprenticeship Training

What you learn during your in-school training will depend on the trade you are studying. Some things are similar from trade to trade, though.

There will likely be a combination of both theory (information about how things work) and practical exercises (completing specific tasks). There will be assignments for you to complete, and you will need to pass tests in order to finish your in-school training and move to the next level of your apprenticeship.

How can you find out what you'll learn in class?

Every apprenticeship trade has a Curriculum Training Standard. It's a document that outlines every topic you will learn in your in-school training.

By looking at the Curriculum Training Standard for an Automotive Painter Apprentice, we learn that apprentices need to take a total of 240 hours of in-school training. They will take four units specific to their trade. The chart below shows you the units, and how the in-school hours are broken down between theory and practical work.

		Total Hours	Theory	Practical
Unit 1	Applied Shop Practices	60	44	16
Unit 2	Preparation	60	33	27
Unit 3	Applications (Undercoat)	60	28	32
Unit 4	Applications (Topcoat)	60	27	33
		240	132	108

You must pass your in-school training to move on to the next level of your apprenticeship. Most trades require an overall mark of 70% to pass each level. Just like the subjects you will study change depending on your chosen trade, what you are graded on will also change by trade.

By looking again at the Curriculum Training Standard for an Automotive Painter Apprentice, we learn that half of the marks apprentices earn are based on their practical exercises. The chart below shows you how Automotive Painter Apprentices are marked for their in-school training.

Training Element	Weight in overall mark
Theory Testing	30%
Practical Application Exercises	50%
Research Project	10%
Notebook and Organizational Skills	10%

Discussion:

What do you prefer more, learning theory or practical exercises?

What do you think about how each training element is weighed?

If you think they should be weighed differently, how would you change them?

Activity – Find a Curriculum Training Standard

1. Think about a trade you are interested in learning. Write it here: _____

2. Visit the Trades Information page of the Skilled Trades Ontario website using this link.

<https://www.skilledtradesontario.ca/about-trades/trades-information/>

3. Near the bottom of the page you will see all 144 of Ontario’s recognized skilled trades listed. Search for the trade you’ve chosen. Once you find your chosen trade, click the blue “View Details” button.

Search for a Trade

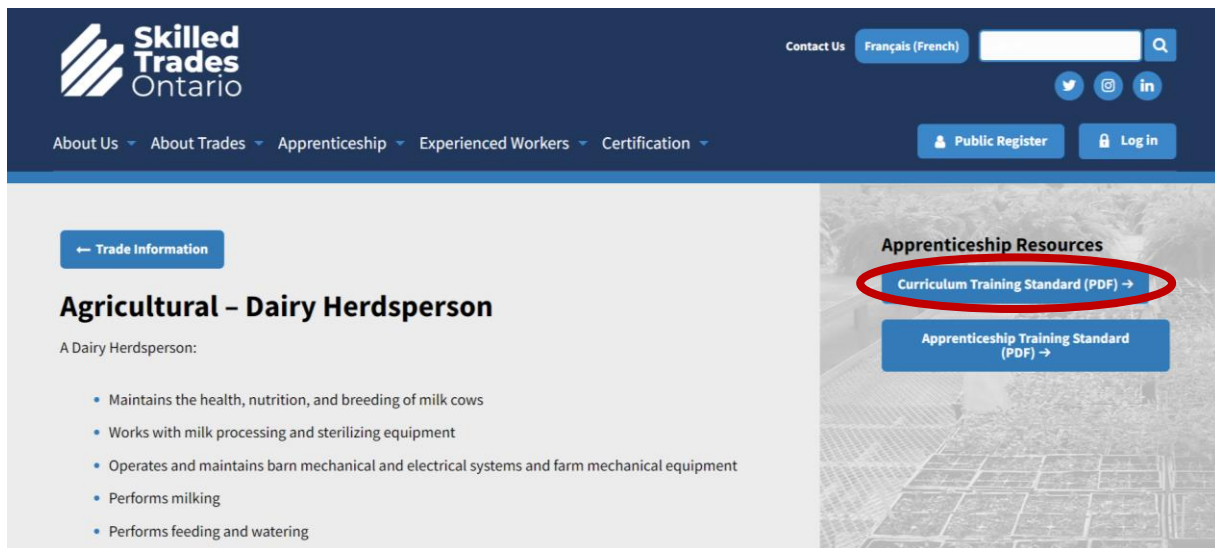
Enter Search Term Search Q

Your Search Returned 144 Matches

Trade Name	Code	Classification	Exam	Red Seal	Trade Details
Aboriginal Child Development Practitioner	620B	Non-compulsory	No		View Details ->
Agricultural - Dairy Herdsperson	640D	Non-compulsory	No		View Details ->
Agricultural - Fruit Grower	640F	Non-compulsory	No		View Details ->

You will go to a page that tells you all about your chosen trade, including:

- what sort of work you would do
- how many hours of both on-the-job and in-school training you need to do
- general subjects covered during in-school training
- whether the trade is compulsory (you must apprentice to learn this trade) or non-compulsory (apprenticeship is not required)
- what certifications you can earn in this trade



Skilled Trades Ontario

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Public Register Log in

← Trade Information

Agricultural – Dairy Herdperson

A Dairy Herdperson:

- Maintains the health, nutrition, and breeding of milk cows
- Works with milk processing and sterilizing equipment
- Operates and maintains barn mechanical and electrical systems and farm mechanical equipment
- Performs milking
- Performs feeding and watering

Apprenticeship Resources

Curriculum Training Standard (PDF) →

Apprenticeship Training Standard (PDF) →

On the right side of the page you should find links to both the Curriculum Training Standard (what you will learn in class) and the Apprenticeship Training Standard (what you will learn on the job).

Click the Curriculum Training Standard for the skilled trade you are interested in and review it. If the trade you chose doesn't have a Curriculum Training Standard, go back to the list of trades and select a different trade.

Note: The Skilled Trades Ontario site is being revised, so not all trades may have both a Curriculum Training Standard and an Apprenticeship Training Standard posted. When you read these documents, you may find some of them have not been updated with the names of organizations currently supporting the skilled trades. For example, you may see the "Ontario College of Trades" name or logo, but that organization is no longer open.

Activity – Note Taking

Did you notice that Notebook and Organizational Skills were worth 10% of an Automotive Painter Apprentice’s in-school training grade? When you reviewed the training standard for your chosen trade, you probably saw information about note-taking there too.

Note-taking is a skill that many are expected to have at some point in life. It is very important for the in-school part of your apprenticeship training, but most people have never learned how to take notes well.

To help you get the best out of a classroom experience, watch the WellCast video available at this link: <https://youtu.be/UAhRf3U50IM>

Watch the video first without taking any notes. Then watch it one more time and take notes using the tips you have learned. Be sure to include the three tips for taking effective notes!

Bonus: The WellCast note-taking worksheet has been included on the next page for you to use any time you’re taking notes. You can make copies if you wish.

WellCast

NOTE TAKING



DATE _____

Use this handy guide to help you take notes!

Format your notes as a series of questions, and fill in your own answers!

Don't forget to use colored pens to help you remember your notes visually!

Question –

↳ Answer –

Question –

↳ Answer –

Question –

↳ Answer –

Question –

↳ Answer –

Question –

↳ Answer –

Before you leave, spend at least 10 min. reviewing your notes
and teaching them to a friend!

What to Expect During On-the-Job Apprenticeship Training

Just like the in-school portion of your training, what you learn on-the-job will depend on the trade you are learning. Some things are similar from trade to trade, however.

There will likely be a combination of both observation (watching professionals complete a task and possibly assisting them) and hands-on activities (doing a task yourself with supervision). You will need to complete all of the elements of the first level of your on-the-job training before you can move on to the second level.

How can you find out what you'll learn on-the-job?

Every apprenticeship trade has an Apprenticeship Training Standard Logbook. It's a document that outlines all the things you need to know how to do in your trade. It is written in statements that describe how you, the apprentice, must successfully perform each skill.

When you have been trained on and have demonstrated each of these skills, the section of the logbook focused on that skill needs to be signed. There are two types of signatures required in your logbook:

- **Skill Confirmation** - You and your trainer sign each required skill to confirm that you have demonstrated competency in that skill.
- **Skill Set Confirmation** - After you and your trainer have signed off on all the required skills in a skill set, your supervisor signs to confirm your competency in the skill set.

By looking at the Apprenticeship Training Standard Logbook for a Developmental Services Worker, we learn that apprentices need to demonstrate 64 different skills across nine skill sets to complete their on-the-job training.

For example, in the skill set called "Maintain a Safe Environment," Developmental Services Worker apprentices must show that they can promote and monitor nutritional health by planning and monitoring nutritional intake, and providing menus/snacks to promote health according to **Eating Well with Canada's Food Guide** and the dietary requirements of individuals.

Discussion:

Have you ever seen explicit skills divided into “skill sets” the way the Apprenticeship Training Standard does?

Are you looking forward to your in-school or on-the-job apprenticeship training more? What is it you are most looking forward to about that part of your training?




Activity – Find an Apprenticeship Training Standard

Earlier in this module you looked up a Curriculum Training Standard (what you will learn in class). Follow the same steps to find an Apprenticeship Training Standard (what you will learn on the job).

1. Visit the Trades Information page of the Skilled Trades Ontario website using this link.
<https://www.skilledtradesontario.ca/about-trades/trades-information/>
2. Near the bottom of the page you will see all 144 of Ontario’s recognized skilled trades listed. Look through the trades and choose one you’re interested in. Click the blue “View Details” button next to the trade you chose.

Search for a Trade

Your Search Returned 144 Matches

Trade Name	Code	Classification	Exam	Red Seal	Trade Details
Heavy Equipment Operator — Excavator	636B	Non-compulsory	Yes		View Details →
Heavy Equipment Operator — Tractor Loader Backhoe	636A	Non-compulsory	Yes		View Details →
Hoisting Engineer — Mobile Crane Operator 1	339A	Compulsory	Yes		View Details →

On the right side of the next page you should find links to the Apprenticeship Training Standard.

The screenshot shows the Skilled Trades Ontario website. The header includes the logo, navigation links (About Us, About Trades, Apprenticeship, Experienced Workers, Certification), and a search bar. The main content area is titled 'Trade Information' and features the trade 'Hoisting Engineer — Mobile Crane Operator 1'. A description of the trade is provided, along with a list of duties: 'performs pre-operational inspections' and 'prepares and transports cranes'. On the right side, under 'Apprenticeship Resources', there are three links: 'Apprenticeship Training Standard (PDF) →' (highlighted with a red circle), 'Curriculum Training Standard – Level 1 (PDF) →', and 'Curriculum Training Standard – Level 2, 3 & 4 (PDF) →'.

Click the Apprenticeship Training Standard for the skilled trade you are interested in and review it. If the trade you chose doesn't have an Apprenticeship Training Standard, go back to the list of trades and select a different trade.

Note: The Skilled Trades Ontario site is being revised, so not all trades may have both a Curriculum Training Standard and an Apprenticeship Training Standard posted. Some of these documents have not yet been updated, so you may also see the "Ontario College of Trades" logo on them.

Earning Your Certification

Certificate of Apprenticeship

When you are done your required number of on-the-job and in-school training hours, and you've learned all of the skills required, you will have completed your apprenticeship!

You will need to let the Ministry of Labour, Immigration, Training and Skills Development know that your training is complete. To prove that, you may need to submit:

- a copy of your Apprenticeship Training Standard Logbook with signatures from both you and your trainer in each skill area, and from your supervisor in each skill set
- documentation showing you have completed the in-school portion of your apprenticeship training
- proof that you have completed the required number of on-the-job training hours for your trade

When you complete your training as an apprentice, you will get a Certificate of Apprenticeship. The Ministry of Labour, Immigration, Training and Skills Development will send it to you within six weeks of the date you let them know you've completed your training.

The Certificate of Apprenticeship shows you've completed both your in-school and on-the-job apprenticeship training requirements and that you are legally certified to work in your skilled trade. Some people refer to this as "getting your ticket."

Certificate of Qualification

Once you have your Certificate of Apprenticeship, you can move on to the next level of certification. This is called a Certificate of Qualification (C of Q). Having a C of Q can help you get better pay, more job opportunities and more responsibility.

You earn a C of Q by writing an exam that shows you have a strong understanding of your trade. The C of Q exam is multiple-choice for all trades. You need to score at least 70% to pass, regardless of your trade.

Not every skilled trade offers a Certificate of Qualification. However, if the trade is **compulsory** (one that requires apprenticeship training), you will need to pass the exam to work legally in your trade.

Some trades that have a Certificate of Qualification (C of Q) exam include:

- plumber
- electrician
- automotive service technician
- hairstylist
- cook
- tool and die maker
- arborist
- drywall finisher and plasterer

You can learn more about the Certificate of Qualification on the Skilled Trades Ontario website here: <https://www.skilledtradesontario.ca/certification/>

Ontario College Certificate

If you successfully complete all levels of your in-school training at one of Ontario's public colleges, you will also receive an Ontario College Certificate for your trade. This is a newer certification that is gradually being rolled out in Ontario.

Discussion:

Did you know there were different kinds of certifications that apprentices could earn? Which certification(s) had you heard of before?

Red Seal Certificate

Each province in Canada is responsible for managing its own apprenticeship system. That means that across Canada, each province has a different number of designated skilled trades. For example, in Ontario there are 144 apprenticeship trades, but in Manitoba there are only 55. The training you may receive to learn a skilled trade can also vary from province to province.

That can be difficult for a skilled tradesperson interested in moving to a new province. If the training they've received isn't recognized in this new province, they may have to start training again – even if they've been working in the trade for years.

To overcome that problem, the **Red Seal** system was created. If someone has a Red Seal on their trade certificate, it shows they have the knowledge and skills needed to work in their trade in any province or territory in Canada.

To earn the Red Seal, you need to write and pass the Interprovincial Red Seal exam for your chosen trade. The exam:

- is multiple choice
- takes up to four hours to write
- requires a score of 70% or higher to pass

Not all trades have a Red Seal, and you do not need to earn a Red Seal to work in a trade that offers one. Many tradespeople choose to write the exam even if they don't plan to move to another province, because the Red Seal is highly regarded.

Discussion:

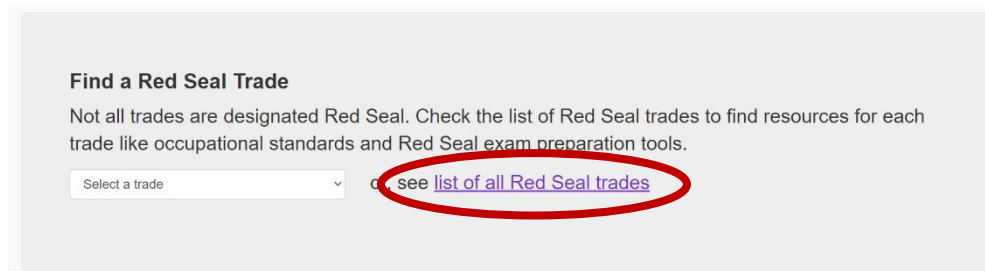
What would make you want to get a Red Seal?

Why do you think national standards are important for apprentices and tradespeople?

Activity – Learn More About the Red Seal System

Visit the Red Seal website at www.red-seal.ca and follow the instructions below.

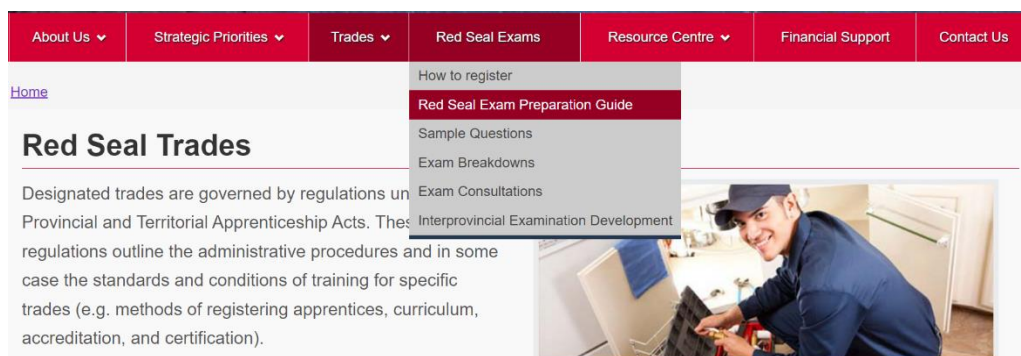
1. On the main page of the Red Seal website, click the link to see the list of all Red Seal trades.



Review the alphabetical list of the 55 Red Seal trades in Canada. Which of the following are Red Seal trades?

- | | |
|--|--|
| <input type="checkbox"/> Tractor-Trailer Commercial Driver | <input type="checkbox"/> Industrial Electrician |
| <input type="checkbox"/> Oil Heat System Technician | <input type="checkbox"/> Hairstylist |
| <input type="checkbox"/> Welder | <input type="checkbox"/> Refrigeration and Air Conditioning Mechanic |
| <input type="checkbox"/> Automotive Glass Technician | <input type="checkbox"/> Drywall Finisher and Plasterer |

2. From the tool bar at the top of the Red Seal website, click Red Seal Exams. Go to the section called Red Seal Exam Preparation Guide.



Which of the three following statements about the Red Seal Exam is **true**?

- ☐ Each question is worth different marks.
- ☐ There may be trick questions.
- ☐ Of the four choices, there is one correct answer, and three incorrect options.

3. Click on Exam Breakdowns, and then select “Baker.” - Red Seal Exam Breakdown

Red Seal Exam Breakdowns

Find out how your trade's exam is broken down according to topic.

Select a trade

A	B	C
Agricultural Equipment Technician	Baker	Cabinetmaker
Appliance Service Technician	Boilermaker	Carpenter
Auto Body and Collision Technician	Bricklayer	Concrete Finisher
Automotive Refinishing Technician		Construction Craft Worker
Automotive Service Technician		Construction Electrician
		Cook

How many questions are on this Red Seal Exam? _____

How many questions will be about chocolate and confections? _____

4. The Red Seal website is full of information, including sample exam questions and details on how to register for an exam. Spend a few minutes exploring the site, and write down three things you found.

1.

2.

3.

Activity – Don’t Take the Exam, Write the Exam!

As you’ve seen in some of the previous information, multiple-choice tests and exams are common in apprenticeship training. It’s helpful to know more about how multiple-choice questions and tests can be structured.

Multiple-choice questions often follow a pattern. That may include:

- using simple sentences that are clear and easy to understand
- offering two or more answers that sound similar if you don’t read them carefully
- asking the test taker to choose the “best” answer when more than one answer sounds right
- keeping the length of answers similar (usually less than one line).

A good way to answer multiple choice questions is to imagine someone asking you why the answer is correct. If you can explain that and back up the answer with facts or examples, you have probably made a good choice.

Think of a topic you know about. It could be gardening, cooking, parenting or any other area where you are an “expert.” You will create a mini multiple-choice exam using what you just learned.

Use the template on the following page to write three questions with four answers each. Write the reason why the correct answer is the best answer. Then test it out with other learners, a tutor or a teacher. Make sure to tell them the reason why the correct answer is the best.

Question 1: _____

Answers

- a)
- b)
- c)
- d)

What answer is correct? a) b) c) d)

Why it is the best answer? _____

Question 2: _____

Answers

- a)
- b)
- c)
- d)

What answer is correct? a) b) c) d)

Why it is the best answer? _____

Question 3: _____

Answers

- a)
- b)
- c)
- d)

What answer is correct? a) b) c) d)

Why it is the best answer? _____

Your Rights and Responsibilities

Both during and after your apprenticeship training, you will be working. As a worker in Canada, you have both rights (things you are entitled to) and responsibilities (things you must do). The Government of Canada provides information about workers' rights and responsibilities through the **Canadian Centre for Occupational Health & Safety**.

According to the Government of Canada you have the responsibility to:

- work within the health and safety laws
- use personal protective equipment and clothing as directed by your employer
- report workplace hazards and dangers to your supervisor or employer
- work in a safe manner
- tell your supervisor or employer about any missing or broken equipment

You also have rights. They are to:

- refuse unsafe work
- participate in the workplace health and safety activities
- know actual and potential dangers in the workplace

It is important that you know your rights and responsibilities. Unfortunately, sometimes workers are asked to do things that are outside their rights and may be unsafe. An example of this could be if an employer asks a worker to do a job without proper safety equipment. Employees are sometimes let go if they don't meet their responsibilities. An example of this could be if a worker sees a dangerous material being used incorrectly and doesn't report it.

Discussion:

What other examples can you think of where a worker would not be meeting their responsibilities?

What other examples can you think of where a worker's rights would not be met?

Activity – Righting Wrongs

Read the article from the Toronto Star (originally published in 2017). Answer the questions that appear after the article.

Pot dispensary workers question what legal rights they have

By Peter Goffin, Staff Reporter



Photo credit: Carlos Osorio, Toronto Star

Sarah has no illusions about the pot dispensary that employs her.

She knows it's illegal. She knows it's not a licensed medical service. She knows that, by working there, she risks being caught up in police raids and armed robberies.

Sarah, who asked for her name to be changed for fear of being fired, is a self-described “bud- tender,” a \$13-per-hour shift worker on the front lines of Toronto’s illegal marijuana industry. The job was an easy paycheck when she badly needed one. After months behind the counter at Canna Clinic in Kensington Market, Sarah has amassed a litany of complaints, from sexual harassment by customers to fears of police raids and armed robberies.

But the unlawful nature of the dispensary business has Sarah wondering what her workplace rights are and what recourse, if any, is available to her when management lets her down.

Canna Clinic operates seven dispensaries in Toronto and six in British Columbia. Its website described the company as “Canada’s leading provider of medical cannabis products and accessories.” Canna Clinic is not, however, one of the 38 marijuana producers licensed by Health Canada. Nor are any of Toronto’s other storefront pot sellers.

“Licensed producers distribute medical marijuana by mail to authorized users,” Tammy Robinson, spokesperson for the City of Toronto’s licensing and standards division told the Star in 2016. “Storefront distribution of medical marijuana is illegal and not permitted.”

Prime Minister Justin Trudeau’s campaign pledge to legalize and regulate the sale of marijuana sparked hundreds of entrepreneurs to open pot shops across Canada. Trudeau and law enforcement have maintained, however, that until new legislation is in place, existing prohibition laws are to be upheld.

Toronto police raided dozens of shops, and laid over 180 charges, as part of its dispensary crackdown in May 2016. Since then, police say, officers have raided one dispensary per week, on average. Meanwhile, there have been at least 13 robberies of Toronto dispensaries since June 2016.

On various occasions, staff and customers were threatened with a knife, held at gunpoint, even assaulted by the robbers. Having an abundance of cash and weed around makes Sarah’s co-worker Lisa uneasy.

Lisa, whose name has been changed at her request, said she has to put thoughts of robberies and raids out of her mind, otherwise she would be unable to work at the dispensary. Lisa and Sarah both say managers are reluctant to talk about either possibility.

“They don’t want to discuss it with us,” said Lisa. “The last (Toronto) dispensary robbery that happened, I’m the one who found out about it online ... I was the one that alerted everyone on staff.”

Management has also failed to adequately address staff harassment by customers, Sarah said. “I’ve had a lot of men come in and say really rude things to me,” Sarah said. “You know (managers) don’t have your back. If something happens, customers don’t get banned, they’re allowed to come in again.” On top of all that, Sarah said, she was promised a raise after three months, but never received it.

In a letter to the Star, a lawyer for Canna Clinic called Sarah and Lisa’s claims “malicious and defamatory,” and said the dispensary treats its employees “well and professionally.”

“My client takes sexual harassment allegations very seriously and has procedures in place to address any such allegations,” wrote B.C. attorney Kirk Tousaw. “My client denies that any have been made.” Tousaw went on to say that Canna Clinic management has an “open door policy” for staff to discuss raids and robberies, has security at all its locations and had installed panic buttons in its stores. Further, he wrote, raises are given to Canna Clinic employees based on longevity and performance.

All workers, even those employed by unlicensed businesses, are afforded certain government protections, said Ontario Ministry of Labour spokesperson Janet Deline. “When a Ministry of Labour Health and Safety inspector conducts an investigation, the focus is on the possible hazard and the health and safety of workers in the workplace, not whether or not the company is licensed,” Deline said in an email.

Ontario’s Occupational Health and Safety Act grants workers the right to know about workplace hazards, refuse unsafe work and participate in the addressing of workplace health and safety issues, she added.

View this article online at: <https://www.thestar.com/news/gta/2017/02/22/pot-dispensary-workers-question-what-legal-rights-they-have.html#>

1. What is the article about?

2. Who are the two employees? _____

3. Who is the employer? _____

4. Who said that “all workers, even those employed by unlicensed businesses, are afforded certain government protections”?

5. According to the article, Ontario’s Occupational Health and Safety Act gives workers the right to three things. What are they?

1. _____

2. _____

3. _____

6. How do you think that store-front marijuana dispensaries are now legal and commonly licensed changes this story?

Next Steps

Now that you understand more about your in-school and on-the-job training, as well as the different kinds of certifications you can earn as an apprentice, you can move on to the next resource in the Apprenticeship Answers series: **Putting Your Best Foot Forward**.