



Schools North Apprenticeship Program (SNAP)

The Schools North Apprenticeship Program (SNAP) is an Education, Culture and Employment (ECE) work experience program for Northwest Territories (NWT) high school students. It began in 1995 with the intention of encouraging students to consider skilled trades as a great career choice and to help students make the transition from school to work. The program provides students interested in skilled trades with a way to gain valuable work experience while completing their high school education and earning work experience credits at the same time. Those who move into an apprenticeship after high school are able to earn their trades credential and have little to no student debt. SNAP also provides employers with the opportunity to develop young workers in a designated trade, fill their own skill gaps and re-invest in their home communities.

Definitions

Apprenticeship: a post-secondary training program consisting of on-the-job training through an employer and technical training at a college.

SNAP Student: a youth (at least 16 years of age) who attends high school and participates in a work placement in the trades but has not signed an apprenticeship contract with an employer. The SNAP Student may receive work experience credits toward high school graduation. Remuneration is at the discretion of the employer. Under the Trades and Occupation Wage Subsidy Program (TOWSP), an employer can be subsidized up to 3,200 hours of work experience (a maximum of 1,600 hours per fiscal year) at a maximum of \$8.00 per hour, and \$15.20 for female apprentices in non-traditional trades.

Once a SNAP Student is ready to commit to a designated trade or occupation, they will be advised to sign an apprenticeship contract and work as an apprentice under the supervision and mentorship of a qualified Journey professionals or designated trainer. The hours they have worked as a SNAP Student may be credited towards their Apprenticeship.

SNAP Apprentice: a youth (at least 16 years of age) who attends high school and participates in a work placement in the trades, has signed an apprenticeship contract with an employer, and will receive hours toward their apprenticeship. Students may receive work experience credits toward high school graduation. Under TOWSP, an employer can be subsidized up to 3,200 hours of work experience (a maximum of 1,600 hours per fiscal year) at a maximum of \$8.00 per hour, and \$15.20 for female apprentices in non-traditional trades.

Goals and Benefits

SNAP Students and Apprentices may:

- Gain exposure to skilled trades, which are in-demand in the NWT;
- Gain valuable supervised experience at an employer's work site;
- Contribute to and participate in the northern workforce;
- Have an alternate educational opportunity;

- Learn valuable work skills;
- Earn wages while obtaining high school credits;
- Explore career opportunities while working towards high school completion;
- Earn credits towards high school completion; and
- Earn work experience hours (credits) towards a trades credential.

Keys to SNAP Success

The participation and cooperation of all partners is essential for program success, including:

- Students
- Employers
- Parents/guardians
- School SNAP Administrators (SSA)
- Career Development Officers (CDO)
- Career and Education Advisors (CEA)
- ECE Headquarters staff

Roles and Responsibilities

SNAP is administered by the Labour Development and Standards Division of ECE, in partnership with the Student Support and Wellness Division.

The role of the CEA includes promoting the trades in schools, generating student interest related to the trades and apprenticeship, and assisting students in accessing program resources. The CEA liaises with the CDO, employers and the SSA.

The role of the CDO is to promote trades and apprenticeships throughout the Northwest Territories, provide front line services to prospective and current apprentices, conduct outreach with employers, process applications for SNAP, and liaise with the CEA and SSA. The CDO provides program information and administers TOWSP.

The role of the SSA is to administer and implement SNAP in schools by interacting with students, the CEA, the CDO, employers and parents/guardians. The SSA monitors the student's work experience schedule, ensuring students have their hours of work recorded in PowerSchool for Student Work Experience Credits.

For more information on SNAP, talk to a Career Development Officer at an [ECE Service Centre](#) or a Career and Education Advisor at CEA@gov.nt.ca.

For more information:

www.gov.nt.ca/Apprenticeship