What are journeyperson to apprentice ratios?
Journeyperson to apprentice ratios are established in regulation and set out the number of apprentices who may be sponsored or employed in relation to the number of journeypersons employed in certain trades.

Why do we have journeyperson to apprentice ratios?
Journeyperson to apprentice ratios exist in certain trades to ensure the safety and quality of on-the-job training of apprentices, while providing for the future skilled labour needs of industry.

How are ratios determined?
Ratios are determined not by the Ontario College of Trades, but by independent Review Panels that follow a criteria-based process involving industry and public consultation — a process that occurs every four years. For more information, visit the Ratio Review Process section of our website or the Frequently Asked Questions re: Ratio Review Process & New Regulation.

Who determines whether or not a trade is subject to a ratio?
The Minister of Training, Colleges, and Universities is responsible for setting out in regulation which trades are subject to ratios, based on the request of industry and advice from the College.

Does Ontario have any 1:1 ratios?
Yes. With the exception of the Floor Covering Installer trade, every trade with a ratio begins at 1:1, which means a sponsor or employer only needs one journeyperson to register the first apprentice.

Do employers count toward the ratio?
Yes. If an employer is a journeyperson, he or she counts toward the ratio. To find out more, please see Who counts toward ratios?

Are ratios subject to College enforcement?
Yes. Journeyperson to apprentice ratios are legal requirements established in the Ontario College of Trades and Apprenticeship Act, 2009 (OCTAA) and are subject to College enforcement. The College has the legal authority to assess compliance with journeyperson to apprentice ratios and to prosecute offences through the use of College Enforcement Officers. In addition, the Ministry of Training, Colleges, and Universities (MTCU) is responsible for ensuring compliance with ratios when registering apprenticeship training agreements.

Who is responsible for ensuring ratios are complied with: the employer or sponsor?
Sponsors are responsible for ensuring compliance with ratios (as per section 8 of OCTAA). In many circumstances, the sponsor is also the employer. However, in other circumstances, the sponsor and the employer are not the same person. This is the case with group-sponsors, where a third-party
organization (i.e. the group-sponsor) is the apprentice’s sponsor and one of a number of employers
affiliated with the group-sponsor is the apprentice’s employer. In these situations, it is still the sponsor’s
responsibility to ensure the apprentice is working in accordance with the journeyperson to apprentice
ratio for the trade.

**How are ratios enforced in industrial plants with apprentices?**
An exemption under the OCTAA allows a person to work in a compulsory trade without being an
apprentice or a journeyperson if they are permanently employed by, and while on the premises of, an
industrial plant.

However, if a person enters into a Registered Training Agreement as an apprentice in a trade with a
journeyperson to apprentice ratio, the sponsor must ensure that the apprentice only works in
accordance with the ratio. This means that any registered apprentices engaging in the practise of a
trade with a regulated ratio in industrial plants would have to be working in accordance with the
prescribed ratio for that trade.

In addition, for compulsory trades with ratios, anyone the sponsor or employer wants to count in the
ratio as either an apprentice or a journeyperson, must be a member of the College in good standing,
even if they would normally be exempt from membership because of the industrial exemption (i.e.
permanently employed in an industrial plant and practicing their trade on premises).

**Does an apprentice have to be supervised at all times by a journeyperson?**
Under the *Ontario College of Trades and Apprenticeship Act, 2009* (OCTAA), it is the responsibility of the
sponsor to ensure that the apprentice is provided with the training required as part of an apprenticeship
program. As per the apprenticeship Sponsor Agreement and Registered Training Agreement, the sponsor
must ensure that the apprentice’s trainer is qualified and that the progress of training is monitored. The
focus of OCTAA is on ‘training’, rather than ‘supervision’.

However, the *Occupational Health and Safety Act, 1990* (OHSA) requires that individuals in training be
supervised to a varying degree dependent on the occupation and setting. For most trades, once the
sponsor has confirmed the apprentice’s competency in the required skills, a journeyperson does not need
to work alongside the apprentice but must be readily accessible by phone or radio. For other trades, such
as the Hoisting Engineer trades (mobile and tower crane operators), OHSA regulations require that an
apprentice be accompanied by a journeyperson.

It is the responsibility of the Minister of Labour to enforce OHSA requirements. For more information on
supervision of workers in training, visit the Ministry of Labour’s website.

**Does the ratio apply to any journeypersons and apprentices, or just journeypersons and
apprentices within the same trade?**
Usually the ratio applies to journeypersons and apprentices in the same trade. In a few trades, where
there are similarities between a trade with a wide scope of practice and a narrower-scope trade, the
Ministry of Training, Colleges and Universities allows journeypersons in the larger-scope trade to be
included in the ratio as a journeyperson for an apprentice in the narrower-scope trade.

For example, a journeyperson construction and maintenance electrician (309A), whose scope of
practice includes commercial, industrial and residential buildings, can train an apprentice domestic and
rural electrician (309C) whose narrower scope of practice includes only low-rise residential and rural
buildings. However, a journeyperson 309C cannot train a 309A apprentice.

For more information, contact your local ministry apprenticeship office.