



September, 2022

LETS

(Labour attraction/retention,
education/training & safety)

LETS pilot

Starting October 1, 2022

- Introduction to LETS
- Auto body & collision technician apprenticeship cohort
 - Six month cohort (Oct 1, 2022 – Mar 31, 2023)
 - Initiatives for apprentice and employer
- Auto careers BC
- Salvage vehicles for technical schools
- Future LETS phases

Auto body & collision apprentice cohort



Introduction to LETS

- Introducing a **pilot program** to support collision industry sustainment
- This is a proof of concept, specific dates that will be measured to determine success
- New **Auto body & collision technician apprentices** & certifications has not kept up with demand and volume
- Approximately 13% apprentices Auto body & collision trade complete certification compared to 43% for all trades
- ICBC is looking to find ways to **attract and retain** interest in technical roles in the collision industry
- LETS will also look at other concepts, opportunities to support industry sustainment
- Pilot closes **March 31, 2028**



LETS collision initiatives - apprentices

- Cohort - Eligibility to new or existing apprentices employed at a Collision repair program facility between Oct 1, 2022 to Mar 31, 2023
- Apprentices that successfully complete level 1 receive \$1,500 tool grant
- Collision repair program participants awarded \$1,000 per apprentices per successful completion of level
- **Goal** – Apprentices progressively moved towards certification increasing retention
- **Note:** only Auto body & collision technicians eligible



Apprentice Cohort Examples

- Apprentice registered January 15, 2023 (New apprentice eligible in the cohort dates)
- Apprentice completes **level 1** January 15, 2024
 - ICBC issues \$1,500 tool grant to apprentice and \$1,000 to collision repair facility
- Apprentice completes **level 2** January 15, 2025
 - ICBC issues \$1,000 to collision repair facility
- Apprentice completes **level 3** January 15, 2026
 - ICBC issues \$1,000 to collision repair facility
- Apprentice completes **level 4** January 15, 2027
 - ICBC issues \$1,000 to collision repair facility
- Total paid over four years
 - \$1,500 to apprentice
 - \$4,000 to Collision Repair Program facility



Apprentice Cohort Examples

- Apprentice already registered, currently successfully completed **level 2**
- Apprentice completes **level 3** September 1, 2023
 - ICBC issues \$1,000 to collision repair facility
- Apprentice completes **level 4** September 1, 2024
 - ICBC issues \$1,000 to collision repair facility
- Apprentice receives certification

- Total paid over four years
 - \$0 to apprentice
 - \$2,000 to Collision repair program facility



How do I register?

- Ensure any apprentices employed at your facility are listed in Entegral
- Apprentices must be registered with the Industry training authority (ITA)

Important – Ensure your facility information is accurate

- ICBC will verify with your facility the apprentice information and current status, e.g. Level 2
- New apprentices – inform ICBC at supplierprograms@icbc.com **prior to March 31, 2023**



How do I receive compensation?

- **Let us know** when your apprentice completes a level of apprenticeship
- ICBC will verify your level of completion with the ITA, documentation may be required to support level completion
- Once the level of completion ICBC will issue applicable payments to the Collision repair program facility and apprentice, if applicable

Note: Pilot expires **March 31, 2028**, no cheques will be issues after



Auto careers BC

- Auto careers BC (ACBC) is managed by the ARA
- ACBC supports industry with the following
 - Attending job fairs, advocating for auto careers
 - Post job ads for employers
 - Details about auto careers
 - Automotive retailers foundation (ARFI) with scholarships and bursaries

autocareersbc.ca



Salvage Vehicles for Technical Schools

- ICBC will provide a newer ADAS equipped salvage vehicle to technical schools
- Students will see how modern vehicles are repaired
 - Modern substrates, HSS, Aluminum, etc.
 - Scan system for faults
 - Ability to calibrate
 - Review manufacturer repair procedures
- Delivery of vehicles in Fall to technical schools
- Goal is to generate more interest in Auto body & collision technician apprenticeship



What is Next?

- **LETS** is not something restricted to these initiatives, reviewing further opportunities including areas other than collision
- Provide information for apprentices including external grants, bursaries, tax credits, etc. that can help with the on-boarding and retaining apprentices
- Providing resources on improving workplace behaviour
 - Workplace behaviour was a key contributor for apprentices leaving trade
 - Review WorksafeBC workplace behaviour requirements
 - Awareness and education
- Goal with LETS is to help industry be sustainable



Questions, comments and feedback

Please contact **MD Account Services** regarding any questions

[md-account-services.pdf \(icbc.com\)](#)



Thank you!

