

## FREQUENTLY-ASKED QUESTIONS

**Q: Who can employ a RAP student?**

A: Anyone who is eligible to employ an apprentice can employ a RAP student. Current employers include small, medium, and large companies throughout the province.

**Q: Do I treat the student like any other employee?**

A: Yes, with the understanding that they are in an educational program and are younger and perhaps less experienced.

**Q: What do I provide?**

A: As an employer you must provide:

- / A safe work environment
- / Hours of work to be accumulated toward the apprenticeship
- / Registered RAP Apprentice must be paid at least Minimum wage.

**Q: Am I responsible for WCB? What if a student is injured on the job?**

A: Alberta Learning provides WCB coverage. If a RAP student is injured on the job you must ensure they receive medical attention and contact the student's supervising teacher immediately. The supervising teacher will ensure the necessary WCB forms are completed. You are still required to fill out an accident report.

**Q: What happens if my RAP student is not working out?**

A: Treat your student as you would any other employee by providing counsel, performance appraisals and performance plans. Please discuss any student concerns with the student's supervising teacher. As an employer you may terminate their placement/employment for cause at any time.

**Q: Am I obligated to keep the student after they are finished the RAP program?**

A: No. Employing a student after they have completed the program is at your discretion.



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