



Helmets to Hardhats

Pre-Budget Submission to the FINA Committee Pre-Budget Consultation

David Gagnon
Clerk of the Committee
Standing Committee on Finance
House of Commons
Sixth Floor, 131 Queen Street
Ottawa, Ontario K1A 0A6



Recommendation: That the government provide funding in the amount of \$785,000 in each of the next three years for the Helmets to Hardhats veteran placement program for a total commitment of \$2,355,000.



Dear Members of the Committee,

We are writing to you with a request for funding through Budget 2021.

As you are aware the COVID-19 pandemic has caused an unprecedented impact on Canada's economy, and by extension the job market. Helmets to Hardhats, as a non-profit, has seen a decrease in private sector funding which means that we've faced difficulty in maintaining the payment of our operational expenses and by extension the veteran placement program. However, at this juncture we are focused on recovery and moving forward rather than dwelling on the impacts we have sustained and continue to sustain as an organization.

Helmets to Hardhats is principally concerned with ensuring that transitioning veterans of the Canadian Armed Forces are provided with access to second career opportunities, training, support, and access to placements while guarding against exploitation.

Helmets to Hardhats has placed over 1000 transitioning veterans, with an average of 120 placements per year. Our target is to double our placement capacity. On any given day, about 300 transitioning veterans are registered with H2H and ready to be placed. We currently cannot meet the demand.

Based on studies published by Veterans Affairs Canada, the pre-release income of non-commissioned, transitioning veterans or reservists is around \$46,200. Employment in a skilled trade provides a substantially greater income. As an apprentice, these transitioning veterans will earn more than their pre-release income. As a qualified skilled tradesperson, they will earn significantly more. Not only that, given Canada's shortage of skilled tradespeople there is an inherent need for more qualified individuals who can meet the demand.

Our costs on average is \$6,393 per placement. Even setting aside the social and psychological benefit of providing a transitioning veteran with a skilled trade career, the income tax alone that these individuals will pay as skilled tradespersons is more than three times greater than their placement cost.

Helmets to Hardhats also plans to expand our geographical reach to include more representation in Western Canada, Atlantic Canada, and Quebec, and increase our reach within homeless veteran communities, reservists and senior cadets.

Helmets to Hardhats wants to ensure that veterans are not left behind.



The Ask

Helmets to Hardhats is seeking \$785,000 in each of the next three years to match the contributions of our sponsors and partners, for a total of \$2,355,000. This will enable us to double our placement of transitioning veterans and expand our program to include more geographical representation and focus on assisting employers while expanding opportunities for reservists, senior cadets and homeless veterans.

About Helmets to Hardhats

Helmets to Hardhats is a non-profit and is recognized as a leading service provider by the Canadian Armed Forces, Veterans Affairs Canada, Red Seal Canada, Canada's Job Bank, and by Canada's 14 building trade unions and leading industry business owners.

We are the pre-eminent construction industry gateway for the men and women who have served in Canada's military. We work with a balanced community of building trades owners, employers and labour unions to ensure our transitioning clients receive only the best industry wages and benefits. Our secure job bank makes hiring and posting opportunities safe and efficient, and all postings are vetted to make certain that our clients are protected against exploitation.