

# A Structured Model for Federal Implementation



CEBA RESULTS IN B.C.

**76%**  
local hires

**14%**  
Indigenous participation  
(2x avg)



## 01 Establish A National Baseline

Extend prevailing wage standards and implement a 10% apprenticeship requirement across all federal infrastructure investments and tax incentives.

## 02 Mandate CEBA's On Federal Projects

Mandate CEBA's on federal projects over \$10M, including working toward targets of 20% of all hours worked by underrepresented groups.

## 03 Include CEBA's In Cost-Matched Projects

Include CEBA's for infrastructure projects funded jointly through federal-provincial investment and bi-lateral agreements.

## 04 Establish A Tri-Lateral Compliance Group

Create a formal oversight body involving government, employers, and labour to support implementation and validate compliance.

## 05 Publicly Report Outcomes

Implement a real-time federal scorecard reporting on apprenticeship participation, hiring targets, and workforce outcomes.

CEBA RESULTS IN NOVA SCOTIA

**25%**  
apprenticeship hours

**10%**  
underrepresented workers



### CORE COMPONENTS OF THE CEBA MODEL



Protect Job Quality

PREVAILING WAGE STANDARDS



Build Workforce Capacity

APPRENTICESHIP REQUIREMENTS



Expand Access To Careers

LOCAL & EQUITY HIRING TARGETS



Ensure Accountability

OVERSIGHT & PUBLIC REPORTING