

RETURN ON TRAINING INVESTMENT STUDIES IN BRITISH COLUMBIA AND ALBERTA

CANADIAN
APPRENTICESHIP
FORUM



FORUM
CANADIEN SUR
L'APPRENTISSAGE

FINANCIAL BENEFITS OF APPRENTICESHIP

Based on a Canadian Apprenticeship Forum (CAF-FCA) study completed in 2008, for every dollar invested, employers receive a return, on average, of a \$1.47.



The net benefit ranges, depending on the trade, from \$39,524 for the cook trade to \$245,264 for the heavy-duty equipment mechanic trade.

WHY REVISIT THE BUSINESS CASE?

Growing skepticism and uncertainty about the value of training apprentices and the disruption caused by COVID-19 has resulted in a lack of employer investment in apprenticeship training. Only 19 percent of employers hire and train apprentices and apprenticeship registrations are in decline. In 2020, new apprenticeship registrations were down 28.5% (-22,119) representing some of the largest year-over-year declines that have been observed in 30 years of tracking apprenticeship registrations.

At the same time new apprenticeship registrations are in decline, Statistics Canada noted increased job vacancies in the service, construction and manufacturing sectors. In the post-pandemic recovery period, these negative trends could create problems in the supply side of the labour market as the economy rebounds and more workers are needed in the skilled trades. Greater investments in apprenticeship training are needed.



THE PROJECT

In two brand new studies funded by the provinces of British Columbia and Alberta, surveys with employers will be conducted to re-examine the costs and benefits of hiring apprentices and to better understand the reasons why employers do not hire and train apprentices. These new studies will help industry in a variety of skilled trades sectors to:

- build the business case for training
- understand current rates of participation among employers

- help better understand why qualified employers (i.e., those with a journey person) elect not to employ apprentices
- improve policy decision-making on workplace training based on the actual experiences of skilled trades employers
- inform future training strategies that impact industry's ability to sustain itself and to remain competitive

The final reports should be available in the Spring/Summer of 2023.

For more information about this project, contact **Emily Arrowsmith**, Director of Research and Programs, Canadian Apprenticeship Forum, at emily@caf-fca.org 613-235-4004 Ext 2011.



SOURCES:

It Pays to Hire an Apprentice:

https://caf-fca.org/caf_research/it-pays-to-hire-an-apprentice-roti/

The Daily – Registered apprenticeship training programs, 2020 (statcan.gc.ca):

<https://www150.statcan.gc.ca/n1/daily-quotidien/211206/dq211206c-eng.htm>

Canada



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