

# Apprenticeship ROI and 2022 AIT Statistical Profile Highlights

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Industry Education Session  
September 20, 2023  
Presenter: Lester Yearwood



# Welcome!

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- Apprenticeship Return on Investment
  - Highlights from CAF “Business Case for Apprenticeship in Alberta” report.
- AIT Statistical Profile
  - 2022 AIT Statistical Profile Highlights

# Return on Investment For Hiring Apprentices

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# Apprenticeship ROI Background

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- In June 2023, Canadian Apprenticeship Forum (CAF) published findings from their 2022 research study “The Business Case for Apprenticeship in Alberta”
- Goals:
  1. Assess costs and benefits of training apprentices
  2. Assess why qualified/able employers do not hire apprentices
- Scope:
  - Automotive Service Technician (AST)
  - Electrician
  - Carpenter

# Findings – Return on Investment

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- Cost-benefit analysis of return on training investment:

Trade	Total Cost	Total Benefits	Net Benefits	ROI
AST	\$435,291	\$703,579	\$268,288	\$1.62
Electrician	\$267,686	\$378,652	\$111,293	\$1.43
Carpenter	\$309,730	\$372,919	\$63,189	\$1.20

# Findings – Net Benefits to Employer

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- Net benefits to employer per year of apprenticeship

Trade	Year 1	Year 2	Year 3	Year 4
Net Benefits for AST	\$26,780	\$60,888	\$85,706	\$94,913
Net Benefits for Electrician	\$14,557	\$25,924	\$29,221	\$41,265
Net Benefits for Carpenter	\$11,785	\$15,221	\$13,315	\$22,868

Employer Reported Benefits of Hiring Apprentices	% of Employers
Better fit with the organization	91%
Better retention of employees	81%
In-house mentors	79%
Potential for career advancement in the company	76%
Avoids risks of skills shortages	73%
Greater overall productivity	72%
Better relationships with customers	71%
Fewer mistakes	68%
Better health and safety performance	66%

Reasons for not Hiring Apprentices	% of Employers
Not enough continuous contracts to sustain apprenticeships	57%
Not enough apprentices / no-one applies to job postings	23%
Insufficient journeypersons to supervise apprentices	19%
Not a compulsory trade	14%
Potential for apprentice to be recruited by another company	13%
Apprentices require too much of the journeyperson's time	10%
In the past, my apprentices had too many essential skills issues	8%
In the past, my apprentices had too many life management issues	6%
Interruption in apprentice availability due to technical training	5%
Insurance costs	4%
Health and safety concerns related to apprentice training	3%
Worker's compensation costs for apprentices	3%
Other	18%

**CONFIDENTIAL – Contains advice to Minister**



# Apprenticeship ROI

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- Report link: [https://caf-fca.org/research\\_reports/full-report-the-business-case-for-apprenticeship-training-in-alberta-roti-2023/](https://caf-fca.org/research_reports/full-report-the-business-case-for-apprenticeship-training-in-alberta-roti-2023/)
- Fact Sheet: <https://caf-fca.org/wp-content/uploads/2022/10/ROTI-fact-sheet.pdf>
- Accessing report requires CAF registration:
  - <https://caf-fca.org/non-member-registration/>
- BC report is also now available via CAF link.

# 2022 Statistical Profile

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# AIT Statistical Profiles

- Current state of apprenticeship in Alberta.
- Important way to ensure consistent and verified information is available.
- Reports available back to 2010 on the Alberta website.
- Published yearly.



# AIT Statistical Profiles

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- Information includes numbers of registered apprentices in each program, classroom instruction attendance and credentials issued.
- Government staff, post-secondary institutions, the Alberta Board of Skilled Trades, and skilled trades stakeholders and external researchers access and use this information for planning and reference.
- Data is almost entirely from ATOMS (Apprenticeship, Trades and Occupation Management System)

# 2022 AIT Statistical Profile

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- As of December 31, 2022, there were approximately 45,200 registered apprentices
  - Up from 39,000 in 2021 & 44,900 in 2020.
- Of those:
  - 5,700 were women;
  - 3,000 self-identified as Indigenous;
  - 2,300 began in RAP;
  - 181 began in a CTS Apprenticeship Pathway; and
  - 80 per cent were registered in 12 programs.

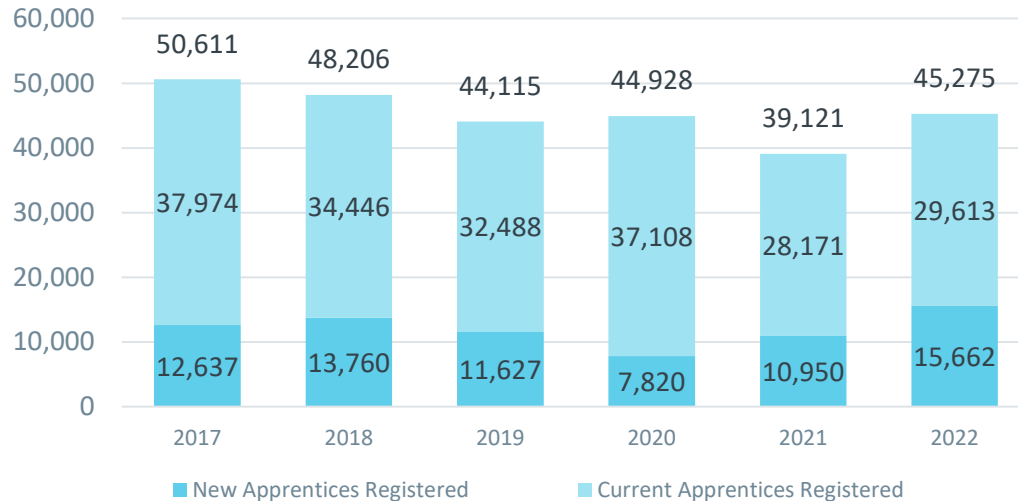
# 2022 AIT Statistical Profile

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- In 2022...
  - 15,600 new apprentice registrations (79% w/ Sponsor).
  - 6,000 Journeyperson or Qualification certifications issued.
  - 1,500 education credentials issued between STAEA's July launch and December.
  - Department staff visited over 9,500 employer sites or shops.

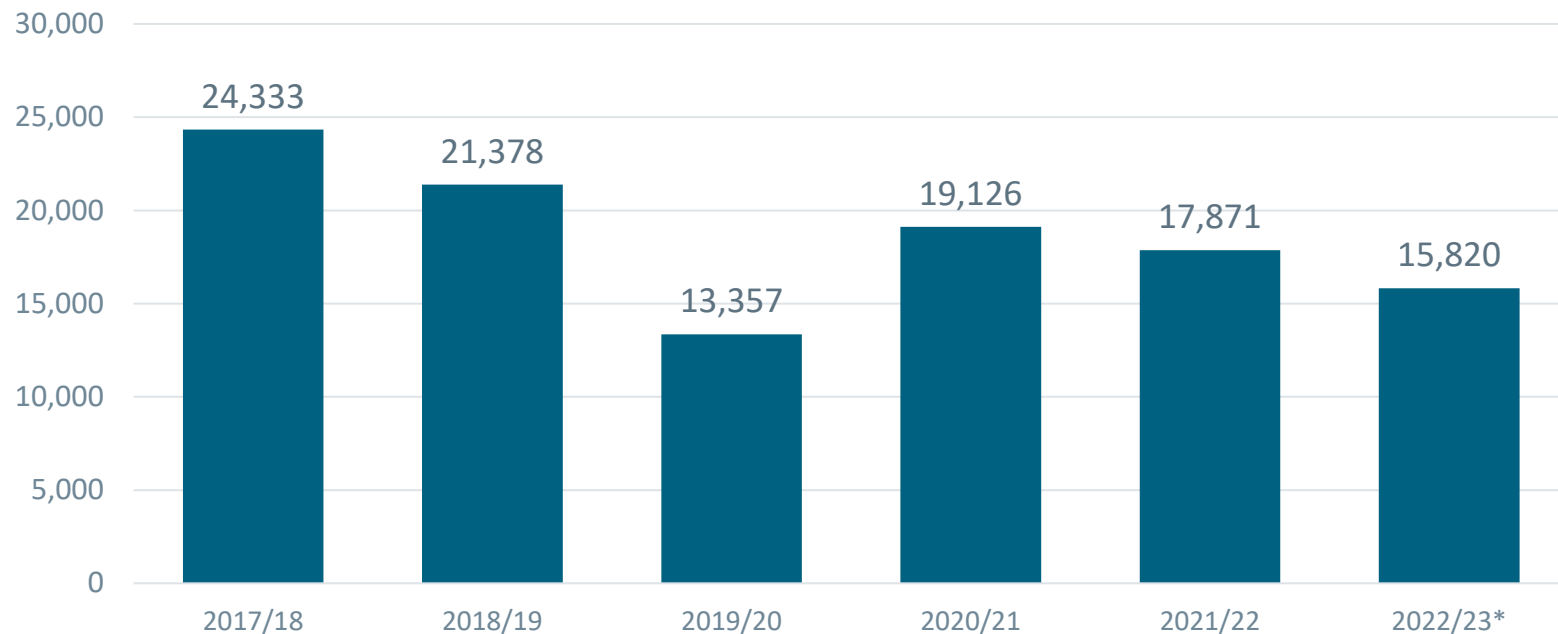
# Apprenticeship Registration Trends

	2017	2018	2019	2020	2021	2022
Total Apprentices	50,611	48,206	44,115	44,928	39,121	45,275
New Apprentices	12,637	13,760	11,627	7,820	10,950	15,662



# Classroom Instruction Attendance

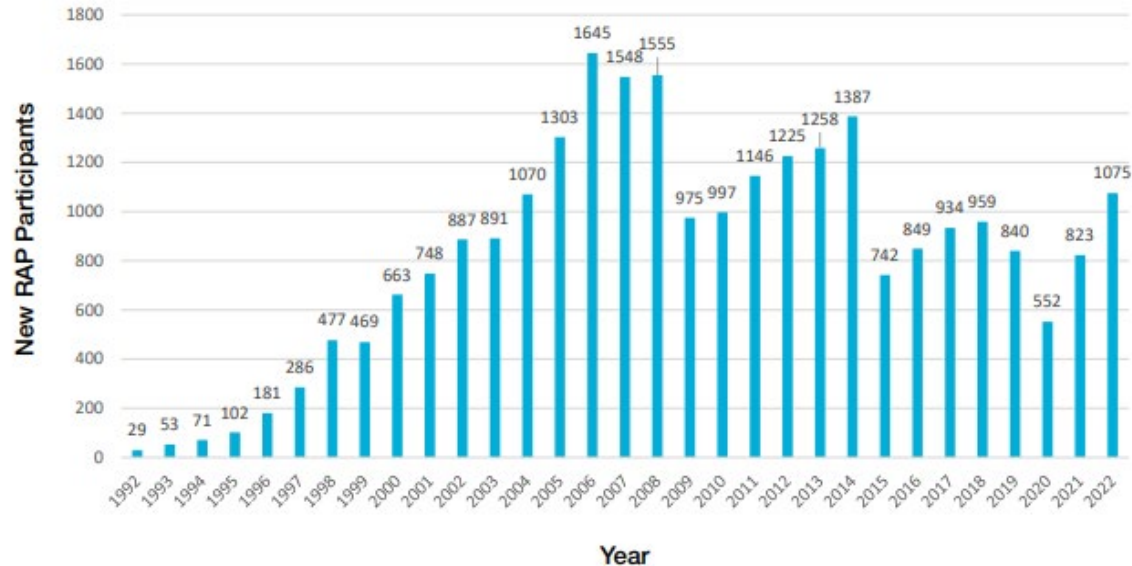
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# RAP Apprenticeship New Registration by Year

Number of New Registrants in the Registered Apprenticeship Program (RAP) by Year<sup>1</sup>

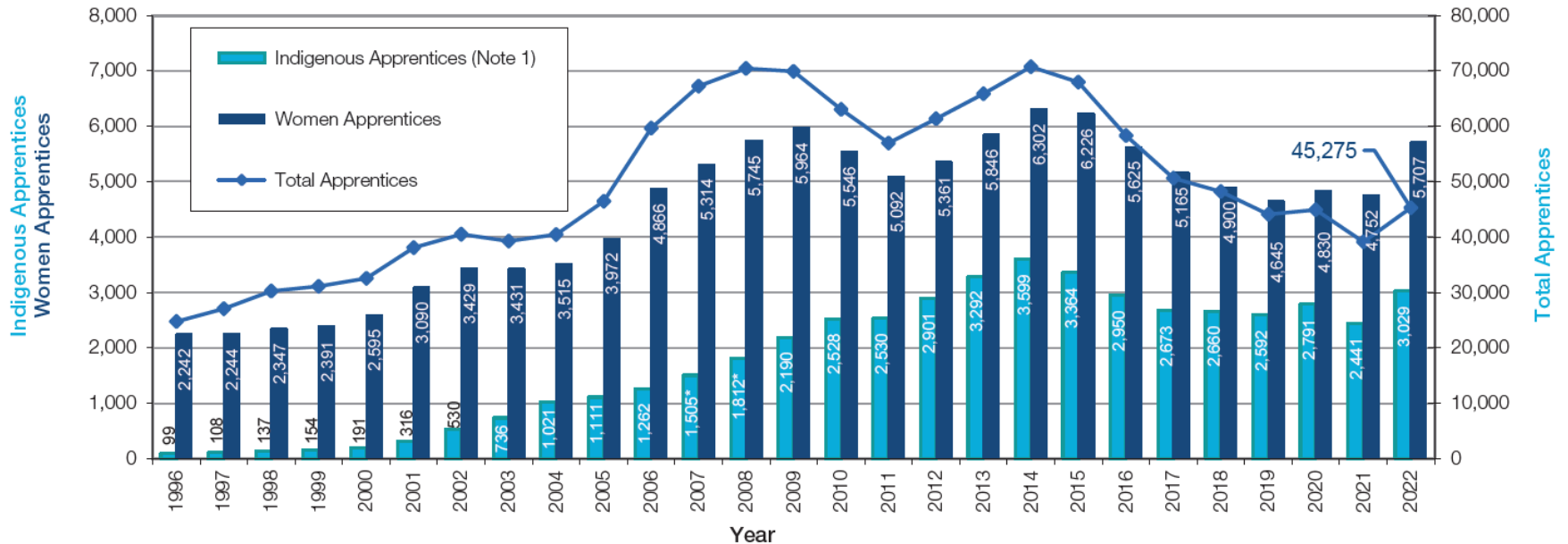


Source: Alberta Advanced Education, Alberta Skilled Trades and Professions

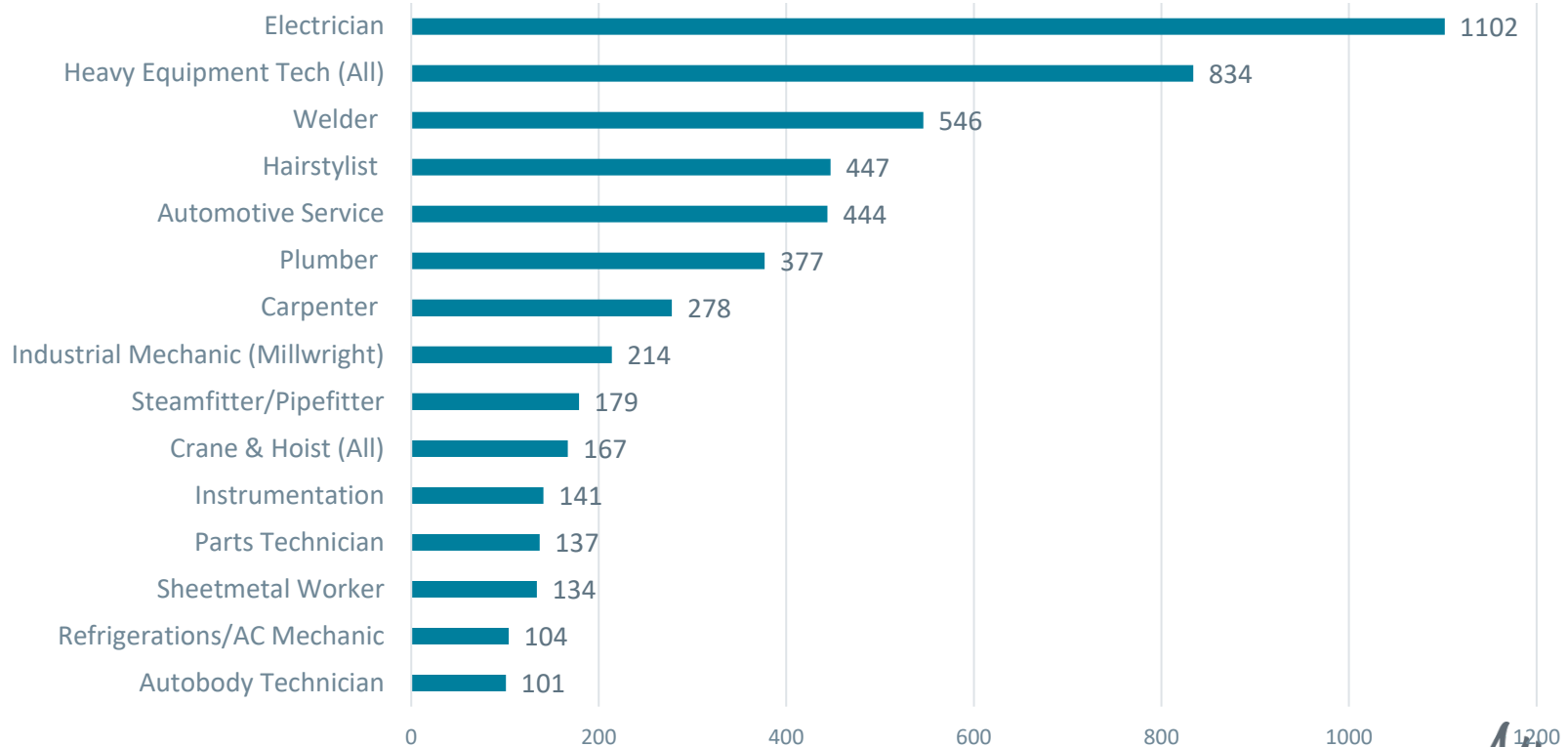
<sup>1</sup> This graph represents statistics covering calendar years (January to December).

# Women and Indigenous in Apprenticeship

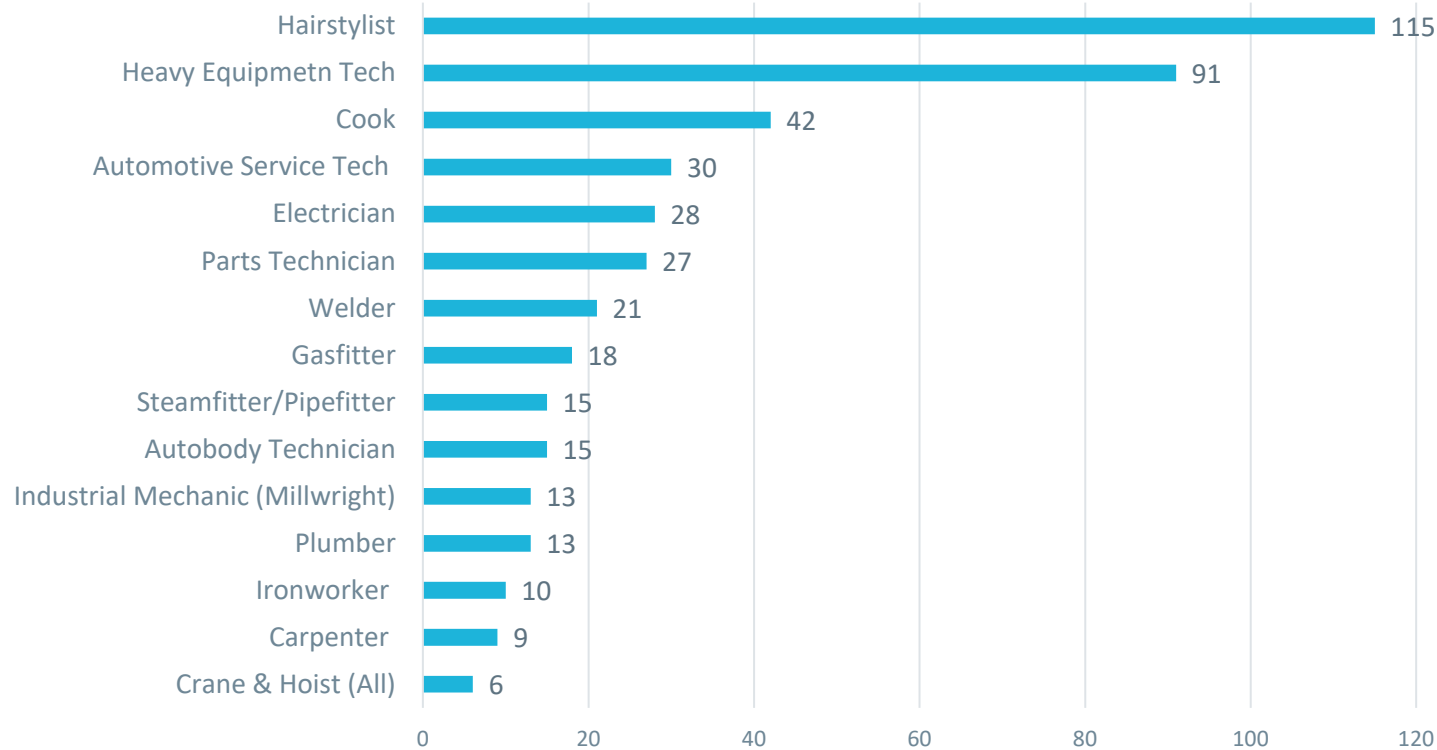
Total, Women and Indigenous Apprentices Registered by Year



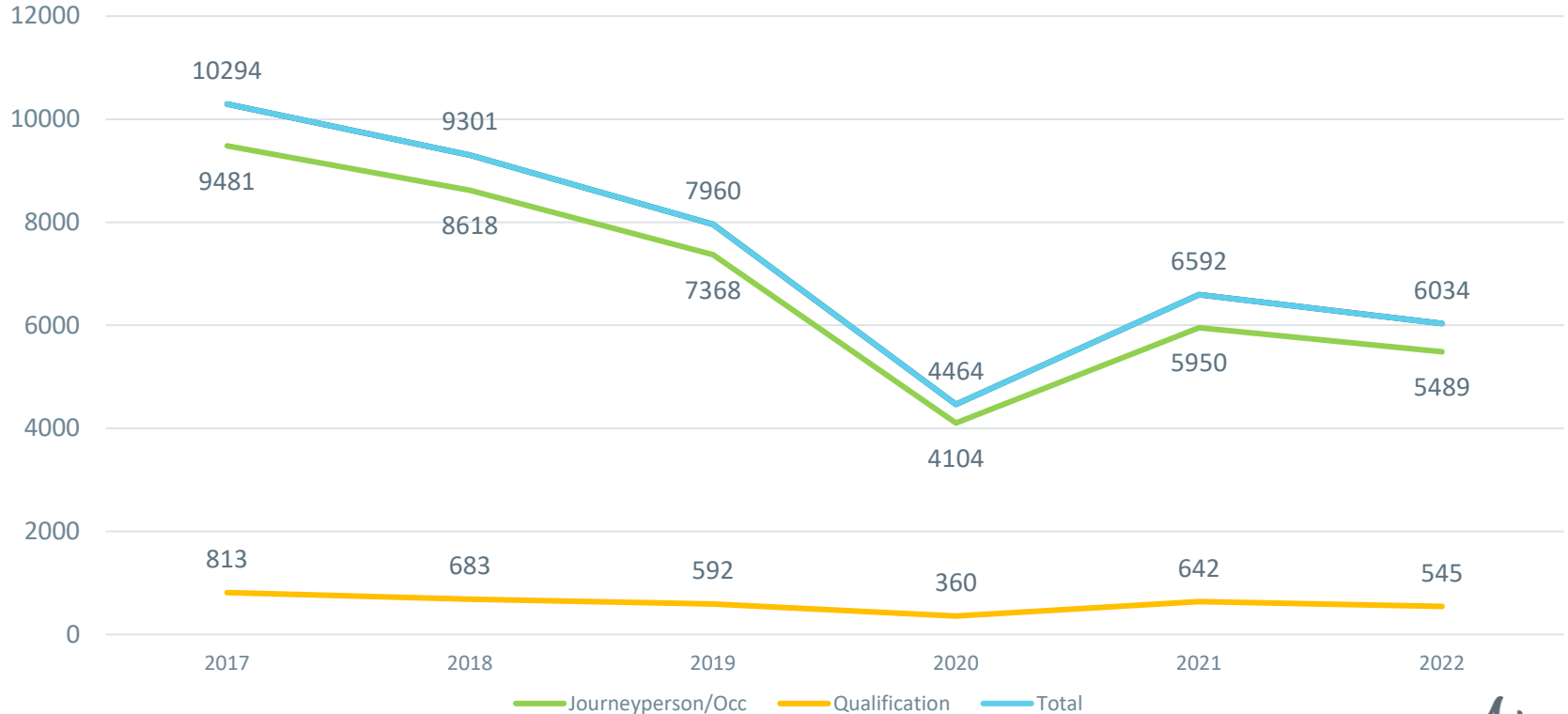
# Top 15 Trades by Total Certifications



# Top 15 Trade Certification via Qualification



# Total Certifications by Year (Trend)



# Discussion

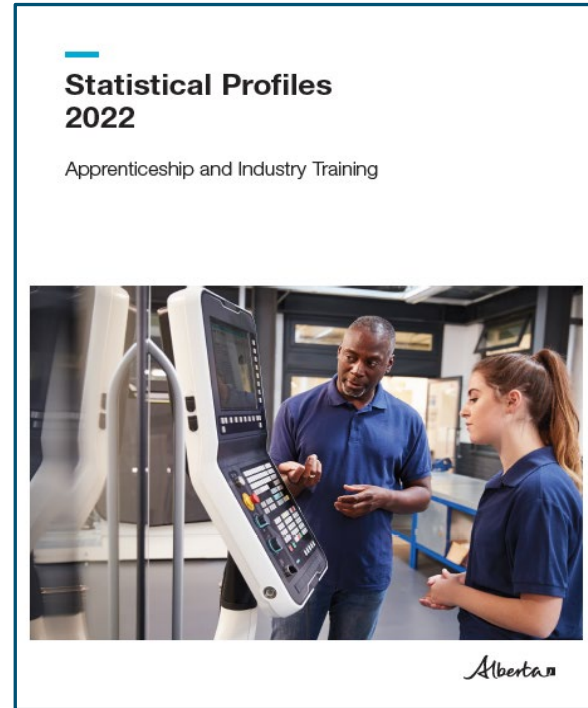
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- How do you (industry) use the information in the Statistical Profile?
- What additional data, insights, or information might be useful to you?

# 2022 AIT Statistical Profile

- 2022 AIT Statistical Profile link:

<https://tradesecrets.alberta.ca/regulation-resources/publications/>



# Questions?

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