

Foundations of Apprentice Success

CAF-FCA Regional Roundtable
March 2, 2017

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Why are Essential Skills important?

- Essential or foundational skills:
 - are needed for work, learning and life
 - are the foundation for learning all other skills
 - help people evolve with their jobs and adapt to workplace change

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Nine Essential Skills

- Reading
- Writing
- Document use
- Numeracy
- Computer use
- Thinking/Problem-solving
- Oral communication
- Working with others
- Continuous learning

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Apprenticeship Context

- “Poor essential skills” cited by employers as a barrier to hiring apprentices
- Apprentices may have gaps because:
 - They have been away from formal learning
 - They weren’t inspired academically
- Essential skills support training and career success
 - Ability to deal with fast-paced learning at technical training
 - Productive and efficient in the workplace

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Recent Research

- Solicited direct feedback from employers in construction, manufacturing, transportation and service trades
- A survey of 6,074 employers to understand the essential skills training landscape in the skilled trades
- 496 employers discussed the costs and benefits of the training
- 149 employers estimated their return on investment

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

High-level Results

- 45% of employers provided formal essential skills training
 - New technical skills related to the trades (37%)
 - Capacity to learn and adapt to new work processes (17%)
 - Thinking independently to solve problems (16%)
 - Ability to work with others such as giving or following directions and resolving conflict (15%)

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Benefits of Training

- Culture of training in the workplace (71%)
- Committed to employee learning (70%)
- Keep up with industry changes (56%)
- Workplace changes (48%)
- Demographic changes in workforce (23%)

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Skills Focus

- Training offered focused on skills that facilitate change:
 - Capacity to adapt to new work processes (32%)
 - Working with others (27%)
 - Thinking independently to solve problems (25%)
 - Working with digital technology (25%)
- Less common for reading and numeracy, though these skills were identified as important by employers

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Cost of Training

- Net costs were \$1,005 per learner
- 15% of employers received direct financial support:
 - Governments (tax incentives, etc.) (\$375)
 - Business associations (\$100)
 - Unions (\$500)

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Benefits of Training

- Direct benefits:
 - Increased bill out rate (\$1,833)
- Indirect benefits:
 - Increased work rate (\$3,461)
 - Reduced errors (\$500)
 - Reduced downtime (\$417)
 - Reduced wastage (\$333)

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Return on Investment

- For every \$1 invested in essential skills training, employers had a median return of \$3.08
- Other costs identified by employers were in the form of higher wages (\$1,000) and foregone revenue (\$360)
- Other benefits noted were customer retention (\$1,339), facilitated other training (\$33), new process innovations (\$622) and improved brand image (\$1,786)

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Engaging Indigenous Learners



www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage



www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Key Messages for the Skilled Trades

- Positive outcomes for both employers and tradespeople highlight value of investing in essential skills prior to training, during training and as part of life-long learning
- Employers who invest in essential skills see both financial and non-financial business benefits
- Tradespeople see personal financial benefits when they invest in their essential skills

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage

Foundations of Apprentice Success

CAF-FCA Regional Roundtable
March 2, 2017

www.caf-fca.org

APPRENTICESHIP PAYS
JUST ASK US.



Canadian Apprenticeship Forum
Forum canadien sur l'apprentissage